

Fairer Aberdeen Fund Annual Report 2019-20



The Fairer Aberdeen Fund is allocated by Aberdeen City Council to tackle poverty and deprivation. The Fund is dispersed and managed by the Fairer Aberdeen Board, a subgroup of the Community Planning Partnership, made up of representatives from the regeneration areas, the Civic Forum, the Council, NHS Grampian, Police Scotland and ACVO (Aberdeen Council of Voluntary Organisations). In 2019-20 funding of £1,640,000 was made available to support work in priority areas and across the City with vulnerable groups and individuals.

Funding was awarded to 41 projects within the main programme, as well as a Community Support Fund to support community engagement, an Employment Support Fund to support costs associated with getting people back into work, and a Participatory Budgeting event.

Grants ranged from £2,200 to £156,000 in value. A total of 34,431 people were involved in, or benefited from, funded initiatives, 9,327 of them were under 16 years old. 973 volunteers contributed 145,324 hours of volunteering time with a value of over £2.2m*.

*Volunteering time is generally valued as the median hourly pay rate in the area, in Aberdeen this was £15.33. (Office of National Statistics, the Annual Survey of Hours and Earnings (ASHE))

The Fairer Aberdeen programme is aligned with the themes from the **LOCAL OUTCOME IMPROVEMENT PLAN** and **LOCALITY PLANS** in priority areas:

ECONOMY
CHILDREN AND
YOUNG PEOPLE
ADULTS
PLACE

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Community Planning Aberdeen



FAIRER ABERDEEN FUND

£1.6m invested **41** funded projects

34,431 people supported

973 volunteers **145,000** hours of volunteering time

£2.2m value of volunteering

ECONOMY

270 people into work

62 young people moved on to employment, education or training

23 weekly employment support sessions

36 sensory impaired people supported to stay in employment

2126 people receiving money advice and income maximisation advice

£3.1m client financial gain, an average of £2,500 per person

5625 Credit Union savers **£1.7m** affordable loans provided

CHILDREN & YOUNG PEOPLE

9,327 children and young people supported

469 parents and families with complex needs supported

359 young people accessed **3076** counselling sessions

186 young people involved in producing youth media

ADULTS

404 people accessed counselling provision provided locally

654 people took part in adult learning

137 people involved in producing community media

105 older people were supported to develop digital skills

130 volunteers provided meals and facilities to rough sleepers

PLACE

484 tonnes of free food distributed, equal to **1.4m** meals

1,603 food bank users referred to other services

3 community pantries established with **205** members

5 community projects/flats supported in disadvantaged areas

ECONOMY

LOCAL
OUTCOME
IMPROVEMENT
PLAN

90% of working people in Living Wage Employment by 2026 –

Promoting inclusive economic growth for our most disadvantaged communities

LOCALITY PLANS

Remove barriers to accessing employment and employment progression

Maximise household incomes

Maximise the employment, education and training opportunities for school leavers

Pathways supports people into employment by providing tailored support for people from the first stages of job seeking through to securing and maintaining employment. They identify and encourage participation of hard to reach residents through weekly drop-ins, work clubs, established links with partner agencies and individually tailored one to one Keyworker support.

461 people received support and 213 moved into work. Weekly drop-ins were delivered in all the priority areas, with additional drop-ins arranged in areas identified as needing extra support. Key workers were in each priority area at least twice a week, offering advice and help with job searches and providing laptops to enable people to complete online applications with their support. 7 volunteers contributed 294 volunteer hours.

shmuTRAIN (Station House Media Unit) offers comprehensive employability support and skills development training to young people aged 14-19, using community & digital media to engage young people, increase motivation and develop core skills such as confidence, communication and team work, and to support young people to move on to a positive destination.

50 young people participated in the programme. 31 of them moved into positive destinations, 7 into work, 14 into further education and 10 into training. 13 young people secured an SQA, 50 showed improved communication skills and 50 showed increased readiness for work.

NESS (North East Sensory Services) Employment Service

provides an employment service to blind, visually impaired, deaf or hard of hearing people who live in Aberdeen City. They provide specialist support enabling people to access relevant employment, education and training opportunities and to sustain opportunities which have already been accessed.

They worked with 75 clients. 6 people moved into work and 36 were sustained in their current jobs. Clients were also involved with training, work placements and volunteering.

CAB Money Advice Outreach Project

provides advice and information using community centres as drop-in centres, assisting clients to maximise their income from welfare benefits and to reduce levels of debt.

