

Organisation Name		Reference code	
3Pillars Project CIO		2021-10-YO01	
Organisation Address			
93 Tabernacle Street London EC2A 4BA			
Website Address			
https://www.3pillarsproject.com			
Type of organisation			
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			
The purpose of this grant is to enable us to employ a mentor with lived experience to improve our London project due to an increase in demand.			
Please describe the needs that this project will address			
<p>Our work in prisons over 5 years has shown us that, when young people are faced with the harsh realities of the criminal justice system, this is often a “reachable moment”. In custody services provide a valuable and instrumental opportunity to advise and train young people in useful skills that will inspire resilience and more positive lifestyle choices. With the reduction in custody service provision, Covid19 has had a profound impact on the lives of young people at in custodial settings. Young men are spending less time out of their cells with a very limited regime only accounting for their education with a huge reduction in employability and exercise programmes. As we transition out of lockdown, there is a huge need to fill this huge gap in provision in custody and through the gates – ensuring no one is left behind. London's Poverty Profile 2021 report shows that London has been hit particularly hard compared to many other parts of England, both in terms of its citizens' health and its economy. The report also shows those living on the lowest incomes in the capital are most likely to have been hit hardest. 27% of Londoners are living in poverty, after housing costs. While the government's schemes have protected many jobs, the scale of the economic impact of the pandemic has still had a significant effect on employment in the capital. In February 2021, the number of jobs – as measured by Pay As You Earn data – had fallen by 5% in London since February 2020. According to the Ministry of Justice in July 2020 88% of offenders released from custody between March and June who were available to work were unemployed. We utilise the expertise of people with lived experience when designing our programme to identify the needs of the young men we work with. We have monthly meetings to discuss our monitoring</p>			

and evaluations. We also have a Development Advisory Board (DAB) made up of young people who have been through our programme that feeds directly into the board of trustees to ensure our programmes are designed and delivered efficiently. Our most recent feedback from the DAB advised us to create more tangible opportunities for employment for the apprentice's post-release. Being employed is one of the most significant factors that reduce reoffending (MOJ), yet young people with a criminal conviction face significant discrimination - 50% of employers would not consider employing a prison leaver (2016, YouGov). This project will tackle this problem head on.

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

We focus on 5 long-term outcomes: 1. Employment 2. Education 3. Training 4. Reduced recidivism 5. Community cohesion We measure behaviour change throughout the apprentice's journey. We use a model that tracks a participant's knowledge of personal awareness, then their awareness of themselves, then their own changed attitudes, ultimately leading to behaviour change. Our programme promotes self-esteem, resilience, empathy, autonomy, and self-control to validate success. We gather, measure, and analyse quantitative and qualitative feedback data from this process. This enables us to adjust and refine our process and practices according to each individual's interaction with the programme. GAMEPLAN is aimed at breaking the cycle of offending. Key outcomes measured will be: • 20 young men will improve their employability prospects • 50% will obtain ; CSLA Level 1,2,3 & Gym instructor/Personal trainer qualifications • 50% will be supported in work-placement gaining valuable work experience • 80% will improve ability to manage conflict/anger • 80% will improve self-esteem/confidence/ resilience, empathy, and autonomy • Entry into positive activity • Sustained positive activity (3 months) • Entry into paid employment & entry into further training/Job search • Improved relationships, family life and established support network

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

The key activities we will undertake is sport-based mentoring through the gate and post release to work towards sustained education, employment, or training opportunities for the young men on our programme. The Triangle Trust's vital support will allow us to hire a mentor to support our GAMEPLAN programme and fund a mentor who will provide support that enables the following activities: Expand our one-to-one mentoring from 10 young people to 20 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 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. Opportunities for paid apprenticeships with our business network. Invite to be part of the 3PP Development Advisory Board. Development of key business skills, Community Leadership qualifications & continued professional development around business and marketing, to support personal career goals. Opportunity of employment and work experience with 3Pillars, with 1-2-1 mentorship from our business mentor network and opportunities to be a community mentor and leader themselves.

Who will be responsible for overseeing and delivering this work?

The Interim Chief Operating Officer will oversee the delivery of the work. However the London coordinator will be delivering the programme with support from a London coordinator we are looking to employ through the Triangle Trust.

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

We are focussing on our financial sustainability with help from Lloyds Banking Foundation. We don't currently have a fundraising manager or team and therefore the responsibility sits with every team member. Therefore we are incredibly economical with our expenditure. We have committed volunteers who enable us to achieve a healthy status currently. However, coming away from the pandemic the aim is to build a more resilient team with more resource. We do not charge for our service and therefore we do rely heavily on funding and donations.

What expertise and track record do you have to be able to deliver this work successfully?	
We analyse our programmes through participant consultation and feedback, external validations from prison staff and independent academic evaluations. Of our previous programme participants: 100% report being better able to manage impulse control; 98% report improved interactions with others; 95% report a positive impact on their wellbeing; 95% report feeling equipped to achieve their goals; 94% report a positive impact of self-confidence; and 89% report being better able to regulate their emotions. 3Pillars has a successful track record having worked with hundreds of people in custody and the community. 2 participants are employed by us as coaches, and we have prison partnerships where we employ prisoners on day release. Our highly trained and qualified staff adopt a strength-based and trauma-informed approach to mentoring which has underpinned our success of 100% of our apprentice's achieving employment, education, or training. We have designed our programmes to work alongside other organisations in the criminal justice system to provide holistic support to: - provide support and structure for the transition from prison to community through development of life skills - employment training and help in finding employment - activities that encourage people to take responsibility and build a positive identity - opportunity to take on peer support roles	
Explain how the grant will be spent	
£25,000 per annum over 2 years for the salary of a mentor	
Will you be receiving funding from any other sources for this project?	
Yes	
Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.	
Yes	
Reason why not all staff have DBS checks.	
Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)	Proposed grant start date
£50000	01/05/2022
How much funding is required each year?	
Year 1	Year 2
£25000	£25000
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?
£81120	£84168
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£48154	

Organisation Name		Reference code	
Al-Hurraya		2021-10-YO03	
Organisation Address			
Unit V 7 Lenton Business Centre Lenton Boulevard Nottingham NG7 2BY			
Website Address			
www,al-hurraya.org			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
Yes	1167038	2016	
Community Interest Company	Registered Companies House Number	Date Registered	
No			
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
No			
Grant Summary			
To support BAME young offenders (16-24 years) in Nottingham City through mentoring to get qualifications and get sustained employment.			
Please describe the needs that this project will address			
<p>Through working in this area already and working with partners we see first hand the issues faced with young offending. Nottingham has a relatively high number of children/young people entering the criminal justice system for the first time. In Nottingham the rate is 535 per 100,000 children/young people, compared to the average for England and Wales of 222 per 100,000. There are a number of interventions, mainly preventative but limited activities post-conviction and none that are culturally sensitive to BAME needs. The Lammy Review (2017) stated that 'Despite making up just 14% of the population, BAME men and women make up 25% of prisoners, while over 40% of young people in custody are from BAME backgrounds.' It also stated that 'The youth system faces the biggest challenges on BAME reoffending but has been slow to act' and that 'The youth justice system must do more to inform local communities about the problems in their areas, so that they can contribute insights and practical support'. This is why we are in a good position locally to support with the rehabilitation of young BAME people. We are seeing increased issues with young people including substance misuse, domestic violence, trauma and disaster, PTSD, bereavement, criminogenic behaviours, cultural issues, gang affiliation, exploitation, radicalisation and CSE in addition to mental health issues of depression, anxiety and an increase in isolation and loneliness. Covid-19 has also increased these issues. We are seeing an increase in requests to support young people at all stages of the justice system for support especially with BAME young people. Young people themselves are telling us what their issues are, why other organisations are not working i.e., lack of trust, not culturally appropriate etc and we have built</p>			

good positive relationships with young BAME people. We are also supporting young people to give back and support other young people to help prevent offending and are learning from the young people with how they approach conversations to help shape this project and other activities we deliver.

