

# Annual Report 2023/24



**PHASE 6**



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“ I am autistic and feel this has improved my confidence.”

# About Generation CashBack



## Generation CashBack is part of the CashBack for Communities Programme in Scotland.

The CashBack for Communities Programme takes monies recovered through the Proceeds of Crime Act 2002 and invests them into community programmes, facilities and activities largely for young people. The programme is designed to support the Scottish Government's aim to tackle inequalities by having a greater focus on young people from areas of deprivation and other disadvantaged young people. Phase 6 of CashBack for Communities runs from 1 April 2023 to 31 March 2026 and funds a range of trauma-informed and person-centred services and activities for young people between the ages of 10-25 that:

- Support young people most at risk of being involved in antisocial behaviour, offending or reoffending towards or into positive destinations;
- Provide person-centred support for young people, parents and families impacted by Adverse Childhood Experiences and trauma;
- Support young people to improve their health, mental health and wellbeing;
- Support people, families and communities most affected by crime.

Generation CashBack is delivered by a partnership consortium of four of the largest volunteer-led youth work organisations in Scotland, comprising of: Scouts Scotland, Girlguiding Scotland, The Boys' Brigade, and Youth Scotland. It centres around two main strands of project delivery ('Grow' and 'Lead'). Grow exists to build the capacity of member groups to support their young people, while Lead offers direct delivery of youth opportunities and awards. Each organisation within the consortium employs one or more Development Officers

(DOs) to provide local level support to groups across both strands. While each organisation approaches delivery according to their own successfully established practices, all DOs work closely with staff and volunteers at local youth groups.

### Grow

Development Officers enable groups to increase their focus on tackling antisocial behaviour, delivering diversionary activity, and other issue-based work such as ACEs awareness, mental health and wellbeing, and climate action. DOs support groups to: recruit volunteers, upskill youth workers, deliver new activities, and also provide small scale capacity-building funding (up to £2K). Using a needs-analysis approach, we develop existing groups in disadvantaged communities. Where there are no youth groups found, we support local communities to establish new groups.

### Lead

We deliver leadership and peer-mentoring opportunities to young people from Generation CashBack eligible groups. These cover a variety of themes including physical activity, climate action, youth participation and positive mental health. Young people are supported to put skills into practice in their communities and gain a range of youth awards that are designed to meet their needs and improve education and employability options. Young people will co-produce three national 'Reach' events, themed around mental health and wellbeing, climate action, and youth voice.

# The Generation CashBack consortium



The Generation CashBack consortium is comprised of four leading national youth work organisations:

## Girlguiding Scotland

Girlguiding Scotland is the leading charity for girls and young women in Scotland, supporting nearly 40,000 young members. We help girls discover how much they're capable of, through experiences they might not otherwise have. They will have fun whizzing their way through challenging activities, making friends for life, growing in confidence and making a positive difference to others.

## Scouts Scotland

As Scouts, we believe in preparing young people with skills for life. We encourage our young people to do more, learn more and be more. Each week, we give almost 35,000 young people in Scotland the opportunity to enjoy fun and adventure while developing the skills they need to succeed. We're talking about teamwork, leadership and resilience—skills that have helped Scouts become everything from teachers and social workers to astronauts and Olympians.

## The Boys' Brigade Scotland

The Boys' Brigade engages with over 13,000 children and young people providing opportunities to meet together in their communities and engage in a range of fun and developmental activities. We believe that empowering children and young people is important and do this by involving them in decision making at all levels of the BB and giving responsibility appropriate to their age and aptitude.

## Youth Scotland

Youth Scotland is the national charity for supporting and delivering youth work in the community. We believe in changing lives through youth work. We are the largest national youth work organisation in Scotland, supporting 104,790 young people, 2,237 youth groups and over 11,310 youth workers. Youth Scotland has been around since the early 20th century and has a diverse membership network – from small rural youth groups to large urban projects. The common goal that we all share is better outcomes for young people.



## Story of year 1: April 2023–March 2024



**The Generation CashBack programme has successfully adapted and evolved through the five previous phases of CashBack for Communities. Our consortium has an established track record of success that means the delivery team and groups we support have a solid understanding of the programme and what it offers.**

As membership organisations, all consortium partners hear about the challenges facing youth groups across Scotland, and our targeted needs-analysis work through Generation CashBack has enhanced our understanding further. This stood us in good stead as we entered our sixth Phase of delivery.

The most common challenges facing youth groups this year broadly fit into two - often intersecting - categories: the cost of living crisis and young people's mental health and wellbeing. Feedback from workers and young people revealed that the cost of living crisis was putting huge pressure on families who were struggling to meet their basic needs. This in turn put added pressure on youth groups who wanted to be able to provide further warm spaces and food to the young people accessing their services, but were also being squeezed by rising costs, particularly when it came to venue hire. Simultaneously we were also seeing the fall-out of the COVID 19 crisis, which has had a devastating effect on young people's mental health and wellbeing, particularly on those who were already vulnerable. This has manifested in high levels of social anxiety, and many young people who are isolated and extremely shy. Many young people had also disengaged from services, particularly education, leaving them feeling unmotivated and lacking qualifications that they could put towards future positive progression routes.

DOs worked hard to identify groups across the country who would most benefit from Grow support, offering small scale funding to keep groups running, and training opportunities that would improve youth workers' ability to support young people who were struggling, including trauma awareness training. Through the Lead strand, we developed opportunities that would benefit young people's mental health and wellbeing and delivered more accredited opportunities than before in order to set young people up for brighter futures. Consortium partners also introduced new initiatives to increase youth worker understanding of what support was available to them through Generation CashBack and of the evaluation requirements. This included new Leader Training Weekends, a Generation CashBack badge and evaluation workshops that included inputs from funding experts.

The consortium spent £576,364 across the partnership to fund both the Grow and Lead strands of the programme.

## Reach for Your Voice



**Our cross-consortium event, 'Reach for Your Voice', took place on 9th March 2024 at the Boardwalk in Glasgow. It was attended by over 120 young people and youth workers from the Generation CashBack consortium. The event was co-created and co-delivered by our panel of Young Advisors who designed it to help young people build their confidence, make new friends and feel empowered to speak up for the things they care about.**

On the day, Reach delegates had the chance to hear from some incredible guest speakers and dive into workshops on emotional wellbeing, active fun, team-building challenges, mental health-themed arts & crafts and STEM-themed decision-making. 'We've created these workshops to help you find your voice!' Young Advisors announced as they welcomed delegates in the opening plenary.

The event was also attended by Minister for Victims and Community Safety Siobhian Brown, who addressed the crowd of delegates and shared some of the 'lifelong memories' she has from her time as a Girl Guide growing up in Australia. She also reflected on how she uses her voice in her work with the Scottish Government and celebrated the power of the event: "There's so much to learn from experiences like today when groups come together, connect and share ideas."

