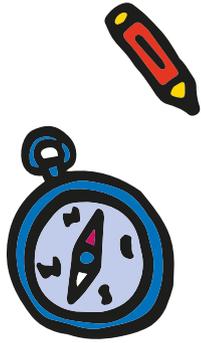




# WHO WE ARE!

Girlguiding Scotland is Scotland's leading charity for girls and young women, helping nearly 50,000 girls grow in confidence, reach for the stars, have fun and be a powerful force for good.





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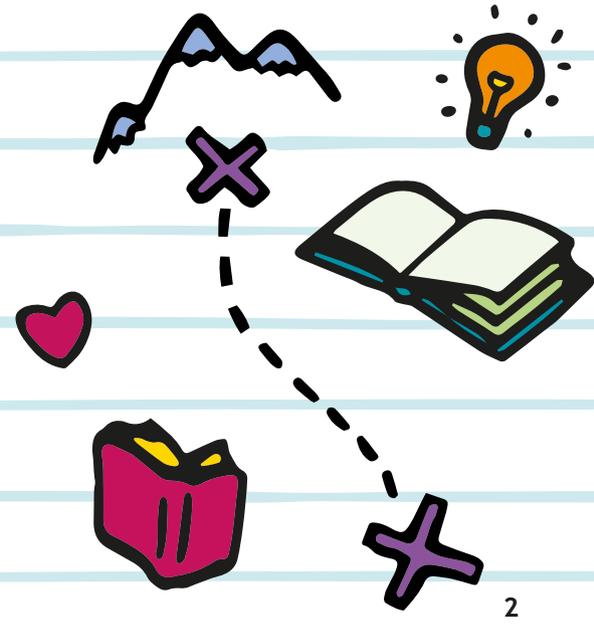
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# WELCOME

FROM SCOTTISH CHIEF COMMISSIONER, SUE WALKER:

**2016** has been another fun-filled, action-packed year! Together we adventured further and aimed higher, celebrated our past and looked ahead to the future.

“ I’ve loved making new connections with so many volunteers. ”

Among the many highlights was celebrating 100 years of The Senior Section. Whether walking the length of Scotland in our Walk, Run, Fun Challenge, criss-crossing the continent for Catch us in Cologne or joining members past and present for a Spectacular camp - it was brilliant to see girls & volunteers mark this milestone.

Together we’ve worked hard to make sure no girl misses out on the fun and adventure we offer - starting and re-opening units, recruiting more volunteers to respond to demand and empowering our current volunteers to take on new challenges.

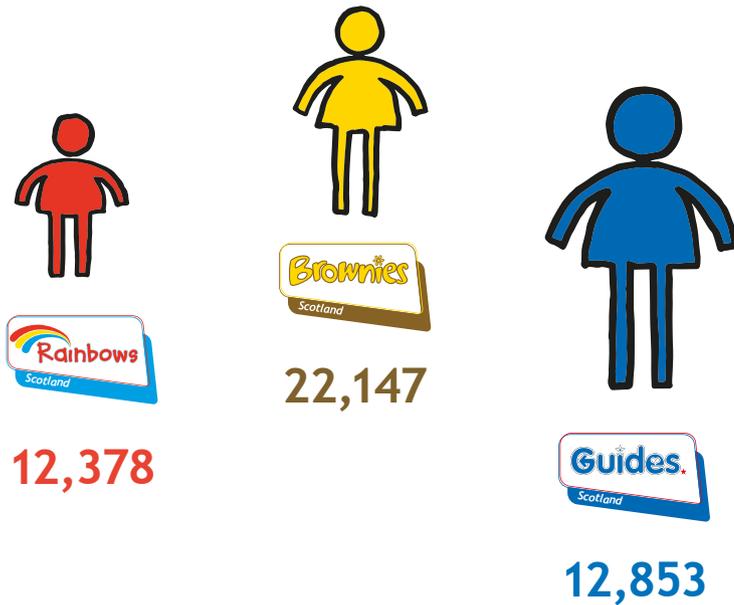
It’s been so rewarding to see our young members enjoying so many unforgettable experiences over the last five years - from celebrating 100 years of fun with our Big Brownie Birthday to discovering the stars at space-themed sleep-overs and partying with friends at TARTAN GIG and G in the Park.

And it’s been just as rewarding to get to know our network of 11,000+ volunteers who make those amazing moments possible. From welcoming a new Chief Executive and External Trustees to getting out and about at events, camps and fun days across Scotland - I’ve loved making new connections with so many volunteers.