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

BAME young people caught up in the criminal justice system will have found employment – the project will support the young person to gain a qualification, get work experience and find employment through a bespoke individual plan against their interests such as health care, hospitality, administration etc. We already have links with local employers, who we will also support, to find opportunities. BAME young people caught up in the criminal justice system will reduce the risk of reoffending – by creating a bespoke plan and understanding needs, issues and barriers to the young person we can ensure the right support is provided for them and their family. This may be counselling to support with addition issues, a family breakdown or engagement in gangs that led them to criminal activity for example. The culturally sensitive support will help them address issues and move on in a positive manner reducing the risk of further offending. BAME young people caught up in the criminal justice system will increased resilience to support sustained employment – through mentoring and additional support such as counselling, the young person will increase their confidence and self esteem and become more resilient leading to staying in employment and leading a better life.

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

We will work closely with the local youth offending team and other local agencies to identify 60 BAME young people (16-24 years) that require specialist support to help them gain employment. We will support the young people through their journey from conviction/release from prison to meaningful employment. We will talk to each individual and gain their story, background and the barriers they are facing and devise an individual plan to work against. Each young person will attend a short course to gain qualifications, this will be in partnership with We Learn (online) or Trent Education (face-to-face). Qualifications also include 100 hours of work experience to build skills and understand the working environment. We will work with local employers to find work experience opportunities for the individual as well as meaningful employment post qualification. Supporting both employer and young person during the whole journey through a mentoring approach. During this period, we will also work the individual to access counselling, where required and support the whole family unit to help the young person with specific issues they may have to ensure sustained employment occurs. All activities will be culturally sensitive with the individual at the heart of decisions about their future.

Who will be responsible for overseeing and delivering this work?

We are requesting from this grant application- The Manager/Co-Founder will have oversight of the project, work with key partners strategically, manage staff and the grant and complete reporting. The Project Support Officer and Mentor will be the key individual that works with the young people. They will be their main port of contact with a positive relationship through a case load approach. The role will recruit young people, support to enrol in college, help to look and create work opportunities post studying, mentor throughout the project and support to access additional support where required, such as counselling or access to welfare support. Additional support such as counsellors will provide counselling sessions, as and when required and are not being requested through this grant funding.

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

We will utilise this funding to provide solid evidence, that our approach works and has impact and then approach funders such as the local Police Crime Commission, local authority agencies, the home office, and other funders. We are also looking at additional new income streams for the organisation to grow our unrestricted funding and creating a funding strategy to support income generation over the next 5 years. This will include growing our paid for specialist counselling, local community fundraising, legacies, and corporate fundraising. We will explore during this project, the beneficiaries supporting through volunteering and raising

funds for the project going forward. In addition, we will work with the colleges to help sustain and source funding for.	
What expertise and track record do you have to be able to deliver this work successfully?	
For the past five years we have supported young people in the criminal justice system and with convictions with a range of partners, that we will continue to work. Partners include Nottingham City Council, Derby City Council, the Home Office, Police and Crime Commissioners, youth offending teams, the Police, Social Care, schools, colleges, faith organisations and the Violence Reduction Unit. Some of these partners have commissioned us to work with young BAME people. We have delivered activities within the Prevent programme, workshops and one to one support and are part of local forums to network and share learning around youth offending and the issues these young people face. We worked with Nottingham Youth Justice Service and ran an eight-month pilot that provided counselling, mentoring and drops in for young males with a focus on gangs, knife crime, grooming and social media. We are currently working with We Learn and Trent Education to support young offenders gain qualifications and get employment. An example is one young male with a conviction we have supported through mentoring to gain qualifications and secure part time employment in a chip shop with continued supervision and mentoring whilst studying part time to advance his education further.	
Explain how the grant will be spent	
Manager/Co-Founder – average of 3 hours per week - £6,618 inc NI and pension contribution Project Support Officer and Mentor – (18.5 hours per week) - £32,424 inc NI and pension contribution Project running costs (recruitment, office costs, stationery, insurance etc) - £4,000 Staff expenses and travel - £6,000 Activity costs (events, activities with young people etc) - £5,000 IT and phone costs - £2,000 Evaluation - £3,000 Our budget is based on existing costs within other projects and the work so far in this area and the salary costs within the organisation.	
Will you be receiving funding from any other sources for this project?	
Yes	
Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.	
Yes	
Reason why not all staff have DBS checks.	
Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)	Proposed grant start date
£60000	01/04/2022
How much funding is required each year?	
Year 1	Year 2
£30000	£30000
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?
£114372	£126712
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£37012	

Organisation Name		Reference code	
CatZero Ltd		2021-10-YO09	
Organisation Address			
2B Humber Street Hull North East England HU1 1TG			
Website Address			
www.catzero.org			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
Yes	1138124	2008	
Community Interest Company	Registered Companies House Number	Date Registered	
Yes	6777504	2008	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
Yes	No		
Grant Summary			
20 young offenders will work through CatZero's personalised, relationship-based personal development programme, overcoming barriers to employment with our help, building confidence, learning work-ready skills, before moving into employment with CatZero providing in-work support.			
Please describe the needs that this project will address			
<p>The project responds to a need identified through CatZero programme delivery, supported by analysis of young people on recent programmes that have grown up living in deprived communities across the Humber region. In addition to histories of offending, most have additional underlying barriers to employment that cannot be overcome without personalised support. Most have tried and been unable to engage with mainstream provision precisely because these underlying issues have not been addressed. The Beyond Youth Custody report: NOW ALL I CARE ABOUT IS MY FUTURE: SUPPORTING THE SHIFT states the clear need to support a young person's move to a 'more positive' identity. CatZero key outcomes include empowering better choices in behaviour and with wider life decisions, including relationships. Locally, successive indices of multiple deprivation tell a story of entrenched social and economic decline in key Humber communities. Hull is one of five local authority districts with the largest proportion (45.2%) of highly deprived neighbourhoods in England. North East Lincolnshire is 17th on the list (30.2%). CatZero works closely with statutory and community organisations in these neighbourhoods, including Police, Youth Offending teams and Probation Service who refer young people into our programmes. Ministry of Justice (MoJ) statistics (2019/20) state that 38.5% of children and young people reoffend within 12 months of release with reoffenders committing just over 37,300 reoffences, an average of 3.95 per reoffender. The MoJ white paper, A SMARTER APPROACH TO</p>			

SENTENCING (Sept 2020) argues that a critical factor in reoffending is unemployment with the need to disclose a criminal record a major barrier to finding work. CatZero will overcome this through direct recruitment and in-work support. We are working with a consortia of businesses to meet the need for over 1,000 people to be recruited into full-time employment in the region's seafood, food, and other sectors. In 2020, CatZero undertook research in relation to crime and youth offending among participants. Of 52 respondents, the relationship with crime or behavioural issues that made them vulnerable to criminal exploitation included school exclusion, involvement with social services/care system, drug use, mental health issues and homelessness. 10% of respondents had been in trouble with the police and had a criminal record. Many had been subjected to multiple Adverse Childhood Experiences that were at the root of the underlying barriers to personal development, manifesting in unfinished schooling, economic inactivity, poor physical and mental health, and the incidence of crime and offending.

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

Six (6) Participants will: • Enter employment, beginning their career journey with CatZero staff providing in-work support where appropriate. This will be accomplished with the support of the following regional employers: The Sewell group; The Bradbury Group; New England Seafood International; Cranswick Convenience food; Youngs Seafood. 20 Young people will develop greater confidence, experience positive supportive relationships and address the sense that their futures are 'set in stone', achieving these additional positive outcomes: • Completion of a multi-needs assessment and personal action plan • Improve confidence, resilience, and social skills • Improve physical / mental health and wellbeing • Improve knowledge of career options • Have the opportunity of support from a CatZero key worker in an advocacy role with public services and employers. One-to-one sessions will enable participants to address personal issues with CatZero staff co-ordinating interactions with key services, acting in an advocacy role where necessary and developing links to community activities that create sustainable positive influences and divert from negative influences.

