



the  
**POVERTY  
ALLIANCE**

WORKING TOGETHER  
TO COMBAT POVERTY

# ANNUAL **REPORT** 2022/23

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## CONVENOR'S REPORT

Over the last year we have seen the importance of two key aspects of the Poverty Alliance's work: the continual focus on what is actually happening in communities across Scotland and necessity of working alongside people who have direct experience of poverty when seeking better solutions. These two interlinked approaches have always been central to the work of the Poverty Alliance and we have seen real progress in both areas over the last year.

We have reported now for the last few years the increasing membership of the Poverty Alliance. The last financial year once again saw a significant boost to our membership, with more than 150 new members, the majority of them grassroots community organisations. Of course, we have seen members leave us, but overall the growth in our network continues. We were pleased at the consistently high engagement of our membership in our dedicated members meetings, where a wide range of topics and issues were discussed. These meetings are a vital part of our work now, providing the connections and solidarity that we need to address poverty in Scotland.

When poverty remains stubbornly high, and destitution is increasing, it is vitally important that we continue to reach out to organisations across Scotland to raise our collective voice against poverty. Over the last year we have sought to use many of our projects and activities to reach out to more organisations. Our Rights in Action project has engaged with Poverty Alliance members across Scotland, involving them in action learning processes, participatory research and training. It is providing our members with knowledge and skills that they can use to take a human rights based approach to addressing poverty, but it is also strengthening and building our network.

Challenge Poverty Week has become an important way for the Poverty Alliance to reach out and connect with groups and organisations across Scotland. Once again, the week was an effective means of engaging with groups, highlighting the problems of poverty and the solutions that need to be enacted. Through the associated training and support programme Challenge Poverty Week also supports the continued development of those involved, enabling them to be more effective anti-poverty campaigners. We are pleased that this work will continue and develop over the next three years.

These are just three examples of the work we do to link organisations across Scotland who are taking action to address poverty. An equally important part of our work is the our efforts to involve people who have had an experience of poverty into work aimed at tackling poverty. This has covered a variety of activities over the last year, and I wanted to highlight just a few.

Our Get Heard Scotland programme underwent a review and change in focus over the last year. We worked with policy teams across Scottish Government, and at Renfrewshire Council, to ensure that people with experience of poverty were involved in contributing to the development of policy.



People with direct experience of poverty took part in discussions covering policy areas such as Community Wealth Building, transport costs, adult skills, amongst others. This new, more targeted approach to Get Heard Scotland led to more sustained participation from both civil servants and community members.

We intend to build on this approach next year, ensuring that our participation work has maximum impact.

Our programme of research has once again been an important means through which we can help raise the voices of people with experience of poverty. We produced an important piece of research, in partnership with the Scottish Women's Budget Group, that focused on women's experience of the cost-of-living crisis. The evidence that this research produced was used throughout our lobbying and advocacy work during the year and helped ensure that women's experiences of poverty were central to our response to the cost-of-living crisis. Both the Serving the Future and Rights in Action projects have taken innovative approaches to engaging with people who have direct experience of poverty. Both projects have used a combination of action learning methods and participatory research to work alongside people to understand the challenges they face and to identify the solutions they need. By working alongside people in this way we aim not only to uncover new insights about poverty, but to do so in ways that respects the dignity of those involved and enables them to take action themselves.

Despite the many examples of great work you will find in this annual report, the context of our work remains challenging. The problems we sought to highlight and address in 2022-23 will unfortunately still be with us in 2023-24. It is critical that at such a challenging time we remain focused and resolute. There are practical, realisable solutions to the problems we confront; as a network we must keep pushing to ensure that they are implemented. Of course, we can't do this without you, our members. I'd like to thank all of you for your contributions over the last year. Thanks also to our funders who have made the work possible, and to our staff team who have delivered so much. Finally, thank you to my fellow trustees who have contributed to the effective governance of the Poverty Alliance over the last year. It is only by working together that we can hope to see an end to poverty in Scotland.

Marie Ward  
Convenor

## DIRECTOR'S REPORT

If there is a single phrase that summarises the last financial year, it is 'cost of living crisis'. Inflation returned to the UK, and indeed the world, in ways that we have not seen for more than 40 years. As in almost every other crisis, whether economic, social, or environmental, it is those on the lowest incomes that feel the biggest impact. The cost-of-living crisis has once again highlighted the injustice that pervades our society, an injustice that limits and constrains the lives of hundreds and of thousands of people across Scotland. Not surprisingly it was this crisis that came to dominate the work of the Poverty Alliance in 2022-23. Whilst rising prices of food and fuel were driven, to some extent, by the war in Ukraine, there was more that we felt could be done to protect those that were most exposed to this crisis. It is in times like these that the importance of our network becomes critical; where there is a need for policy makers to listen to the organisations and individuals on the frontline.