Youth Scotland CE Mike Strang, who also spoke, emphasised the impact that young people can have and encouraged delegates to share their thoughts and experiences with decision-makers. 'Stand up, speak and people will listen. It's your future and it's our job as society to help you make change.'

At the end of this inspiring day, delegates parted ways with new skills, new knowledge, new friendships and nearly 100 accredited Hi5 Awards (SCQF Level 2) earned in recognition of their achievements at the event.

**“ There's so much to learn from experiences like today when groups come together, connect and share ideas.”**

Siobhian Brown – Minister for Victims and Community Safety

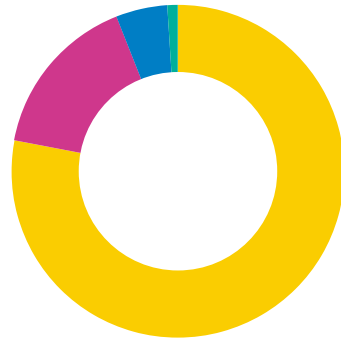
# The people we worked with: year 1



Participation target **2,666** – Participation actual **3,401**

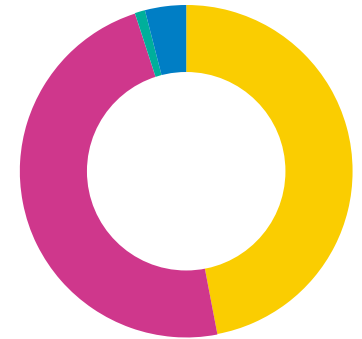
## Age Profile

- 10-15 years – 2,663 – 78.3%
- 16-18 years – 560 – 16.5%
- 19-24 years – 187 – 5.0%
- Over 24 years – 13 – 0.2%



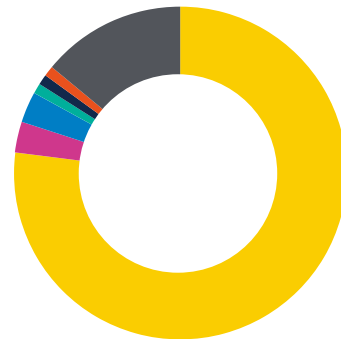
## Sex Identity Profile

- Male – 1,616 – 47.5%
- Female – 1,646 – 48.4%
- Non-binary – 21 – 0.6%
- Prefer not to say – 118 – 3.5%



## Ethnicity Profile

- White – 2,629 – 77.1%
- Asian, Asian Scottish/British – 96 – 2.9%
- Black, Black Scottish/British, Caribbean, African – 102 – 3%
- Arab, Arab Scottish/British – 2 – 0.1%
- Mixed/multiple ethnicity – 36 – 1.1%
- Other ethnic group – 12 – 0.4%
- Prefer not to say – 524 – 15.4%



## Disability Profile

- None – 2,046 – 60.2%
- Identifying with a disability – 559 – 16.5%
- Prefer not to say – 796 – 23.3%



# SIMD breakdown



Generation CashBack engages young people in Scotland's most deprived areas. 98.5% of the young people engaged in Year 1 were from SIMD 1-5. The majority of delivery has reached young people facing the most extensive deprivation as shown by the data presented below.

Generation CashBack calculates the top 20% most deprived Datazones within any given Local Authority area, as opposed to the national measure, which ensures we reach urban, rural and island communities throughout Scotland. For some Local Authority areas (e.g. Moray, Aberdeenshire, Shetland), the top 20% of postcodes include those in SIMD 3 and 4. SIMD eligibility is checked using a tool Youth Scotland created specifically for this project.

We also use our relationships with local stakeholders to identify groups that specifically work with young people involved in, or at risk of being involved in, antisocial behaviour or crime or who have experienced high levels of trauma. SIMD is a useful starting point for identifying groups in areas of multiple deprivation who would most benefit from support, but this needs to be used alongside information about the issues in the area for a fuller picture.

## SIMD Profile of Participants



■	0%-20% - 2,255 - 66.3%
■	20%-30% - 520 - 15.3%
■	30%-40% - 418 - 12.3%
■	40%-50% - 158 - 4.6%
■	50%-100% - 50 - 1.5%



# Accreditation



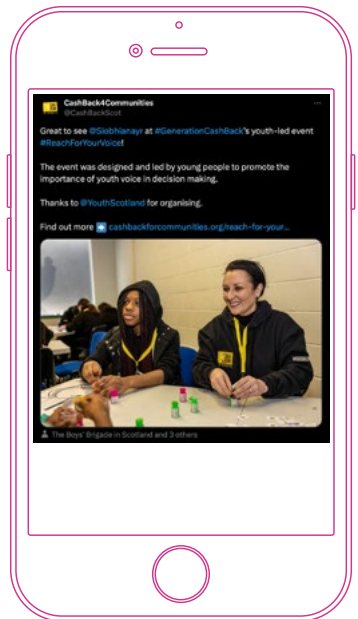
Accredited learning gained during Generation CashBack delivery includes Youth Scotland Awards such as Hi5 Awards (level 2), Dynamic Youth Awards (level 3) and Youth Achievement Awards (levels 4-7), as well as a number of non-SCQF qualifications or training courses such as Duke of Edinburgh Bronze-Gold, Explorer Young Leader, Queens Guide, Saltire.

“It’s changed the way I want to see myself in the future. I would love to continue on to more volunteering, doing more youth work sessions and workshops with Youth Scotland. I feel like I could still learn more, and I feel very encouraged to do that as well.”

## Recognised SCQF qualifications/accreditations achieved over Year 1

Level 2	296
Level 3	144
Level 4	18
Level 5	8
Level 6	-
Level 7	6
Non-SCQF qualifications/accreditations	1,526

# Social stories



# Generation CashBack positive outcomes and destinations

The qualitative and quantitative data available shows Generation CashBack has had a positive impact on all five outcomes in Year 1 of Phase 6. The following statistics highlight some of those achievements.

