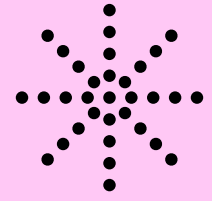


# SOCIAL IMPACT



# REPORT

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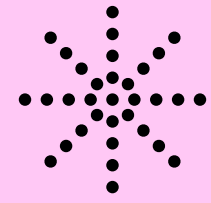
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# INTRODUCTION FROM THE SENIOR COORDINATOR



Another year offers time to reflect, and think deeply about what we've achieved collectively. Importantly, it also gives us the chance to think about learning, growth and how we can move forward with love.

We've seen a 12% increase in visits to our space and activity attendances this year. We've also had 170 new women+ join us. This reminds us how vital a community-led space is for women+ in Renfrewshire, and renews our commitment to offering a variety of opportunity for women+ and increasing diverse access to our space. We are driven by our community, and are always seeking new ways to enhance our community-led approach.

## Anti-Racism

As we witness the rise in race related hate crime, it's more important than ever to support each other to learn anew. We've been collecting data to understand how subtle acts of exclusion are impacting women+ of colour at Kairos, seeking to listen and understand women's experiences, and take action to make change.

Our approach is all about embedding change through a range of different actions. That might be learning and sharing together, through workshops around white privilege, stereotyping, anti-racism or migration. It might be increasing team confidence to challenge racial prejudice or creating new projects to increase access for women+ of colour. Or it might be increasing representation across the organisation, ensuring diverse voices are influencing our future.

To reimagine an organisation, bringing along the whole community as we go, takes commitment, enthusiasm and an abundance of empathy and understanding. As we step into the new financial year, we are excited to continue listening, learning and making change together. Because we know that together, we can make the world a better place.

*(continued over page..)*



## Our values

In a world that seeks to divide us, our values of inclusion, collaboration, support and kindness become even more important. We will continuously return to our values as our guiding principle as

we make decisions for our collective future. To every woman+ we have met this year, thank you for being part of our community.

Love, Katy xxx

## OUR YEAR IN NUMBERS

**3,228**

visits to our community space

**2,634**

individual activity attendances



+12% from last year



**1,509**

volunteer hours

**183**

one-to-one support



+35% from last year

**170**

new women+



+127% from last year

**372**

workshops delivered



+25% from last year

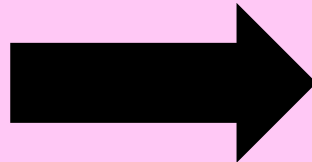
# OUR IMPACT

## Wider & More Diverse Access

In 2018/19

In 2024/25

5%



22%

of new women+ attending Kairos were **women+ of colour**

20%



36%

of new women+ attending Kairos were **disabled women+**

## Improved wellbeing

**123%**

increase in wellbeing scores over the course of one Wellness Group session

Overall cohort wellbeing % increases during Personal Development Programme



This year, in our personal development course, women+ improved their wellbeing scores by an average of 22% across the cohort.

## Women+ achieving their potential

We see women+ arrive in crisis and over time become active volunteers before moving on to reach their potential.

### Volunteers moving on since 2021

● Employment ● New voluntary roles ● Education



We offer a variety of opportunity for women+ in Renfrewshire around three key areas: support & healing, learning & growing, and making change.

**OUR THEMES**  
are linked to our mission:  
supporting women+ in  
Scotland to achieve their  
potential

## theme 3: making change

human  
rights.

heritage.

volunteering.

events.

## theme 2: learning & growing

skills

development.

training.

personal  
development.

## theme 1: support & healing

health &  
disability.

1-1

support.

BAME.

anti-  
poverty.



Women+ tell us that having regular contact with others —sharing experiences and simply being seen—helped reduce isolation and create a sense of belonging. Being part of a community where women+ are comfortable to talk about challenges makes it easier to access new ways of thinking, learn from others, and feel motivated to care for their own wellbeing.

# THEME 1: SUPPORT & HEALING

Attendances & sessions	Project	Details	Quote
145 38	Kairos Kitchen	Recipe sharing for Black, Asian and Minority Ethnic women+	<b>"I left my country because of war. It makes me sad but I feel happy in this group. People have an identity crisis when they arrive in a new country. We feel like we do not belong. I'm grateful to find a community."</b>
83 40	Recovery Space	Weekly peer support group for addictions	<b>"The group is a dedicated time and place each week where you know everyone who is there is going through or has been through similar. Take hope from those in recovery."</b>
631 46	Community Soup	Weekly anti-poverty group to access a free hot meal and services	<b>"As a carer (of adults with additional support needs), I see the difference when they come. All they are waiting for is to come to Kairos. They share everything that happened and the soup they had when they get back home, their mood is different."</b>
559 47	Creative Cafe	Weekly arts and crafts group for wellbeing	<b>"I've learned by coming here how to do more creative things, when I first came I never used to do anything at all."</b>
250 31	Wellness Group	Peer support group to self-manage mental illness	<b>"I am taken a back by the level of acceptance in this group, it really feels like we are all working together to achieve a safe space for one another"</b>



**Walking & Wheeling Group photo: also started this year with 8 walks & 38 attendances**

Women+ tell us they value distraction, skills development and learning new things in safe environments. We provide opportunities to connect in a range of learning environment with diverse access needs considered.