I want to say a huge thank you to everyone who helped make 2016 and the last five years so special - my Deputy Chief Commissioners, our staff team and all our volunteers. I can’t wait to see what new adventures are ahead!

*Sue Walker*

# MEMBERSHIP FIGURES:



“I started Rainbows this year and I love it. I’ve made lots of friends, we get to play games and make things. We even got to go the zoo and see the monkeys.”

Julie

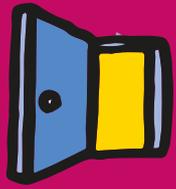


Total:

60,293

Figures correct as of January 2017





# WE'RE FOR ALL GIRLS!



## GROWING WITH OUR GIRLS

“I loved being part of Girlguiding when I was younger and I wanted to set up my own Senior Section unit to give local girls the chance to enjoy amazing adventures and opportunities just like I did. Without our new unit there would have been nowhere for the girls to go when they finished Guides. It’s been so rewarding to see the girls grow in confidence, plan their own adventures and activities and pass on their knowledge to younger girls.”

**Louise, Senior Section Leader**

## JOINING IN THE FUN

For Brownie Kayla, and her mum, Elaine, her Brownie unit has been a source of friendship and fun while Kayla received treatment for liver disease. She says:

“Kayla loves Brownies and her unit has been brilliant while she’s gone through treatment. They’ve made it easy for her to come and go, sent her messages of support when she’s been unwell and even joined Kayla to fundraise for other children affected by Liver Disease. She loves having a place where she can be herself and have fun with her friends.”

**Elaine (Kayla’s Mum)**



# WE'RE COMMITTED TO WIDENING ACCESS SO THAT ALL GIRLS CAN TAKE ADVANTAGE OF THE OPPORTUNITIES WE OFFER.

40

volunteers joined us at Glasgow Pride

We received more than

1,000

articles or mentions in national and local press, on the radio and even on TV!



It felt amazing to see everyone together



We gave out

20

grants to help new units get started!

“Thanks to funding from The Gannochy Trust we were able to plan an action-packed camping adventure and make sure no girls missed out on the fun due to cost or other barriers. Our camp gave Brownies and Guides the chance to meet girls and Leaders in the next

section and encouraged them to take the next step in the guiding journey. Plus our Senior Section girls got brilliant experience taking the lead and running fun activities for the younger girls. It was fantastic to see girls of all ages come together and have fun.”

**Jane, Guide Leader**

We received enquiries from over

2,500

prospective volunteers!

We opened units and re-opened

40

52

more!

# WE HAVE ADVENTURES!

More than  
**200**

girls took part in Girlguiding Scotland international adventures to 7 destinations around the world.



**127**

young members attended a Young Leader Qualification Weekend or other training thanks to funding from Cashback for Communities.



Over  
**100**

girls got the skills and confidence to take the lead with Patrol Leader Training!

Our Peer Educators delivered sessions to more than

**1,100**

girls, helping our young members to talk about important topics like mental health and body confidence.



**WE'RE WORKING HARD TO GET BETTER AND BETTER AT ALL WE DO FOR GIRLS - OFFERING AMAZING ADVENTURES AND UNFORGETTABLE EXPERIENCES!**



## TIME TO EXPLORE

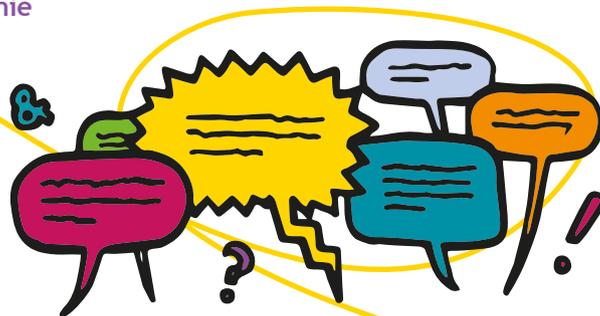
“Travelling to Mexico was a fantastic adventure - I got to visit ancient Mesoamerican pyramids, tour Mexico City and volunteer with local kids. I loved getting to know other young people in Mexico, learning more about their day to day lives and practising my Spanish. Plus it's given me a big confidence boost - I can't wait for my next adventure!”

Sophie

## LET'S TALK ABOUT IT

“I love being a Peer Educator because it means I get to speak to girls about important topics - like mental health and body confidence. I think it's vital to give girls a space where they can be themselves and talk about the things that matter to them.”

