

2021/22 ANNUAL REPORT



1992

Strathclyde Poverty Alliance launches with a campaign calling for the introduction of 'Cold Weather Credits' to address fuel poverty.



POVERTY
POLLING
STATION

1996

We change to the Poverty Alliance, and launch a general election campaign the following year.

1999

Poverty Alliance members feed into Scotland's first Social Justice Strategy, following First Minister Donald Dewar's commitment to create a Scotland where everyone matters

2007

We launch Scotland's first Living Wage Campaign, alongside the STUC and Church of Scotland

2010

Poverty Alliance members feed into the European Year for Combatting Poverty

2015

Our Stick Your Labels campaign launches to target the stigma experienced by people in low incomes in Scotland

2016

Child Poverty (Scotland) Act passed unanimously in Parliament setting statutory targets for eradication child poverty and establishing the Poverty and Inequality Commission

2022

Living Wage Scotland accredits the 2,500th real LW employer.

CONVENOR'S REPORT

In the continuing shadow of the covid pandemic, the Poverty Alliance worked hard over the last year to ensure that issues of poverty and inequality were at the forefront of debates over how we would recover. Despite the rhetoric of 'building back better', we were conscious that as the cost-of-living crisis loomed there was a real danger little real change would take place.

Even in late 2021 and into early 2022 members of the network were clearly signalling that pressure was growing on both their services and the people they worked with. In the context of rising energy and food prices it was vital that the Poverty Alliance was able to respond and to focus on those issues that mattered most.

As in previous years much of our energy was focused on critical areas of social security and employment. Much of 2021 was focused on campaigning to retain the £20 uplift to Universal Credit. We worked with partner organisations across the UK, lobbied Westminster politicians, organised petitions and even held a picket of the Scotland Office in Edinburgh. But despite the campaign winning some important concessions from the UK Government, the cut to Universal Credit went ahead.

If our efforts to maintain the value of UC were ultimately unsuccessful, they served to remind us of just how important social security would be in securing an equitable recovery from Covid. We were pleased to see that addressing poverty was one of the three main pillars of the Scottish Government's Covid Recovery Strategy, which was launched by the Deputy First Minister, John Swinney MSP, at our annual conference in October 2021.

Since then, we worked hard to ensure that the strategy made a real difference, and that the commitments were turned into action. Much of that work centred around our contribution to the development of the new Child Poverty Development Plan, which was the focus of our Get Heard Scotland project. Alongside campaigners from the End Child Poverty Coalition, we were delighted 'to see the commitment to further increase the Scottish Child Payment to £25 by the end of 2022 and to mitigate the impact of the Benefit Cap in Scotland. These successful campaigns show once again not only the importance of an organised and effective civil society lobby on poverty, but that poverty is ultimately a political choice. We will continue to press for different political choices to be made in the years ahead.

Social security was at the heart of much of our work over the last year, but it was alongside other crucial parts of our programme. Through Living Wage Scotland we helped to secure more than 7,000 pay increases for workers in Scotland. The number of accredited Living Wage employers in Scotland passed 2,500 in the last financial year, a considerable achievement in difficult economic times. We would like to thank the more than 600 employers that joined the living wage movement in the last year for their support and commitment.



The last year saw not only progress in long standing areas of work such as Living Wage Scotland and Get Heard Scotland, but the introduction of new projects that will take forward some key concerns for the Poverty Alliance.

Serving the Future, is a research and action learning project, delivered in partnership with the Fraser of Allander Institute and the Institute for Inspiring Children's Futures at the University of Strathclyde and funded by the Robertson Trust, that will focus on how we can change the experience of in-work poverty in the hospitality sector. We also launched our new three-year Rights in Action project that will work with Poverty Alliance members to build understanding of how human rights can be used to address poverty. It will do this through a programme of awareness raising action learning and participatory research. Both these new projects are putting participatory and member development at the heart of the work that we are doing.

Alongside these new projects, engagement and member development was a key focus for the year. Our online member meetings increased in number and have become a key mechanism for engaging and reflecting the concerns across our network. As we enter the recession, it will be more important than ever for our network to continue to grow, but to for us all to remain connected. Thank you to all those who have taken part in our work over the last year and welcome to those who have recently joined us.

I would like to thank the board and all the staff of the Poverty Alliance for their work over the last year. I would especially like to thank all those board members leaving us this year. Finally, I would also like to thank all the funders that support our work, that support is appreciated more than ever.

