

Fife Agenda & Notes

Welcome:

Brianne Harley, Fife Council, Courtney McLaughlin, Fife Council, Ruth McCabe, STAND, Irene Donaldson STAND, Carol Reddington, Fife Day Care Services, Lorraine Simpson, Care & Share Companionship, Shirley Bremner, Sunflower Family Nurture Centre, Laura Robertson, Sunflower Family Nurture Centre, Morag Steele, Sunflower Family Nurture Centre, Kelly Macari, Mossview Care Home, Ainsley Dryburgh, Fife Forum.

Louisa Turner welcomed everyone and introduced herself as Intergenerational Development Officer with GWT, stating that she had been associated with GWT since 2016 as a volunteer network coordinator in Fife and began working with GWT earlier this year on a Pilot Project funded by the National Lottery Community Fund.

A thank you was given to the Sunflower Family Nurture Centre for hosting and to Morag Steele for organising the venue too.

Apologies:

Clair Baker MSP, David Torrance MSP, Jenny Gilruth MSP, Murdo Fraser MSP, Cllr Liewald, Gillian McFarland, Teresa Naylor

Introductions:

Natural conversations of introduction happened as people knew each other from previous Network meetings or previous workplace positions.

A Penny Ice breaker activity was introduced. The icebreaker activity allowed for more interaction to learn something new about another person in the session.

GWT News, Trainings & Events:

National Intergenerational News

GWT Annual Conference

The Conference took place at the beginning of March in Glasgow. This year several academics from around the world were in attendance. The main point of discussion and audience participation was 'What does Intergenerational Quality Look Like?' An outline of the day was given including the presentations of the GWT Excellence Awards.

GWT Excellence Awards

Each year applications are opened in November with various criteria for projects to submit stories of their intergenerational interactions. This year there was an Award winner from Fife!

The winner for the Building on Wider Knowledge Award was Sunflower Nursery & Mossview Care Home. A big well done to the whole team.

Generations Working Together recognises the value of intergenerational knowledge exchange in promoting lifelong learning and creating stronger communities. The Building on Wider Knowledge award celebrates projects that promote learning and development across different age groups, with a particular focus on enhancing skills.

To view films of this year's award winners please follow the link for inspiration.

<https://generationsworkingtogether.org/news/gwts-excellence-awards-2023>

In 2022, there was a workshop to help applicants apply for an Excellence Award. People present stated that they would like to attend the 2023 workshop for guidelines. Everyone present was encouraged to apply.

The 2023 winners were as follows:

Tackling Age Discrimination and Stereotypes

Highly Commended: Menzieshill House Activity Programme (Dundee), Active Stirling's Generations Active Together

Generations Working Together believes that tackling age discrimination and stereotypes is vital to creating inclusive communities for people of all ages. This award recognises projects and initiatives that challenge negative stereotypes and promote positive, intergenerational relationships. These projects are making a real difference in breaking down barriers and building understanding between generations:

Building on Wider Knowledge Winner: Sunflower Nursery & Mossview Care Home (Fife)

Highly Commended: St Columbas Nursery

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Valuing Generational Diversity Winner: Killin Nursery & The Falls of Dochart

Generations Working Together believes that valuing generational diversity is key to creating stronger and more inclusive communities. The Valuing Generational Diversity award recognises projects that actively promote intergenerational understanding and respect and celebrate the unique contributions that different age groups can make.

Evaluating Impact Winner: Braehead Primary & Crosslet Care Home (Stirling)

Generations Working Together understands the importance of evaluating the impact of intergenerational projects and initiatives in order to create evidence-based policies and programmes. The Evaluating Impact award recognises projects that have demonstrated exceptional commitment to evaluating the effectiveness of their work.

International Award Winner: Nursery in Belong, (England)

At Generations Working Together, we believe that intergenerational connection and collaboration can transcend borders and make a difference on a global scale. Our international award recognises projects and initiatives that have demonstrated exceptional commitment to promoting intergenerational connection.