Over the last year we have worked hard to ensure that opportunities were created to have the experiences of civil society organisations and of people with experience of poverty to be heard as the responses to cost of living crisis were developed. Whilst this year has been one of the toughest that many of us can remember, it has also been a year when we have worked harder as a network to make the changes that are needed.

At the heart of our work as always is our network members. Throughout 2022 we organised regular members meetings on the theme of the cost of living crisis. These monthly online meetings proved to be an invaluable source of live intelligence on how rising costs were impacting on people and organisations in our network. The discussions that took place were often tough – we heard many stories of individuals being pushed to the limits and organisations struggling to provide all the support they needed – but they were also a source of strength and solidarity for those who attended.

Bringing people together not only allowed us to share experiences and responses to the cost of living crisis, but the discussions that took place fed directly into our policy and advocacy work. As a result of discussion with members we decided, alongside Energy Action Scotland, to lobby the First Minister to bring together energy suppliers and consumer organisations to consider what more could be done to address the impact of rising energy costs. This resulted in two Energy Summits in August and October 2022, where we pressed the energy companies to do more to protect consumers.

We also worked closely with the Scottish Trades Union Congress (STUC) to help shape a campaigning response to the cost of living crisis. Reaching out across civil society, we brought together a wide coalition of groups and organisations to outline a dignified approach to the emergence of 'warm spaces' as a response to the cost-of-living crisis. Our Living Wage Scotland project, a long term partnership with the Living Wage Foundation,

continued to work with employers to increase the pay for thousands of workers in Scotland.

All of these are examples of the coalitions and partnerships we need to address poverty.

At this time of crisis, we also continued to work with established coalitions such as End Child Poverty Scotland or the Scottish Campaign on the Right to Social Security to press for longer term changes that will lay the basis for genuinely driving down poverty. These have led to important changes to policies such as the Scottish Child Payment, which was once again increased. The coalitions we have worked with, and the strength of our member network, has been vital in helping us to press for the changes that we need. However, we know that we need to go much further. Our work on the Minimum Income Guarantee (MIG) is, we believe, central to making genuine long term and permanent progress on addressing the fundamental causes of poverty. We have been actively engaged in the Scottish Government's expert group over the last year and will seek ways to engage our members in discussions and advocacy on the MIG in the years to come.

As always I want to thank all of those who contribute to sustaining and building the work of the Poverty Alliance. The funders who have supported our work over the last year – your support has been vital in allowing us to develop so many important pieces of work. Our board of trustees have worked hard over the last year to ensure that we are a growing and forward looking network. I would like to thank in particular the officers of the board, Marie, Jimmy and Hugh who have worked so hard over the year. Thanks to our staff team. They have once again worked incredibly hard to make sure that our plans for tackling poverty are turned into tangible actions. We have seen some change in the team over the last year, and since the end of the financial year, but our team has never been stronger. I'd like to thank in particular Twimukye Mushaka, our Senior Communities and Networks Officer who left us earlier this year.

Finally, a special thanks to our members, especially those activists with direct experience of poverty, who have been more involved in our activity than ever before – thank you for all your efforts. Your support and involvement is what gives us the ideas, strength and knowledge to keep moving forward. With real challenges ahead, we will need you more than ever in the years to come.

Peter Kelly  
Director

## POLICY &amp; CAMPAIGNS



Much of our policy and campaigns activity was focused on the cost-of-living crisis. It was the central issue that made itself felt across all parts of the Poverty Alliance's work, as this report highlights. Our policy and campaigns team worked closely with member organisations to identify and lobby on a range of policy issues that could help mitigate the rising cost of living, in particular the rising cost of energy. Working with Energy Action Scotland, we called on the First Minister to host a summit on fuel poverty. As a result, two summit meetings were held, chaired by the First Minister, that brought together energy companies, consumer organisations and advice bodies to identify practical actions that would mitigate some of the impacts of the rising cost of energy over the winter months.

