







DAY 1

Who are DAY1?

Our Essence

Igniting Potential

DAY1

What We Stand For

Our Purpose:
To inspire and motivate young people to achieve their potential.

Our Mission:
We empower young people to discover their potential, helping them to get work-ready by building confidence, resilience and life skills through the power of 1-2-1 mentoring, real-world experiences and practical skills development.

Our Vision:
To guide every young person towards a positive future, arming them with the skills to succeed in work, training, further education and life.

Our values

We Open Minds
By challenging perceptions and encouraging curiosity, not just for the young people we support, but for mentors, volunteers, businesses, the public and ourselves.

We Champion Ambition
Continually seeking new ways to evolve and better our services. We also believe in the boundless potential of every young person and strive to achieve positive outcomes for all who come through our programmes.

We Nurture Growth
By offering a safe and supportive environment for young people, where they can build confidence and resilience with guidance from trusted mentors.

Our Personality

Energising
DAY 1 fuels ambition and drive in young people. Your leaders bring energy to every interaction, empowering young people with the momentum they need to stay motivated.

Youthful
DAY 1 has a youthful spirit. Your leaders create a sense of adventure and spark curiosity in the young people they support.

Supportive
DAY 1 is a supportive charity. Your staff and mentors cultivate a supportive relationship and environment where young people feel seen, valued, and empowered to grow.

Opportunity Time!

BACK IN THE 1970'S, yes, I'm old enough to remember, it wasn't all bell-bottomed jeans, Bowie, and Brando. There was a Boom too, an oil boom. With turmoil in the Middle East, Scotland's oil was an opportunity to weather the storm, to boost jobs, build expertise and, for a time, to flourish in the midst of chaos elsewhere. Fifty years on, our part of Scotland has a chance to flourish once again. This time it's Renewable energy creating the opportunities and, with up to £100 billion of investment and possibly 16,000 full-time equivalent jobs being created over the next ten years, this is a generational opportunity too good to miss.

What is DAY1 doing about this?
The answer is a lot. Over the past two years or so, we have become active members of the 'Workforce North' initiative, bringing together Business, Educators, Funders and Legislators. The task is simple enough, on paper at least, and the opportunities for big wins, especially for our young people at DAY1, are immense. Business needs work-ready young people now and, through innovating with work-based 'Foundation' and 'Modern' apprenticeships, the Third Sector, of which DAY1 is a part, are perfectly placed to build the 'pathway to employment' for young people to step into the renewable revolution happening on our doorstep.

To that end, we are innovating as follows:

- Our plans to create a Centre of Excellence coupled with an outdoor learning area are now public knowledge.
- We are expanding our Foundation Apprenticeship learning to include Business Skills, Hospitality and Renewable industries.
- We have pivoted our mentoring training towards more group work. This better mirrors the collective, teamwork and project-based nature of tomorrow's work place.
- We are representing the Third Sector on the Government's Apprenticeship Enhancement Group.
- We are working with the Scottish Funding Council and Third Sector Initiative to ensure the very positive results achieved by organisations like ours are recognised and supported going forward.
- We are ruthlessly measuring our impact. Look out for our social, economic and environmental 'Impact Report' coming soon.
- And finally, we are continuing to prioritise working with young people for whom traditional schooling is not really working. The acronym NEET (Not in Education, Employment or Training) is much in the press these days. It's a real concern and our job at DAY1 is to help young folk at risk of becoming NEET, avoid doing so.

So, now is the time. The renewable energy revolution is upon us, and the chance for young people to secure well-paid, technically skilled and lasting job opportunities is here. Attitude is key, and firms are employing young people who can demonstrate a desire to learn, an ability to work together with other people, and resilience in the face of the everyday challenges of working life. Our DAY1 and IKR team dedicate their days to supporting the young people in their care to these same ends and, if the results are anything to go by, they are doing a cracking job.

Ed Ley-Wilson
Co-founder and Chair, DAY1

A Word from Our CEO

THE PAST YEAR HAS BEEN one of meaningful evolution for DAY1, marked by strategic adaptation, strengthened partnerships, and an expanding national influence. As we reflect on 2026, it is clear that our commitment to supporting young people into positive destinations remains unwavering. What has changed—deliberately and thoughtfully—is how we deliver that support. Over the past 12 months, DAY1 has pivoted in our service focus, to better meet the changing needs of young people, ensuring our work remains relevant, accessible, and impactful.

