



Newsletter



It's Getting Colder!



November 2009

Number 6



It feels like Summer's well and truly gone for another year up here on the Moray Firth with floods and high winds mixed with beautiful autumnal sunshine and the first frosts. We've had a busy Autumn term, with our 2-week holiday programme again continuing to prove very popular, and our instructors working with a wide variety of school and youth agency groups. We've also run sessions for Aberdeenshire Council and a number of family groups who were up in the area on holiday. We hope you enjoy our update; if you have any comments or questions, please get in touch.

Inside this issue:

Milnes High School	2
Beechbrae Education Centre	2
Buckie High School	2
Moray Self Advocacy Group	2
Buckie Area Primary Schools	3
Funding Update	3
Family Adventure Sessions	3
Newsletter Name Competition	3
Chairman's Chat	4

Activity Overview

The autumn term has been as busy as ever, and our work has ranged from intensive one-to-one sessions with young people from youth agencies, to term-long programmes with groups of young people from local primary and secondary schools. Have a look at pages 2 and 3 to see what we've been up to in more detail. We have been running an average of six sessions each week, which is in line with this year's targets, despite being without one of our full-time instructors since July due to an accident. We all hope Gemma makes a full and swift recovery and will be back to her usual active self very soon.



October Tattie Holiday Programme



We've just finished our very successful Tattie holiday programme, with 20 different young people joining in with activities which included canoeing, body boarding, climbing, abseiling and mountain biking. If you took part, why not take a look at the photo gallery on our website to see if you're on there?

We're planning to run more activities during the Easter holidays, so if you want to be one of the first to hear about what's happening, then enter your e-mail address on our website home page.



Outfit Purpose:

We engage young people through outdoor learning to support them to reach their potential

Who Have we Been Working With?

Milnes High School

Over the last few months, we have been working with a group of young people from Milnes High School in Fochabers. The group have been selected in order for them to build on their self esteem and have just completed a survival skills expedition near Fort Augustus. The lads have been great to work with and we have really seen some positive changes in the group as they become more comfortable with us, themselves and each other. The group seem to have understood that they all have roles to play, and even those who were initially quite quiet have really started to shine as they become more confident in their team environment.



Beechbrae Visually Impaired Group



We are currently working with a group of young people who have been referred to us through Beechbrae Education Centre in Elgin, and who all have a visual impairment. The group has continued from the last academic year and they are using the programme to meet others in a similar situation to them, to build confidence and to explore what they can achieve despite their visual impairment.

The activities are proving challenging, with some of the young people really having to leave their “comfort zones” in order to gain the maximum benefit from them, but it is inspiring to see them realise how much they can achieve when they believe in themselves.

Buckie High School

We have also just started working with a school group which is slightly unusual for Outfit. The group, from Buckie High School, have all been selected as having leadership potential, and are to be involved in a trial scheme at Buckie High where they will play a leadership role within their peer groups at school. The group are doing a six week programme with Outfit which is using the activities we do to look at the role and responsibilities of a leader as well as looking at what makes leaders effective.



Moray Self Advocacy Group



During the Summer months, Outfit took three young people from Moray Self Advocacy Group on a camping trip in Culbin Forest. The group is part of Enable Scotland, an organisation that aims to encourage young people with learning disabilities to speak up for themselves, particularly around the transition of leaving school. Some of the young people had never camped or cooked outside for themselves before, and so the trip was a huge learning curve for them. Luckily we had great weather, allowing us to have a barbeque, an evening fire on the beach, and even the dolphins put on a show for us! The young people learnt how to pitch their own tents and how to live in the outdoors, and said that the experience had built up their confidence in their own abilities.