Katie-Rebecca



## TAKING THE LEAD

“I was nervous before I went on Patrol Leader training because I was going to be with girls I'd never met before but everyone turned out to be really friendly and we had loads of fun, especially doing outdoor activities like the zip-wire! When I went back to Guides I felt more confident leading my Patrol and we've done lots of fun activities together.”

Maisie





# WE MAKE MEMORIES!

## CELEBRATING 100 SPECTACULAR YEARS OF THE SENIOR SECTION

2016 marked 100 years of The Senior Section and members across the country celebrated in spectacular style! Nearly 100 girls crossed the continent on a wild wide game to the city of Cologne while over 200 girls joined in the fun at an action-packed Spectacular camp!



Senior Section Spectacular



It felt amazing to see everyone together



“Being part of Girlguiding Scotland’s Senior Section is all about having new adventures and taking on new challenges, while having fun with your friends, so we knew we wanted to make our centenary celebrations extra special! I loved celebrating 100 years of The Senior Section at our Spectacular Camp with hundreds of girls from all over Scotland. My favourite part was when we held a massive campfire - it felt amazing to see everyone together, singing along and toasting marshmallows.”

Lizzie

## OUT OF THIS WORLD FUN!

“The Tim Peake science show was my favourite part of the sleepover, especially when the presenter made a rocket and got it to 70mph!”

Megan, Brownie

More than

# 1,500

girls enjoyed hands-on fun with science and tech at our Space is the Place sleepovers!



## GOING FOR GOLD

“Achieving my Duke of Edinburgh Gold Award was hard work but loads of fun too and I got to try adventurous activities like gorge-walking and kayaking, hiking from the West to the East Coast of Scotland and volunteering with my local Brownies. It’s helped me feel more independent and showed me that I don’t need to be scared to try new things.”

Lucy, 20



“ It’s shown me that I don’t need to be scared to try new things. ”

# 137

girls achieved their Bronze, Silver or Gold Duke of Edinburgh Award!



We listen to girls and promote their voices — empowering our members to speak out and make a difference.

## CALLING OUT SEXUAL HARASSMENT

Hannah says: “I want to help create a future where every girl feels safe and happy at school. That why I’ve been campaigning - along with guiding members all over the UK - for an end to sexual harassment in school - by calling for better sex and relationships education and a zero-tolerance approach to sexist bullying. I’ve had the chance to speak out on this issue in the media and to MSPs and I want to keep campaigning to make life better for girls.”



I want to help create a future where every girl feels safe and happy at school.

Hannah



## CELEBRATING WOW women

We celebrated inspiring female role models and empowered girls to take the lead with our WOWwoman campaign.

“ My WOWwoman is Malala because she speaks up for girls around the world. ”

Lucy

In the first week the campaign had a reach of nearly

# 1,000,000



We received backing from inspiring women including First Minister Nicola Sturgeon, Scottish Women's Football Captain Gemma Fay and F1 Racing Driver Susie Wolff.

Nicola Sturgeon  
First Minister

Gemma Fay  
Scottish Women's  
Football Captain



# WE MAKE THINGS HAPPEN!

## ACTION FOR CHANGE

**40** girls joined Action for Change, a pilot project empowering girls to campaign on the issues that matter to them. Our change-makers have gone on to campaign on all sorts of issues including encouraging more girls to get into science & tech, tackling stigma around mental health, and calling out gender stereotypes in the media.

“I really enjoy science and technology but I’ve heard from some of my peers and even some adults that these subjects are ‘for boys’. I want to change that message and Action For Change has given me the skills and confidence to do that!”

**Catherine**

“ Action For Change has given me skills and confidence

**Catherine**





## MAKING CHANGE!

We're working with all the major political parties and leaders in Scotland to make sure girls' voices are heard!

It's nice to know that the shoes are going all the way to another country to make a positive difference. Everyone from Guides brought a pair so we are all happy knowing we have helped someone else.