**99%** young people report that they feel less inclined to participate in antisocial and/or criminal behaviour

**97%** young people report their mental health has improved and they have a more positive outlook on life

**94%** young people reported improved wellbeing (against SHANARRI indicators)

**3,401** the number of young people who participated in a GCB activity

**42,676** hours of volunteering contributed by participants

**99%** young people report their confidence has increased

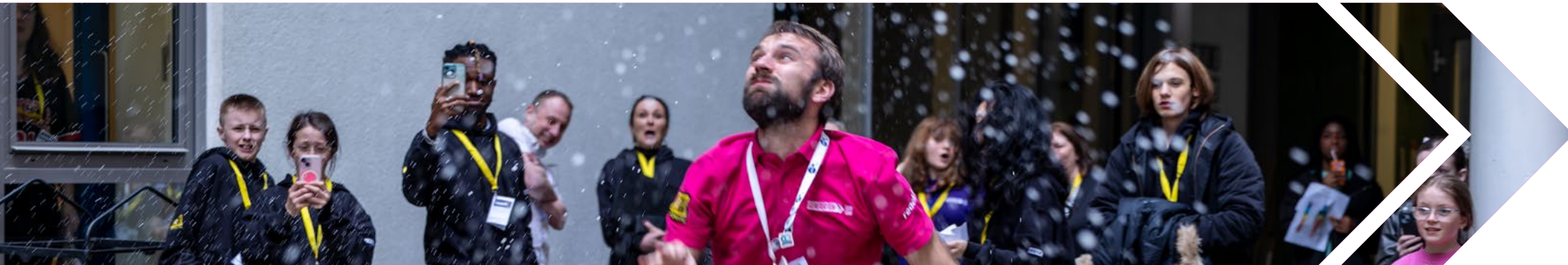
**99%** young people report positive, supportive networks – including improved relationships with family, friends and peer mentors

**99%** young people report a heightened sense of belonging to a community

**99.6%** young people feel more resilient

**99%** young people report positive changes in their behaviour

## OUTCOME 1: Young people are diverted from antisocial, criminal behaviour and involvement with the criminal justice system



Performance against outcome 1 remained very high throughout the year and well above the target set for each indicator. In particular, young people reported feeling less inclined to participate in antisocial behaviour. Qualitative feedback showed that young people felt that their youth group 'kept them out of trouble' and enabled them to better communicate their needs, rather than turning to antisocial behaviour an outlet.

“ The group has helped me stay out of trouble in school by giving me a place to go and learn new skills. I enjoy that they take us out on trips and events and concerts.”

### OUTCOME 1: Young people are diverted from antisocial, criminal behaviour and involvement with the criminal justice system

Young people report that their own participation in antisocial and/or criminal behaviour has reduced



Young people report that they feel less inclined to participate in antisocial and/or criminal behaviour



## OUTCOME 2: Young people participate in activity which improves their learning, employability and employment options (positive destinations)



Across the consortium, young people are being given various opportunities to develop their skills, take part in training and gain accreditation.

This year, we got a better return on the accreditation data having moved the data collection on this from the young person evaluation form to our participant registration forms which are completed by youth workers. As well as getting better data, a priority for the consortium this year was increasing young people's access to accredited learning, one that has been successful. Analysis of the evaluation data available suggests that the consortium has had a positive impact on this outcome.

Accredited learning includes Hi5 Awards (SCQF level 2), Dynamic Youth Awards (SCQF level 3) and Youth Achievement Awards (SCQF levels 4-7), and the Boys' Brigade KGV1 Awards (SCQF level 7) as well as a number of non-SCQF qualifications or training courses such as Duke of Edinburgh Bronze-Gold, Explorer Young Leader, Queens Guide, Saltire, and further awards offered by Girlguiding Scotland, Scouts Scotland and the Boys' Brigade.

“By coming to my youth group I am more confident. I am going to college to do child development – I want to become a youth worker.”

### OUTCOME 2: Young people participate in activity which improves their learning, employability and employment options (positive destinations)

Young people gain accreditation for a new skill

Target 30%

Actual 45%

Young people report an improved relationship with their school

Target 70%

Actual 89%

Progression outcomes after completion of the programme; the number of participants gaining/taking up: Volunteering

Target 35%

Actual 37%

Young people participating in training which improves their soft, core and/or vocational skills

Target 70%

Actual 99%

## OUTCOME 3:

### Young people's health, mental health and wellbeing improves



Partners have delivered well against Outcome 3, with young people reporting that being involved in Generation CashBack activity has had a positive impact on their wellbeing.

Young people report their feelings against the SHANARRI indicators. The 'getting it right for every child' (GIRFEC) approach supports children and young people so that they can grow up feeling loved, safe and respected and can realise their full potential. At home, in school or the wider community, every child and young person should be:

- Safe • Healthy • Achieving • Nurtured • Active • Respected
- Responsible • Included

This Phase we also collected data on how many young people were supported to be active or take part in physical activity. There were a higher number of young people reporting improvement against this indicator than we were expecting, which could reflect the recognition of the broad spectrum of 'active' activities – for example youth work games, and trips or expeditions in nature. In almost all youth work sessions delivered by the consortium partners there is at least some element of moving around incorporated.

### OUTCOME 3: Young people's health, mental health and wellbeing improves

Young people report an increase in feelings against SHANARRI indicators: Safety, Health, Achievement, Nurture, Activity, Respect, Responsibility, Inclusion



Young people report their mental health has improved and they have a more positive outlook on life



Young people report their confidence has increased



Young people report evidence of participation in physical and sporting activities



## OUTCOME 4: Young people contribute positively to their communities



This year's data shows that young people became more active citizens through their participation in Generation CashBack, as well as feeling an increased sense of belonging from being part of their youth groups.

Through the programme young people were supported to engage with a variety of volunteering opportunities, from growing vegetables in community gardens, to reducing isolation amongst the elderly. The most common form of volunteering taken on by young people across the consortium was becoming a Young Leader – someone who volunteers to support and run activities for younger children at their youth group. The sense of pride that young people gain from this responsibility can be truly transformative. While we met our targets for the indicators under this outcome, we feel the volunteering hours are under-reported as these are captured on the second page of our evaluation form which quite a lot of young people forget to complete. In quarter 4, consortium staff made a concerted effort to ensure this section of the form was not missed by young people, however we may amend the way in which we capture this data moving forward for the rest of the phase by bringing it onto our participant registration forms which are completed by youth workers.

### OUTCOME 4: Young people contribute positively to their communities

Young people report their perception of their neighbourhood improves



Young people report a heightened sense of belonging to a community



Young people report feeling their contribution, links with communities and social interaction are improving



Young people report increased motivation to positively influence what happens in their community



Young people go on to volunteer, coach, mentor, support or take a leadership role in community organisations



**42,767**

Hours of volunteering contributed by participants

**1,998**

The number of community focused awards gained by participants

## OUTCOME 5: Young people build their personal skills, resilience, and benefit from strengthened support networks and reduce risk taking behaviour



There is consistent national evidence to show that youth work, with its inclusive, young person-led approach and provision of diversionary activity, has a very positive impact on young people's behaviour. Young people reported improved support networks and a reduction in risk taking behaviour.

“ I feel like it teaches a lot of people respect... because it gives you responsibility as well. It shows you how to do stuff, how to be self-sustaining and capable of going out and doing something, and if you don't know how to do it, capable of going out and learning how to do that.”