702 clients received money advice and income maximisation advice with a total financial gain of £760,136, an average of £1,083 per client.

St Machar Credit Union improves access to affordable financial services and products and develops credit union membership, by providing and promoting easy access savings accounts for adults and juniors and low-cost loans within the community.

Over the year they gave out affordable loans of over £1.7m, meaning 3,600 people had access to affordable credit, avoiding payday loans or doorstep lending.

9 volunteers staffed 7 collection points across the priority areas.

Volunteering can give valuable experience and confidence to enable people to get back into work, with appropriate training and support



270 people into work
62 young people moved on to employment, education or training
2126 people receiving money advice
£3m client financial gain

Prince's Trust Team Programme

provides a 12 week personal, social and employability skills development programme for participants aged 16-25 who are disadvantaged, with a high proportion having complex needs including offending behaviour, drug and alcohol issues, behavioural issues, problems with literacy, numeracy, mental health and homelessness.

Over the year 23 people completed the programme, 10 moved into work and 8 into education, training or volunteering.

Social return on investment for every £1 of funding received by Pathways there was a return of £4.67

PATHWAYS

Social return on investment for every £1 of funding received by shmuTRAIN there was a return of £3.69

“We worked with a father who had numerous financial difficulties. He was unaware he could apply for Disability Living Allowance for the extra care needed for his autistic son. He is now receiving this and has had his ESA reinstated at the maximum amount. We also referred his son to various autistic charities in the city. His son is now receiving 2 days a week doing various sporting activities and learning maths. This has been a huge help to both father and son.”

CFINE SAFE

Care and Repair provides advice and financial assistance to older people and people with disabilities, to maximise household income and raise charitable funding on behalf of individuals to carry out repairs, improvements, and adaptations to the home.

Over the year 441 households were assisted with income maximisation and charitable funding, achieving a total financial gain of £596,731, an average of £1,353 per household. 986 households in priority areas received assistance with repairs, adaptations, and handyman services.

CFINE SAFE (support, advice, financial, education) provides financial capability support on benefits, budgeting and debt, and a referral system to direct beneficiaries to agencies who can support them to resolve issues. SAFE provides a holistic, person-centred response to the multiple and complex needs of people on low incomes and reliant on emergency food provision.

Over the year 582 clients were seen, 202 of them received financial gain of £879,168, an average of £4,352 per person.

“Client B suffered from extreme depression and anxiety. We were able to represent him at appeal and ensure his PIP was reinstated.”

CFINE SAFE DA

CFINE SAFE Disability Action provides financial capability support for those affected by disability. Confidential non-medical advice is provided, as well as for their carers. Home and hospital visits are available, and beneficiaries are supported through the tribunals phase of benefit appeals where required.

401 clients were seen, 141 of them reported financial gain of £943,743 an average of £6,693 per person.

PATHWAYS

The labour market in Aberdeen has been very poor over the past year, with far fewer vacancies in lower and unskilled jobs than in more buoyant years. It is not anticipated that the labour market will return to previous levels. Alongside this, the introduction of Universal Credit and Welfare Reform is having a huge impact. Clients are under more pressure to find work, including clients who have health problems. As a result, the referrals being received now tend to be much further from being job ready than in previous years.

The impact of these factors is fewer vacancies, with increased competition for these vacancies.

And now the biggest single impact on the service is the Coronavirus pandemic. There are limited vacancies available, restricted to jobs such as supermarkets, drivers, and the NHS, and many clients are wary of taking jobs in these occupations.

As we enter the new reporting year Pathways is working hard to raise our profile across social media, so that when the lockdown is lifted and people start to return to work they know where to come for support to re-enter employment.

CHILDREN AND YOUNG PEOPLE

LOCAL OUTCOME
IMPROVEMENT PLAN

95% of children (0-5years) will reach their expected developmental milestones by the time of their child health reviews by 2026 –

*Ensuring that families receive the parenting and family support they need
Improving health and reducing inequalities*

90% of children and young people will report that they feel mentally well by 2026 –

Increasing children's knowledge and understanding of their own physical and mental wellbeing

LOCALITY
PLANS

Improve outcomes for families with the most complex needs

Facilities and services that meet the needs of young people

Fersands Family Centre Support Worker and Twos Group provides a safe, welcoming and stimulating environment to deliver good quality play and learning experiences to encourage motivation, and enthusiastic learning.