Molly, Guide

## STEPPING UP FOR REFUGEES

Girls stepped up to the challenge and collected

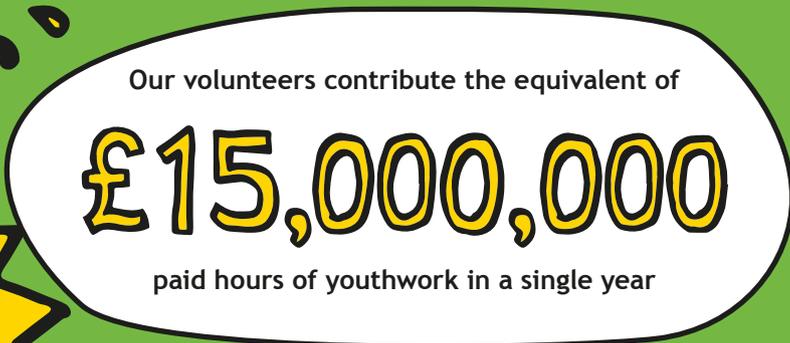
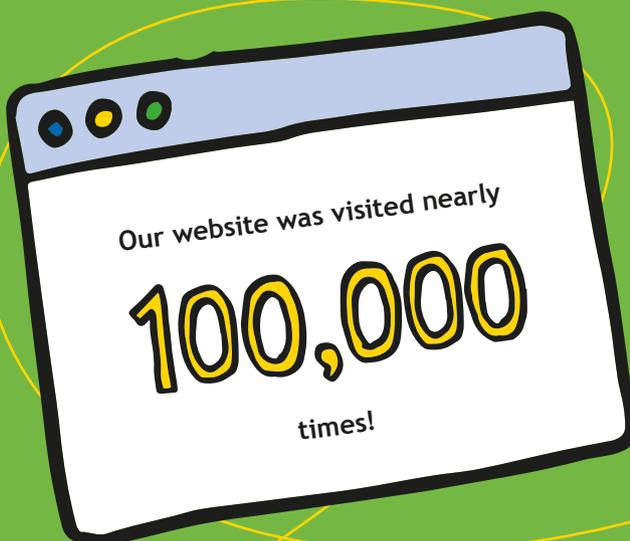
# 8,000

pairs of shoes for refugees fleeing conflict in Syria and Iraq.

The social action project, organised by a group of young members working towards their Queen's Guide Award, saw girls across Scotland donate second-hand shoes and pen messages of support for refugees.



# WE WORK TOGETHER!



## WE'RE WORKING COLLABORATIVELY WITH OUR VOLUNTEERS TO IMPROVE OUR PROCESSES AND DECISION MAKING

### I LOVE INSPIRING GIRLS

"I love being a Leader with my local unit. It's a brilliant feeling to help inspire girls to take on new adventures and discover their talents. Seeing them grow in confidence and have fun is so rewarding. And it's not just the girls who benefit - volunteering has helped me learn new skills and progress in my career too!"

**Kimberley, Guide Leader**

### WORKING TOGETHER

"We were excited to launch our Keep Scotland Beautiful badge and encourage girls to tackle environmental issues in their communities and beyond. It's brilliant to see the girls taking action to make a real difference."

**Derek Robertson,**  
Chief Executive of Keep Scotland Beautiful



### TURNING FUNDS INTO FUN

"In 2016 our unit received more than £700 from Gift Aid and used it to help cover the cost of our 'Year of Adventure' where we tried a new activity every month - from high ropes to sailing. Registering for Gift Aid turned out to be a simple way to help our unit have fun, affordable adventures and make sure no girl misses out!"

**Carol, Guide Leader**



WE HAVE FUN!



Netherurd is Girlguiding Scotland's home from home in the Scottish Borders, offering our members as well as external organisations and groups a unique space for fun and adventure.

"I first fell in love with Netherurd when I visited for a volunteer training event – and liked it so much I decided to host my birthday party there! The scenery is stunning, the facilities are top-notch and the staff are so friendly and welcoming.

Nothing was too much trouble and they did everything they could to make sure it was a really special day for me, my family and my friends. Whether you're planning a camp, a training event or meeting, or even a special occasion, Netherurd is the perfect location."

Sarah



# ROYALS

We hosted a Royal Visitor when HRH The Earl of Wessex took a tour of Netherurd and met young adventurers working on their Duke of Edinburgh Award.

We have tossed  
**1,000**

wellies during our Highland Games.



We served

**1,500**

hot dogs to hungry hoards!

We have painted

**1,000**

owls on Brownies' faces!

# CABINS

We opened our new mini-cabins so campers can sleep out at Netherurd come rain, shine or even snow!

We shot

**2,720**

arrows!



