

Organisation Name		Reference code
3Pillars Project CIO		2023-10-YO01
Organisation Address		
3Pillars, Black Prince Trust, Beaufoy Walk, Lambeth London London SE11 6AA London		
Website Address		
www.3pillarsproject.com		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1178703	2018
Community Interest Company	Registered Companies House Number	Date Registered
No		
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No		
Grant Summary		
Develop our Sport for Development programme; GAMEPLAN within Nottingham to provide a broader spectrum of sessions to prevent, support and divert young people at risk of receiving their first criminal conviction.		
Please describe the local needs that this project will address		
<p>The two main facts that highlight the need for this localised approach are: The Ministry of Justice report that Nottingham City had the highest level of first time entrants to the criminal justice system in 2022. The ministry of Justice reports that Nottingham has the highest level of permanent exclusions from state schools. Currently, too many young people who have been arrested go on to commit (further) offences including Serious Youth Violence (SYV), crime and anti-social behaviour. We seek to prevent young people in Nottingham from offending by building on and responding to the following emerging evidence:</p> <ul style="list-style-type: none"> • The point of arrest, prior to charge and court action, is a key 'moment' for young people at risk of perpetrating SYV, representing a window of opportunity in which positive engagement with the young person can impact swiftly on their pathway through the justice system and also potentially to prevent offending in the future. <p>Young people get involved in SYV despite being arrested because:</p> <ul style="list-style-type: none"> o They lack an understanding of the impact of crime on victims o They have difficulties with emotional regulation o They experience delays in the swift administration of justice <p>The propensity for involvement in SYV is also increased by low levels of prosocial skills/values, self-esteem, and a lack of positive relationships. Our programme is fundamentally designed to reform young people who have experienced trauma and crime both as perpetrator and often a victim. Our highly skilled team are trained to help young people understand their trauma and mentor them to make better life decisions.</p>		

The Children's Commissioner states 85% of young offenders in institutions have been excluded from school at some stage. Around 47% of people entering prison have no prior qualifications. Nearly two-thirds (59%) of prisoners have truanted from school, and 42% were expelled or permanently excluded from school. Many prisoners have experienced little or no success in school. The correlation indicates that the lack of attainment from school age is part of the reason why people end up in prison. So, Nottingham has the highest level of permanent exclusions from state schools and therefore a high number of young people are at risk of entering the criminal justice system.

Knowing this local landscape we have mapped the area and identified Sneinton, which sits in the top 10% of the IMD scale and has very little to no Sport 4 Development activity to address this issue. Our Midlands office is at Wildcats Arena, an incredible aspirational building in the heart of an incredibly deprived area.

The community gym programme has been created at the request of and co-designed with local children at risk of exclusion with the support of the Designated Safeguarding Lead at the local secondary school. We have been building collaboration with this group by delivering a rugby programme in school time and a multi-sports session in the Wildcats Arena.

Research has shown that adverse childhood experiences (ACE) have been linked with an increased risk of offending behaviour. Out of an offending population it was found that 46% had experienced 4 or more ACEs in their lifetime and as a result are four times more likely to serve a sentence at a YOI than an individual with no ACEs. These issues highlight the need for early, school age intervention to prevent young people from involvement in crime which could see them sent to prison and ultimately change the trajectory of their lives.

Having run a pilot programme at school, we can draw on the impact of such programmes from previous feedback:

"I look forward to our session every week and I am proud that I've been to every one. I can talk to you and you understand what I am saying. It makes me feel less angry. Can you do more sessions?"

What are the key outcomes that you will be seeking to achieve for young offenders?

Our Community Gym will reduce offending, victimisation and use of statutory services through high quality coaches who are able to provide a place of safety, learning and fun. Sport is the hook, yet where young people are able to see progression within their physical and sporting ability this transfers into other parts of their lives (Spruit et al, 2017). The relationship and rapport that's built between the coach/mentors lays a foundation for them to give advice and guidance and be a stable positive role model which has a direct link to improving the behaviour of the young person as they become more open to working with 'the system' including school/college or engaging and trusting local authorities.

There is not a time-limit on our support and whilst we navigate through their trauma and complex lives we will operate in small nuances of success. This sometimes means supporting someone to claim Universal credit where they have previously refused to engage in this service, with the aim to gradually move them along the scale to education, employment or training - as this is critical to reduce offending. We recognise that behaviour change needs to be driven by the individual adapting their mindset is a process and is only successful if they are empowered to make these decisions. Our mentoring sessions are person-centred and focus on mental wellbeing and developing an action plan linked to their EET status. We are mental-health first aid trained, and we have support from Chartered Psychologist, Hannah Baumer.