Our Evolving Mentoring Model

This year, DAY1 introduced a significant development in our core service: in addition to traditional 1-to-1 mentoring, we now offer group mentoring for cohorts of five to eight young people. This shift acknowledges an important reality—some young people find the emotional intensity of forming a new relationship with an adult challenging, particularly at moments of instability or transition in their lives. Group mentoring and training provides more flexible entry point into support, allowing young people to build confidence, trust, and social skills within a peer environment before progressing to more individualised engagement if appropriate. Despite this change in delivery, our core mission remains exactly as it has been for over twenty years: encouraging young people to make better choices about their future, supporting them to stay off the NEET register, and guiding them toward meaningful, sustainable destinations. The pivot simply reflects what young people respond to today—an approach that is collaborative, socially grounded, and adaptable. The outcome, however, remains the same: young people gaining the tools, confidence, and direction they need to thrive.

Strengthening National Partnerships

A highlight of the year was a visit from Nick Page, the new Chief Executive of Qualifications Scotland. During his time with us, he met ten young people from our Foundation Apprenticeship programme and expressed his enthusiasm for the ongoing partnership between DAY1 and the national qualifications body. His visit affirmed the value of our work and the importance of ensuring that apprenticeship pathways remain accessible, relevant, and responsive to the needs of Scotland's young people. In addition, DAY1 has been invited to join the Scottish Government's Foundation Apprenticeship Enhancement Group, a policy group tasked with shaping the future of Foundation Apprenticeships for the next generation. The group will convene for the first time in September 2026, and DAY1 is honoured as the sole representative from the Third Sector, to contribute our experience, insights, and youth centred perspective to this national conversation. Our involvement ensures that the voices and realities of the young people we support are represented at the highest level of policy development.

Expanding Sector Collaboration

Throughout 2026, DAY1 continued to strengthen our partnership with the Third Sector Interface, deepening our collaboration on youth development and employability initiatives. We have also been actively liaising with the Scottish Funding Council, establishing a strong connection with the funding partners who will soon replace Skills Development Scotland. These relationships are essential as Scotland transitions to a new apprenticeship and skills landscape, and it is our hope that DAY1 will feature on the new apprenticeship committee once it is established. Our engagement with these bodies ensures that DAY1 remains at the forefront of sector developments, advocating for young people and shaping the systems that influence their opportunities.

New territory in service delivery

Building on a partnership of 20 years with Highland Council secondary school, Alness Academy, in June this year, DAY1 was invited to initiate a new model of training delivery. In what is perhaps a unique example of innovation that lends itself to the increasing recognition of the need for practical skills-for-work training within the school timetable, DAY1 has been appointed as a training provider in Hospitality. Covering all year groups, and with a newly appointed DAY1 trainer with many years of experience, DAY1 facilitates the delivery of training in this department for the whole school. Leaning on our experience of metaskills delivery from Foundation Apprenticeship training and adding the DAY1 flair, the hope is, that this model will prove to be a lasting impactful opportunity for learning for schools to consider for the future, that sits between more formalised education and employability.

International Engagement and Learning

This year also brought an exciting international dimension to our work when DAY1 welcomed a group of university students from the United States who are studying social enterprise and impact. We hosted an immersive event for 20 students and their lecturers, giving them a firsthand look at how social impact is delivered through our charitable services. The shared experienced offered a cross-cultural perspective of the global relevance of youth development work.





Looking Ahead

As DAY1 moves into the next year, we do so with renewed purpose and a clear sense of direction. Our service model is evolving, our partnerships are strengthening, and our national influence (and for the first time internationally influence) is growing. What remains constant is our commitment to young people: to their futures, their wellbeing, and their right to opportunities that allow them to flourish.

DAY1's journey continues, shaped by the needs of the young people we serve and guided by the values that have defined us for more than two decades. We look forward to another year of impact, innovation, and shared success.

Corrin Henderson, DAY1 CEO

Our Core Services

Automotive Skills for Work SCQF Level 4



Delivered to around 100 young people from 16 partner schools, our Automotive Skills for Work programme uses hands-on vehicle maintenance and repair to develop much more than technical skills. Working on road-legal cars, learners build confidence, teamwork, communication and employability skills that prepare them for future education, training and employment.

Personal Development & Wellbeing SVQ



Our Personal Development & Wellbeing programme supports young people who may be disengaged from traditional education. Through real-life experiences, work placements, wellbeing activities and personal development opportunities, participants build confidence, resilience and life skills, helping them move towards positive and sustainable destinations.