Encouraging Reciprocal Learning Highly Commended: Jewish Care Scotland & Calderwood Lodge Primary School (Glasgow)

Generations Working Together recognises that reciprocal learning is a vital part of creating meaningful intergenerational relationships. The Encouraging Reciprocal Learning award celebrates projects that foster a two-way exchange of knowledge and skills between different age groups.

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Social Isolation and Loneliness Fund

Christina McKelvie, the then Minister for Equalities and Older People, announced the news about the social isolation and loneliness fund (SIAL) at our conference on 8th March. Discussion was had about applying to the fund. STAND applied but were unsuccessful to reach stage two.

There are plans for a funding workshop to be delivered by GWT about general funding applications, with hints and tips of what the funder is looking for. Details of the workshop will be announced on the GWT website and newsletter.

Generations Working Together Website

<https://generationsworkingtogether.org/>

The website is due for a major tidy/updating and we would like to hear from our members what they do not like about it or what they find difficult to access. We would also like to know what members do like and what they would like to keep. We have had some suggestions of inserting Twitter feeds, is there anything else that you feel should be inserted?

The Network page is a page for members who deliver an intergenerational approach in geographical areas throughout Scotland, it is a space to publicise what is going on and a space to make connections. If you would like your project highlighted, please do get in touch with your Network coordinator or with a member of the GWT team.

GWT Successful Funding Bids

GWT was successful in receiving funding to create a publication for an intergenerational approach to older people. Lorraine George, Learning and Development Officer will be visiting groups and hosting online sessions with groups to research and hear about their existing approaches to recruiting, maintaining, training and delivering intergenerational projects with older people. Lorraine will identify commonalities and gaps which GWT could support with to encourage more participation of older people in projects. She will then create a publication for the wider community to use. If you represent an older people's group and would like to contribute to the initial research, please get in touch with Lorraine directly. Lorraine@gwt.scot

Participatory Research and Community Safety

GWT are preparing work on new ground-breaking participatory research. Funded by [UK Research and Innovation](#) and delivered by [The Young Foundation](#), the Community Knowledge Fund supports grassroots community groups and organisations across the UK to find new solutions to local and national challenges by uncovering knowledge and turning great ideas into action. GWT are currently in Phase 1 of the grant process which they are working on over the first 6 months (ending in July 2023) to explore participatory research and develop an Intergenerational Framework testing intergenerational relationships in Glasgow centre area. They have set up their first meetings with Youth Groups and groups of older people on this community led research. The intergenerational approach is aiming to allow all voices to be heard so that people can work together to explore community safety and intergenerational interventions. We aim to get to phase 2 of the research and will keep you informed on the progress and indeed invite people to take part. [Bella Kerr](#) is the Intergenerational Development Officer facilitating the research and she can be contacted if you wish to know anything further.

Global Intergenerational Week

[Global intergenerational Week](#) took place this year 24 – 30th April #GIW23. Though over for this year, there are still some of the fun activities that you can use with your groups, such as: host a mix and mingle, a photo diary challenge, or sit together to watch the new promotional video.

Thematic Network Meetings: We continue to host the thematic network meetings online via zoom, here are the links, you can read more about them and choose which one would suit you most.

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[Ageism Network](#) Together with our membership GWT will host conversations around how intergenerational approaches can be used to address ageism.

[Housing, Places and Spaces](#) Network Join GWT's new network which will meet 3-4 times per year to share the latest information and resources from the field, facilitate peer learning, and grow the community of intergenerational housing, places and spaces.

[Research](#) Network Our aim is to connect practitioners, policy makers, academics and researchers who are actively or interested in investigating the impact of intergenerational work/relationships on both younger and older aged participants to come together to discuss research around intergenerational practice.

[Care Home](#) Network To build on the connections made with care homes across Scotland during the pandemic GWT would like to further develop these links by developing a thematic Care Home Network.