Our work in prisons and the community over the past seven years has shown us that, when young people are faced with the harsh realities of the criminal justice system, this

is often a "teachable moment". Our coaches and mentors provide a valuable and instrumental opportunity to advise and train young people in useful skills that will inspire resilience and more positive lifestyle choices.

Morgan et al. (2019) research discusses the utilisation of sport as a plausible and vital mechanism through which young people can be rehabilitated or dissuaded from engagement in criminal activity. Sport is successful in addressing proximal risk factors for youth crime, for example in poor social and interpersonal skills, negative peer groups, poor use of leisure time and psychological wellbeing. Physical activity and sport can be seen to be an effective means through which to engage young people in activities that they dislike, or would typically be reluctant to participate in through conventional means, such as classroom based educational or rehabilitative work.

What are the key activities you will undertake with this funding?

We use the 3 Pillars; Exercise, Education and Ethos to support behaviour change. Sport allows complex individuals to become part of a team, boosting their physical, mental and emotional health on and off the playing field. We work with every young man as an individual, to their time frame, whether this is for months or years, to help them build pro-social lives and develop a sense of belonging within their community. Through mentoring and helping them to gain qualifications, training and employment opportunities, our apprentices are able to build a better future.

We believe everyone deserves a second chance and the young men we work with can only build a positive future when they have the opportunity to understand and overcome the trauma they have experienced in their early years.

Our proposal will focus on youth diversion to prevent crime and anti-social behaviour through our Nottingham Community intervention programme. This project supports young people released under investigation (RUI), on Out of Court Disposals, known to offending teams and who are at risk of being impacted by crime through social deprivation.

The beneficiaries of this project are young people in the Nottingham and Sneinton area. We work with Nottinghamshire police, Nottinghamshire Youth Justice Service, Red Thread, and local social care teams to receive referrals.

Sessions:

- 1 x weekly school-based rugby session for those referred by the designated safeguarding lead for the school. 90 minutes
- 1 x weekly community multi-sports session at Wildcats Area for 90 minutes
- 1 x weekly community gym session at Wildcats Arena for 90 minutes
- Adhoc mentoring delivery outside of session delivery.

The sessions will be run by two highly skilled mentors and coaches.

The key activities we will undertake is sport-based mentoring to work towards sustained education, employment, or training opportunities for the young people on our programme.

Expand our one-to-one mentoring of young people. Where we support goals, family relationships, help them move towards career ambitions and overcome challenges of everyday life and transition back into their family and community.

Participants complete qualifications to leverage employment opportunities including; CSLA Level 1,2,3 & Gym instructor/Personal trainer and refereeing qualifications appropriate for their age and level.

Personal development focus and tailored support to develop CVs, prepare and practise interviews and planning for training and employment.

Development of key business skills, Community Leadership qualifications & continued professional development around business and marketing, to support personal career goals.

Who will be responsible for overseeing and delivering this work?

The Midlands Programme Lead will be responsible for overseeing this work. They

oversee project delivery over the Midlands. The grant would contribute towards their salary.
Included in the budget is 3 x coaches/mentors for the delivery of the sessions. The grant would cover their work directly in these sessions. With an average of 18 participants per session, and level of support required we always allocate 3 members of staff per session.

How will your organisation continue to sustain this project after the grant ends?

We have tried and tested this model for the past 5 years in London. We are now able to expand the amount of sessions we deliver and develop a commercial offer to local partners which raises essential funds for the charity. Part of our business plan is to develop 5 new commercial partners in Nottingham over the next two years to create sustainability in all our sessions.

What expertise and track record do you have to be able to deliver this work successfully?

To date we have delivered:

- 15 Rugby Academies delivered across 2 regions
- 245 successfully awarded sports level 1 qualification
- 304 men in prison have been reached through events, taster sessions and partnership working
- 508 young people in prisons have received correspondence from 3Pillars
- Supported 8 apprentices through our post-release programme; 3PP Fitness Academy. During their time with us they have been provided with training and work experience that has led them to use their skills to coach over 500 local participants in our community gym project
- Perhaps the area we are most proud of is ourselves employing 6 ex prisoners to date. And some of these men have gone on not only to work for us, but to work for other charities such as Switchback and St Giles Trust, many have become mentors and role models within their own communities. We believe that our course graduates are the most effective people at demonstrating the opportunities for change for people in prison and leaving custody.