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

CatZero will recruit 20 young people through referrals from Job Centre Plus, with whom we have a strong track record; direct recruitment in communities; and through longstanding networks with GRAFT team, police and probation services. Participants will complete a detailed multi-needs assessment, working closely with a member of CatZero's Delivery Team as key worker, looking at issues of concern that prevent them becoming economically active or gaining employment. Assessment outcomes feed into creation of a co-designed action plan that sets out a personalised activity programme addressing wider needs and overcoming barriers to employment. As lead partners in their own development, participants create their CatZero experience. The plan sets out what is required from the participant; support provided by CatZero; and other support mechanisms that need to be involved. Participants choose activities from a menu that includes: job search/application; mock interviews; workplace visits; outdoor activities addressing physical/mental health and wellbeing; work-relevant qualifications; sailing on the CatZero yacht. CatZero utilise regional employer networks, particularly those connected with the food sector, supply chain and logistics, though not exclusively, to provide direct links into entry level employment. Once in employment, CatZero's Progressions Team will provide appropriate support, helping to overcome difficulties as they arise.

Who will be responsible for overseeing and delivering this work?

CatZero staff team are highly experienced in delivery of projects which meet the holistic needs of marginalised individuals on their journey into employment, education and training. The Delivery Team specialise in working with the hardest to engage and our Progressions Team support the transition into training and employment. All staff hold enhanced DBS certification, have received child protection training, and are first aid certified. The project will be delivered by the following staff: Programme Manager funded 25% for 3 months each programme Progressions Officer funded 100% for 4 months each programme Management

inc Finance, Returns and Performance Monitoring funded 25% for 4 months each programme
 Delivery staff x 2 (TBC) funded 100% for 3 months each programme

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

CatZero has successfully delivered projects for young people through a combination of funding from grants and trusts, private donations, and contract delivery for over 12 years. This project will be sustained and incorporated into CatZero main programmes. We will seek mainstream funding alongside further grant applications to support young people into employment over the coming years and will build the learning from this project into future applications. Through their time with us, participants will feel supported. This doesn't end once the project ends. Our ethos: Once CatZero, Always CatZero – means that participants know we will continue to provide support to meet personal goals if needed in the future. This has been shown, especially through Covid-19, where many former participants returned to us for help.

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

CatZero's 12 years' experience of delivering holistic personal development programmes has shown that the needs of disadvantaged young people, particularly those impacted by living in areas of entrenched deprivation, demand a personalised and flexible approach. We have developed a single programme that has been shown to meet the needs of young offenders, working over an extended period to ensure we maximise retention, accept setbacks and achieve positive outcomes. Our programmes have inevitably include numbers of young people involved with crime, significant numbers have a criminal record. This project will enable us to provide additional, bespoke support to help make the move into employment and financial independence. We have developed a methodology that is effective with young people that have been involved with the criminal justice system and work in partnership with the police, receiving referrals and providing community support, with the local Gaining Respect and Finding Trust (GRAFT) team, created to combat the influence of County Lines activities, the Youth Offending teams in Hull and Northern Lincolnshire and the probation service (letters of support available on request).

Explain how the grant will be spent

Costs per programme (x 2 programmes – one in 2022 and one 2023) DIRECT STAFF £24,514 Programme Manager 0.25 x 3 months £2,500 Delivery staff x 2 x 3 months £11,208 Progressions staff 0.5 x 4 months £7,472 Business Support ie financial and performance monitoring 0.25 x 4 month £3,334 DIRECT PROJECT COSTS £5,800 Activities: Team building / confidence building; qualifications; sailing including professional staff TOTAL PER PROGRAMME £30,314 TOTAL X 2 PROGRAMMES £60,628 EVALUATION £300.00 OVERHEADS at 15% £9,139 Including admin, management and unlimited support post programme GRAND TOTAL £70,067.00

Will you be receiving funding from any other sources for this project?

Yes

Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.

Yes

Reason why not all staff have DBS checks.

N/A

Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)	Proposed grant start date
£60000	10/04/2022

How much funding is required each year?

Year 1	Year 2
£30000	£30000

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?
£688024	£714334
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£200107	

Organisation Name		Reference code	
CELLS Project CIC		2021-10-YO10	
Organisation Address			
Centre 63 Old Hall Lane KirkbyMerseyside L32 5TH			
Website Address			
www.cells-itsup2u.org			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
No	1129651	2020	
Community Interest Company	Registered Companies House Number	Date Registered	
Yes	8145104	2012	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
Yes	No		
Grant Summary			
The grant is to enable us to reach more young people with criminal convictions and enable them to achieve full employment or training leading to employment.			
Please describe the needs that this project will address			
<p>Our project will address the needs of children and young people (CYP) who suffer the highest overall levels of deprivation in England (IMD, 2019). High deprivation is believed to be a precursor to crime (Prior-and-Paris, 2005), with family-dysfunction often being associated with this precursor. Both factors underpin offending behaviour highlighting the need for early-intervention which is capable of preventing escalation, reducing the chances of exploitation and consequently preventing CYP from entering the Criminal Justice System or being a victim of crime within it (Knowsley Crime & Community Safety Report, 2015). The Mentoring intervention delivered by us is shown to substantially prevent/break this cycle (as is shown through the multiple successful case studies (https://www.cellsproject.com/case-studies/, 2021). By providing disadvantaged CYP with a positive role model who they can turn to for emotional and practical support, the CYP are more likely to overcome difficulties presented to them and be able to make positive choices, which both reduce the likelihood of them becoming involved with youth violence and crime. By helping to increase protective factors for those at risk of involvement with crime and violence, success is more likely in comparison to traditional punitive methods (Buck,2016). We know that the CYP we engage need this service now more than ever, COVID has been difficult for our supported CYP, home to them is not what we could consider home, they have been pushed more onto gangs and negative peers. Our community wants this project as our aims and objectives complement the Knowsley local council's areas to tackle to ensure community safety. The areas mentioned include addressing anti-social behaviour, preventing the exploitation of children, preventing serious</p>			

and organised crime and supporting offenders to change their behaviour (Knowsley Partnership Community Safety Plan Executive Summary, 2015-16). Our activities therefore complement the vision of the community and ensure their safety is further prioritised. The project will address needs relating to: family issues, attainment and engagement, attendance at school, social emotional and personal well-being, substance misuse, Criminal involvement or those deemed at risk/peripheral. We know that these issues are needs of the young people as over the years of which we have operated as a service, we have learnt that these needs are often what are most important to young people or are what triggers their negative choices. We have learnt to understand children and young people over the years and now believe that we understand what they need and want from a support system. It is not enough to simply cover one area with young people, they have multiple issues within their lives of which result in their negative choices and it is for this reason why our service is multi-faceted. Although our focus can be on repairing relationships or on gaining employment, this focus on one aspect alone is not enough, our focus needs to be split to cover all aspects of a young person's life. Coming to this realisation has helped us develop as a charity and has enabled us to reach more young people. We believe that we are steps closer to understanding the needs of young people caught up in the criminal justice system and believe we should be given the opportunity to continue our quest to not only understand young people, but to cater to their needs and ensure that our actions and vision can cater to this too.

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

The key outcomes we will achieve are: -helping young-people to realise their alternatives to crime and that they always have a choice in life, nothing is pre-determined, they are in control of their own decisions and outcomes -helping young-people participating to achieve part/full-time employment, plan for future employment, think about their employment journey, gain experience in their chosen field or enter onto training courses or FE to help them develop - help young-people avoid negative influences in their lives and be the best they can -CELLS ethos is to use negative pasts to inspire positive futures, we have many young-people on our team who were once supported and now mentor other young people, this project will provide training & work for young -people as mentors with CELLS. Beneficiaries will gain an informed choice on crime and its related issues, to help them desist crime. We will change their outlook and perspective on crime by providing them with an informed choice on friend groups, exploitation and other mitigating circumstances that veer them towards crime. We will also address various personal targets of the supported person in line with their MY Plan, these targets and aims are directed at desisting behaviour that triggers crime, including anger, friendship groups and drug use or dealing. We ultimately want young people to change their outlooks and become aware of the real-world and possibilities of which surround them. We want to be the start of change for young people and want to support them to achieve everything they want to achieve and are capable of achieving. Our work is centred around helping young people in any way that we can and we hope that our overall outcome is a change in the young person for the better in whatever sense they may need it most. If we can help change one young person's life then we have made a difference and have achieved our aim of helping young people who are most forgotten and need the support