Marie Ward
Convenor



DIRECTOR'S INTRODUCTION

The 30th anniversary of the Poverty Alliance formally becoming a registered charity is an important opportunity for reflecting on what has changed over that time, what has been achieved and how we may meet some of the challenges of the future. A great deal has changed over that time, but there remain striking similarities in some of the problems that we still confront, problems that still seem to be frustratingly beyond our ability to resolve.

Back in 1992 we were the Strathclyde Poverty Alliance and had been active as an informal network of community and voluntary organisations since the late 1980s. The Alliance came together to make our voices heard with what was then the largest 'local' authority in the UK. It was also an authority that had a strong track record in attempting to use its powers to deliver social justice to the 2.5 million people it served. The Strathclyde Social Strategy was designed to help combat some of the effects of the de-industrialisation that ripped apart many communities in west central Scotland and was an approach that the Alliance members contributed to in our early years.

When the regional councils were abolished in 1996, we became the Poverty Alliance and sought to take what had been learned about influencing policy and practice, about bringing civil society organisations together, and putting the experience of people on low income at the heart of this work, to a national stage. Our approach to influencing change, to directing our collective voice toward those in power has remained consistent over the intervening years.

Of course, where we direct our voices has changed significantly over that time. The creation of the Scottish Parliament in 1999 has seen more vital decisions that have an impact on social and economic justice being made closer to home. Over the last year alone we have continued to feed in the views of our members to MSPs, to Ministers and to the committees of the Scottish Parliament. Whether on issues of transport and poverty, educational attainment or the functioning of our social security system, our network has continued to have its voice heard and to have an impact on the decisions that are made.

Whilst the Scottish Parliament is a focus of much of our work, we know that critical decisions are made at the local level as well as in UK Parliament. Through our Get Heard Scotland programme in 2021-22 we sought to influence both local policy towards child poverty, particularly in Renfrewshire and Inverclyde, as well as contributing to the development of the new Tackling Child Poverty Delivery Plan, which was published in March 2022.

Our work on Get Heard Scotland, alongside the participatory research we have supported, in the last year highlights our continued focus on ensuring that people with experience of poverty have an opportunity to participate in identifying the solutions needed to address poverty. This has been a consistent theme in our work over the last 30 years and is an area where we can see real progress now being made.

Across our work, whether in relation to human rights, child poverty, transport or in-work poverty, we build in opportunities to involve people with direct experience, conscious of the difference that it makes to those people involved and to the outcome of the work.

The political structures that we engage with may have changed radically since we were first established, but many of the issues remain the same. In 1992 the economy was in recession and the Poverty Alliance was campaigning on fuel poverty, with a call for the introduction of 'Cold Weather Credits' to help boost the incomes of those who could not afford to heat their homes.

As we entered 2022, we were once again raising the alarm about rising energy costs as part of the cost-of-living crisis. Although our labour market has changed significantly since then, again the threat of recession looms and it will be those on the low incomes who will pay the price for economic failure. Our voice and our network will be ever more important over the coming years if we are to ensure that even in these most difficult of times, we can find ways to protect those most in need of support.

There is another anniversary being marked this year - I have now been with the Poverty Alliance for 20 years. Over this time, I have seen our network grow and the organisation become stronger, develop a clearer voice and secure a bigger impact on the issues that concern us all. I have always been impressed by the organisations and individuals I have been lucky enough to work alongside, but over this last year I have been particularly struck by the incredible passion and commitment of all our members, especially the grassroots members who act tirelessly to support, protect and empower. Each one is an agent for social change, and it has been my privilege to work alongside so many.

I would like to thank all the members of the Poverty Alliance staff team for their continuing hard work over the last year. We recorded some important departures of long-standing staff members last year, but it has been a pleasure to get to know the many new members of staff that have joined the organisation over the last year. They have all made an invaluable contribution during some very difficult times. A final thanks to our Board of Directors who once again have given us the guidance and direction that we have needed and have been a strong voice for our membership.

From the vantage point of 2022, it is clear that there is much that we have achieved over the last 30 years. Looking forward though, our network will be required to continue making the case for policies that can have a real and significant impact on poverty. Together, we can make the changes we need.