Our programmes have demonstrated their impact on participant wellbeing and outlook:

- 89% agreed the course had helped them regulate their emotions more effectively
- 98% agreed that the course had a positive impact on their relationship with other prisoners
- 95% agreed that the course had a positive impact on their mental wellbeing, and as a result they felt better equipped to achieve their goals.

We continue to measure and report on the impact of our work. We continue to see benefits such as increased self esteem and resilience as a result of our interventions and support.

- 100% of participants said the course had helped them become more empathetic
- 100% reported a very high level of autonomy and control
- 80% felt their self-esteem had increased.

We work in Young Offender Institutions as well as providing community programmes. We know black young people are 3 times overrepresented in YOIs, Traveller Young people are 100 times overrepresented in comparison to the population. A large proportion of our programme participants are from care backgrounds, are diverse in educational attainment, offence history, ethnicity, religion and athletic potential. In common, they are in need of dynamic programmes that engage them mentally, physically and morally. We have a proven track record of engaging people from these groups.

We have the expertise, knowledge and experience of working with young people in and around the criminal justice system to be able to provide the level and quality of support they require. Last year our programmes supported 65% of children and young people

<p>from racially minoritised backgrounds. The attraction of a sports course is our trojan horse approach to mentoring and holistic development as participants often do not believe they need mentoring. We are inclusive and warmly welcome people from all walks of life.</p>
<p>Explain how the grant will be spent</p>
<p>We are requesting £80k over two years which will cover the following: Year one: £40k 3 x Coaches/Mentors - 4.5hrs per week @ £25ph x 50 weeks = £16,875 Programme Lead contribution to salary = £5,375 Training and development (sports and mentoring quals) = £2,000 Facility hire (£50ph x 4.5hrs per week x 50 weeks) = £11,250 Equipment (sports kit and equipment) = £2,000 Qualifications (Sports Leaders etc) = £1,500 Marketing of sessions / partnership meetings = £500 Monitoring, Evaluation and Learning (including using Upshot): £500 Year two: £40k 3 x Coaches/Mentors - 4.5hrs per week @ £25ph x 50 weeks = £16,875 Programme Lead contribution to salary = £5,375 Training and development (sports and mentoring quals) = £2,000 Facility hire (£50ph x 4.5hrs per week x 50 weeks) = £11,250 Equipment (sports kit and equipment) = £2,000 Qualifications (Sports Leaders etc) = £1,500 Marketing of sessions / partnership meetings = £500 Monitoring, Evaluation and Learning (including using Upshot): £500</p>
<p>Will you be working with young people who are already known to local offending teams and already engaged with interventions such as Out of Court Disposals, Point of Arrest Diversion programmes or other YOT Prevention Programmes?</p>
<p>Yes</p>
<p>If yes, please provide details of which YOTs, Police Teams or other services you will be working with and how.</p>
<p>We will work with the Youth Justice Service (YJS) to support young people who receive an out of court disposal, Point of Arrest Diversion programmes or other YOT Prevention Programmes. As these are a mechanism for avoiding young people entering the criminal justice system and a learning opportunity that works in tandem we can provide a platform for this learning to happen. We are currently developing a Service Level Agreement. Nottinghamshire and Sneinton Police are already a referral partner - we do local walk-rounds with the Police to speak with young people and their families that are known to the police, We work closely with other charities such as SwitchUp, Al Hurrayya, Inspire and Achieve, Notts County in the Community and refer the young people who would benefit from their programme. We would work with the Local Authority Social Care Team to ensure we are safeguarding our participants if required.</p>
<p>If no, please provide details of how you will engage with young people in the community who are at risk of gaining a criminal record.</p>
<p>Will you be receiving funding from any other sources for this project?</p>
<p>Yes</p>
<p>Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.</p>
<p>Yes</p>
<p>Reason why not all staff have DBS checks.</p>

Total funding requested in this application (£10,000 to £80,000 with a maximum of £40,000 in one year)	
£80000	
Proposed grant start date	Proposed grant duration in months
4/1/2024	24
How much funding is required each year?	
Year 1	Year 2
£40000	£40000
What was your organisation's expenditure in the most recent financial year?	What was your organisation's annual income in the most recent financial year?
£168287	£172382
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£98257	