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

With this funding we will undertake mentoring 1-1 with young people of who are referred to us by outer agencies. Timeline of intervention: Week 1-14 will consist of motivational based 1-1 weekly or twice weekly mentoring-sessions. Bi-weekly person-centered workshop exercises are also held on issues such as anger, confidence and self-esteem, peer-pressure and developing resilience. Additionally, group/individual sessions are also held which target specific focus areas such as exploitation and knife-crime. Mentors are able to call on specific CELLS team-members who are experts in the topic to help aid understanding and promote learning. Engagement without formality is encouraged with activities such as online gaming (XBOX, PS4) or outdoor activities such as jogging//walking/football, being used to enhance this informality and make the mentee feel more comfortable. The approach taken with each mentee will be individually based. Mentoring-sessions can also be offered virtually via online

delivery mechanisms, which we introduced in response to Covid-19. Weeks 14+: the relationship is reaching its end with goals and objectives having been met or near conclusion. This is when the mentor and mentee will agree on an exit strategy with a timescale for the end of the intervention. The final meeting will be conducted in the presence of the referrer who will allow the intervention to end and will determine whether objectives have been met. The mentee will then be provided with an exit pack which includes: coping strategies and tools, further goals and targets and also other useful information that will help the mentee to advance in life. Following the exit, a 3-month post support contact and review is initiated, with CELLS offering an open-door policy should any mentee require further support or someone to talk to in future. This timeline of the intervention is broad, with employment featuring at almost each week within sessions in different forms and conversations.

Who will be responsible for overseeing and delivering this work?

The Mentor manager will be responsible for overseeing this work, supported by the Project manager & mentors themselves delivering the support. Mentors will act as suggested and will mentor the young people, helping them to see lives other than crime and their possibilities in life, including in the employment sector. This grant will contribute to the cost of the mentors and the activities of which they conduct with the young people. Days out and trips cost money and the grant will contribute to this in addition to paying the mentors for their work. The mentors understand the wide range of challenges and issues of which young people with convictions face on their employment journey having lived it themselves, and therefore we believe it is reasonable for this grant to cover their cost as their life-skills, ability to resonate and sincere understanding make our mentors and our intervention different to the rest. The uniqueness of CELLS is due to the mentors of which we have and rely on to help us carry out our aim of enabling young people to understand choices, be educated and gain life-long skills. We could not do the work of which we do without our mentors and therefore are applying for the grant to enable the work to continue

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

We envision this project continuing to progress after this funding due to the positive changes and consequences of which it creates. We envision that the project will continue to grow, expand and reach more young people as time passes and funding is provided. Our hope is that the project can be administered across the country, with the optimum amount of young people being able to benefit from this proven effective form of intervention. Within CELLS, we dream of a society whereby young people are not forced into crime or do not find themselves in a situation involving crime, but instead are free to make their own choices and create their own paths in life. We believe the mentoring intervention can be used to help aid this dream and therefore do not think the project could or should be a one off, it should be a widely adopted approach to ensure the best benefits for the young people of not only Merseyside but nationwide. We heavily rely on funding and will continue to bid on funding to allow our good work with young people to continue

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

Our mentors hold expertise in all areas of which mentoring covers including in employment. Having been conducting our work since 2009, we believe we have gathered an extensive list of successful cases of which prove how our work is benefitting young people with criminal convictions or criminal links for the better. Our website includes case studies of which shows how our work has individually impacted young people including KP of whom upon being arrested for possession with intent to supply class A drugs, was referred to CELLS. After working with KP for 6 months, his life completely changed with him entering full-time employment and steering clear of negative influences. He expresses his desire to work to help others in future. Other relevant case studies regarding employment are B and N (Available to read at: <https://www.cellsproject.com/case-studies/>). In addition to the case studies provided, recent statistics reveal how 314 children and young people who undertook mentoring engagement with CELLS, all self-reported reductions in offending. Many of these children and young people had suffered various complex issues including exploitation, gang

<p>involvement and violence, however with support from the CELLS team, they now follow a more settled crime free path, with either employment in place or plans for employment in place. Evaluations within our webpage highlight our successes and achievements in helping young people to secure a full-time job in employment or at the least to secure a training course or a clear path to employment. In 2018 we were approached by St Helens YJS with concerns the area had the worse reoffending rates proportionate to young reoffenders, we developed a programme that helped young people desist crime and some went on to training ,FE and employment. We have repeated this programme 6 times and are embarking another 2 cohorts over 2021-2022, achievements have had a ripple effect in YJS and other agencies now request CELLS intervention.</p>	
<p>Explain how the grant will be spent</p>	
<p>The grant will pay for a mentor manager who will oversee and manage our mentoring provision. They will recruit train and supervise reformed or peripheral offenders into employment as mentors to use their negative experiences to help others understand and desist crime. The mentor manager will work alongside our project manager to ensure beneficiaries are referred in from CELLS mentoring who in turn work with Youth Offending services, Police and probation and other youth services including social care and multiagency collectives like local integration teams, family intervention projects and other collaboratives supporting troubled families and active young people. We aim for the project/role to continue post grant, this is due to the good work we have already conducted with afore mentioned organisations who now actually commission us to deliver such work. When this grant is over we aim to be in a better position to finance the role through the work we deliver, this is not viable at the moment. We aim for the role to be for 2 years and have broke down the costs below: Mentor Manager £27,000 pa Communication £400 pa Travel £200 pa Expenses £500 pa Total pa £28100 Total grant £56200</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>	
<p></p>	
<p>Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)</p>	<p>Proposed grant start date</p>
<p>£56200</p>	<p>01/04/2022</p>
<p>How much funding is required each year?</p>	
<p>Year 1</p>	<p>Year 2</p>
<p>£28100</p>	<p>£28100</p>
<p>What was your organisation's expenditure in the most recent financial year?</p>	<p>What was your organisation's annual income in the most recent financial year?</p>
<p>£116723</p>	<p>£140773</p>
<p>What value of unrestricted reserves did your organisation have at the end of the most recent financial year?</p>	
<p>£17072</p>	

Organisation Name		Reference code	
Clean Slate Solutions		2021-10-YO11	
Organisation Address			
1 Cleasby Way Eaglescliffe Cleveland TS16 0RD			
Website Address			
https://cleanslatesolutions.org.uk/			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
Yes	1190630	2020	
Community Interest Company	Registered Companies House Number	Date Registered	
No	N/A	N/A	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
No	No	N/A	
Grant Summary			
Enhance our mentored community support for young adults - build on and expand existing delivery over two years.			
Please describe the needs that this project will address			
<p>Working with participants from the top 10% most deprived UK neighbourhoods we provide a firm but fair approach through holistic wraparound support, tailored advice, training and guidance, moving young people away from the criminal justice system and toward career aspirations. We collaborate with all statutory and voluntary agencies across Teesside. In July 2021 the charity Revolving Doors published a review demonstrating powerful findings following their work with Police & Crime Commissioners, and police forces to identify the most successful interventions for young adults. Data demonstrates young adults (18-25) represent 10% of the UK population but over 30% of all police cases. Peer reviewed, established evidence (point 2.9) shows brain development in adults is incomplete prior to age 25, therefore young adults do not have fully developed skills in forward planning, rational thinking and empathy. This combined with a chaotic childhood, poverty, trauma results in this age group being most likely to experience a repeatedly well worn path through the criminal justice system. The more times this path is taken, the more likely reoffending is. Issues for young adults are further compounded at age 18 and transition from youth justice and child social care services into the adult system when they are suddenly expected to be adults, but the state support available prior to being 18 is rapidly withdrawn. The most recently available data from 2019 showed 6,855 adult offenders in Teesside. If just 10% of this number are young adults there are potentially nearly 700 young people with former convictions, most of whom require specialist support to return to society. Young adults require tailored interventions, different to those for older adults to account for brain development and their different</p>			