Over the course of the year we contributed to a range of parliamentary enquiries in both Westminster and Holyrood focused on the cost of living, but also related to a range of other relevant policy issues including debt, rural poverty, food insecurity, mental health, school uniforms. These responses are important ways for us to share the experiences and challenges that our members face, and to set out the steps we need to address the various impacts of poverty.

The new Scottish Government Child Poverty Delivery Plan was launched at the start of the financial year and was a consistent focus for our policy activity. As members of the of the Scottish Government's Child Poverty Programme Board, we had the opportunity to share the experiences of our members during the initial period of implementation of the new plan. Whilst aspects of the implementation are going well, other important parts of the plan are not. We will remain active on the board in the years to come, ensuring that we hold the Scottish Government to account on this central part of their approach to addressing poverty. We have also been active in the continued development of the Minimum Income Guarantee in Scotland, contributing to the work of the Scottish Government's Expert Group on the MIG. This is a long-term piece of policy work, one that we are increasingly involving our members in, that has the potential to transform our social security.

In addition to the consultations and evidence sessions in the Scottish Parliament, we have provided secretariate support the work of the Scottish Parliament's Cross Party Group on Poverty. We continued work on an in-depth enquiry focusing on poverty related stigma. We were grateful to all the organisations that provided evidence. The final report contained many important insights and we will be using the report as the basis for lobbying over the coming years. The work of the CPGP will turn to focus on rural poverty in 2023-24.

Challenge Poverty Week ties together much of our policy and campaigns work. More than 390 organisations took part in the Week in 2022, with the preparation activities helping to build capacity and engagement for those involved. Our Get Involved meetings had more than 160 participants and more 50 people took part in training on how to 'frame' poverty. The policy focus of the year in 2022 was a success, and we will build on this in 2023, CPW's 10th year.

Our campaigning and policy influencing work means supporting a variety of other coalitions and platforms during the course of the year. Important coalition for us continue to be the End Child Poverty Scotland campaign, the Scottish Campaign on the Right to Social Security and our membership of Stop Climate Chaos Scotland. In addition to these coalitions we continued to work on our own targeted campaigns, Everyone Aboard, focusing on access to public transport, Scrap the Cap, which calls for an end to the benefit cap. With notable wins in Scotland in both these areas we will be revising the next steps for these campaigns in the coming year.

Policy and campaigns activity increasingly involves all teams in the Poverty Alliance. As can be seen in the remainder of this annual report, our communities and networks team, research team and Living Wage Scotland have contributed to taking forward our policy and campaigning objectives in diverse areas including transport, in-work poverty, social security, public health, educational attainment amongst others.



## COMMUNITIES & NETWORKS



The purpose of the Poverty Alliance is to build a strong network to influence anti-poverty policy and practice. The work of our Communities and Networks team is central to building and engaging our network. During the last financial year, we worked in a variety of ways to ensure that there were opportunities for organisations and individuals with direct experience of poverty to take part in our work.

Our Get Heard Scotland project delivered several important citizen engagement opportunities over the last financial year, despite a reduction in overall funding for the project. We successfully developed a new citizen panel model in the last year, which brought people with experience of poverty together with policy makers to contribute to the development of key pieces of policy. We delivered intensive participatory projects focusing on the Scottish Government's Fair Fares Review, the development of legislation on Community Wealth Building, the development of a new Tobacco Action Plan, and a contribution to a review of the Scottish Government's Lifetime Skills strategy. These projects each delivered on our objective to support people with direct experience of poverty to contribute to the development policy.

We continued to support the End Poverty Edinburgh (EPE) citizens group. EPE members contributed to over 40 meetings, including conversations with elected officials such as Edinburgh council leader Cammy Day, collaborations with other organisations like Turn2Us and Edinburgh Community Food. End Poverty Edinburgh provided media interviews on television and radio, contributed to written pieces online, and presented at various events to spread awareness and increase their reach. The activity of EPE has been recognized as important to Edinburgh City Council and its ongoing efforts to tackle poverty in the city. As a result, the work of EPE was included in a successful application to the UK Shared Prosperity Fund, which allow the work to continue until 2025.

The Rights In Action project has also sought to engage both grassroots members of the Poverty Alliance and with people with direct experience of poverty. As part of the project, which aims to support organisations to take a human rights based approach to addressing poverty, we delivered 15 training workshops to more than 130 participants. We have also used Action Learning Sets to work with community activists to help them identify opportunities to use human rights based approaches in their work. Our research stream in Rights in Action is reported on below.