Peter Kelly
Director

POLICY & CAMPAIGNS



Our Policy & Campaigns work in 2020 was focused on ensuring that government resources were targeted on those who were most seriously impacted by the Covid pandemic. As we started to look towards the economic and social recovery from the pandemic in 2021/22 we focused on those issues that mattered most in helping to people thrive after the events of the previous year. Again, this meant looking at the role of our social security system, ensuring there was fair work and decent service for all.

A significant focus for our campaigning work on social security was the Keeping the Lifeline campaign, coordinated by the Joseph Rowntree Foundation. Keep the £20 uplift to Universal Credit was a key priority for organisations across Scotland and the UK. We helped to put pressure on MPs, wrote to the Chancellor and Secretary of State for Scotland and eventually organised a picket of the Scotland Office in Edinburgh. Unfortunately, despite winning significant concessions, the £20 uplift was reversed. Out of this campaign though has come a more coordinated UK wide network of organisations which continue to press for changes to social security. In the context of the cost-of-living crisis it is vital that this coordination continues.

Alongside our support of the Keep the Lifeline campaign, we also launched the Scrap the Cap campaign, which called for the end of the unjust Benefit Cap. This campaign, launched in early 2022, was targeted at the UK Government. Arguably there are many aspects of the UK social security system that need to change. However, the Benefit Cap is one of the most unfair aspects of the system, that arbitrarily restricts the income of families regardless of need. The campaign, while targeted at the UK Government, has had some success in Scotland, when the new Child Poverty Delivery Plan committed to mitigating the impact of the Benefit Cap using Discretionary Housing Payments. This is an important and very welcome step, but we will continue to work to see the end of the Benefit Cap altogether.

The new Child Poverty Delivery Plan not only committed to mitigate the effects of the Benefit Cap, but to further increase the level of the Scottish Child Payment by £5 during 2022. This was one of our key asks, alongside members of the End Child Poverty Coalition, and shows how consistent campaigning can make a real difference.

We know that further increases in the Scottish Child Payment will be required during the cost-of-living crisis and we will continue to make that case.

Getting the message across about the need to address poverty is at the heart of much of our campaigning activity. Challenge Poverty Week (CPW) is a important way for us to engage a broad audience on the need to address poverty and has now become a fixture in the diaries of organisations across Scotland. After a small reduction in the total number of organisations that got involved during CPW 2020 – owing to the acute challenges faced by organisations during the peak of the pandemic – in 2021 the number of participating organisations increased once more. There was also another substantial rise in the total number of activities taking place across the week, up from 722 in 2020 to 901 in 2021. Participating organisations invested more time, effort, and resources to contribute to the week, seeing it as a pivotal moment in the year and incorporating it into their work planning processes.

An important aspect of Challenge Poverty Week is to change the way we talk about poverty, and thereby win people over to the possibility of change. Framing is therefore critically important to the success of the Week. Last year, we had 244 pieces of media coverage, of which 61% were classed as being either 'framed' or 'lightly framed', with 26% being 'neutral' and 13% being unframed. In 2020, 57% of the coverage was framed (either 'lightly' or 'well framed'), meaning there was a slight increase in the amount of framing in the pieces we analyzed. This is positive but also shows there is still much room for improvement.

Our campaigns work this year also involved the continued development of our free transport campaign, Everyone Aboard. This called for free bus travel to be extended to everyone under the age of 25 and people on low incomes. The campaign has continued to receive broad support. One of the main goals of the campaign made significant progress, with the extension of free transport to everyone aged under 22. We will continue to focus on how the other asks in the campaign can be progressively secured in the coming years.

Our policy work also includes engaging with a range of policy development processes, from responding to consultations to taking part in Scottish Government advisory groups and forums. In all these processes we ensure that the perspectives and concerns of our members are being heard. One particularly important development over the last year was the establishment of the Minimum Income Guarantee (MIG) Expert Group. The development of a MIG was a key ask in our 2021 manifesto, so we have been enthusiastic members of this group. Over the coming year we will find ways to engage our members more actively in discussions regarding the Minimum Income Guarantee, as it has the potential to be a transformational policy.