experiences, learning, personal, social and professional needs. The review showed evidence of mentoring as one of two most significant interventions likely to support successful rehabilitation for this age group; the model Clean Slate Solutions adopted from the outset. Using a trauma informed approach young adults are referred into services to support mental wellbeing, including cognitive behavioural therapy (the other significant intervention), ensuring tailored, individual support is in place to address all needs. Assigning each young adult a mentor, personal needs are addressed first, acting as positive role models and setting boundaries, often a novel experience for participants. Expectations are set at the start, work begins to arrange health referrals, housing, benefits, food parcels leading on to help with resilience, coping strategies, nutrition, budgeting and fitness. Providing access to fitness and nutrition advice plays a key part in diverting participants' challenging behaviour. We have strong links and funding to access local gyms, boxing coaching and personal fitness plans. When settled we move on to Information, Advice and Guidance (IAG) workshops, CV writing, interview preparation, and help with interview travel costs. This support inspires growth and change. Our approach is different due to staff with lived experience combined with in-depth mentoring and pastoral support needed to effect change. From experience gained with young adults our early intervention can stop escalating behaviour after a first minor conviction. Through help at the earliest opportunity, we alleviate the frustration of seemingly not having a pathway into paid employment leading to further crime as a result of unemployment, homelessness, poverty. Our one-to-one and peer support model and access to employers matched to the young person, is vital in making a difference to regional young adult crime statistics. People with previous convictions are much more likely to reoffend if their time is not filled therefore our positive activities are structured to maintain engagement and motivation, adapted to their needs to build trust & transform lives.

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

Having the opportunity to intervene early is a critical pivot point for this age group, to establish new behaviours, challenge old thought patterns and provide a tool box of coping strategies leading to greater self-sufficiency, increased resilience and long-term changes in behaviour. We see beyond the challenging behaviour and work to create genuine aspiration in the individual, recognising and redefining their potential. Having gathered detailed impact data since 2019 to benchmark our performance against national trends, 59.9% of people reoffend however just 4% of our fully engaged participants reoffend to date. Our services are more in need than ever given the current landscape. We have more vacancies available from socially minded employers than we can fill. There are many initiatives now available e.g. kickstart programmes for this age group. Our young adults deserve a chance to recognise and follow their aspirations. With your support we anticipate the following outcomes / measures, indicators; • 24 young adults to engage with our services / number of fully engaged referrals • 20 young adults into employment / number staying in employment • 4 young adults into training / number in training • 100% young adults not reoffending / % reoffending Employment opportunities are underpinned by community support mentors matched with each person ensuring all employment barriers are lifted, and when we advocate to employers, participants have their lives in good order and their focus is fully on the new job thereby creating meaningful lasting outcomes.

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

The requirements of this group are different to other ages therefore delivery is tailored accordingly for example, we find more openness to training and career development but increased need in helping move away from criminal networks. Mentors for this cohort will have a caseload of six reflecting the intense level of in-depth mentoring and wraparound holistic support needed to address the complex structural and personal barriers to employment (childhood traumas, homelessness, poverty, hunger, substance misuse) and provide tailored individual support into employment and beyond. With this funding we aim to transition 24 young adults per year into career focused paid employment. Through a combination of one to one and group mentoring and workshops, participants are supported to access housing, deal with debt, tackle addiction and linked with voluntary and statutory

agencies for health referrals (including access to cognitive behavioural therapy), access to benefits, food parcels, leading on to help with resilience, coping strategies, nutrition, budgeting and fitness. Further work is undertaken to work intensely on building relationships, effective communication, and an overall approach dealing with behaviours contributing to offending. When the young adult is more settled situation we move onto Information, Advice and Guidance (IAG) workshops, CV writing, interview preparation, and assist with interview travel costs. We have campaigned tirelessly, advocating for people with past convictions to sympathetic, social value minded employers. We now have an extensive regional network of employers actively engaging with us providing genuine opportunities for meaningful, sustainable employment. We offer support for as long as needed to support young adults into employment and for at least six months afterwards, often much longer. This long-term support ensures we build trust and rapport leading to long term relationships with individuals, something unfamiliar to them.

Who will be responsible for overseeing and delivering this work?

Richard and Joe have lived experience of the justice system, and therefore a profound understanding of the issues participants face. Richard Brice, Founder and Operations Director. Leading the strategic direction of the organisation, delivering staff training, mentoring participants and line managing project staff. Qualified to Level 3 Education and Training, Level 2 Peer Mentoring. Lorna Law, Head of Careers. 10 years' experience in Careers and Skills Development in Further Education. Delivers CV support, interview skills workshops, mentors a caseload of participants. PGCE Teaching in Further Education, Level 6 Diploma in Career Guidance, Level 3 NVQ in Information, Advice and Guidance, City and Guilds 7407 Stage 1 & 2 Teaching in the Lifelong Learning Sector. Joe Clarkson, Head of Employer Engagement. Works closely with Richard and Lorna to grow the employer network. Counselling Level 2, and currently working toward a Coaching & Mentoring qualification. John Brodie, Community Engagement. Experienced recovery co-ordinator, wealth of experience in engaging participants in community settings. Counselling diploma Level 3, Level 3 award in Education and Training, Trauma Training Level 3, Health and Social Care Level 3.

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

In 2020 Clean Slate Solutions (CSS) moved to independent CIO (away from being a project under TVCP), and turnover increased from circa £18k in year 1 to circa £106k in year 2. Plans are to have a 3 year period of stability and a small amount of controlled growth, refining delivery and weathering the post pandemic landscape. All current projects are supported through grant and contract funding. In July 2021 we secured an 18 month contract to deliver employment focussed work to people with past convictions to participants in/around Scarborough. We are now delivering this project supported through the European Structural & Investment Fund on behalf of Scarborough and East Riding County Councils. We are part of two consortium bids pending with other partners; an MoJ contract led by North Yorkshire Police and a project to deliver services for women in partnership with Junction 42. This move toward income generation and commissioned service delivery is part of our five year business mission to reduce reliance on grant income, thereby ensuring sustainable delivery for the future. If the two bids are successful it will increase the projected commissioned delivery portion of our income from 12% to circa 30%.

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

Any offence can be the defining moment in a young person's life however we seek to offer hope and change this downward spiralling trajectory. Through positive role models, structured delivery, intense mentoring and the track record to demonstrate our approach works we engage, inspire and drive ambitions for a better future. As a result of engagement with our services young adults have a chance to reconnect with their families, reduce interactions with the police and therefore the whole of the justice system and have an extra level of non statutory support which extends to out of office hours support evenings and weekends. The number of victims is reduced and/or victims of previous crimes see changed behaviour in the individual. Having gathered detailed impact data since 2019 to benchmark our performance

against national trends, 59.9% of people reoffend however just 4% of our participants reoffend. To date we have had 171 referrals and placed 129 into meaningful, sustainable employment. The success is also measured that 82% have stayed in employment at 3 months and beyond. We have over the last 12 months piloted our work with young adults. From the 17 participants; • 17 were under 25s at point of registration with CSS • 3 out of the 17 were under 20 • 11 were first time offenders • 2 had committed serious violence offences • 13 are now fully employed or self-employed • 13 were on probation • 7 had been to prison • 66 offences between the 17 participants • Public cost of £618k for those who went to prison We are part of a significant regional network sharing good practice, expertise, collaborating and working with the following partners, with prison leavers and those already in the community; Clinks, Robin Corbett Network, Durham Tees Valley CRC, Probation DTVCRC, Cleveland Police, Divert, North Yorkshire Police, North Yorkshire Probation, Restorative Justice Cleveland, Three 13, In2out, Junction 42 and Nacro.

Explain how the grant will be spent

As a small fluid team the four most experienced staff will each allocate 0.25 FTE of their roles to this project with two other part-time staff increasing their workload to accommodate the extra demand accordingly. We know through our pilot, aligning our work closely with probation and other services supporting the young adult, to understand the early life of the participant is crucial to success. Offering a more careful and tailored approach to deal with the long term effects of e.g. a chaotic childhood, trauma and being in the care system, we will offer specialist focussed workshops and employability sessions. The sessions will look at the education and training needed to help young people into work, and to stay in a job. Some of our employers offer a paid work trial and we can combine this with training. 60% of our young adults leave school with no qualifications and have no idea of the expectations an employer will have, or what it feels like to have a job. £6000 x 4 per specialist staff member Admin £3250 (monitoring journey, impact reporting etc) Unexpected costs and general expenses travel / drinks and client costs = 1600 Mobile phones to loan participants = 400 IT costs = 500

Will you be receiving funding from any other sources for this project?