Celebratory Events

May gives you the opportunity to **Share a Story**. There are lots of intergenerational books which can be shared with babies in arms to teenagers. Or how about creating your own intergenerational story in your setting. The story could be shared creatively, creating bonds, and building relationships. Jacqui shared that the libraries will be hosted a mixed generation coffee morning to celebrate Share a Story. Louisa shared that there was a list of intergenerational story books for babies and children up to a teenage reader about intergenerational relationships and she also spoke about other resources which can be found on the GWT website, including the GWT publication Play and Storytelling - <https://generationsworkingtogether.org/resources/play-and-storytelling-connecting-generations-suite-of-resources>

June has been designated as the **month of communities**. [The Month of Community](#) is a time when we come together to celebrate everything that makes our communities great. Join in this June - whether you want to say cheers to volunteers, connect with your neighbours, support a cause you care about, or simply to say thank you, it's all part of the Month of Community! What could your organisation do to celebrate your community? If you have something planned please let us know, so we can help you publicise it.

Other Organisations to Support Intergenerational Activities

Listed below are some organisations which offer free resources on their website for intergenerational activities. Intergenerational activities can be delivered to all age groups as long as there is a 20 -25-year age gap, and the activity is meaningful and mutually beneficial and reciprocal too.

Can you share any other organisations which are your 'go to' for free resources? Let us know so we can share. GWT website have lots of free resources including free online training.

Intergenerational Music Makers Are you passionate about music? Intergenerational Music Makers has some vacancies including, Head of Services, and Music Freelancers. For more details look at their website - <https://www.imm-music.com/>

Play Scotland Take a look at their website <https://www.playscotland.org/>. Your organisation could support children to play outdoors, in their own neighbourhood. You would be helping children's health and wellbeing, increasing their physical activity and love for nature too. Reports that in Scotland 1 in 5 children leave primary school obese.

Your organisations/volunteers could help to create safe spaces, safe street play with inclusion for disabled children too. You could create boxes of loose parts for children play with, but you can also engage with the children in being creative, remembering not to lead the construction but to enjoy the challenge together. Creating memories for both young and older people. During a play activity your volunteers could share what they did to occupy themselves in the local area when they were younger. An idea is that you could create an exhibit together for the museum. Connect with The Living Memory Association - <https://www.livingmemory.org.uk/> for ideas. The young people could be encouraged to make one for the older people. An older people's group could gather items for a jumble sale and have the young people help to plan, create posters together and help on the day alongside the older people.

A community memory box could be created using donated items. An activity could be labelling the items together for the memory box. A time capsule could also be created.

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You could apply for funding together for the actual boxes, refreshments for during activity time, items for labelling and hall hire. Make the funding application into an activity thus skills are being transferred to the younger generation.

There is a toolkit on Play Scotland for a Litter Pick & Play. You can undertake the activity but not necessarily forward the results.

Create Happy to Chat badges together and wear them when out and about, informing others that you are a person who is happy to chat. This will help to break down social barriers and help promote social connections. Take a look at the You Tube Happy to Chat clip for some inspiration.

<https://www.youtube.com/watch?v=sJeVCLegc3c>

The Good Grief Trust - <https://www.thegoodgrieftrust.org/>

Useful information, helplines, advice and encouraging stories from others to help in most difficult of times and to find a way forward with life.

The Roots Programme - <https://rootsprogramme.org/> The Roots Programme seeks to break down barriers and bring people together. Facilitate collaborative learning experiences which deepen understanding. Embracing differences. Sharing stories and ideas, and building confidence.

Eden Project - <https://www.edenproject.com/new-edens/eden-project-dundee-uk>

Scottish Older People's Assembly - <http://www.scotopa.org.uk/> Gives a strong voice to older people about their experience of life in Scotland, their challenges and concerns, and to celebrate the positive contribution that older people make to society.

Soil Association Scotland - <https://www.soilassociation.org/our-work-in-scotland/> Work across the whole farming and food system in Scotland: from the farmer in the field, to the food on your plate. Working to deliver real, on the ground solutions to the challenges that our food system faces both now, and in the future.

Scottish Book Trust - <https://www.scottishbooktrust.com/> Transforming lives through reading and writing.