Over the year 40 families received support and 22 children attended the weekly pre-nursery group. More intensive, long term support was provided to 12 families who have social work involvement.

Middlefield Youth Flat and Under 11s work supports young people, especially those with low self-esteem and lack of confidence.

Over the year 170 young people participated in 1600 sessions at the Youth Flat, as well as 15 outreach sessions, 145 of them were under 16.

90 young people were involved in Under 11s Work, there were 142 club and small group work sessions. 8 volunteers contributed 860 hours of volunteer time.

Fersands Youth Work Support provides a wide range of youth work services to encourage young people to experience new activities, gain new skills, build relationships and learn about health issues, employment and other issues relevant to them.

Over the year 120 young people participated, 101 of them under 16 years old. 8 volunteers contributed 500 hours of volunteer time.

Mental Health Aberdeen provides ACIS Youth Counselling, where 223 young people accessed 2147 counselling sessions. ACIS Youth also operates in Torry, where 104 young people accessed 833 counselling sessions in Primary and Secondary schools.

Choices Relationship Revolution delivers an early intervention programme to break the cycle of gender-based violence and sexual exploitation and to raise awareness, challenge prejudice and stereotypes amongst young people.

Over the year 1200 participants were involved, 135 educational workshops and 100 drop in clubs were held. 94% of young people reported being able to identify violent and exploitative relationships and an increased knowledge of existing support services following participation in the workshops.

There were 25 young people trained and supported to volunteer and 210 volunteer hours contributed.

SHMU Youth Media provides creative opportunities for young people (between the age of 12-19), primarily from the regeneration areas of Aberdeen, to train and take part in all aspects of the production of regular radio programmes

A total of 186 young people participated, 175 of them under 16 years old. 28 volunteers contributed 14,900 hours of volunteering time.

9,327 children and young people supported

469 parents and families with complex needs supported

359 young people accessed

3076 counselling sessions

186 young people involved in producing youth media



Services for young people support their personal, social and educational development, enabling them to develop their voice, influence and place in society and to reach their full potential

Home-Start coordinate home visiting support to families identified as at risk and hard to reach, working to prevent further crisis and family breakdown.

38 families in priority areas were supported. All families reported reduced isolation, and reduced levels of family conflict or stress. 5 families no longer required Social Work support. 23 families were supported with financial issues, 9 people moved into work, volunteering or training and 49 volunteers contributed 2890 volunteering time.

Tillydrone ACT Attack provides drama classes as a means to help promote a sense of value, self-worth, and self-confidence in young people, and give them an appreciation of Arts, drama and music while having fun and enjoying themselves.

Average weekly attendance at classes was 50, and 6 volunteers contributed 80 hours of volunteering time.

Befriend A Child provide accessible group activities for children involved in the Befriend A Child scheme. One is based at Woodside Primary School, accessible to children from Tillydrone, Seaton, Fersands, Woodside and the other is in Cummings Park.

23 children and young people benefitted from regular use of the youth club, and in actively participating in organising activities. 13 volunteers contributed 1560 hours of volunteering time.

Aberdeen Lads Club Big Bang Drumming Group provides percussion workshops for young people, to create a performance band to enhance participants' confidence, self-esteem and social skills.

12 young people participated regularly throughout the year.

St Machar Parent Support Project Positive Lifestyles provides support to young parents, helping them identify issues and to engage with the relevant agencies before they reach crisis point, preventing future long term need for statutory services.

401 people participated in the programme and 126 parents were referred on to relevant agencies for further support. 88 people were supported to claim grants totalling £13,944. 66 young people under the age of 16 were helped by the support provided to their parents.

Geronimo – Time to Play is delivered by Aberdeen City Council's Creative Learning for parents and their early years children (0-5 years) to play and be creative together. Through play, creativity and risk Geronimo aims to improve parents' confidence in taking part in their children's learning and to be confident in their own ability to think creatively and be able to find opportunity to play in any environment; a supermarket queue, at home when feeling busy, or out in the rain.

33 sessions were delivered in Cummings Park, Tillydrone and Tullos, attended by 65 parents and 90 children.

“Alice is a grandmother who is bringing up her grandchild. She was very worried and stressed about her daughter who had mental health issues, and her granddaughter who was displaying violent behaviour. We supported Alice through our Kinship Group that meets once a fortnight. We helped Alice contact the relevant services and secured a counselling place for her granddaughter and social work support for her daughter. We also helped her granddaughter to make contact with her sister after many months. Alice and her granddaughter now plan to get involved with our playscheme.”