One-to-One Mentoring



For those young people who are comfortable with the idea of having a 1-to-1 mentor, perhaps for some, after their experience on the DAY1 Personal Development and Wellbeing programme or the DAY1 Night Hub, DAY1 continues to offer our award-winning community-based mentoring programme. The key element of the programme is to ensure DAY1 mentees are supported in a way that will help them choose a positive destination that will lead to sustainable employment and fulfilled potential. Ably guided by our volunteer mentors, DAY1 mentees have been securing this outcome for the past 20 years.

Night Hub



Night Hub is a six-month group mentoring programme that brings young people together one evening each week in a safe and supportive environment. Through shared experiences, life skills activities and coaching, participants develop confidence, friendships, budgeting skills and resilience.

Work Experience



Delivered through Inverness Kart Raceway, our Work Experience programme provides young people with genuine workplace experience across a range of departments, including mechanics, business administration and customer service. Alongside practical experience, participants receive support with CV development, employability skills and preparing for the world of work.

Employability Pathway



Over the past 10 years, DAY1 owned social enterprise business, Inverness Kart Raceway has been the first step into employment for over 180 young people. Designed as a progressive step for those in our programmes into employment, the offer of work embraces a wrap-around approach, as our new appointees become valued members of our team. A win-win, employees are encouraged to aspire to the next level and are sign-posted by the team at IKR/DAY1 to the next opportunity in their employment pathway.

Primary 7 Personal Development Programme



Supporting young people during the important transition from primary school to secondary education, this programme uses activities such as baking, crafts, yoga, team challenges and go-karting to build confidence and resilience. The programme helps reduce anxiety around moving to high school while encouraging positive relationships and personal growth.

Bike Restoration Programme



The Bike Restoration Programme gives young people the opportunity to refurbish and restore donated bicycles while learning valuable mechanical and maintenance skills. Participants put their skills into practice through cycling excursions and, on completion, keep the bike they have restored, providing both a sense of achievement and a practical means of transport for the future.

Derick Shanks: 20 Years of Volunteering

From all of us, Thank you!



"I first met Derick in 2007 a few months after I joined DAY1 as the coordinator. My instincts immediately told me that here was a kindred spirit who was as motivated as me to support vulnerable young people. Since then, I have seen on so many occasions how lucky we are that Derick joined us all those years ago, he embodies everything DAY1 stands for. His kindness, commitment and belief in young people have changed lives and inspired all of us. Always willing to go the extra mile with whichever young person he is currently matched with, Derick is without peer when it comes to maintaining an interest and long-standing relationship with those who let him in. If I were to bump into Derick in town, speaking to someone between 35 and 15, I would put money on it that it is a DAY1 young person that he is still in touch with. Extraordinary! We are so proud to recognise his contribution as the first inductee to our Heroes Board."

Corrin Henderson, CEO

Since DAY1 was founded in 2005, Derick Shanks has been one of our most dedicated and valued mentors. For the past 20 years, Derick has generously volunteered his time to support a young person each year through our one-to-one mentoring programme.

Meeting weekly over the course of a year, Derick and his mentee would take part in activities and experiences that many young people may never otherwise have had the opportunity to enjoy. More importantly, these regular meetings created a trusted relationship that provided encouragement, stability and belief. Through his patience, commitment and guidance, Derick has helped countless young people develop the confidence and resilience needed to move towards positive destinations.

Derick's contribution to DAY1 cannot be measured simply by the number of years he has volunteered. The impact he has had on the lives of young people, many of whom faced significant challenges, has been truly remarkable.

To recognise Derick's unwavering commitment, DAY1 commissioned a new Heroes Board at Inverness Kart Raceway in 2026, celebrating individuals who have made an exceptional contribution to our organisation over the past two decades. It was only fitting that Derick became the very first person to be honoured on the board.

We were delighted to welcome Derick to Inverness Kart Raceway to unveil his place on the Heroes Board and to thank him once again for his outstanding service, generosity and dedication. His legacy can be seen in the many young lives he has helped shape over the last 20 years, and for that, everyone at DAY1 remains immensely grateful.





Facts & Figures



Money Matters

From 2025 to 26 our work cost £6.55 per beneficiary per day.

All profits generated by Inverness Kart Raceway goes directly into DAY1 to allow us to help more vulnerable young people in our community.

Social Return On Investment: Every £1 invested secures £11 of social impact.
(Full SROI details available on request)

For every £1 spent on fund-raising we raised £35.

Out of every £1 we spent, 93p went on our work with young people.