LGBT Youth Scotland - <https://www.lgbtyouth.org.uk/> Making Scotland the best place to grow up for LGBTQ+ young people. They have just released their new five-year strategy. Great contact to invite to your older persons' group to dispel preconceptions and stereotypes with an opportunity to acceptance and to build diverse friendships.

Age Scotland - <https://www.ageuk.org.uk/scotland/> Age Scotland is the national charity for older people. Who work to improve the lives of everyone over the age of 50 so that they can love later life.

Intergenerational Training

[Intergenerational Training One Day Course](#) Intergenerational work is a proven approach which addresses a range of challenges facing people living across Scotland and the UK. The approach is gaining higher profile within the voluntary, public, and private sectors and supports the delivery of the Scottish Government's policies and strategies including A Connected Scotland and A Fairer Scotland for Older people. **Cost** £70 – Concession: GWT Member / Third Sector Under 250K / GWT Member Public £100 – Full: Non-member/Private/Public

Louisa shared that this training will be held in Fife on 25th October and asked for suggestions for a venue.

2. [International Certificate in Intergenerational Practice](#) - Edition 3 2:00pm Will be delivered for the second time this year, online, in the Autumn.

This course is aimed at anyone who wants to gain a deeper understanding of intergenerational work, its purpose, impact, and practical application to enable them to apply this within their own work.

"I am so glad I came across this course! It has been so helpful and motivated me even more to persist and strive to bring the generations together."

(Student, IDIL 2, 2021)

Cost Member: £230 Non-Member £275

3. [Workplace \(2.5 hours\) Age Awareness Training for Intergenerational Teams](#) (Workplace)

With five generations in the workplace for the first time, the need for employers to understand and capitalise on their intergenerational workforce is greater than ever. Generations Working Together have developed a two and a half hour training course aimed at employers and employees to identify

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and address how intergenerational practice can increase collaboration in the workplace. Up to 16 participants per session (face to face) or up to 30 participants per session online.

Cost £400.00

Testimonial from [YUGO](#): *Thank you to Lorraine George and the team at Generations Working Together (GWT) for their insight on age awareness and helping our Yugoers grow by understanding what motivates different generations in the workplace. We are thankful for the knowledge of the benefits of an intergenerational workforce, and we learnt to feel more comfortable with problem-solving during situations. We highly recommend GWT's program for any organisation with intergenerational teams. (March 2023)*

GWT Vacancies – there are two part time vacancies at GWT come and join the team Communication and Digital Marketing Officer and an Administrator. Details on web page & Goodmoves.

National Lottery Community Fund – For All Ages: Creating Intergenerational Communities

Louisa explained her role within GWT, and her National Lottery funded post. She will be working with partners in England, Wales and Northern Ireland, creating and supporting the trailing of new Quality Indicators of Intergenerational Practice.

The lead organisation for England and Wales is Apples & Honey Nightingale, which is a co-located – nursery and care home, intergenerational organisation. <https://www.applesandhoneynightingale.com/>

The lead organisation in Northern Ireland is Linking Generations Northern Ireland, which does very similar work to GWT. <https://www.linkinggenerationsni.com/>

The cohort will work together to deliver a set of guidelines for quality and meaningful intergenerational practice with the same standards across the four nations; identify and engage organisations to pilot the quality standards; deliver intergenerational training and training on the implementation of the quality standards, indicators and reflective questions; create a tool to enable practitioners to deliver an enriched evaluated experience, for all participants involved with intergenerational projects; create a network of pilot organisations across the UK; support the creation of intergenerational hubs across the UK which follow a quality standard of an intergenerational approach. The funding ends in June 2025.

Organisations will be trailing quality indicators in a Pilot Programme. Geographical areas across Scotland have been identified for us to focus on –Ayrshire, Dundee, East Lothian, Fife, Orkney Isles, and Shetland Islands. The Programme is to have a diverse sample of groups within the funding period to test, evaluate and report back.

Towards the end of the Programme, we will be looking at encouraging intergenerational community hubs to be a legacy for the project.