### OUTCOME 5: Young people build their personal skills, resilience, and benefit from strengthened support networks and reduce risk taking behaviour

Young people report feeling more resilient (e.g. believing in yourself, taking things in your stride, being determined, being self-disciplined, being optimistic, adapting to different situations)



Young people report positive, supportive networks - including improved relationships with family, friends and peer mentors



Young people report increased access to appropriate services

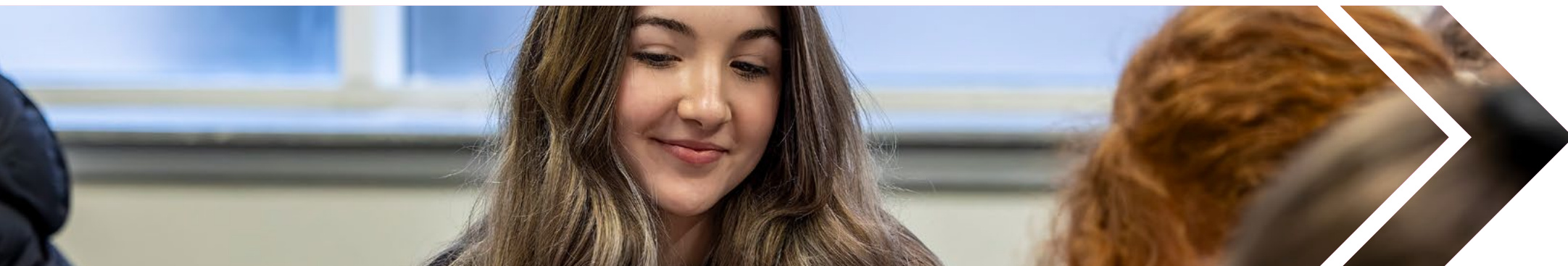


Young people report positive changes in their behaviour (e.g. reduced risk taking/ increased understanding of risk/ better ability to make positive choices/ improved understanding of rights and responsibilities)





## Evaluation overview



In the previous phase of CashBack we had the support of an external evaluator. For this phase we are conducting our evaluation in-house, though we have continued with the core evaluation structures that were set up by the evaluator.

To evaluate Generation CashBack, we use the following methods:

- Interviews with young people.
- Interviews with stakeholders (3 youth group leaders, 2 parents).
- Two workshops with Development Officers from the Generation CashBack Consortium.
- Analysis of data from young person evaluation forms.
- Analysis of data from participant registration forms.
- Qualitative feedback collected at Reach, other events and through evaluation forms.

Evaluation forms, participant registration forms, and case study formats have been updated to be in line with the Phase 6 outcomes and indicators. We spent some time as a consortium deciding which method to use to collect information on each indicator in order to get the best data return and keep processes as simple as possible for young people and youth workers. We

will continue to review this throughout the Phase. Partners also introduced new ways of incentivising groups to complete their evaluations including Girlguiding Scotland introducing a Generation CashBack badge, Scouts Scotland introducing their GCB Leader training weekends which introduce CashBack evaluation, and Youth Scotland continuing our evaluation workshops but adding an input from SCVO to support groups with fundraising simultaneously.

Phase 6, Year 1 of Generation CashBack showed consistent evidence of the programme's positive impacts. The flexibility of our model continues to be a strength, with DOs being able to provide tailored support to individual youth groups based in areas of multiple deprivation, alongside developing youth programmes and youth worker training offers to fit the needs of the majority. The membership infrastructure of the consortium partners enables us to continue supporting Generation CashBack groups and signpost them to other benefits offered by membership. This ensures a legacy after the year has passed.

**“ These young people are our future, informal education is a massive part of development of people.”**

## Evaluation overview cont.

Practitioners and young people have described the positive impact that Generation CashBack supported groups have had across different aspects of young people's lives this year. Key areas that have emerged through the evaluation include:

- **Building long-lasting friendships and supportive networks:** *"I've met a lot of great friends through it that I didn't have before... We're all part of a team, we're a family."*
- **Understanding how to manage and process difficult emotions and rather than being drawn into negative or risk-taking behaviour:** *"This club keeps me out of trouble. I used to get in fights and in trouble at school but now I am in college and keeping out of trouble."*
- **Flourish through being trusted with responsibility and supporting others:** *"One thing I learned while doing my volunteering was just how important even the smallest jobs & tasks are to ensure everything runs smoothly and seeing and being part in it was quite enjoyable."*
- **Increasing their sense of belonging to a community:** *"I found that I can really be myself at this group but also support others. I feel listened to and respected."*
- **Improving their confidence and self-esteem:** *"I am autistic and feel this has improved my confidence."*
- **Providing opportunities to try new things and develop skills that they won't learn anywhere else:** *"I really enjoyed camp because I learnt a lot of new things including cooking in the woods, building a tent and going through the labyrinth."*
- **Increasing aspirations and encouraging them to think about life beyond school and support them into their next steps e.g. college, employment, independent living:** *"By coming to my youth group I am more confident. I am going to college to do child development – I want to become a youth worker."*

Generation CashBack consortium staff and supported groups have provided the following learnings about factors that are important in the programme's success:

- DOs work with groups to support them to identify their needs and the needs of the young people they support. This builds a relationship between the local groups we are supporting and the consortium staff. Staff are then able to provide holistic, tailored support and advice as well as signposting to other membership benefits including training. It is also useful to have two different approaches to support through Grow and Lead. Where groups access Grow support, partners are then able to signpost them onto Lead opportunities and vice versa.



- DOs proactively identify groups to support and approach them to help with the proposal process. Finding the time and resource to identify and apply for support is a barrier for organisations and is commonly faced by those that could benefit from support the most. Generation CashBack aims to remove this barrier.
- The consortium structure of the Generation CashBack programme facilitates the sharing of good practice approaches across the partners. This year each partner has introduced new offers as part of the programme that have inspired others to explore developing similar practices. This has impacted on our approaches to evaluation, training, and Lead opportunities.
- As Generation CashBack is an established programme, the consortium already had a list of eligible groups who were interested in support before the programme started for Phase 6. This meant that we were able to start with Grow and Lead support straight away and is likely part of the reason for exceeding our participation target by 128%.

“ **Formal education really isn't for everybody, and informal education gives young people the chance to reach their full potential in life, and that is really, really important in every community that needs it.** ”

## Progress against priorities for Phase 6

At the end of Phase 5 we laid out our priorities for Phase 6. Below is a summary of what has been achieved so far against each priority.

### Continuing to leverage the wider membership offer of each consortium partner

Once groups have been supported through Grow or Lead, they are more likely to access the wider benefits that membership of each consortium partner offers. This has continued to be the case with groups supported in Phase 5 continuing to access training, Lead opportunities and attending Reach. This helps ensure a shared legacy between the Generation CashBack programme and consortium organisations.