Our regular members meetings proved to be a successful way of engaging our members, particularly around the issues related to the cost-of-living crisis. Six meetings were held throughout the year which were then used to contribute to a range of policy discussions. The members meetings have become an important way to bring our members into active discussions on the direction of Poverty Alliance work, and they will remain a regular feature of our work in the years to come.

A total of 154 organisations joined the Poverty Alliance during the year, 117 of them as full members. This strong growth in membership was in part helped by a full programme of events that provided a range of opportunities for membership engagement. Notable achievements included our first in-person annual conference since 2019, which was attended by more than 200 organisations and was addressed by the First Minister Nicola Sturgeon. We completed the delivery of a significant piece of Poverty Awareness Training (PAT) to more than 200 staff connected to Argyll and Bute Council. Our PAT programme continued to develop throughout the year with training delivered to a diverse range of organisations including Diabetes UK, the STUC and Skills Development Scotland. Linked to our PAT work we also delivered an ambitious programme of awareness raising work to Local Action Groups linked to the Leader Programme.

The Community Activist Advisory Group (CAAG) remains an important aspect of our work to engage people with direct experience of poverty, and we continue to expand our 'participation bank' of community members that are willing to speak out on a range of poverty related issues. In addition, we developed a new relationship with Fair by Design, to enable them to have people with direct experience of poverty share their experiences of the poverty premium. We will continue this relationship into 2023-24 and will look to build new and innovative ways to make participation more real and impactful in the future.



# LIVING WAGE SCOTLAND

## WORKING TOGETHER TO COMBAT POVERTY



The problems of in-work poverty remain very real for too many workers in Scotland, with JRF estimating that 10% of workers here are paid less than the real living wage, the vast majority of whom are women. Despite having the lowest levels of low pay of any part of the UK we clearly have a long way to go in ensuring that paid employment acts as a genuine route out of poverty for more people.

In this context the work of our Living Wage Scotland project remains as vital as ever. With the cost of living crisis making life even tougher for lower paid workers, the real Living Wage was an essential part of the response. The independent Living Wage Commission, which sets the level of the real Living Wage, decided to increase the level by 10% to £10.90. The announcement of the new rate was brought forward from the usual November uprating date to allow employers to implement earlier than usual.

Despite the challenges that many employers were facing we were very pleased that strong progress continued in 2022-23. All of our targets for Living Wage accreditation, agreed in partnership with our funder the Scottish Government, were exceeded in the last year. In total 566 new employers were accredited against a target of 400. This meant that just over 9,000 workers were uplifted to the real Living Wage. In total the number of accredited employers stood at 3,096 at the end of the financial year. This means that more than 60,000 workers in Scotland had benefited from the real Living Wage since the project began in 2014.

We know that low pay is only one element of the problem of in-work poverty. We have been working with our colleagues at the Living Wage Foundation to develop activity to address some of the issues of jobs with insufficient hours of work and insecure contracts. The Living Hours accreditation scheme is designed to address these issues. It is open to accredited Living Wage employers, requiring them to give an assurance of a minimum of 16 hours of work per week, a contract that accurately reflects the hours to be worked and a commitment to give at least 4 weeks notice of a change in shift patterns.

Our work to expand the Living Wage Scotland offer also scored notable successes during the year.

We accredited 13 new Living Hours employers, again exceeding our target and taking the total to 20 in Scotland. We expect this number to grow significantly in the coming years as more employers become aware of the initiative. Our area based initiative to promote Living Wage accreditation continued to develop over the last year. We continued to support Living Wage Places groups in Dundee, Scottish Borders and Edinburgh, and launched a new Aberdeen group. Living Wage Places is a proven method for increasing Living Wage accreditation and giving local employers a real stake in driving the Living Wage movement locally.

In addition to the Living Wage schemes outlined above, we have also taken forward targeted sectoral work. We have focused our energies in the social care and hospitality sectors, where we have made steady progress. These are just two sectors where we know that there are deep rooted problems of in-work poverty. Together with our work in the Serving the Future project, we believe that we can continue to make progress in these vital parts of our economy.

A key part of our programme of work for Living Wage Scotland involves raising awareness about the Living Wage and celebrating the successes that are made. During the year we have an ongoing programme of communications support to newly accredited employers, allowing them to publicise the work they are doing to help tackle low pay. The work reaches a peak during Living Wage Week in November each year, where we undertake a range of activities to highlight the vital role of the real Living Wage in tackling poverty. Last year we helped support a range of Ministerial visits and meetings with Living Wage employers during the week, culminating in a successful Living Wage Scotland Awards ceremony in Edinburgh where we were able to celebrate all those employers who had showed real leadership in the Living Wage movement over the last year.