St Machar Parent Support Project

GERONIMO – TIME TO PLAY



Throughout the Geronimo project staff and artists captured anecdotes, quotes, observations, and evaluation at each session that demonstrate:

- Play, creativity and risk taking
- Parents / carers have increased confidence playing with their child / children
- Parents / carers and children showing signs of positive attachment
- Parents / carers taking a proactive role in their child's development
- Families using Geronimo approaches at home

Observation from drawing week

Child to Adult: *"Maybe if we cut out my body shape and put it outside my room, it'll make the bad dreams go away."*

Observation from messy play week

Adult 1 (speaking about baby covered in food colouring): *"I'm not usually comfortable with lots of mess, but now she's THIS messy, I don't actually care anymore."*

Adult 2: *"It's kinda liberating!"*

ADULTS

LOCAL OUTCOME
IMPROVEMENT PLAN

Healthy life expectancy (time lived in good health) is five years longer by 2026 –

Supporting vulnerable and disadvantaged people, families and groups

Encouraging adoption of healthier lifestyles

2% fewer people reconvicted within one year of receiving a community or custodial sentence by 2026–

Ensuring people on community sentences and liberated from prison have better access to services

LOCALITY
PLANS

Improve health, mental health and wellbeing

Access to learning opportunities to develop digital skills and use the internet safely

Enhance social cohesion and socially sustainable communities

Increased opportunities to influence decision making

Improve community safety to keep people safe

Prevent and reduce levels of substance misuse

Mental Health Aberdeen provides adult counselling in Torry, where 161 clients accessed the service and 989 counselling sessions were provided; and in Calsayseat Surgery, where 164 clients accessed 1,082 counselling sessions.

Pathways to Wellbeing provides locally based, easily accessible counselling services.

They provided counselling in 7 priority areas; 79 people accessed 977 counselling sessions delivered. 7 volunteers contributed 294 hours of volunteering time.

SHMU Community Reintegration Support Service works with ex-offenders, following their release, to create strong, supportive community networks and develop effective community based multi-agency working.

206 offenders participated in the programme within prison and 24 in the pre-release programme. 61 participants engaged with appropriate support services post release. 20 participants secured a positive destination after release, 20 volunteering in the community, 4 into education, 7 into training and 11 into employment.

Cyrenians Street Alternatives

provides a volunteer led service offering practical support to people in Aberdeen City who are sleeping rough or who have no access to cooking or personal care facilities.

Over the year 39 people attended sessions held 4 times per week. 16 community awareness raising events were held to promote the service and volunteering opportunities. 130 volunteers contributed 7,072 hours of volunteering time.

SHMU Connecting Communities Through Community Media supports the production of community media in regeneration areas, exploring and addressing local community issues and developing skills by providing training and support, developing opportunities for underrepresented voices to be heard across the city; creating a wide range of benefits for individuals and communities, fostering a spirit of engagement and partnership working; developing transferrable skills in participants; and contributing towards increased social capital.

37 volunteers were supported to produce community magazines 3 times a year in 7 regeneration areas, and 100 volunteers supported to produce radio programmes, including 6 community shows broadcast weekly in priority areas.

404 people accessed counselling provision provided locally

654 people took part in adult learning

137 people involved in producing community media

105 older people supported to develop digital skills

130 volunteers provided meals and facilities to rough sleepers

61 ex-offenders supported in the community after release



Services for adults focus on improving health, mental health and wellbeing, learning and skills development, community capacity building, volunteering and reducing isolation

347 organisations worked in partnership with SHMU over the year and a total of 265 participants were involved. 137 volunteers contributed 21,454 hours of volunteer time.

Aberdeen Foyer Reach delivers personal, social, wellbeing and employability skills development programmes, aimed at participants who are in recovery from any long-term condition e.g. substance misuse, mental illness or physical illness.

34 clients participated in the course and 7 secured employment, training or education as a result. 20 volunteers contributed 350 hours of volunteer time.

Silver City Surfers provide one to one computer tutoring for over 55s in the City Centre, and Northfield/Cummings Park areas, so they can confidently learn how to use the computer and surf the internet safely in a welcoming and social environment.

105 people registered as new learners. 183 sessions were offered, and 42 volunteers contributed 2,795 hours of volunteer time.