DAY1 Headline Financial Position For Year End December 2023

based on draft accounts, excluding Inverness Kart Raceway investment

Charitable Funds Generated	**£338,392**
Total expenses	**£389,578**
Net Income/Expenses	**(£51,186)**

GETTING INVOLVED

MENTORING

DAY1 is always recruiting volunteer mentors. Please email Corrin Henderson: corrin@DAY1.uk.com

DONATIONS

Donations can be made by logging onto www.DAY1.uk.com, and by clicking on the make a donation

CONTACT US

For any further information about DAY1 please contact Corrin Henderson via email corrin@DAY1.uk.com

INVERNESS KART RACEWAY

Investing in Our Youngest Racers

At the start of the year, we made an important investment in our new Rookie Racer karts, opening up an exciting new opportunity for younger customers. Previously, our OTL fleet could accommodate children from the age of eight. With our new Rookie Racers, we can now welcome children from just six years old.

This investment has filled a gap we had identified within our younger customer market. Previously, children who did not meet the height requirements for our standard karts would need to use our single dual kart. With only one dual kart available, this could be challenging when several younger children visited together.

> “2026 has been a year full of challenges, but our fantastic team have embraced every one of them. Together, we have continued to work hard to give our customers the best possible on-track experience.”

The Rookie Racers have provided the perfect solution, allowing more children to get involved and enjoy the thrill of electric karting. We have had 526 Rookie Racers welcomed in just six months. This fantastic uptake means we are firmly on track to achieve our return on investment by the end of the year.

Reaching New Customers

One of the highlights of 2026 has been the opportunity to reach new customers and introduce even more people to what we offer. We were delighted to welcome 120 very excitable children from Crown Primary School over two days. It was fantastic to see so many young people enjoying the experience and discovering the excitement of electric karting.

Maintaining Our 5-Star Standard

We were also delighted to maintain our 5-star accreditation with the Association of Scottish Visitor Attractions (ASVA) following their site inspection this year. We are extremely proud to have retained this accreditation, which reflects the high standards we strive to maintain across our facility and customer experience. We will continue to look for ways to improve and ensure our venue remains an attractive, welcoming and enjoyable destination for all our customers.

Looking Ahead

2026 has already been a year of investment, growth and new opportunities. From welcoming our youngest racers to reaching new audiences and maintaining our 5-star accreditation, we are proud of what the team has achieved so far.

Most importantly, we remain committed to providing an exciting, safe and memorable experience for every customer who visits us.

We can't wait to see what the rest of 2026 brings!

Gavin Ordish Smith, General Manager







“Looking back on this year, I’m really proud of how far I’ve come at Inverness Kart Raceway. Going from being a marshal to becoming Duty Manager has been a massive step for me and has given me the chance to take on more responsibility, lead the team and build my confidence. I’m also proud of being able to bring John in for work experience and give him the opportunity to learn about dealing with customers at the front desk, as well as keeping the venue clean and presentable. It’s been a big year of growth for me, and I’m looking forward to seeing what I can achieve next.” **Jay Brown, Duty Manager**

“The part of my role that I value the most is the opportunity to give back and make a genuine difference in people’s lives. I feel incredibly lucky that my job allows me to do this by giving opportunities to young people. Many of the staff we bring into IKR are starting their very first jobs, and being able to support them, teach them new skills and build their confidence is something I take great pride in. We have also had the privilege of welcoming several DAY1 young people into IKR, and one person who has particularly stood out to me this year is Paige. Paige took part in Hollie’s Personal Development Programme last year before completing work experience with us at IKR. From there, she worked hard and went on to secure a permanent position as one of our receptionists. Watching her grow into the confident young person she is today has been incredible rewarding, and I am so proud of everything she has achieved. Knowing that I have been able to play even a small part in her journey is something that means a great deal to me.” **Hollie Maciver, Duty Manager**

Automotive Skills for Work Foundation Apprenticeship

When I look back on this academic year, one student stands out as a perfect example of why the Foundation Apprenticeship programme is so important.

During our recruitment visits for the 2025/26 intake, one of our more rural partner schools asked if we would interview a young person who had not applied for the course. The reason was simple: he lacked confidence in his literacy skills and did not believe a Foundation Apprenticeship was something he could achieve. After meeting him, it quickly became clear that while he struggled academically, he possessed a remarkable amount of practical knowledge and hands-on experience for someone of his age. There was a genuine passion for automotive work that couldn't be ignored.