- The Programme aims to upskill practitioners in intergenerational practice by offering a series of training opportunities, to allow confidence to develop and support intergenerational relationships in communities. Community relationships not only intergenerational relationships but with partners, local government, and change makers. The desire is to create a ripple effect of intergenerational interactions within communities. The training will include the Kaplan Levels of Intergenerational Implementation illustrated and explained as a journey, with quality indicators as stops on the intergenerational journey for practitioners to reflect upon their practice before continuing their journey. The ultimate intergenerational destination being Level 7, an intergenerational community setting.

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Kaplan Levels

1	Learn about the other age group
2	Seeing the other age group but at a distance
3	Meeting each other
4	Annual or periodic activities
5	Demonstration projects
6	Ongoing intergenerational programmes
7	Intergenerational community settings

- These community settings or intergenerational hubs can be as unique as the participating organisation itself! Anywhere that brings old and young together regularly, in meaningful and reciprocal activity with common goals, can be considered an intergenerational community hub. This could be a dedicated building or space indoors or outdoors, where generations regularly meet or a dedicated virtual space such as an online group; as long as connections are being built, stories being shared and celebrated between the young and old. People with shared interests such as food with cookery sessions or community gardens or a passion for history and their local heritage or sports for instance young and old coming together sharing their love of dance or singing in a choir or who have passion for their environment with litter picking groups or planting trees.
- The quality indicators and guidelines tool will re-enforce the importance of relationship building. A relationship exists when we change one another. Some intergenerational relationships are about changing preconceptions of stereotypes and ageism, for others it is to support social inclusion and for others, it is to fill that gap of loneliness and a disconnection with other generations.
For a young person interacting regularly with the same older adult can give them a sense of security, love and belonging, with inner knowledge that they are special to the older adult who takes an interest in them. Conversely, it is no different for the older adult, to have reciprocal feelings. Both generations receive the benefits of well-being and learning inherently from each other. Learning soft skills to interact in today's wider world. What is appropriate and what is not acceptable can often be aired through conversation whilst undertaking a meaningful activity together.
- By supporting the creation of an intergenerational environment with this tool, an environment where people can gather, allowing information to flow between generations, supporting resilience against unexpected life turns; creates creativity benefiting the community in unexpected ways. This could be seen as individual participants meeting together long after the intergenerational project or activity has ceased. The desired utopia outcome of an intergenerational community is a community, that no longer lives, works, or plays in silo generations.
- The Programme and tool which we are creating will be evaluated as we must measure the impact and evaluate in order for us to learn what we may think will be the right indicators of good practice but in reality, are not practical for implantation and will require tweaking before rolling out to the nation. We won't know the precise outcome, but we can measure through evaluation, if our work is creating the positive intergenerational relationships that we want to see in the world.

If you would like to be involved with this pilot Programme and would like to know what is involved, please do get in touch. Louisa – louisa@gwt.scot.

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Interactive Intergenerational Activity – Quality Standards Questions

Following on from the questions asked at the GWT annual conference, Louisa encouraged people to comment on the following questions, their responses will be taken into consideration when formulating training and delivery of the intergenerational Quality Standards and Indicators.

Q1	When you hear the word quality, what is the first word that comes to mind?
Q2	When you think about the quality of intergenerational work, what is your top concern? Choose one. Quality Concept Quality Measurement Quality Tips Quality Examples Other
Q3	When you think about quality in intergenerational work, what is your key ingredient?
Q4	Apart from funding, which is the number 1 thing you need to significantly improve the quality of your intergenerational work? (Answer 1-2 words)
Q5	Apart from funding, what is the most important thing to make quality intergenerational work sustainable? (Answer 1-2 words)

Fife Network Updates

The staff at Sunflower Family Nurture Centre (SFNC) reported that since winning the Building on Wider Knowledge Excellence Award, more members of staff have wanted to become involved with intergenerational activities. There has been some great feedback from parents, who visibly see the benefits their children receive when they take part in the intergenerational sessions. The staff have observed more quality interactions between the generations and genuine relationships being built between the nursery children and the residents at Mossview care home. SFNC staff attended the GWT Conference, and a workshop had inspired them to create a map of their area of potential partners to expand intergenerational activities, following the Conference they have begun to research their area as a team.