### Identifying areas most in need

We are continuing with a cross-consortium approach to needs-analysis and ensuring an even geographical spread of the support available. This year we reached all local authorities except Orkney, Shetland and Dumfries and Galloway; these areas are priorities to receive support next year. Youth Scotland now has an Area Coordinator based in Dumfries and Galloway who will help us identify groups eligible for support, and we will utilise our Young Islanders Network to reach Orkney and Shetland. Across the consortium, we continue to use our relationships with local stakeholders to identify areas where young people are at risk of involvement with the criminal justice system and offer support. We also expanded our participant registration forms for groups to identify other challenges young people were facing, such as experience of trauma, or having a family member in prison. Though this was not a required field, it provided some extra data on what challenges young people from Generation CashBack are facing. Some of the most common challenges listed were: experiencing poverty; experience of trauma/ACEs; involvement with antisocial behaviour and rural isolation. There were also a smaller number of young people who were care experienced, had refugee status, are young carers or have a history of alcohol or substance misuse.

### Trauma informed practice training, and other mental health and wellbeing training

In Phase 5 we set out an aim to provide training in trauma informed practice, and further training in mental health and wellbeing for youth workers of Generation CashBack groups. Youth Scotland has developed an ACEs Aware pathway and run 6 'Understanding the Impact of Psychological Trauma' sessions specifically



tailored to a youth work audience and that were well attended by Generation CashBack groups. Scouts Scotland have introduced Generation CashBack Leader Training Weekends that incorporate training on how to identify and support young people with poor mental health and wellbeing. Girlguiding Scotland have been working with external partners to provide training in how to support young people who have relatives in prison, and those affected by bereavement. The partners will continue this work into year 2.

### Offering more youth participation focussed Lead opportunities

Last Phase we identified the positive impact of youth participation opportunities that give young people responsibility and the opportunity to make meaningful decisions. We continue to offer Lead opportunities with a youth participation element including: Reach Young Advisors; Young Grantmakers (this year there were two in partnership with Corra and one with Creative Scotland) and the Young Leaders schemes at the uniformed organisations.

### Introducing themes for Reach events

Our first Reach event was themed around youth voice. Young people at this year's event then voted on the theme for the following year to be between climate action and mental health and wellbeing.

## Spotlight on Scottish Government priorities

Across the Generation CashBack consortium we offer a range of Lead opportunities for young people, and opportunities for youth workers and groups, that further the priorities of the Scottish government. Below are some examples.

### Climate action

- Youth Scotland offers Climate Action Hi5 and Dynamic Youth Awards that supports young people to set themselves a challenge that will benefit the environment while gaining an SCQF Level 2 or 3 qualification.
- Girlguiding Scotland offers Keep Scotland Beautiful training and resources to support units to celebrate Scotland's natural beauty and take action to preserve it.
- Scouts Scotland offer their Green Young Leaders programme which teaches young people to run their Green Champion programme for other young people.

### UNCRC

- Scouts Scotland have introduced a Rights Challenge Badge in partnership with the Children and Young People's Commissioner Scotland and has supported Generation CashBack groups to access this. The badge features a range of activities and resources to empower Scouts (and their leaders) to learn about and understand their rights.
- Youth Scotland offers 'Young People's Rights: Creating a Rights Based Practice' training to our network of member groups.
- All partners further Article 12 of the UNCRC by offering youth participation projects where young people's views are heard and respected. This includes the Young Leaders Network at the Boys' Brigade and Citizen Girl resources provided by Girlguiding Scotland. In the Youth Scotland case study later in this report you can read about Laurie's experience of several participation programmes.
- The CRWIA for Generation CashBack has been updated for Phase 6 and is available on consortium partners' websites. We plan to create a young person friendly version of the CRWIA in year 2. The Scottish Government's UNCRC training tool is also available on partners' websites, and GCB staff across all partners have completed the training, as well as further training on children's rights provided by each organisation. <https://www.youthscotland.org.uk/programme/generation-cashback>



### Acting on poverty

- Girlguiding Scotland has introduced the Good Guiding Fund to support units and members that are struggling to afford to take part. They also have a suite of online resources for volunteers on how to support members living in poverty.
- Scouts Scotland has been working with Child Poverty Action Group and have created a five-step action plan Poverty Awareness to help volunteers consider the impact of child poverty.
- Youth Scotland seeks funding to support member groups and this year hosted the Safer Spaces Fund and supported the UK Youth Cost of Living Fund. iLead Money training is also offered which teaches young people how to manage money in the context of the cost of living crisis.
- Youth Scotland has published a report, Acting on Poverty highlighting how youth work supports communities most affected by poverty and makes a tangible difference to the lives of young people and their families. The report covers the cost of living crisis, the poverty-related attainment gap, low-income communities and touches on how Generation CashBack helps support affected communities.

### Fair work

- Partners in the Generation CashBack consortium comply with the principles of the Fair Work First criteria. All partners have channels for staff voice, invest in workforce development, do not use inappropriate zero hours contracts, offer flexible and family friendly work practices, and have actions in place to create a more diverse and inclusive workplace. Scouts Scotland, Youth Scotland and the Boys' Brigade are registered Living Wage employers, Girlguiding Scotland will be registered by the end of 2024.

## What next?



Looking ahead to Year 2 of Phase 6, consortium partners have already identified Grow groups for support. We will continue to work cross-local authority, identifying areas most in need of support using SIMD measures and local reports of ASB and other challenges that young people are facing that could lead to involvement with the criminal justice system.

### Collaborating across the CashBack portfolio

Youth Scotland hosted a free Awards training session for other CashBack partners. The training was an introduction to our Hi5 Awards (Level 2), Dynamic Youth Awards (Level 3) and Youth Achievement Awards (Level 4-7) that would enable practitioners to incorporate the awards into their programmes and accredit young people's learning. The 'plan, do, review' structure of our youth awards means that they can be applied to existing programmes, or built into new ones with ease.

**“It's about memories, and for this group it's about making tomorrow's memories and making sure that we can provide that activity and that opportunity.”**

### Priorities for Year 2

- We will identify groups to support in the local authority areas that were not reached in year one, these being Orkney, Shetland and Dumfries and Galloway.
- We will offer further training on how to support young people with poor mental health and/or experience of trauma to youth workers and young leaders to enable them to continue providing person-centred support to young people.
- We will review data on the needs that are emerging with supported groups across the consortium and use this to inform our Grow and Lead offers.
- We will continue to share learnings on increasing youth workers' awareness of evaluation processes for Generation CashBack and incentivising data return. Methods introduced by individual partners may be replicated across the consortium.