As our economy continues to face significant challenges, the real Living Wage movement offers employers the opportunity to show how things can be different. We are grateful to the employers in the private, public and voluntary sectors who continue to show their support even in difficult times.



## RESEARCH & INFORMATION



Our research and evidence work has been delivered through a range of projects and partnerships during the last year. Longstanding partnerships with the Scottish Poverty and Inequality Research Unit (SPIRU) at Glasgow Caledonian University and our partnership with the Mental Health Foundation have been instrumental in developing several new areas of work and actions, as outlined below.

We have also seen strong partnerships at the heart of a number of important projects over the course of the year, including our Serving the Future project with The Fraser of Allander Institute and Institute for Inspiring Children's Futures, both at the University of Strathclyde, the Knowledge as Power project with the Scottish Community Development Centre and a new project focused on the impact of the cost of living crisis on women delivered in partnership with the Scottish Women's Budget Group.

Our collaboration with colleagues at the University of Strathclyde to look at experiences of in-work poverty in the hospitality industry has continued throughout the year. This project, Serving the Future, is working with both employers and employees in the hospitality industry to identify practical solutions to the challenges that many in the sector face. Our first Action Learning Set (ALS) took place with employers, delivering a range of insights and practical solutions for those involved.

A second ALS will take place next year, with additional research being published and more policy activity.

The participatory research stream in the Rights in Action project continued to work alongside groups with direct experience of poverty. Working with the Maryhill Integration Network and Saheliya we delivered training sessions with two groups of community researchers focused on development and capacity building, data gathering, analysis, dissemination and action planning. Each group had a particular focus, one on the 'Right to Education', the other on the 'Right to Health'. Members of the groups have carried out focus groups, interviews and used the 'photo voice' method to gather evidence.

The results of the research will be published in 2023-24.

We undertook important research looking at the impact of the cost-of-living crisis on women, delivered in partnership with the Scottish Women's Budget Group and funded by both SWBG and abrdn Financial Fairness Foundation. This highlighted the particular challenges women faced during the cost-of-living crisis, including managing caring and paid employment, the cost of childcare alongside rising energy costs. The report received extensive media coverage and continues to be used to contribute to our policy and advocacy work.

The experience of poverty related stigma has been important to the work of the Poverty Alliance for decades. In addition to supporting the work of the Cross Party Group on Poverty in this area, we continued to collaborate with researchers at the University of the West of Scotland and the University of Strathclyde. An academic journal article was published reviewing qualitative and quantitative evidence on the topic.

This work will continue as we refine our approach to allow a measure of poverty related stigma to be developed, which will be important in assessing the impact of policy measures designed to address the issue.

Working with Fife Gingerbread, we have maintained a long standing interest in the workings of the Child Maintenance system. We undertook a large scale survey to understand the views and experiences of people using the Child Maintenance system in Fife. This research received more than 270 responses from parents across Fife, highlighting itself the importance of the issue to many parents. A full report will be published in 2023-24 and will be used in lobbying work with the Scottish Government.

Our research activity will continue to develop over the coming years with new work scheduled on the cost of disability, rural poverty and a European project on social security. We will also continue to develop our research activity around key areas include mental health, educational inequalities and the Minimum Income Guarantee.



## OUR FUNDERS



# TREASURER'S REPORT



The fallout of the cost of crisis and the impact of covid were felt in the funding that was available for many organisations in the third sector. The Poverty Alliance has been working to diversify our funding base for many years, and the results of that diversification has meant that we have been able to weather the challenges in public finances, so far. In 2022-23 we continued to receive funding from Scottish Government for the Get Heard Scotland programme of work, albeit at a lower level, and for the Living Wage Scotland (LWS) programme.

We are conscious of the importance of these programmes, both in terms of the content of the work and the financial stability they provide. However, we know that public sector support is under pressure and we will continue to diversify our funding wherever possible. We have been fortunate to have developed a strong source of generated income related to our Living Wage Scotland work, which has allowed us to support the development of other parts of the Poverty Alliance work. In the next year we will continue to plan for the further diversification of our funding base.