COMMUNITIES & NETWORKS

Working with grassroots organisations and with people with direct experience of poverty is a central part of the work of the Poverty Alliance. During the last financial year, we worked in a variety of ways to ensure that there were opportunities for organisations and individuals to take part in our work. This included through the Get Heard Scotland project, which focused on contributing to the development of the next Child Poverty Delivery Plan, and through continuing to develop our work with the End Poverty Edinburgh group. The Community Activist Advisory Group (CAAG) remains an important aspect of our work to engage people with direct experience of poverty. At the start of 2022 our work with both grassroots organisations and people with experience of poverty was further strengthened with the launch of a new project, Rights in Action, which is working with community groups and people with experience of poverty to build awareness and action around human rights and poverty.

Get Heard Scotland was at the heart of our community engagement work in 2021-22. The focus of the work was on contributing to the development of the new Child Poverty Delivery Plan. Our engagement work took the form of 1-2-1 interviews with grassroots organisations, a series of webinars and a conference. The outcomes of this work were fed into the team in Scottish Government and helped ensure that the experiences of people with experience of poverty and grassroots organisations were fed into the development of the new plan. Many of the concerns that we saw emerge through this consultation were reflected in the plan, which was welcomed. However, we will now turn the focus of Get Heard Scotland to ensure that there is continued participation by people with experience of poverty in the development the policies and proposals that the Plan continued.

Alongside Get Heard Scotland, our work with the End Poverty Edinburgh group was a key part of our community engagement activity. The group comprises of around a dozen people with direct experience of poverty. They have been closely involved in feeding into the Edinburgh City anti-poverty strategy, meeting with leaders of the political groupings on the council, engaging regularly with council officials and developing relationships with third sector organisations.



They have shown themselves to be formidable anti-poverty advocates and we are delighted to continue to support them over the coming year thanks to support from both Edinburgh City Council and the Joseph Rowntree Foundation.

We have continued to strengthen and develop our work with Poverty Alliance members over the last year. We have provided regular information bulletins to our members and opportunities to engage in our work through events and members meetings. A targeted membership drive was put in place to increase the number and range members over the last year.

A total of 68 organisations joined the Poverty Alliance during the year, our second highest ever total for a single year. We have delivered more members meetings in 2021-22, responding to the continued growth of our network. In January 2022 alone we organised three members meetings focused on the cost-of-living crisis. These online members meetings have become an important means of engaging quickly with a diverse group of members.

Our Communities and Networks team has also been responsible for the restarting our Poverty Awareness Training in 2021-22. A programme of awareness training for Argyll and Bute Council was led by the Poverty Alliance team, in partnership with CPAG Scotland and One Parent families Scotland. This training programme has led to a range of new training opportunities which we will build on in 2022-23.

A significant new development for our work with members and people with experience of poverty was the launch of the new Rights in Action project. This project is working with Poverty Alliance members to support them to make greater use of human rights as a tool to address poverty. Using a variety of techniques to engage and work alongside groups and individuals the programme has already proved very popular with those we are working with.



LIVING WAGE SCOTLAND



Our work through the Living Wage Scotland initiative, a partnership with the Living Wage Foundation, continues to be the critical part of the Poverty Alliance's work to ensure that everyone can access an adequate income through the labour market. Accrediting employers who pay the real Living Wage is central to this work. During 2021-22 we accredited 681 employers, meaning 6725 workers had a pay increase to the real Living Wage. As a result, we passed our own targets for the year, generating more than double the number of accreditations, and almost double the number of uplifts, that we had initially aimed for. Overall, our network of Living Wage employers has grown by around 25%, with our retention rate averaging 86% throughout the year.