No

Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.

Yes

Reason why not all staff have DBS checks.

N/A

Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)	Proposed grant start date
£60000	01/04/2022

How much funding is required each year?

Year 1	Year 2
£30000	£30000
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?
£91979	£103735

What value of unrestricted reserves did your organisation have at the end of the most recent financial year?

£6000

Organisation Name		Reference code	
Inside Connections CIC		2021-10-YO20	
Organisation Address			
248A Stanley Road Liverpool Merseyside L5 7QP			
Website Address			
www.insideconnections.co.uk			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
No			
Community Interest Company	Registered Companies House Number	Date Registered	
Yes	10929600	2017	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
No			
Grant Summary			
- To provide a unique package of support to a minimum of 60 young people (30 per year) through a "youth hub" model - Provide a youth focused mentor to caseload, provide interventions, facilitate delivery and employment outcomes			
Please describe the needs that this project will address			
<p>The Youth Hub will work to address the ongoing issue of high unemployment rates of 16-24 year olds as well as providing some welcome purposeful activity and progression opportunity to reduce the risk of young offenders either offending or re-offending: A focus group was completed with both prisoners and prison staff within one of our local YO1 prison establishments and we asked multiple questions which identified a number of key areas in which the young people felt they would need some additional support to avoid the risk of re-offending. These areas include: - Lack of employment opportunity - Disclosing to an employer - Training needs - Interview Preparation - Support prioritising personal affairs within first few weeks of release - Money and Budgeting - Attitudes and Behaviours We aim to address some of the above mentioned areas through the youth hub by delivering a number personal developmental type interventions (1:1 review's, Mentoring Circles, Attitudes and behaviours, Interview Preparation, prioritising, budgeting and team building activities) The end goal for this cohort is ultimately a positive destination in terms of job outcome this will be achieved through various sector exposure sessions, work experience opportunities as well as "have a go" activities. Once a young person is ready for the world of work, Inside Connections work with a number of national employers within a number of key sectors who all understand our customer group and are happy to recruit with a conviction. We aim to continue supporting the young people whilst they are in work with any wrap around support and will continue to monitor their progression for the duration of the grant. Statistics relating to the need: - 39.3%</p>			

<p>of ex- offenders reoffend within the first twelve months. - 18-24 year olds are the hardest hit following the pandemic - 30% of 18-24 year olds were employed in the sectors most affected by lockdown - 1 in 7 young people are now claiming unemployment benefits - 10.8% of 18-24 year olds in LCR are now claiming unemployment benefits which is higher than the national rate of 9.4% - Young black workers are disproportionately hardest hit during the pandemic with a rate of 40% unemployed which is 3x higher than other races. - 13% of offenders report never having a job</p>
<p>What are the key outcomes that you will be seeking to achieve for young offenders?</p> <p>The following key outcomes will be achieved: - • Reduction in Re-offending rates compared to local and national levels • Reduction of risk of being involved in any criminal activity • 80% positive destination in employment, training and education • Employment and placement opportunities via local employers committed to providing local employment for socially disadvantaged youth. • Upskilling and increase in skill set. • Access to local apprenticeship and traineeship programmes; • Access to Further Education. • Improved employability and interview preparation skills. • Better understanding of personal finance • Early resettlement support ensuring a smooth transition through the gate • Improved partnerships with partner organisations specifically related to the resettlement process</p>
<p>What are the key activities you will undertake with this funding?</p> <p>• The Youth hub will exist to work with 60 young people who are in the criminal justice system over a 2 year period. • Delivery of timetable activities and group sessions to 60 young people. - A minimum of 50 different sessions per year • Providing intensive support, by case loading and mentoring support to 60 hardest to help young people with convictions or on the fringes of criminality. • Provide specialist hub co-ordinator to create links with partners to delivery activities within the youth Hub • to engage with employers in order to create opportunities such as routeways into work, confidence building sessions, interactive careers sessions with employers to inspire young people (face to face and virtual) • To utilise our digital app which allows young people access to Employment Opportunities, and advice services 24 hours a day. • Collaborative cross-agency working will be promoted throughout the project and the hub project manager will facilitate free working spaces for those agencies who are best placed to work collaboratively with young people to address their challenges. Themed events will be open and collaborative in nature – we will move with an agility and passion that puts the needs of young people first. • Access to Inside Connections App and IC Mobile to allow young people who suffer from digital inequality to access provision remotely.</p>
<p>Who will be responsible for overseeing and delivering this work?</p> <p>Oliver Sumner – Executive Director Oliver has a wealth of knowledge in both the justice sector (prison education and prison careers advice service) and working with socially disadvantaged youth within the community through DWP funded youth initiatives. Mohammed Haque – Head of Care – (10% of salary costs associated) Mohammed has 15 years experience of working with young people specifically from BAME communities who have been marginalised from society due to being involved in criminal activities or experience of the care system. Experienced of working with Ex-offenders, youth justice and local authorities. Has delivered child exploitation and radicalisation projects within the community. Project Lead – To be appointed – (100% of salary costs associated)</p>
<p>How will your organisation continue to sustain this project after the grant ends?</p> <p>Inside Connections will review the evidence and findings from the programme as well as conduct a social impact report using the TOM's (Themes Outcomes and Measures) framework and look to submit a business case to funders within the Liverpool City Region combined authority to access existing funding opportunities to develop and progress the programme and the opportunity it would give to so many young people who would benefit from this provision.</p>
<p>What expertise and track record do you have to be able to deliver this work successfully?</p>

Over the last 4 years Inside Connections has established a track record of delivering skills and services to unemployed adults and marginalised groups, with a specialism in supporting ex-offenders, informed by lived experience. We are committed to supporting people and working with partners who can make positive change on lives, family, and the community. Our team have over 50+ years combined experience of working within the criminal justice sector across a number of key areas such as prison education, careers in custody and engaging with key stakeholders and employers. This experience encompasses the male, female and YOI estates as well as secure units. The organisation also benefits from the knowledge of a head of care services as we host our own supported accommodation. To date Inside connections have supported in excess of over 200 young people of which 120 had a criminal conviction. From these 200 young people more than 60% have moved on to secure a positive destination

Explain how the grant will be spent

Grant will be spent predominantly on staff salary: Young Person Employment Co-ordinator – £24000 per annum (£48000 total) 10% Salary for Head of Care - £3000 per annum (£6000 total) IT equipment 3 x Laptops @ £600 per item - £1800 Team Building Activity - £1000 per year – (£2000 total) Volunteer and Guest Speaker Expenses - £500 Marketing and Promotional Materials - £1700 Total - £60000

Will you be receiving funding from any other sources for this project?

No

Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.

Yes

Reason why not all staff have DBS checks.

Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)	Proposed grant start date
£60000	04/04/2022

How much funding is required each year?

Year 1	Year 2
£30000	£30000
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?
£330219	£334768

What value of unrestricted reserves did your organisation have at the end of the most recent financial year?