Within the first few weeks of the programme, his abilities in the workshop became impossible to miss. Rather than focusing on what he couldn't do, we chose to build on what he could do. We played to his strengths. As his confidence grew, I began using him almost as an assistant tutor within practical sessions. We would split the class into groups and he would demonstrate procedures such as brake servicing, suspension repairs and other workshop tasks to his peers. Not only did this reinforce his own learning, it transformed how the rest of the group viewed him.

Students who may previously have judged him on his literacy difficulties began to see him as someone with valuable skills and knowledge. In return, those same students started helping him with written coursework. What developed was something far more important than academic achievement alone. New friendships were formed, mutual respect grew, and a genuine team spirit emerged within the group.

Perhaps the most rewarding part of the journey was watching a young person who initially lacked the confidence to apply for the course begin writing and completing his own coursework, supported and encouraged by his classmates.

As tutors, we often talk about developing employability skills, confidence and resilience. This student embodied all three. His journey reminded everyone involved that talent comes in many forms and that success is not always measured by traditional academic standards. Seeing a group of young people support one another, recognise each other's strengths and grow together is one of the most rewarding experiences a tutor can witness. It is moments like these that keep me passionate about the programme and drive me to continue creating opportunities and employment pathways for our Foundation Apprenticeship students.

This story is a reminder that when we look beyond limitations and focus on potential, remarkable things can happen. And for me, that is what Day1 is all about.

Gavin Craig, Lead Tutor





Scan the QR code to visit the DAY1 Foundation Apprenticeship video.

SQA Approved Centre

Skills Development Scotland



"Over the course of the year, we saw some great teamwork, communication, confidence and practical ability. It was particularly rewarding to see friendships develop and the young people become more confident in themselves and their abilities. Alongside this it was brilliant to see how well the young people can apply themselves to practical tasks where many of them really shone. We were fortunate to have a great group of nearly 100 young people come through our doors, and I have high hopes for their future. It has been a privilege to play a part in their development, and I look forward to seeing what they go on to achieve."

Ross Urqhart, Course Tutor

"With DAY1 having youth mentoring at its core, students on the Foundation Apprenticeship don't just learn from the tutor. They learn by watching, listening, and encouraging their peers. I feel there is real value in creating an environment where they can feel part of something and understand that they are not on their own. I feel confident that those who completed the course this year will build resilience and know that they can achieve much more in life than they previously thought. I look forward to my second year tutoring and hopefully giving that bit of guidance at just the right time to make a difference."

Cameron Bowles, Course Tutor

Young Person Case Study

"Combining work and learning has genuinely been a game-changer for me. It's like taking the best parts of both worlds and blending them into a better way of learning. I've found a great balance, and it's been a brilliant experience so far, and gave me the push to seek employment in the automotive industry, I have achieved an apprenticeship in panel beating with Ashgrove crash repair in Inverness."

Personal Development & Wellbeing SVQ





"The positive outcomes and success of the 2025-2026 pilot demonstrated the impact this approach can have for young people who may be disengaged from mainstream education or at risk of not progressing to a positive destination. Attendance was also excellent throughout the programme, reflecting the young people's engagement with the alternative learning environment and the relationships they developed with staff. Alongside their SVQ and work experience, participants had opportunities to develop practical life skills and take part in a range of new experiences, including activities such as horse riding and quad biking. These experiences helped build confidence, independence, communication and teamwork, while making learning fun and meaningful. As a result of the success of the pilot, we were able to significantly expand the programme in 2026, increasing the number of places from 4 to 15 young people and allowing us to offer these valuable opportunities to even more young people."

Hollie Wilson, Business Development Manager and Course Lead

Young Person Case Study

"Doing the Life Skills course really helped my confidence. Before I started, I wasn't turning up for class and I hated school, but I really enjoyed the small group work and getting out and doing fun things with the group. Some of my favourite things were going ziplining and going on a boat trip up to Fortrose to see the dolphins. I got to know the other girls really well and enjoyed spending time with them. Hollie also helped me get work experience working with young people, which is what I want to do when I leave school. I did six weeks of work experience and really enjoyed it. Hollie then helped me with my application for UHI, and I got an unconditional place. I'm starting college in September to study childcare, and I also have a part-time job at Morrisons. I don't think I would have done all of this without the help from the Day1 programme, and I think more young people should get the chance to do it."