Buckie Area Primary Schools



Outfit has continued to work this term with a group of young people from different primary schools in the local area. The aim of the programme is to build self esteem, improve communication skills and increase team working, using a variety of different outdoor activities. Activities have included body boarding, bushcraft, archery and mountain biking, and we have also trialled a different way of evaluating the group to establish the differences the programme is making to their lives. We have tried to reduce the amount of form-filling the young people have to do, and instead have encouraged the young people to judge their progress during the programme in a more practical and fun way (see right). The young people have responded positively to the evaluation, as most of them seem to find it easier to express themselves physically rather than verbally.



Funding Update

Since our last newsletter, we have been successful in attracting more grants to help with our work with the young people of Moray. The Clothworkers' Foundation donated £7,000, The Dulverton Trust £2,500, The Robertson Trust £18,000 (over 2 years), £1900 from the Moondance held at Elgin Town Hall, Awards For All £9,980 and £996 from BLF 2014. We also received £7,500 from the Scottish Community Foundation, the second part of a £15,000 donation. We are so grateful to all our funders.

Funding has been secured for this current financial year and we now look to 2010 and beyond. £73,000 has been pledged for 2010-11 and £15,000 for 2011-12. The project needs about £210,000 each year to run the 3 strands of EnerG, Activ8 and Innov8, so fundraising never stops, nor does the need to find other ways of sustaining what we do. Any help will be gratefully received so please contact Richard or Caroline from the Fundraising Team if you have any ideas or thoughts.

Family Adventure Sessions

We are delighted to offer a wide range of great-value exciting outdoor activities for families and adults, using the natural resources that Moray has to offer. We have just started advertising these sessions, and they proved popular over the Summer, with Outfit running coasteering and canoeing sessions for families holidaying in the local area. We offer flexible and great fun experiences, and if you would like any more information, please visit our website or give us a call to chat about your requirements.



Newsletter Name Competition!



We thought it would be a nice idea to give our newsletter a name, so if you have a creative mind, come up with a name, and email it to caroline@outfitmoray.com. The winning idea will win an Outfit gilet or t shirt, so get your thinking caps on!

“The coasteering was the highlight of our holiday”
Quote from a family following an activity session we ran for them during their visit to Moray:

Chairman's Chat

Outfit-Moray as a Learning Organisation

Since the inception of Outfit-Moray in 2003, there has always been a strong commitment to provide learning and development opportunities for everyone engaged in Outfit-Moray. Indeed, our vision to 'actively develop potential through outdoor learning and adventure' is the foundation on which the organisation is able to grow and develop.



It is recognised that to be successful Outfit-Moray needs to facilitate opportunities for learning and development in order to respond efficiently and effectively to continuous change. Outfit-Moray is committed to developing ways of working that reflect a strong learning environment.

At Outfit-Moray, we actively:

- Approach problems as challenges and identify realistic and workable solutions.
- Create and maintain a positive and as safe a working environment as is practicable where it is recognized that some things will not always go to plan and that we learn from experience.
- Encourage experimentation and innovation, take ideas forward, explore them and where practical translate them into practice.
- Reflect on initiatives and working practices and learn from experience.
- Associate with other partners and learn from their experiences (e.g. Elgin Youth Café, The Moray Gig, Moray Social Enterprise Network).

- Ensure that appropriate structures are in place to keep people informed of progress. These structures enable the transfer of knowledge at appropriate levels and appropriate times and will cover operational and strategic issues; successes and challenges; opportunities and threats.
- Improve continually our performance and maintain quality in all that we do.
- Focus on the impact we make by ensuring strong evaluation processes are in place and that people are



kept informed about our progress and contribution.

- Nurture new ways of thinking and acting where 'smarter tactics' can be deployed to ensure that both individual and Outfit-Moray goals can be achieved.
- Work continuously to ensure that staff and volunteers maintain and contribute to achieving the vision by sharing new angles and approaches.
- Ensure that effective leadership is in place that inspires all members of the team and maintains an environment where people are motivated.

'Learning for the future'.

Iain Jamieson (Executive Chairman)

Next Newsletter: February 2010

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