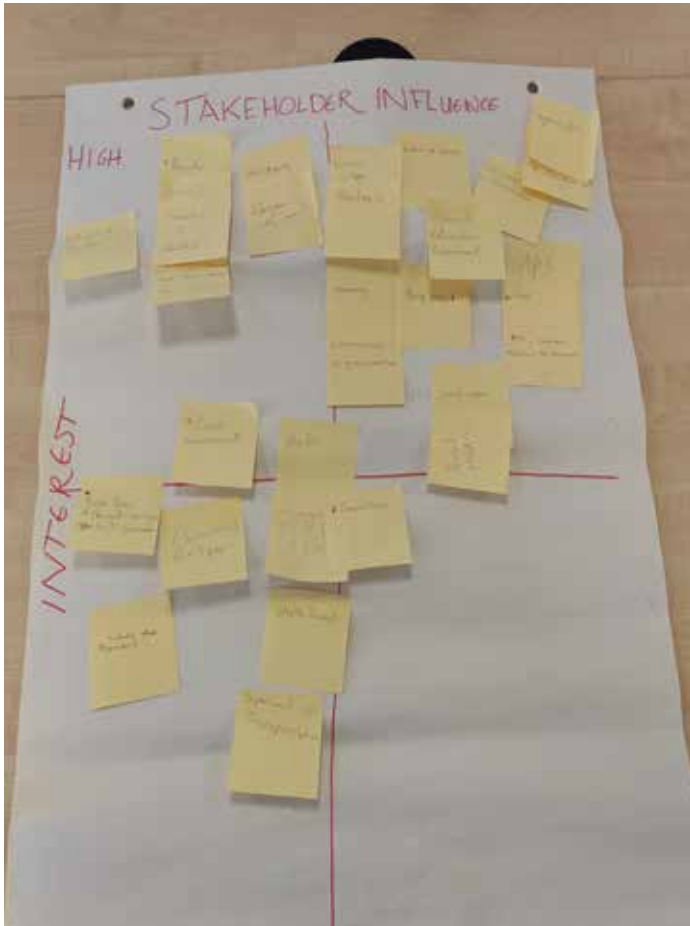
We accredited NHS Highlands and NHS Borders, Aegon UK and Aberdeen based Wood. In February, Glasgow based construction firm Luddon Construction became the 2,500th Living Wage accredited business in Scotland, a significant milestone. Growing accreditations where the need for the real Living Wage is greatest is an important part of how we measure our success. In 2021-22, we identified adult social care and the hospitality, culture and leisure industries ("hospitality" as an umbrella term) as priority areas to seek to grow Living Wage accreditations. Overall, during the year, we have accredited 79 hospitality employers and 31 social care employers, generating 1165 and 2431 uplifts respectively.

Alongside our focus on continuing to build the Living Wage network, 2021-22 was the first of a three-year time horizon in which we integrated the Living Hours programme into Living Wage Scotland's delivery, communications and accreditation work. Living Hours accreditation means that employers commit to a minimum number of hours, to provide contracts that accurately reflect hours work and to restrictions on shift changes. It is an important next step in the development of the Living Wage movement in Scotland. We have started with modest targets in 2021-22, but will build on this in future years.

We would like to thank all the employers who have continued to support the payment of the real Living Wage in 2021-22. In the midst of the covid pandemic they have shown that progress is still possible.



RESEARCH & INFORMATION



We also established a new formal five-year partnership with the Mental Health Foundation (MHF). This partnership will look to explore in more depth the connections between poverty and mental health. For our part we hope that this partnership will allow us to work with Poverty Alliance members in a more systematic way to explore the relationship between poverty and mental health. An initial focus for our work with the MHF is to consider the issues of stigma, poverty and mental health. We will be seeking funding for further research in this area in 2022-23.

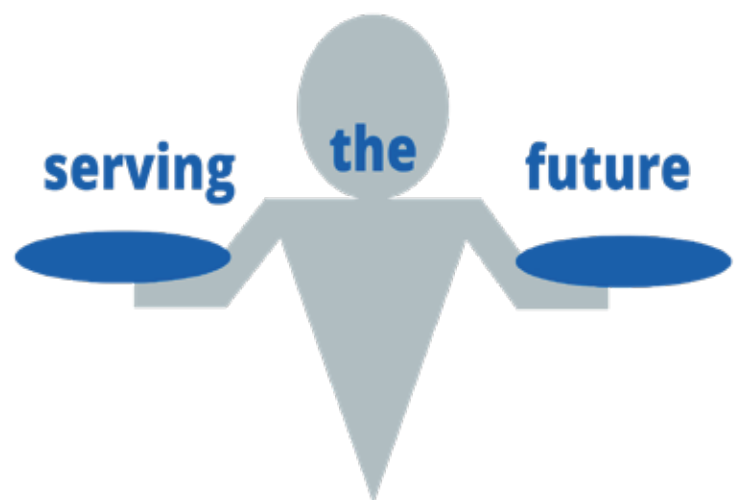
Our project supporting communities with participatory research projects, Knowledge is Power, a partnership led by the Scottish Community Development Centre and funded by the Big Lottery and Scottish Government, has continued thanks to an extension of the work. This allowed us to continue to work with projects in Glasgow and Shetland in supporting them to undertake community based participatory research.