Night Hub

"Following on from DAY1's 1 to1 mentoring programme, we identified an opportunity to build on this work by introducing more group-based support. Over the last six months of 2025/26, I have developed Night Hub as a way of bringing a small group of young people together in a safe and supportive environment. The aim has been to help young people develop communication skills, build meaningful friendships, try new experiences and develop resilience. The six-month programme, delivered by one of our dedicated mentors, combines life skills with fun, practical activities and new experiences. This has included activities such as cooking on a budget, pottery, badminton, bowling and go-karting, giving young people opportunities to learn new skills, build confidence and enjoy positive experiences together. This has been a really positive development for Day1, allowing us to move from individual 1 to 1 support into a group setting while still providing the relationships, consistency and safe environment that young people need. Night Hub has also provided an opportunity for young people to socialise, work together and develop stronger peer relationships in a supportive setting. As we move into 2026/27, we will continue to build on what we have learned from the first Night Hub programme and explore how we can develop this further, ensuring that young people continue to have opportunities to develop life skills, try new things, build friendships and have positive experiences together."

Hollie Wilson, Business Development Manager and Course Lead

DAY1



Young Person Case Study

"I started with Day1 doing work experience and then started going to the Night Hub with Lara. She is really nice and has become a friend and someone I can talk to and trust. We chat about loads of things, but she also makes the evenings at the Hub really fun. I really like making things, so we have done pottery, baked cakes and gone on different outings. We just have a laugh together and do nice things, and I'm getting support because Lara is just someone I enjoy hanging out with. At the same time, she helps me with things like my CV, budgeting, resilience, confidence and communication.

The Night Hub has given me a place where I can have fun, be myself and learn things that will help me in the future."



Young Person Case Study

"The course wasn't all about mechanical skills, either. We shared snacks, went go-karting and had plenty of time to get to know each other. It was fantastic to see friendships develop and to witness some huge improvements in practical ability and confidence throughout the course. By the end, every young person had a working bike, a helmet and, most importantly, the knowledge and confidence to maintain and repair it themselves. Seeing them cycle away on bikes they had helped restore was a fantastic way to finish the course."

DAY1

Bike Restoration Programme

"Bikes can play a vital role in a young person's development. They provide an affordable and valuable mode of transport, helping young people develop freedom and independence and opening up opportunities in other areas of their lives. Cycling is also a great way to stay fit and active, promoting healthy living and positive mental wellbeing and just having fun with friends.

However, many people do not have access to a working bike and those who do may not know how to repair them, can't afford to take them to a bike shop, or simply doesn't realise how repairable they are. This is often why we see bikes rusting at the bottom of gardens, in bushes and even in canal basins. This highlights the value of a course that gives young people the practical skills and confidence to keep their bikes on the road, maintaining their independence, transportation and mental wellbeing.

This was the first time we had run the bike course, so I wasn't quite sure what to expect, but I was delighted with how it developed. We started with a collection of old and neglected bikes kindly donated to us by Newstart Highland, and, week by week, worked through the different components and repairs needed to bring them back to life. The young people learned how to replace bottom brackets, fix and replace gears cables, index gears, change tyres and inner tubes, fix punctures and bleed brakes. We also had good fun painting the bikes, giving them the opportunity to put their own creative flare into the project."

Ross Urqhart, Programme Lead

Primary 7 Personal Development

"During 2025/26, we continued our partnership with Cauldeen Primary School through our P7 Personal Development programme, supporting young people as they prepared for the transition from primary school into high school. This year has highlighted just how valuable this support is, particularly around the worries and emotions young people experience during this significant change. Through the programme, we have provided coping strategies, guidance and a safe space to talk openly about these worries. Young people have also been introduced to practical tools to help them understand and manage their emotions, including yoga, breathing exercises to help them feel calmer when emotions become overwhelming, and journaling to encourage them to explore and express their thoughts and feelings. This year, we were also pleased to have Chris and Jean from The Bothy team at Inverness High School join us for the P7 graduation. This was particularly valuable as some of the P7 young people we currently work with will go on to attend Inverness High School, where The Bothy team will be there to support them throughout their high school years. Building on the learning and feedback from this year, we are developing the programme further for the year ahead by extending it from six weeks to eight weeks. This will allow us to provide more consistent support and, importantly, return later in the school year to help young people with the transition into high school."

Hollie Wilson, Course Lead

"DAY1 has been an incredibly positive, and valuable experience for all the children involved. The pupils consistently returned from their sessions smiling, happy and buzzing to tell everyone what they had been doing. Throughout the programme, pupils were given the chance to discuss mental health, and how to manage challenges, and develop effective coping strategies. The games and activities were engaging and the small groups enabled pupils to get a more meaningful experience. These are important life skills that the children can take with them into secondary school and beyond. cannot recommend the P7 Personal Development programme highly enough. It is a programme that genuinely makes a difference, building confidence, life skills and the ability to work with others. Hollie and the staff at Day 1 and Inverness Kart Raceway are amazing and do a fantastic job."