Police Scotland Operation Begonia is a joint initiative involving Police Scotland and partner agencies with the two aims of preventing sexual exploitation and supporting those who find themselves involved in selling or exchanging sexual activity. It provides dedicated, directed patrols with the aim of using a trauma informed approach to signpost those involved in sex work towards services and more positive destinations. Begonia was set up to reduce harm to women and men involved in the on street sex industry and to protect communities from any real or perceived threat, risk and harm caused by prostitution.

During the year there were 411 separate interactions with sex workers. 14 new women were encountered through street work patrols. 18 women were referred to partner agencies. Begonia patrols access rape alarms, toiletries and snacks to give out when needed. There were 784 hours of dedicated additional patrol time undertaken in Aberdeen to address on street prostitution. 78 male perpetrators were stopped, educated or charged regarding kerb crawling offences to try and discourage males from frequenting identified areas, in support of local communities.

Printfield Feel Good Project and Tillydrone Health & Well Being Project provide Complementary Health sessions to increase relaxation and wellbeing.

80 people accessed 472 sessions and 2 volunteers contributed 40 hours of volunteering time.

GREC Language and Integration Project provides employability ESOL classes within priority areas and a Language Café to offer opportunities to build confidence in speaking English.

240 people of over 30 nationalities participated. 27 people took up employability as a result of the project and 14 moved into work. 90% of participants reported increased confidence and skills in employability related English. 80% felt the project had supported them to build networks and reduce isolation, improved their mental health and strengthened connections.

LANGUAGE cafe



THURSDAY 5TH AND 12TH OCTOBER
• Tullis Community Centre, Girdleness Road, Aberdeen, AB11 8FJ 11.30 TO 12.30 PM
• Woodside Community Centre, Marquis Road, Aberdeen AB24 2QY 6.00 TO 7.00 PM

YOU CAN ALSO JOIN OUR WEEKLY SESSIONS

- Sunnybank Community Centre, Sunnybank Road, Aberdeen AB24 3NG, 10.30 TO 11.30 AM (Closed during October break)
- City Centre at Sopranos, 18 Guild Street, Aberdeen AB11 6NF, 10:00 TO 11:30 AM

“The online language café platform we opened to continue our project has opened new possibilities to maintain meaningful interaction in spite of distance. A volunteer from Iran who left Aberdeen in 2019 after his visa expired, has joined our language cafes on-line. This has been a welcome surprise for Cafetistas and volunteers alike as their interaction establishes firm bonds and reinforces the sense of integration amongst people in attendance. It shows that the project serves the very valuable purpose of eliminating barriers in communication.”

GREC

TILLYDRONE COMMUNITY CAMPUS

The new Tillydrone Community Campus received funding to develop a community café.

Community Hubs provide a wide range of facilities and services in communities, including access to free or affordable food, help with welfare reform issues, adult learning, and youth activities.

Many Fairer Aberdeen initiatives are delivered in Hubs, Community Projects and Flats, where they are accessible for local people.



PLACE

LOCAL
OUTCOME
IMPROVEMENT
PLAN

No one in Aberdeen will go without food due to poverty by 2026–

Increasing food resilience at individual and community level by establishing self-governing community co-operatives to offer further supportive ways of providing food

LOCALITY
PLANS

Increased opportunities to access high quality, fit for purpose facilities

Appropriate spaces and facilities to support play and recreational activities

Celebrate and promote heritage and culture

Tidy and well-maintained communities

Support community capacity building

through the use of technology

Cummings Park Community Flat, Printfield Community Project Tillydrone Community Flat and Seaton Community Flat provide resources for community activity; venues for a range of organisations that offer support, information and advice; and support community capacity building and adult learning. They support people with welfare reform issues and help to address isolation.

In **Cummings Park Community Flat** 17 partner agencies used the Flat to deliver advice and support for a range of issues including employability and financial inclusion. The total number of contacts accessing activities was 3,004 and the number of users of the Flat facilities, including phone, computers and enquiries was 47. The Flat was open for 5 days a week and 22 volunteers contributed 5,070 hours.

In **Printfield Community Project** 170 children and young people participated in activities in the project and 69 in the After School Club. 12 children under 3 years were registered.

50 young people were provided with healthy lunches during the school holidays. 25 residents were supported to be part of the Woodside Network and 60 to become involved in the delivery of PB. 40 volunteers contributed 450 volunteer hours.