We delivered two rapid evidence reviews in 2021-22. The first was carried out in partnership with colleagues the University of Central Lancashire and the University of East London and focused on evidence of best practice in peer research by young people. The second evidence review was commissioned by the Robertson Trust and looked at the role of mentoring and tutoring in helping to reduce the poverty-related attainment gap. This research was used by the Trust to help focus their future funding programmes.

Over the course of 2021-22, we expanded the range of research areas that our team was involved in, whilst developing new projects and partnerships and strengthening the team. As a result, we have been able to develop more insights into the way that poverty has impacted in our communities and how policy makers should respond.

At the heart of our approach to research at the Poverty Alliance has been the development of sound qualitative evidence on the impact of poverty and wherever possible, developing participatory approaches to our research. Once again, we have delivered a wide range of projects in the last year on topics including the poverty related attainment gap, the impact of covid, evidence reviews on peer research, covid status certificates, out of school services. In addition, we have initiated two new three-year projects looking at human rights and poverty and at in-work poverty in the hospitality industry.

Our approach to our research activity is always to work in collaboration when possible. We have once again worked closely with the Scottish Poverty and Inequality Research Unit (SPIRU) based at Glasgow Caledonian University, delivering research on out of school provision in Inverclyde and well as organising the Challenge Poverty Lecture, which in 2021 featured Baroness Professor Ruth Lister.



**reducing and preventing in-work poverty in
Scotland's hospitality sector**

RESEARCH & INFORMATION

We also had the opportunity to feed oral evidence into the Education, Children and Young People's Committee's inquiry into the Scottish Attainment Challenge.

We have continued our long working relationship with Fife Gingerbread. Over the last year we have continued to support the evaluation of their Buddy project, which has been working with low-income families. Part of this evaluation has sought to understand how the work has moved from an online approach to a hybrid model of support.

Our research team was also involved in the Get Heard Scotland project, helping to deliver interviews with people with experience of poverty in Inverclyde and Renfrewshire. This work focused on the impact of the pandemic on people with experience of poverty and what lessons could be learned for future local and national anti-poverty policy. We also produced a comprehensive report, part of the Get Heard Scotland project, on experiences of low income during the pandemic. Also, as part of Get Heard Scotland we produced a report on local approaches to participation, which has been shared widely with local authorities across Scotland.

Two new longer-term projects were launched in 2021-22. Funding from the Equalities and Human Rights Fund, administered by Inspiring Scotland, allowed us to launch the Rights in Action project.

As described above, this project will primarily work with Poverty Alliance members to explore how human rights can be used in the fight against poverty. As part of the project we will work alongside community organisations to support the delivery of participatory action research. We also have partnered with the Institute for Inspiring Children's Futures and the Fraser of Allander Institute, both at the University of Strathclyde, to work on the Serving the Future project, which will explore how in-work poverty can be effectively addressed by employers in the hospitality sector. Both of these new projects will put our research activities on an even stronger footing over the years to come.



TREASURER'S REPORT



In 2021-22 we continued to receive funding from Scottish Government for the Get Heard Scotland programme of work and for the Living Wage Scotland (LWS) programme from Scottish Government. Both these programmes provide significant security for the organisation and help to contribute to key areas of Scottish Government policy. Our income from the LWS programme also allows greater flexibility in the development of other activities and to support the wider work of the Poverty Alliance. We are conscious going into 2022-23 that there will be increased pressure on these sources of funding and we will be working hard to ensure that the programmes associated with this funding continue to be supported.

Overall, our income increased in 2020-21. This was as a result of new projects starting to come on stream, particularly the Rights in Action project, funding by Inspiring Scotland/Scottish Government and the Serving the Future project, funded by the Robertson Trust.

We have also been able to continue a number of other projects, including End Poverty Edinburgh supported by both Edinburgh City Council and the Joseph Rowntree Foundation. The Foundation also continued to support the Challenge Poverty Week project. As we go into 2022-23, funding for both these programmes will come to an end but we are confident that such successful programmes will be able to secure continued support for the long term.

There are plans to develop a number of new projects and initiatives that will further help to stabilize the finances of the Poverty Alliance. At a time of growing poverty, our continued existence to raise the collective voices of our members is more important than ever. We have managed our resources carefully over the last year and are in a good position to continue to grow our network and organisation, to ensure that we are in a strong position to advocate on the issues that are important to our members.

As always, we thank all our funders for their support, particularly the Scottish Government for its long-term funding.