# The Boys' Brigade: Cumbrae camp

In 2017 the BB's Generation CashBack Development Officer (DO) started Cumbrae Camp, a three-night camp featuring a range of activities for young people to develop their skills, have fun and experience the outdoors. Through the Lead strand of Generation CashBack, the DO works with leaders of companies in areas of multiple deprivation to identify young people who face barriers to access and reduce the cost barrier as well as supporting them to feel confident attending.

“ Definitely my confidence is one of the biggest things. So you can be confident around different people, especially if I want to go into sports coaching I would need to deal with a lot of different people.”



**CASE STUDY**

**GENERATION**  **CASH  
BACK**

**CASH  
BACK**  
FOR COMMUNITIES

**THE BOYS' BRIGADE**  
> the adventure begins here 



Aidan and Brian are brothers aged 14 and 16, living in Springburn in Glasgow (SIMD1). They are part of the 125th Glasgow Boys' Brigade company, which meets every Friday night, and offers other opportunities throughout the year. The company leader, Jim, reflects that the area is not a wealthy one, and the cost of living crisis has hit families hard, with some parents struggling to afford food for their young people, let alone developmental activities. Aidan and Brian agree that school is *'no the best'*, and that the local area doesn't hold many opportunities for people their age. *'If I wasnae in BBs I'd be sitting around playing Playstation.'*

Jim and the Generation CashBack DO supported the boys to attend camp to build their confidence: *'Getting them away to a residential is always beneficial... They do come out of their shell a bit more. That can happen over the course of a weekend, because there is a certain trepidation when they arrive – they don't know what's going to happen, there's only so much you can explain.'*

Aidan had been to camp before but agreed that it is daunting at first: *'Aye the first year it was a bit nervous going away... about the kind of people you would meet... but you do get used to it.'* This time, he was able to look out for the younger boys: *'I think, aye, cos I was the oldest, I tend to kind of look o'er everybody, make sure they are daen alright.'* Both mentioned how important the support given by their leader and the Generation CashBack DO was in helping them feel comfortable.

Brian is not a confident cyclist but was proud to complete a 10 mile cycle round the outside of Cumbrae. Aidan developed his orienteering skills: *'There was an activity where you had to look at a map and get coordinates for different, like landmarks... I done well cos we were the only team that managed actually to do it!'* The boys were also thinking about how these activities could be useful in the future: *'We did STEM activities – good if people want to become a biologist or something to do*

**“ Getting them away to a residential is always beneficial... They do come out of their shell a bit more. That can happen over the course of a weekend, because there is a certain trepidation when they arrive – they don't know what's going to happen, there's only so much you can explain.”**

*with science. We were looking for like little sea creatures in the... can't remember what you call them... aye, rockpools! Seeing what we could find and identifying it.'*

As well as having a strong sense of achievement, both boys mentioned having fun and getting to know new people: *'You can go outside and enjoy yourself for a weekend.'*; *'You get to meet different people and do something different.'*

The boys cited confidence, teamwork and communication as skills they built at camp: *'Definitely my confidence is one of the biggest things. So you can be confident around different people, especially if I want to go into sports coaching I would need to deal with a lot of different people.'*

They highlighted how the BBs motivates them, and how opportunities like Cumbrae Camp provide something to look forward to: *'[Without BBs] I wouldnae have the kind of structure in life that I have the noo. Obviously BB every Friday night, and then like, whenever there's like some of the events... If I didnae have that structure I would just become lazy and no really want to dae anything as much.'*; *'It gets you involved in something... the Monday, you maybe go to school and you don't like it but then you've got something to look forward tae at the end of the week.'*

Aidan recently completed his Queens Badge, and Brian is working on his. Both plan to do 'a lot of volunteering inside the BB and outside the BB!'

Jim noted how the boys will positively impact on others: *'They will be future leaders in the company... giving them a bit of responsibility to look after some project work with the younger boys... You know the younger ones look up to these guys... they've got a better chance of engaging in conversation than I have, it's really important to have that dynamic in the organisation.'*

# Youth Scotland: youth participation opportunities

Hyper Cyber is a Youth Scotland member based in Blantyre. A youth worker explains: *'I was a young person when Hyper Cyber started, it was due to a lot of antisocial behaviour within the area, there was... gang fights and things like that, particularly on the main street... it was getting pretty violent.'* Generation CashBack (GCB) supported Hyper Cyber to deliver diversionary summer activities and GCB Development Officers visited to deliver programmes and supported young people to join national events. For this case study we spoke to Laurie, who first engaged with GCB through a Young Grantmakers programme, and has since participated in four further Lead opportunities.



**CASE STUDY**







Laurie is 15 and studying at school – *'quite stressful now with all the exams and all that'*. They joined Hyper Cyber age 7: *'Outside of Hyper Cyber I really don't think there is a lot for young people... There's a lack of social connection with young people and all that... they're bored and cannae really do anything so they end up, like, it goes to lead onto like them doing quite dangerous things...'*

Laurie's worker encouraged them to get involved with 'Lead': *'She [youth worker] knew that sometimes I wouldnae go and do certain stuff because I always worry or panic like something bad is gonna happen, that's why I've always stuck to that social area I was in. But she was saying 'this is something brand new and you'll love it' and I thought 'yeah you know what I'll do it!'*

Laurie arrived at their first Young Grantmakers residential feeling nervous to the point of once being physically sick: *'It was a big first step for me. I never really knew there was more [than Hyper Cyber]... I was absolutely petrified!... When we started working in different groups, like I was away from my group, it started slowly growing on me like 'they're feeling the same way as well' – Now it's built up to having new relationships and still talking to them now!'*

As the weekend went on, Laurie enjoyed it more and more: *'I even learned more about myself, like personal development, more skills... and friends I met. It really gave me a boost, it made me feel great about myself, to know I was feeling heard.'*

At the next opportunity: *'I saw myself without hesitation actually go in, be confident, speak to people, and all that. Obviously I was still a bit nervous at some points but for the rest of it... I felt great... even getting an interest in talking to other youth groups... I felt like that was something special, like I'm building a greater social circle.'*

**“ I even learned more about myself, like personal development, more skills... and friends I met. It really gave me a boost, it made me feel great about myself, to know I was feeling heard.”**

Laurie's youth worker has seen a change: *'The projects that they have been involved with... they have really given them confidence and given them the opportunity to meet young people that they would never have met... You have quite a good relationship with [young person from other youth group] who also identifies as non-binary, so that was really good.'*

Laurie identified confidence, communication and leadership as the key skills they have gained from taking part in GCB: *'Leadership skills, when I even did some activities and other people weren't sure what to do I was like 'you know what, I'll start, I'll lead the conversation' and it went up from there...'*

Involvement with GCB has changed Laurie's aspirations for the future: *'Yeah it's changed a lot... me finding my interests with young people and how you all work... It's changed the way I want to see myself in the future. I'd be choosing between teaching or youth work because in either way it's something that I'm passionate about. I would love to continue on to more volunteering, doing more youth work sessions and workshops with Youth Scotland. I feel like I could still learn more, and I feel very encouraged to do that as well.'*