£2809

Organisation Name		Reference code	
Merseyside Expanding Horizons		2021-10-YO26	
Organisation Address			
The Joseph Lappin Centre, Mill Lane, Old Swan Liverpool Merseyside L13 5TF			
Website Address			
www.expandinghorizons.co.uk			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
No			
Community Interest Company	Registered Companies House Number	Date Registered	
No			
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
Yes	No		
Grant Summary			
Re-write will uniquely combine participation in Artistic activities, where young female offenders will reimagine their identity through self-expression, with employment mentoring enabling participants to take positive steps towards employment/self-employment and becoming an active member of the community.			
Please describe the needs that this project will address			
<p>“The impact of Covid-19 is being felt throughout the country; however, it is widely recognised that people from more disadvantaged communities will be disproportionately impacted by the social, and in particular, economic effects of the pandemic.’ (Baldwin & Weder Di Mauro 2020). MEH held focus groups with 37 young female offenders (aged 18-25) across Merseyside. 76% identified they had low perceptions of self. 89% said they felt isolated from the community. 97% said they felt isolated from the world of work. 85% were fearful of stigma from their convictions generally. 100% said they felt their conviction would prevent them from gaining employment. According to front line probation staff within Merseyside, there are currently no interventions which specifically promote mental wellbeing and perceptions of self for young female offenders. Although there are employment support programs across the region, there are none which specifically address the unique, complex needs of young female offenders, or provide the wrap around support taking them throughout their entire journey – from building aspirational thinking, nurturing transferable skills, identifying employment goals, job seeking, applications and ultimately, employment. In addition, there are currently no employment programs which specifically support businesses to become more inclusive and receptive to the needs of young female ex-offenders entering into the work place. Chronic poor perceptions of self, low personal aspirations, lack of positive community ties, an unfriendly job market and unemployment are all barriers to successful resettlement and</p>			

rehabilitation for young female offenders. Artistic interventions are championed by practitioners to promote positive self-image, improve mental wellbeing, build transferable skills and create new, positive social networks. Art engagement is noted to be responsive to individual needs, with particularly high levels of engagement and effectiveness amongst young offenders. Employment mentoring is highly praised as a responsive tailored approach to support marginalised young people generally into employment, with research suggesting effective mentor relationships mean young offenders are five times less likely to reoffend. This project will uniquely combine participation in artistic creativity, with bespoke one to one employment mentoring for young female offenders, as well as support for employers, to enable young female offenders to: - re-connect with themselves and community - re-imagine a new, positive self, and their place within the community and world of work - identify, and make positive, practical steps towards their employment goals to attain and retain employment/enterprise - showcase their journey through a creative presentation to the wider community.

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

Short Term Outcomes – - Re-connection with themselves and the wider community – creating new, positive, supportive community ties (through arts learning program & employment hub) - Re-imagining of new, positive self and their place within the community - Reducing their fear of stigma, increased ability to be and feel authentic, and respected, including within the workplace. - Reduced social isolation and increased feelings of self-worth - Increased skills of positive communication & self-expression - New/increased artistic/creative skills - Increased knowledge of the employment process and world of work. - Identifying and making positive practical steps towards their employment/enterprise goals. - More welcoming employers, understanding of the needs of young female ex-offenders entering the employment market - Attaining employment/self-employment within 6 months of engaging with the program (minimum 10 participants) -Increase young female offenders taking up voluntary work/education to improve skills (minimum 12 participants) -Increased service offering for young female offenders aged 18-25 in Merseyside, which is specific to their needs. - Improved mental health and wellbeing of young female offenders in the community. Long Term Outcomes – - Reduced number of breach of licence conditions and being recalled to prison - Reduced short term and long-term reoffending, leading to reduced crime - Increased service offering for young female offenders.

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

- A co-designed creative arts program for 30 young female offenders aged 18-25 per year, facilitated by artistic practitioners from different disciplines. The program will respond to the unique needs of young female offenders, supporting them to create their own art works which facilitate self-expression, encourage the process of improving sense of self, and aspirational thinking, as well as nurturing and improving transferable skills needed to successfully attain and retain employment -The development of a specialised employment service within MEH's successful Big Onion Enterprise/Employment hub to specifically address the unique needs of young women from the CJS. Expert mentors will build upon the skills participants have developed through the creative arts program to provide one-to-one support to these young female offenders seeking employment – from job search to job placement. The hub will also engage with local employers to support them to fill opportunities within their businesses and explore self-employment opportunities with participants where mainstream employment is not suitable. - A celebratory arts festival co-curated by the young females who have participated, through which they can share and celebrate their creative works with the wider community, (including potential employers). This will take place at the end of each year

Who will be responsible for overseeing and delivering this work?

Triangle Trust grant contributions – Project Leader (MEH) - Responsible for overall delivery of the programme, coordinating partnership, & point of contact for Triangle Trust. - Coordinator of Young Offender Employment Hubs, providing wrap around support into employment and/or enterprise through mentorship. Creative Program Lead (NPP) - Creative Program lead, including codeveloping curriculum & delivering program. - Facilitating end of program arts

<p>festival. No Trust grant contribution Recruitment Lead (AHAP) - Young women participant recruitment lead, conducting risk & baseline needs assessments. - Employment Advisers in Employment Hubs - Project Safeguarding training lead, including training mentors.</p>	
<p>How will your organisation continue to sustain this project after the grant ends?</p>	
<p>The project will become ensconced into the mainstream activities of the Big Onion hubs, which there will be 3 of by the end of the project period. Through continued partnership working the partners will commit to explore mainstream contracts and grants which will give sustainability funding. The grant funding from the Triangle Trust will be used to establish not only the methodology but also key resources (podcasts, employability sessions etc.) which can be used beyond the initial project period and make the project therefore sustainable. Project partners will also disseminate and promote the success of the project with other CJS stakeholders to including prisons and Youth Offending Teams to identify opportunities to sustain the project.</p>	
<p>What expertise and track record do you have to be able to deliver this work successfully?</p>	
<p>MEH have a long-standing proven track record of supporting successful integration and resettlement of adult and young offenders into local communities, in particular through employment placement and enterprise support – most recently through The Big Onion Enterprise and Employment Incubator Hubs, which in the 1st year has: - Supported 20 new entrepreneurs to commence trading - Provided employment support for 300 young people under 25, working in partnership with the DWP. - Supported 90 people into work including Kickstart vacancies MEH have a team of experienced criminal justice professionals including Psychologists and Sociologists who bring a combined 10-year prior prison experience. MEH will be working in partnership with – - No Place Productions (NPP) - a not for profit Theatre and Digital Arts Company, specialising in working with young offenders. NPP create and deliver arts programs which engage, inspire and upskill young offenders, to promote positive outcomes, aid resettlement and reduce re-offending. It's practitioners have over 40 years collective experience working with young people across the CJS. - Adelaide House (AHAP) is an 18 bed female Approved Premises providing offending behaviour programmes and in house activities in relation to offender pathways including: relationships, finance, drug/alcohol, thinking/behaviour, children/families, accommodation and training/employment.</p>	
<p>Explain how the grant will be spent</p>	
<p>The grant will be spent on the direct delivery and coordination of the project delivery: Project Coordinator: £13758.56 per annum Artistic development workshops: £9000 per annum Podcast development: £3200 per annum Celebratory Arts Festival: £1500 per annum Participant costs: £2000 per annum Total: £29,458.56 per annum</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>	
<p></p>	
<p>Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)</p>	<p>Proposed grant start date</p>
<p>£58918</p>	<p>01/05/2022</p>
<p>How much funding is required each year?</p>	
<p>Year 1</p>	<p>Year 2</p>
<p>£29459</p>	<p>£29459</p>
<p>What was your organisation's expenditure in the most recent financial year?</p>	<p>What was your organisation's annual income in the most recent financial year?</p>
<p>£588062</p>	<p>£627620</p>

What value of unrestricted reserves did your organisation have at the end of the most recent financial year?

£137831

Organisation Name		Reference code	
Moving On Employment Project		2021-10-YO28	
Organisation Address			
Market House 14 Market Street Lerwick Shetland ZE1 0JP			
Website Address			
https://www.moep.co.uk			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
Yes	SCO26699	2008	
Community Interest Company	Registered Companies House Number	Date Registered	
No	SC357491	2009	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
No	No		
Grant Summary			
Shetland has relatively small numbers of offenders, but many are young and often have suffered adverse childhood experiences, we want to offer a service that supports them to break the cycle of offending and offers hope for their futures.			
Please describe the needs that this project will address			
<p>Shetland has limited numbers of offenders, but many are repeat offenders who cannot break the cycle. Due to our geography, small population and the lack on anonymity it is very difficult for young people to break free of this cycle. People can be judgmental and within a very small community that can be magnified. There are often issues with discrimination, exclusion and stigma. Some young people may have felt this all their lives, due to their family situations, which makes it difficult for them move on. We have seen this regularly and work with the young people, (where appropriate family members) and supportive employers to address this inequality. We work closely with the Justice social work team, who refer to our service already. However many of the young people have multiple barriers, which require significant 1:1 support, activities that will support barrier removal but need to be focused on the individuals needs. Locally around 50 people who were undertaking an Order in the 2019-20 year, (many of them aged 16-25) were unemployed. This is a group that is difficult to move into employment locally and current arrangements and employability services struggle to manage to alter this significantly. This is especially difficult for those with multiple barriers, such as Homelessness, Substance misuse issues and poor (or no) employment record. Moving On has had success with a number of young people in this category, however the majority we have found more difficult to engage meaningfully with the limited resources we have. Supporting individual Unpaid Work placements would benefit the individuals and support our staff to meaningfully engage with the young people. The numbers undertaking</p>			

Unpaid Work are quite high for Shetland, the options for undertaking that work are very limited locally. Having alternative opportunities for those hours to be completed during the COVID pandemic has helped the Justice Team and some individuals. We agree that longer term alternative options for Unpaid Work would offer a unique opportunity for developing confidence, skills and relationships that can lead to work experience and potentially employment. Moving On could facilitate training opportunities which could also be utilized for Unpaid Work and developing employability skills.