Jimmy Wilson
Treasurer

INCOME AND EXPENDITURE, 2021-22

Income	2021-2022	2020-2021
Donations	7,568	11,137
Charitable activities	1,014,276	821,148
Other trading activities	2,037	31,254
Other income	32	53
Total	1,023,913	863,592

Expenditure	2021-2022	2020-2021
Charitable activities	911,028	807,843
Total	911,028	807,843
Net movements in funds	112,885	55,749
Balance brought forward	459,500	403,751
Balance carried forward	572,385	459,500



STAFF & TEAM

APRIL 2021 – MARCH 2022

Peter Kelly, Director
 Robin Tennant, Fieldwork Manager
 (until 1st June 2021)
 David Reilly, Communities & Networks Manager
 (from 18th October 2021)
 Twimukye Mushaka, Senior Communities &
 Networks Officer
 Steven Drew, Community Participation Officer (p-t)
 (from 28th June 2021)
 Lydia Murphy, Development Officer
 (from 11th January 2022)
 Neil Cowan, Policy and Campaigns Manager
 Megan McGrath, Communications Officer, (p-t)
 (until 10th February 2022)
 Suzi Murning, Campaigns Officer, (p-t)
 Ashley McLean, Policy & Parliamentary Officer (p-t)
 (from 1st June 2021)
 David Eyre, Communications Officer (p-t)
 (from 1st March 2022)
 Fiona McHardy, Research and Information Manager
 Laura Robertson, Senior Research Officer
 Paul Pearson, Research Officer (p-t)
 (from 11th January 2022)
 Andy Sharp, Employer Learning Officer (p-t)
 (from 2nd February 2022)
 Lynn Anderson, Living Wage Scotland Manager
 Gail Irvine, Interim Living Wage Scotland Manager
 (from 10th January 2022)
 Christine McCaig, Living Wage Project
 Coordinator (p-t)
 Iain Russell, Living Wage Accreditation Officer
 Rachel Morrison McCormick, Living Wage Accreditation
 Officer
 Helmi Hirvonen, Living Wage Accreditation Officer
 Patricia Di-Tommaso, Living Wage Scotland Project
 Assistant (p-t)
 Muireann O'Sullivan, Living Wage Scotland Project
 Assistant (p-t) (from 27th July 2021)
 Poe McHugh, Administration & Finance Manager
 (until 3rd September 2021)
 Andrew Bogan, Finance & Business Manager
 (from 23rd August 2021)
 Sinead Howell, Administrator
 Judit Preiss, Administrative Assistant (p-t)
 Rabia Saleem, Administrative Assistant (p-t)
 (from 6th January 2022)
 Isla Gildea, Finance Officer (p-t)
 (from 25th January 2022)

BOARD MEMBERS

APRIL 2021 – MARCH 2022

Marie Ward, Cranhill Development Trust
 (Convenor)
 Hugh Foy, Xaverian Missionaries UK Province
 (Vice – Convenor)
 Jimmy Wilson, FARE Scotland (Treasurer)
 John Dickie, Child Poverty Action Group
 (until 26th November 2021)
 Irena Paterson, Moray Disability Forum
 (until 26th November 2021)
 Mary MacLean, Western Isles Health Partnership
 (until 26th November 2021)
 David Liddell, Scottish Drugs Forum
 (until 26th November 2021)
 Fiona Garven, Scottish Community Development Centre
 (until 26th November 2021)
 Eilidh Dickson, Engender
 Rachel McEwen, Scottish & Southern Electricity Ltd
 (co-opted)
 Susan Lyons, HUG (Action for Mental Health)
 Emma Jackson, Christians Against Poverty
 Trishna Singh, Sikh Sanjog
 Sharon Baldwin, Fuse Youth Café
 Innocent Jakisa, Community Activist Advisory Group
 (co-opted)
 Uzma Khan, University of Glasgow (co-opted)
 Bridget Ann Ashrowan, EVOC
 (appointed 26th November 2021)
 Mhoraig Green, Citizens Advice Scotland
 (appointed 26th November 2021)
 Shirley Grieve, Church of Scotland
 (appointed 26th November 2021)
 Polly Jones – The Trussell Trust
 (appointed 26th November 2021)
 Ailsa MacKenzie – The Pyramid at Anderston
 (appointed 26th November 2021)
 Kirsty McKechnie – CPAG Scotland
 (appointed 26th November 2021)



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