# THEME 2: LEARNING & GROWING

Attendances & sessions	Project	Details	Quote
93 22	Volunteering & Training	Volunteering programme & training package	<b>“I love contributing to the community and working to enforce change in women+ rights and experiences. I am grateful for all the learning I get at Kairos, I always feel welcomed and included.”</b>
109 18	Beautiful Women, Beautiful Me	12-week Personal Development Programme	<b>“I will always remember the kindness and calm I have felt within the group. It’s made me think more about how much better the world could be.:</b>
171 26	Skills Cafe	Artist-led creative workshop series	<b>“[The stitching workshops have] been fun and educational. This will help put fast fashion out of fashion. The companionship and chance to discuss what we should do is fantastic. These are skills everyone should have the chance to learn.”</b>



Woodwork participants with their final work

Women+ tell us they want to ‘help as well as be helped’, and we find that supporting others in our community gives women+ a sense of purpose, linking with our mission. This might be campaigning for change in human rights or co-designing a women’s heritage trail or planning a public event.

# THEME 3: MAKING CHANGE

Attendances & sessions	Project	Details	Quote
135 22	Visible Women+	Human rights campaigning led by volunteers	<b>“I didn’t know my lived experience could fuel so much change. Coming to the group has given me the confidence to assert my rights. I feel like I can speak my mind in places I never thought to.”</b>
134 32	Fierce Women+	Co-designing a women’s heritage trail and exhibition	<b>“From Glasgow Women’s Library I learned that women’s history is hidden a lot of the time. It fed my curiosity and I felt connected with women in community. I learnt about the work done by other groups.”</b>
33 8	Nothing About Us, Without Us	Disability rights group	<b>“Our culture is too individualistic. We need to see ourselves as a collective and help each other. It’s good to meet people who come close to understanding what I’ve been through.”</b>
172 17	Events & Participation	Public events, community leadership	<b>“I discovered how differently all of our brilliant minds work and how that can be celebrated as a strength.”</b>



Making change volunteers at Scottish Parliament



## FINANCES

### Current Assets

Cash	£152,900
Debtors	£7,851

### Current Liabilities

Accounts Payable	£24,658
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<b>Net Current assets</b>	<b>£136,093</b>
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### Expenses

Staff costs	£210,454
Property & core costs	£40,281
Project costs	£32,784

<b>Total</b>	<b>£283,519</b>
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## FUNDING SUMMARY

**£11,747**

Donations & income generation

**£114,194**

Grants - Local & National Government

**£153,896**

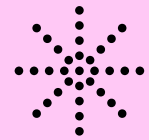
Grants - Independent Funding Bodies

**£5,000**

Employment Support Allowance

<b>Total</b>	<b>£284,387</b>
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# THANK YOU TO OUR STAFF, TRUSTEES STUDENTS, VOLUNTEERS & FUNDERS



## ACKNOWLEDGEMENTS

### Our Funders

The Robertson Trust, The Scottish Government, The Tudor Trust, National Lottery Community Fund, National Lottery Heritage Fund, Health & Social Care Alliance, Impact Funding Partners, SCVO, Engage Renfrewshire, Inspiring Scotland, Renfrewshire Council, Women’s Fund for Scotland, Renfrewshire HSCP.

### Our Volunteers & students

We wouldn’t be able to do what we do without our committed volunteers: Kate, Cath, Suzanne, Arpie, Anne, Lynda, Jules, Katie, Laura N, Emma, Megan, Laura M, Bisola, Shalewa, Jacqueline, Stella.

Thank you to our students from social work and community development courses, among others, for your contributions. And to our Trustees: Kate, Jules, Gemma, Katie, Kimara and Suzanne.



### Our staff team

The dedication of our staff team has seen us achieve even more than we could have imagined this year, supporting event more women+ to achieve their potential. In order of the longest in post, thank you to: Katy, Liz, Annie, Shelley, Abril, Sophie, Thaveshni, Sarah, Roisin.



## PROUDLY SUPPORTED BY:



Scottish Government  
Riaghaltas na h-Alba



COMMUNITY  
FUND

ENGAGE  
RENFREWSHIRE



Equality and  
Human Rights

INSPIRING SCOTLAND

the  
Tudortrust



The  
ROBERTSON  
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Renfrewshire  
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COMMUNITY  
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ALLIANCE  
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people at the centre



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