Kelly from Mossview Care Home shared that since winning the Excellence Award with SFNC they have been inundated with requests from schools, playgroups, and uniformed groups as well as people wanting to visit to discuss intergenerational partnerships. Also more residents are wanting to take part in activities.

STAND continue to have a good relationship with St Marie's and have a rolling primary 4-7 programme of dementia awareness sessions.

This relationship has been extended to an intergenerational choir.

Together with St Marie's school, STAND created songs which were put to music by a talented musician into an album. The songs were performed at STAND's recent conference.

STAND wanted to share their link to their album 'In Tune', ten tracks in the booklet available on the STAND page on the DEEP website: <http://www.bit.ly/3oTrPz2>

Watch the recording of the live event: www.bit.ly/3n70Q2K

Listen to the album: www.bit.ly/3AyJH4W

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The intergenerational impact was not just felt in the classroom but rippled out and the children and their families are like extended family to members of STAND.

St Marie's Primary school ventured further with their intergenerational links and now regularly attend Ostler House Care Home. The children are all trained as dementia friends and ask good questions to the residents and members of STAND when they hold their Meeting Centre there.

Care & Share Companionship have been hosting Mix & Mingle sessions but feel to continue that they need funding for resources, venue hire and food. Lorraine did feel that they needed to get their Board on board who do not fully appreciate or are unaware of the benefits of intergenerational relationships.

They are new to intergenerational links and have been canvassing the local Brownies to share their resources and are in conversation with the YMCA, playgroup, and Balwearie High School in Kirkcaldy to begin intergenerational links.

Ainsley explained the role of Fife Forum in the community of facilitating, signposting, and supporting community older adults' groups. Ainsley was encouraged to hear of the difference intergenerational sessions had on older adults and the positive impact on their lives.

Methilhaven Nursery staff – Brianne and Courtney reported that relationships were building with residents and the children were very excited when it was their turn to visit the care home.

The nursery will be moving into the co-located space in June 2023. All nursery staff have been intentionally employed to deliver intergenerational activities and help the children to build relationships with the care home residents. All staff who applied for their posts were eager to work in an intergenerational setting.

General Discussions

- There were conversations around loss and how to equip nursery children. Staff from care homes stated that they had similar conversations with their residents when children went onto school or when the residents did not see their favourite nursery visitor as it was not that child's time to visit.
- Relationships and enthusiasm amongst staff for intergenerational partnerships were key to a successful outcome when nursery and care home come together. Staff should be confident and relaxed and not too focussed on the end product, from their planning – the painting or storytelling do not have to be done as long as staff allow natural relationships to occur between the generations, flexibility within the session and agreement amongst all staff before the session.

Takeaway Activity:

Louisa shared two suggestions for activities. Sweetie and Dice, Treasure Hunt Bingo.

Lorraine stated that she creates a story around a particular theme to encourage an object to be passed around a circle in either the left or right direction. Discussion was had about being mindful of participants capacities to participate in activities and for activities to be age appropriate for both generations taking part.

Age Scotland's Body Boosting Bingo resource was enthusiastically discussed.

Brain Health Scotland – STARS, child friendly resource was shared by Ruth.

Additional Comments:

Copies of GWT publications were available for people to take away. Morag requested 3 copies of Intergenerational Guide in Early Learning and Childcare to be forwarded.

Louisa had stated that though Claire Baker MSP was unable to attend the meeting, she wondered if there were any questions to be relayed back to Claire Baker MSP when Louisa meets with her. Items for conversation included local funding to support intergenerational work and availability of transport for excursions and connections.

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The topic of transport was discussed, stating the barriers to be overcome transporting Fife Council care home residents and young people. The accessibility to minibus's available in the community was not feasible due to authoritative barriers, even though there was a qualified minibus driver within the settings. The accessibility to Fife Council minibus was limited due to the high demand for its use across the region.

Date/venue of next meeting:

Tuesday 3rd October 2023, venue to be confirmed in East Fife.