# INCOME

## SUBSCRIPTIONS

£613,919

## DONATIONS, LEGACIES, GRANTS

£288,598

## EVENTS

£85,597

## INVESTMENTS

£63,268

# FINA

## TOTAL

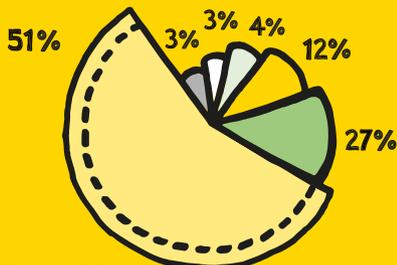
£2,269,644

## TRADING INCOME

£1,153,262

## OTHER INCOME

£65,000



DIRECT ACTIVITIES ON GOALS

£304,233



EXPENDITURE  
DELIVERING OUR GOALS

TRADING DIRECT ACTIVITIES

£590,732

PROPERTY OVERHEADS

£248,927



STAFF & MANAGEMENT

£755,074

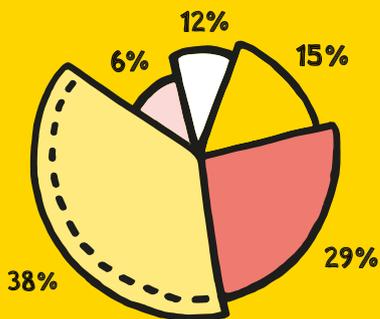
OTHER CORPORATE COSTS

£108,899



TOTAL

£2,007,865



# AWARDS

## AIMING HIGHER

“The confidence I’ve gained from doing my Queen’s Guide Award has helped me take on new challenges and opportunities, not only as a volunteer with Girlguiding Scotland but in other areas of my life too. I’ve recently been made a Ward Nurse and I believe the leadership skills I gained through my Queen’s Guide Award played a big part in helping me achieve this.”

Gemma



## QUEEN'S GUIDE AWARD RECIPIENTS 2016

Rachel Cunningham  
Claudia Edelman  
Alison McFadyen  
Emma Brash  
Jennifer Walker  
Natasha Stevens  
Jacqueline Stables  
Lesley-Ann Robertson  
Emma-Jane Gibson  
Nicola Forbes  
Amanda MacNeill  
Georgina Rolfe  
Caitlin MacDonald  
Ailidh Mackie  
Amy Coats

Hannah Sutherland  
Kimberly Shanks  
Emily Gonnella  
Gillian McKissock  
Joanne Kerr  
Amy Kirkwood



## CHIEF GUIDE'S CHALLENGE RECIPIENTS 2016

Kathryn Marshall  
Beckie Davies  
Amy Farrer  
Megan Paisley  
Rachael Bonds  
Emma Campbell  
Sophie Campbell  
Niamh Mcbeath  
Erin Patterson  
Catherine Welsh  
Lauren Hood  
Morgan Ritch  
Victoria Sturgeon  
Zoe Anderson  
Catriona Smith  
Hannah Haig  
Eilidh Bryant  
Kay Cameron  
Melissa Campbell  
Bethan Chalmers  
Cara Croft  
Adriana Devine  
Jennifer Gemmell  
Megan Harrison  
Kitty McNeill  
Niamh Harrison  
Anna Shankie  
Eve Mouat  
Ellen Hooper  
Heather McGregor  
Hannah Murray  
Joanna Laing  
Amie Flett  
Rebecca Reid  
Ailie Ross-Oliver  
Rosie Holmes  
Laura Bathgate  
Emma Morrison  
Michelle Lewis

Erin MacPherson  
Niamh MacPherson  
Kirsty Wallace  
Chloe Hussey  
Amy Durnan  
Chelsea Brown  
Gemma McArthur  
Rhona McKay  
Morag McKay  
Jennifer Patrick  
Kirstin Beveridge  
Emily Bell  
Rebecca Hyslop  
Hannah Mullen  
Rachel MacIver  
Abigail Miller  
Mhairi Kerr  
Kirsten Webber  
Rachel Graham  
Alison Prout  
Kimberley Cadger  
Ailsa Gill  
Kimberly McAdam  
Katie Baines  
Caitlin Mitchell  
Cara Smith



Chief Guide's  
Challenge

## SCOTTISH CHIEF COMMISSIONER'S AWARD

Elizabeth McCutcheon  
Liz Bamber

Lauren Cosgrove  
(Certificate of  
Commendation)



Scottish Chief  
Commissioner's  
Award

## GOLD DUKE OF EDINBURGH AWARD RECIPIENTS 2016

Ailsa Swanney  
Bryony Gauld  
Cassandra Hill  
Heather McAdam  
Charlotte Winning  
Rachel Brutin  
Suzannah Neish  
Shona Candlish  
Rebecca MacLennan  
Rachel Cunningham  
Claudia Edelman  
Alison McFadyen  
Emma Brash  
Jennifer Walker

Natasha Stevens  
Hannah Sutherland  
Kimberly Shanks  
Emily Gonnella  
Gillian McKissock  
Joanne Kerr



## LAUREL AWARD

Dr Moira McKenna



Laurel Award

## GUIDING STAR

Niamh Horton