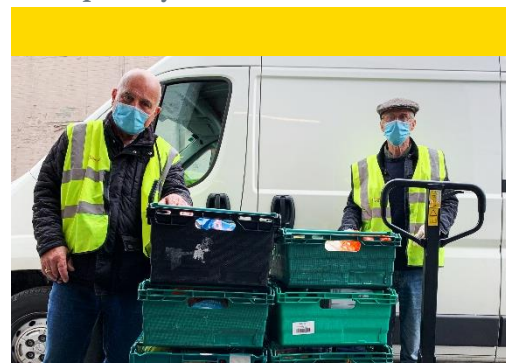
Tillydrone Community Flat had 25 agencies using the flat to deliver advice and support services for a range of issues including Health, Education, Employability and Financial Inclusion. There were 3,426 recorded uses of the Flat facilities, including use of washing machine, phone and access to computers.

There were 68 Learning Support creche sessions with 36 children attending creche sessions. 36 people were involved in adult learning activities, and 172 people got support with welfare reform issues. A total of 360 participants were involved, 41 of them under 16 years old. 12 volunteers contributed 600 hours of volunteer work.

In **Seaton Community Flat** there were 1,975 attendances at sessions provided by 16 partner agencies. 15 people attended sessions supporting people back into work and 39 people attended sessions aimed at increasing skills and creativity. A total of 452 people attended the flat and 4 volunteers contributed 240 hours of volunteer time.

CFINE (Community Food Initiatives North East) provide services to tackle food poverty. They maintain and develop Community Food Outlets and Pantries to provide access to healthy, affordable food in priority areas.

Affordable food provision is being increased by the development of community pantries, to deliver a more sustainable approach to food poverty



484 tonnes of free food distributed equal to **£1.7m** or **1.4m** meals
1,603 food bank users referred to support services
3 community pantries established with **205** members
5 community projects/flats supported in priority areas

Over the year they supported 90 Community Food Outlets and 3 community pantries were established with 205 members, providing a more sustainable and dignified response to food poverty. FareShare food was provided to over 200 charities and community organisations across the city. Emergency food provision is also undertaken, as well as coordination and networking between organisations involved in food poverty work. 484 tonnes of free produce were distributed, 20,045 food parcels were given out and 9,500 FareShare meals provided to support holiday hunger initiatives. 582 food bank users were referred to other agencies and 1,021 people accessed financial support through their SAFE Team. 322 volunteers contributed 77,280 hours of volunteer time.



COMMUNITY ENGAGEMENT

“Being on the Fairer Aberdeen Board is an important role; it has a big impact on the City. We need to represent our own communities but also see the bigger picture.”



Regeneration Matters is a forum of community representatives from all the regeneration and priority neighbourhoods in Aberdeen City who nominate 7 members to sit on the Fairer Aberdeen Board along with 3 representatives from the Civic Forum. The group meets monthly to discuss issues of interest across all the communities, as well as managing the Community Support Fund to support community engagement and empowerment. Over the year the Fund supported Community Networks, printing and distribution of Community Newsletters, research trips, engagement events, meetings, and training.

PARTICIPATORY BUDGETING



£25,000 was allocated to undertake a Participatory Budgeting (PB) process, which is a way for local people to have a direct say in how funds can be used to address local needs.

A steering group was set up to organise the process, made up of community and partner representatives. It was decided to hold the event in Froghall, Powis and Sunnybank.

18 proposals were presented and then voted on by residents at the voting event in October 2019. Funding was awarded to 16 projects that were most popular.



In memory of Arthur Forbes

Arthur was a much loved member of the Fairer Aberdeen Board from 2009 until his sad death in 2020.

Arthur will be greatly missed by all members of the Board, for his hard work and dedication, his sense of humour, and for representing old and young people with equal passion.

As Cllr Jenny Laing, Fairer Aberdeen Board Chairperson, recalls: “I was deeply saddened to hear that Arthur had passed away. I feel privileged to have had the opportunity to work with Arthur over the last 6 years both through the Fairer Aberdeen Board and the City Centre Masterplan Working Group. Arthur was a real character who was extremely passionate about the work of the Fairer Aberdeen Board and gave up a great deal of his own time to champion the cause of those living in our regeneration areas. Arthur was never slow in speaking up for the most vulnerable in our communities and worked in partnership with others to ensure they were ably supported. He played a lead role in the participatory budgeting events organised by the Fairer Aberdeen Board over recent years and kept everyone on their toes by utilising his considerable bell ringing skills! He was a true community campaigner, and he will be sorely missed by us all.”

THANK YOU



Thank you to all the participants, staff and volunteers who have contributed to this report and to the Fairer Aberdeen programme over the year.