Overall, our income increased in 2022-23. A number of established projects continued into 2022-23, including the Rights in Action project, funding by Inspiring Scotland/Scottish Government and the Serving the Future project, funded by the Robertson Trust. New shorter term projects secured funding, for example our research looking at the impact of the cost of living crisis on women, funded by the Scottish Women's Budget Group and abrdn Financial Fairness Foundation. We also secured additional support from the Barrow Cadbury Trust for our work with Fair by Design focusing on the poverty premium.

As we ended the financial year there were a number of projects that were in development and that were looking set to be funded into 2023-24. This included a new project focusing on rural poverty, funded by the Robertson Trust. We were also hopeful of new European funding via the Horizon 2020 programme. We were also pleased to have confirmed succession funding for Challenge Poverty week thanks to the generosity of the Robertson Trust, Corra Foundation and the Joseph Rowntree Foundation.

## INCOME AND EXPENDITURE, 2022-23

Income	2022-2023	2021-2022
Donations	15,699	7,568
Charitable activities	1,235,913	1,014,276
Other trading activities	769	2,037
Other income	903	32
<b>Total</b>	<b>1,253,284</b>	<b>1,023,913</b>
Expenditure		
Charitable activities	1,120,606	911,028
<b>Total</b>	<b>1,120,606</b>	<b>911,028</b>
Net movements in funds	<b>132,678</b>	112,885
Balance brought forward	<b>572,385</b>	459,500
<b>Balance carried forward</b>	<b>705,063</b>	572,385

We are confident that we will continue to generate new ideas, projects and proposals to ensure that the Poverty Alliance has the funding base to allow us to carry out the work that will be so sorely needed in the years to come.

As always, we thank all our funders for their support, particularly the Scottish Government for its long-term funding, and for all the new funders that have supported our work in the last year. We would also like to thank our those members who support us through the vital membership fees.

Jimmy Wilson  
Treasurer



## STAFF & TEAM

APRIL 2022 – MARCH 2023

Peter Kelly, Director

### Communities and Networks Team

David Reilly, Communities & Networks Manager  
Twimukye Mushaka, Senior Communities & Networks Officer  
Steven Drew, Community Participation Officer (p-t)  
Lydia Murphy, Development Officer  
Mehmet Celik, Humbolt University Student Placement

### Policy and Campaigns Team

Neil Cowan, Policy and Campaigns Manager (until October 2022)  
Ruth Boyle, Policy and Campaigns Manager (from November 2022)  
Suzi Murning, Campaigns Officer, (p-t) (until June 2022)  
Alyson Laird, Campaigns Officer, (p-t) (from August 2022)  
Ashley McLean, Policy & Parliamentary Officer  
David Eyre, Communications Officer

### Research and Information Team

Fiona McHardy, Research and Information Manager  
Laura Robertson, Senior Research Officer  
Paul Pearson, Research Officer (p-t)  
Andy Sharp, Employer Learning Officer (p-t) (until September 2022)

### Living Wage Scotland

Lynn Anderson, Living Wage Scotland Manager  
Gail Irvine, Living Wage Scotland Manager (maternity cover) (until October 2022)  
Christine McCaig, Living Wage Projects Coordinator (p-t)  
Iain Russell, Living Wage Accreditation Officer  
Rachel Morrison McCormick, Living Wage Accreditation Officer  
Anna 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)

### Finance and Administration Team

Andrew Bogan, Finance & Business Manager  
Sinead Howell, Administrator  
Judith Preiss, Administrative Assistant (p-t)  
Rabia Saleem, Administrative Assistant (p-t) (until June 2022)  
Anna Murphy, Administrative Assistant (p-t) (from August 2022)  
Isla Gildea, Finance Officer (p-t)

## TRUSTEES

APRIL 2022 – MARCH 2023

Marie Ward, Cranhill Development Trust (Convenor)  
Hugh Foy, Xaverian Missionaries UK Province (Vice – Convenor)  
Jimmy Wilson, FARE Scotland (Treasurer)  
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 Ashrowan, EVOC  
Mhorig Green, Citizens Advice Scotland  
Shirley Grieve, Church of Scotland  
Polly Jones, The Trussell Trust  
Ailsa MacKenzie, The Pyramid at Anderston  
Kirsty McKechnie, CPAG Scotland  
Eilidh Dickson, Engender (until November 2022)  
Rachel McEwan, SSE plc. (until November 2022)

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3rd Floor, 94 Hope Street, Glasgow, G2 6PH  
Tel: (00) 141 353 0440 Email: [admin@povertyalliance.org](mailto:admin@povertyalliance.org)  
[www.povertyalliance.org](http://www.povertyalliance.org)

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