Laurie is passionate about the value of youth work: *'[without youth work] It would be so different... It's that way, when I've seen like, new young people come in, you can see what they were. Sometimes it's their mental health, sometimes it's their social interaction. I think if we didnae have [youth work], we wouldnae have these opportunities, we would stick to a cycle that you were always being in... It opens up many, many opportunities for young people... Especially in areas like mine... this is something that we really need, everywhere, for every young person in Scotland.'*

# Scouts Scotland: young leaders training

The 88th Braehead Scout Group is based in Stirling and has been supported through both the Grow and Lead strands of Generation CashBack. Through Grow, the group were given financial support to go on a camp, and two adult Leaders attended a training weekend that included sessions on Generation CashBack support, evaluation processes, trauma informed practice and mental health and wellbeing. Sean (15) and Callum (14) are members of 88th Braehead. Through the Lead strand, they attended a Young Leaders training weekend at Lochgoilhead.

“When we walked away with all the modules filled out, it was quite proud to look back and see that we’d done what could have been months of work in a weekend.”

**CASE STUDY**

**GENERATION**  **CASH  
BACK**

**CASH  
BACK**  
FOR COMMUNITIES

**Scouts**   
Scotland



The boys have been part of scouts since they were 6 and 7, and greatly value the activities it provides: *“What we’ve both noticed over the years is if you go to the town centre there’s not a lot to do at all... Just like, walking around.” “Scouts is one of the big parts of my life. [Without it] I wouldn’t be out as much, I wouldn’t be doing all the other stuff I do with scouting, so my life would be quite boring without it.”*

Both make an effort to get to the group, whatever else is going on: *“I’m known for being fashionably late, but I do show up!”*

They appreciate the support given by their Leaders, and that they treat them as young, responsible adults: *“We actually get on with the leaders pretty well... They’re all quite nice and they’re not always on our case.” “They take quite a friendly approach, it’s a two way street kind of thing.”*

The training came at a good time for both boys, who wanted to progress as Young Leaders, but would not have accomplished this so quickly without Generation CashBack. *“I was looking to get into young leaders... and I thought this is kind of my way into it. Because I was... quite inspired by the young leaders who came before me. There were two young leaders that were very good with us... and I was wanting to be what they were.”*

Over the weekend they completed a significant part of their qualification: *“...You’ve got a booklet that you have that has multiple modules... so it’s like different leadership styles and loads of other things, which basically you fill out and then you get an award at the end of it.” “It’s learning and teaching at the same time. One of the activities was a hill walk and we had to go and take charge of the group.” “As well, there was learning about risks, risk assessments.”*

**“ Confidence – absolutely confidence! The both of them came back as different people... It was night and day from sitting in the corner the week before having a carry on to actually ‘right, now we’re going to do this, we’re going to take charge!’”**

They also valued the training as a peer learning opportunity: *“It wasn’t just the leaders teaching us stuff, I feel like we also learnt quite a lot from each other.” “It was good fun meeting other people from around Scotland who were also trying to do the same thing as us.”*

*“When we walked away with all the modules filled out, it was quite proud to look back and see that we’d done what could have been months of work in a weekend.”*

Sean and Callum identify that their confidence increased: *“It mainly just gave me more confidence to stand up and talk to people. When it was explaining games and stuff to younger sections it was fine, but now it’s even outside scouting I can talk to people, make more friends, than I was beforehand.”* Their Scout Leader agrees: *“Confidence – absolutely confidence! The both of them came back as different people... It was night and day from sitting in the corner the week before having a carry on to actually ‘right, now we’re going to do this, we’re going to take charge!’”*

The boys also mentioned increased responsibility: *“I feel like it teaches a lot of people respect... because it gives you responsibility as well. It shows you how to do stuff, how to be self-sustaining and capable of going out and doing something, and if you don’t know how to do it, capable of going out and learning how to do that.”*

They both enjoyed getting outside and doing something active: *“I think screens are good, but this gives you that time away from them and that social time where you can speak to real people... go outside and actually see nature, see what it’s like and learn life skills instead of just sitting around doing nothing.”*

The boys plan to continue as Young Leaders: *“We keep doing young leadership for the next few years and then if we want to we can move up to adult leadership as well.”*

# Girlguiding Scotland: 17th A Castlehill Guide Unit

Generation CashBack has supported the 17th A Castlehill Guide Unit in Ayr with new uniforms, badges and hall rent for a year, as well as a range of outdoor activities and a trip to Glasgow to attend Reach 2024.

“ I’ve been proud of the time that I’ve spent working with other people, working on myself a bit, getting out... I do help a lot with the new people, get settled in, make sure that they’re OK.”



**CASE STUDY**

**GENERATION**  **CASH BACK**

  
**CASH BACK**  
FOR COMMUNITIES

  
**Girlguiding**  
Scotland



**Lucy (14) started attending the group when she was 10 and it has become an important part of her life: "I've met a lot of great friends through it that I didn't have before... We're all part of a team, we're a family."**

Christine, one of the group Leaders highlights some of the local challenges: *"Where our church sits... there is a big woodlands area opposite us. Unfortunately, a young person was sexually assaulted there and there is a history of crime and bad behaviour in that area so we can't easily go anywhere from where we are."* The unit attracts a diverse group of young people who enjoy having a safe, fun space to go each week: *"We have some girls that travel in from rural areas, some girls that live in kinship, some girls that this isn't their home country, girls living with disabilities and health conditions."*

Lucy describes the different activities the group does: *"We do a lot of crafts... We also do our skills builders, the cards that we have. We do a lot of outdoor activities as well. I really enjoyed the paddle boarding that we did... getting out on the water, having a bit of fun, shoving each other off the paddleboards!"*

In the year the group has been supported by GCB, Lucy has completed a Gold Award, become a Ranger and now supports new members: *"I've been proud of the time that I've spent working with other people, working on myself a bit, getting out... I do help a lot with the new people, get settled in, make sure that they're OK."*

She's developed her confidence and communication skills: *"I've definitely worked on communication, and developing the skill of talking to people efficiently, cos we've done things like... we've had to act out a scene, and we've had to communicate with each other on who's doing what, and it's been really good."* Her confidence was put into practice at Reach 2024, attended by 150 young people and youth workers from across Scotland: *"Even when I was [first] going to Guides, I was nervous, so seeing all those people was like... woah! But then you get settled and you get talking. Then it's nothing!"*

**“ I'd say that it's a great way for people who maybe aren't as sociable to come along and meet new people in a friendly space that includes everybody, because no one is excluded, no matter what.”**