Shona, Head Teacher



"DAY1 was really, really supportive place."

"DAY1 was amazing. We had so much fun and worked really well as a team, which helped us get along better. Because of Day 1, we made lots of fun, tender, and joyful memories."

"DAY1 was so fun because we got to do different things like playing games and getting to meet new people from the bothy and other people from day1"

DAY1

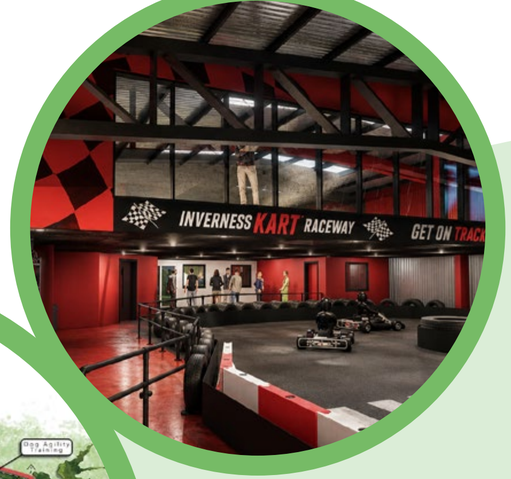
Aspirations & Long Term Plans

We're pleased to share this yearly update on DAY1's progress and our vision for the future.

1 Progress on the Centre of Learning and outdoor education space

Over the past year, we have been diligently working on our plans for a new Centre of Learning. While we continue to make progress, there are some elements outside our control, such as planning approvals and broader community engagement. Despite these challenges, we're pushing ahead with optimism. Our vision includes a Skills Academy at the Fairways site and a 10-acre outdoor learning area with meadows, urban growing spaces, hard landscaping, dog training and play areas. It's all about engaging the Inverness community and showcasing the benefits of this future hub. Our plans bring into focus the greater promise of the potential for a new 100-acre park for the people of Inverness. In partnership with the owners of the Fairways site, DAY1 has been building a vision for this once in generation opportunity to increase the parkland area of Inverness by approximately 50%. Ultimately the benefit will be shared by the whole community for evermore protected from further commercial development.





2 Interim Indoor Learning Space

In the meantime, we're not standing still. We're creating an indoor training space that will allow us to expand our Foundation Apprenticeship provision. With this new space, we can welcome around 100 more young people each year. This indoor initiative is something we can control more directly, and we're thrilled about the new partnerships it will bring from the local business community. The demand for training provision grows each year and standing still means disappointing many. In recognition of the coming employment opportunities from renewables, we must embrace what is possible to continue to satisfy our need to expand our reach to those that respond so readily to our methods.

3 New Training Programme in Schools

Lastly, we're excited to share that we've been invited to deliver the hospitality provision through training at a major secondary school in the Highland region. Featuring classes across all year groups, this provision is testament to the value of skills for work training as a practical accompaniment to more traditional education. It also opens up the possibility of a new funding model that allow schools and third-sector organizations like Day1 to collaborate more closely. Adding the DAY1 flair that helps to create an engaging experience for trainees, the programmes are anticipated to engage around 200 school pupils per week over the course of an academic year. Delivered by our newly appointed trainer, the expectation is that this provision will enable the school to continue to engage young people in one of the most fundamental of life skills whilst providing sound opportunities for the development of employability skills such as communications, planning, teamwork and leadership.













If you are inclined to support
our vision in your own way
or would like to learn more
about our plans please email:
hollie.wilson@day1.uk.com



Milestones

1. Securing of land donation to allow for expansion of DAY1 services through the construction of our Centre of Learning. 2025
2. Visit by the Minister for Secondary and Further Education to capture intelligence on how Foundation Apprenticeships can be delivered to the highest standard. 2025
3. House of Commons motion received from Parliament recognising 20 years of DAY1 service for the vulnerable young in our community and a statement of support for our vision. 2025
4. Independence from operational grant funding passes 5 years. 2024
5. 5th Year of training contract with Scottish Government awarded to DAY1 July 2024 – Total value over past 5 years £1.1m. 470 young people enrolled.
6. Selected as partner charity for regional sponsorship cycle event Bridge to Bridge. July 2024.
7. Turnover at DAY1 social enterprise business, Inverness Kart Raceway passes £4m. 2024
8. DAY1 and Inverness Kart Raceway secures grant funding to convert to electric go karts – new karts and sustainable karting launches in June to work alongside our 50kva solar panel system. 2024.
9. 150 primary 7 children enrolled onto our Personal Development programme. 2024.
10. Royal visit from Prince William and Princess Kate November 2023.
11. Selected as Charity of the year for University of the Highlands for 2023 and 2024.
12. DAY1 passes 500 young people mark, from the Highlands who have enrolled and completed our yearlong mentoring and Life Skills programmes. 2023
13. DAY1 secures £250,000 funding to build DAY1 Hub. - opens 2022.
14. DAY1 Apprentice wins Foundation Apprentice of the Year 2021.
15. 10 years of continuous funding Robertson Trust completes 2018.
16. 10 years of continuous funding from HC completes 2017.
17. Secured £250,000 grant from SSE to purchase land that Inverness Kart Raceway is built on. 2016
18. £430,000 donations secured from High Wealth donors 2015.
19. Selected as one of six charities by Scottish Government Nation Agency, Firstport, to test the new tax rules, Social Investment Tax Relief. 2015
20. DAY1 wins the Queens Award for Voluntary Services. 2014.
21. Selected by the Lottery as the Scottish representatives in the third sector to attend the UK national conference of participant banks of the Reclaim Fund on effective use of funds. Part of the multi-billion-pound Dormant Assets Scheme. 2014
22. Secured £1m of capital funding to build Inverness kart Raceway. 2014
23. 5-year funding package European Social Fund - £500,000 completes 2013.
24. DAY1 chosen to help steer the National committee to establish the new Looked after young people national mentoring programme, Intandem. 2013
25. £600,000 funding over the years from Lottery. 2012
26. Won, one of three national places on the first Scottish national Entrepreneurial Exchange third sector growth programme. 2010.
27. Won Scottish nation youth agency charity of the year award. 2009.
28. Secured £93,000 seed funding from the Laidlaw Foundation – to allow DAY1 to make first full time appointment. 2007.
29. Register as a Highland charity to support vulnerable young people who are failing to thrive through volunteer mentoring. 8 young people enrolled on year one. 2005.
30. Invitation to joint the Scottish Government, as a national policy advisor member of their Foundation Apprenticeship Enhancement Group as the sole representative from the Third Sector. Sept 2026.
31. Appointed as in school training provider to Highland Secondary School– providing weekly training to over 200 pupils in hospitality skills for work, cooking and nutrition. June 2026.



DAY1

Own your future

DAY1'S LOCAL HEROES

These heroes are helping young people unlock brighter futures across the Highlands

DAY1

We're DAY1 - a youth-focused charity on a mission to help young people in the Scottish Highlands reach their full potential. We do this by building practical skills for life and work, nurtured through trusted relationships with adult mentors, training and real-world experiences.



Be a DAY1 Local Hero

Can your company be a DAY1 Local Hero?



Derek Shanks
Volunteer Mentor for 20 years

DAY1 AUTOMOTIVE SKILLS

DAY1 GROUP MENTORING

DAY1 PERSONAL DEVELOPMENT



Donation Of Our £16,000 Minibus



Corporate Sponsor Donated £20,000





Could you support in some way?

SCAN HERE FOR MORE INFO ABOUT US

DAY1

Check out our new mini bus, kindly donated by Jack's Self-Drive.

Thank you!



Could You Support Day1?



Can We Be Your Charity Of The Year?

Could You Donate?

Since 2005, DAY1 has been providing our award-winning youth and child mentoring programme to local vulnerable children and young people who are failing to thrive. Multiple adverse childhood experiences leading to toxic stress, leave many young people feeling confused, lacking in self-esteem, distressed, abandoned and directionless. These feelings are often compounded by an inability to navigate complex social pressures. Self-harm and suicidal thoughts sometimes follow. Poor mental health, in most cases, is just one consequence.

DAY1 is a Lifeline that helps young people to cope with these pressures. Our services have been designed and proven to help disengaged children and young people to build resilience and to manage the social and emotional pressures of modern life.

You can help to support the work of DAY1 by choosing DAY1 to be your charity of the year. In 2023 and 2024 The University Of The Highlands did!

Or volunteer to be a DAY1 mentor.
Two hundred and eighty-five local people have!

For more information, please email hollie.wilson@day1.uk.com or call 07908783376.

DAY1

Annual Review 2026 and plan for 2027

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