Early in the year, Lucy's family were abruptly evicted. Christine explains: *"About two thirds of [local] housing stock is privately rented... That's what happened to Lucy, they had to move because the house they were in, the lady decided to sell it, so they had to go homeless and move..."* Guides was an important support during this time: *"It certainly wasn't easy just moving to a different town in the space of a few days, but Christine and the Guides helped to provide emotional support."*

The biggest change Lucy has noticed in herself is: *"I'm a lot more friendly! With wider groups of people. Because it can be that you just talk to the same people all the time, but Guides grew the people that I knew which was great."*

Lucy's aspirations have been impacted by her experiences with Guides: *"I'm looking into doing a career in mental health it's something that I've sort of been interested in... how feelings affect people and how that can affect their daily lives... Getting the experience with some of the younger Guides showed me this is what I want to do - just how well I get on with them."* She mentions a key lesson she has learnt from her participation: *"I'll definitely take the fact that getting to know someone really makes a difference in what you think of them. Because you can look at someone and think 'I don't like you' but once you actually get to know a person, it says a lot about them."*

She would recommend guiding to other young people: *"I'd say that it's a great way for people who maybe aren't as sociable to come along and meet new people in a friendly space that includes everybody, because no one is excluded, no matter what."*

The unit have secured a funded place for Lucy on an outward bound course in the summer where she will meet a whole group of new people and will continue developing her confidence and leadership skills.

# Participation by LA area

## Generation CashBack funded activity across Scotland in 2023-24

### Aberdeen City

Middlefield

### Aberdeenshire

Aberchirder, Banff, Boddam, Cullen, Crudie, Cummingston, Deveron, Fraserburgh, Fyvie, MacDuff, Peterhead, Rosehearty, Sandhaven, Turiff, Whitehills

### Angus

Arbroath, Brechin, Montrose

### Argyll & Bute

Cowal, Lochgilphead

### City of Edinburgh

Broomhouse, Clermiston, Colinton, Dalmeny, Granton, Muirhouse, Oxgangs, Pilton, South Queensferry, Westerhailes

### Clackmannanshire

Alloa, Tillicoultry

### Dundee City

Centre, Charleston, Coldside, Fintry, Hilltown, Lochee, Maryfield

### East Ayrshire

Achinleck, Kilmarnock, Galston,

### East Dunbartonshire

Twechar

### East Lothian

Cockenzie, Musselburgh, Port Seton, Prestonpans, Wallyford

### East Renfrewshire

Neilston

### Eilean Siar

Stornaway

### Falkirk

Bankdoch, Bonnybridge, Dennyloanhead, Falkirk

### Fife

Abbeyview, Cowdenbeath, Duloch, Dunfermline, Glenrothes



### Glasgow City

Baillieston, Balornock, Barmulloch, Bellahouston, Cardonald, Carmunock, Castlemilk, Coatbridge, Colston, Craigton, Crookston, Dennistoun, Drumchapel, Haghill, Hillington, Hoggenfield, Lambhill, Millerston, Nitshill, Pollok, Pollokshields, Priesthill, Provenmill, Riddrie, Robroyston, Shettleston, Sighthill, Springburn, St Rollox, Tollcross

### Highland

Beauly, Caithness, Cannich, Dalneigh, Drumnadrochit, Inverness, Tomich

### Inverclyde

Gourock, Greenock, Inverkip, Larkfield, Port Glasgow

### Midlothian

Bonnyrigg, Gorebridge

### Moray

Buckie, Forres, Lossiemouth

### North Ayrshire

Ardrossan, Castlepark, Dalry, Kilwinning, Largs, Millport, Stevenston, West Kilbride

### North Lanarkshire

Airdrie, Wishaw

### Perth & Kinross

Alyth, Blairgowrie, Letham, Perth, Rattray

### Renfrewshire

Foxbar, Linwood, Paisley, Renfrew

### Scottish Borders

Ancrum, Eyemouth, Hawick, Jedburgh, Oxnam, Peebles,

### South Ayrshire

Ayr, Castlehill, Coylton, Dalrymple, Girvan, Prestwick

### South Lanarkshire

Blantyre, Carluke, Cathkin, Fernhill, Hamilton, Rutherglen

### Stirling

Braehead, Forthside, Stirling

### West Dunbartonshire

Faifley, Renton, Vale of Leven, West Clydebank

### West Lothian

Armadale, Livingston

## Local Authority data

Areas	Participants	%	LA Spend
Aberdeen	55	2%	£9,321
Aberdeenshire	232	7%	£39,317
Angus	57	2%	£9,660
Argyll & Bute	34	1%	£5,762
City of Edinburgh	220	6%	£37,283
Clackmannanshire	67	2%	£11,354
Dumfries & Galloway	0	0%	£0
Dundee City	160	5%	£27,115
East Ayrshire	111	3%	£18,811
East Dunbartonshire	46	1%	£7,796
East Lothian	130	4%	£22,031
East Renfrewshire	15	0%	£2,542
Eilean Siar	50	1%	£8,473
Falkirk	102	3%	£17,286
Fife	176	5%	£29,826
Glasgow City	569	17%	£96,428
Highland	57	2%	£9,660
Inverclyde	206	6%	£34,911
Midlothian	41	1%	£6,948
Moray	65	2%	£11,015
North Ayrshire	129	4%	£21,861
North Lanarkshire	127	4%	£21,253
Orkney	0	0%	£0
Perth & Kinross	95	3%	£16,099
Renfrewshire	93	3%	£15,761
Scottish Borders	86	3%	£14,574
Shetland	0	0%	£0
South Ayrshire	55	2%	£9,321
South Lanarkshire	159	5%	£26,946
Stirling	77	2%	£13,049
West Dunbartonshire	102	3%	£17,286
West Lothian	85	2%	£14,405
<b>Total</b>	<b>3401</b>	<b>100%</b>	<b>£576,364</b>

## Financial report

Project Costs	Actual	Target	Variance
<b>Project Delivery Activities</b>			
Staffing Costs: Local Development Officers	£ 216,559	216,559	0
Staffing Costs: Senior Development Worker	£ 30,702	30,702	0
Delivery – Grow	£ 218,162	218,162	0
Delivery – Lead	£ 41,114	40,915	-199
Delivery – Cross-consortium regional/national events	£ 12,237	12,436	+199
<b>Total project activity</b>	<b>£ 518,774</b>	<b>518,774</b>	<b>0</b>
<b>Other Project Costs</b>			
Management and Marketing	£ 57,590	57,590	0
<b>Total Other Project Costs</b>	<b>£ 57,590</b>	<b>57,590</b>	<b>0</b>
<b>Total Expenditure</b>	<b>£ 576,364</b>	<b>576,364</b>	<b>0</b>

GENERATION  CASH BACK