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

The key outcomes we are seeking for the young people we support include: - Completing their Unpaid Work hours within a realistic timescale - Completing their Court Order within the allocated timeframe - Developing long term relationships that will lower risk of reoffending (through activities/work experience) - Building links with employers locally who are willing to offer work experience and potential offers of employment. - Gaining and sustaining employment - Reducing the risk of reoffending through improving skills, confidence, training, /gaining and sustaining employment. - Developing stronger links within the community through the above opportunities and employment

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

The key activities we will undertake will vary depending on the needs of the participants and what they see as priorities. We provide person centred support which enables the individuals to plan the activities, take ownership and responsibility for the success. Our role is to offer support and guidance that can help them succeed. Our current service which a number of young offenders have accessed has provided activities such as cooking, training, driving theory and lessons, along with volunteering with community projects. Specific work related training is key to development and work readiness. Due to the COVID pandemic most of the activities have been on hold. We are currently looking to resume some of those and start new activities with fewer restrictions now in place. We would like to access more activity based programmes such as woodwork and engineering , both of which could lead to work opportunities in the future. We are engaging with UHI Shetland to plan for such opportunities locally. Such activities could develop employability skills and confidence while also offering a snapshot of how College works and the opportunities for apprenticeships that could come through this engagement. The key activities we want to develop in individual placements for unpaid work, with local charities, community projects and appropriate other settings. The Justice social work team agree that individually planned placements could enable some young people to complete their Order sooner, develop skills and confidence to use in a workplace as well as some positive links in the community. National statistics for unemployment for offenders is quite high (around 75%) or higher. Locally this number can vary (due to small numbers) but at times is can be higher than the national average. The numbers have been quite high throughout the pandemic and we are aware that in order for them to reduce a change in approach is required, we are in a position to make that change.

Who will be responsible for overseeing and delivering this work?

The programme will be overseen by the Project Manager, who has responsibility for the services currently being delivered. The contact time and management of staff will vary depend on the numbers of participants. However initially there will be a requirement of 25% of the Manager's time to recruit, train and support the staff involved in the programme. The grant will be directly used for staff time for one fulltime equivalent staff member to deliver the programme, which will require a significant amount of 1:1 time with individuals, attending review meetings and supporting the individuals to attend training and work experience when appropriate. Should there be funding available to put toward training for individuals, that will be a priority after direct staff costs. However there will be funding made available from reserves for training and opportunities to gain a provisional drivers licence/specific work related training that is part of the action plan for the individual.

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

We are working with the Justice social work team, Community Justice Partnership and other partners to develop this programme, with a view to seeking funding from the Triangle Trust to pilot the programme. Due to the COVID pandemic, there has been limited engagement with the CJP until recently and there are significant changes that may impact on Justice social work through the National Care Service which means there is some insecurity about how their service will be delivered. With No One Left Behind (NOLB) becoming the programme in Scotland for Employability in April 2022 there is uncertainty about whether there will be employability funds that can be utilized for programmes such as this. We feel strongly that this programme is needed and that having this funding will enable us to navigate this time of uncertainty, which should give Moving On a strong case for funding from CJP along with other local and national sources after the two year period has ended. We would expect that funding to be in place before that period ends, we would also utilize some reserves as appropriate to ensure continuity for the programme.

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

Moving On has been delivering employability services in one way or another for over 22 years. Since 2014 the Transition Service has supported young people to develop their confidence, improve their employability skills and gain employment (or other outcome such as further education). From 2015-2018 Moving On was contracted by the Shetland Islands Council to deliver employability services at stages 4 and 5 of their employability pipeline. This was for all ages, including adults with multiple barriers and convictions. The contract was a real learning curve as we soon realized that if there was not work being done with the participants at stages 1-3, they would not be work ready when coming to our service. We had no control of who came and how participants were assessed as being work ready. We had success with many of the participants but realized that to have success we needed to adapt the programme to suit the needs of the participants, which meant doing the stage 1-3 work with many to make them work ready. When the contract was to end, we had already decided to concentrate on young people and to ensure our service was for all young people who require our support. The Transition Service has been working with young people 14-26 since January 2019, with a focus on engaging and developing confidence and skills, which will lead to them being work ready. This model has worked well and throughout the COVID pandemic we have delivered our service and supported young people to meet their employment related goals on a very small budget in comparison to other organisations. Since that time we have supported over 100 young people at different stages of their employment journey and of those over 20 were young people with a conviction. Of those over half have gained and sustained employment, some others continue to struggle and we have a number still engaging with the service. We are confident with more resources and planned activity the outcomes can improve.

Explain how the grant will be spent

The key to success for this programme is developing a programme that works for the young people and for the organisations we will be engaging with to offer unpaid work hours, volunteering opportunities, work experience and employment. The expenditure will be concentrated on one fulltime equivalent staff member to deliver the support to individuals, along with some admin support. There will be a need for some time from the Project Manager and this will be supported outwith the funding from the Triangle Trust as will the administration time. Salary 1 FT Support Worker: £27, 725.00 Fulltime staff member for one year. Salaries are UK Living Wage (we are a Living Wage Employer) and includes salary costs EERs NIC & Pension contributions. Any funding that remains will be utilised for training opportunities for young people involved in the programme, including work related training and driving lessons.

Will you be receiving funding from any other sources for this project?

Yes

Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.

Yes	
Reason why not all staff have DBS checks.	
Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)	Proposed grant start date
£60000	01/04/2022
How much funding is required each year?	
Year 1	Year 2
£30000	£30000
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?
£169123	£208712
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£143796	

Organisation Name		Reference code	
Paws for Progress CIC		2021-10-YO31	
Organisation Address			
C/o Psychology, Faculty of Natural Sciences University of Stirling Stirling FK9 4LA			
Website Address			
https://pawsforprogress.co.uk			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
No			
Community Interest Company	Registered Companies House Number	Date Registered	
Yes	SC469108		
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
Yes	No		
Grant Summary			
Paws for Progress will provide ground-breaking opportunities for young people in custody and returning to the community, engaging them in meaningful activities and moving towards a positive future and employment through our pioneering dog-training program			
Please describe the needs that this project will address			
<p>Paws for Progress has played a key role at HMP & YOI Polmont over the past 10 years, providing vital services for young people throughout the pandemic. The demand for our services clearly demonstrates that in the aftermath of the devastating pandemic, young people need our support more than ever to help them recover and move on to productive activities. For them to achieve this we must ensure that their needs are being met in terms of mental health and an environment where they can learn and grow. This will help to provide the support they need to build their confidence and skills, preparing them to ultimately return to the community and secure employment. Our pioneering approach means that Paws for Progress are uniquely placed to provide a supportive, engaging environment where young people can learn new skills, gain qualifications, improve mental health, and progress on their journey along the employability pipeline. We are ideally positioned to meet the need for innovative services that take a user-led, asset-based and holistic approach, working closely in partnership with the Scottish Prison Service and other organisations. Securing employment is critical for a positive future, but our beneficiaries need specialist support to thrive; we can help them overcome their barriers and prepare them for accessing wider services and employment. Some choose to pursue a career with animals, but regardless of their career path the skills gained are highly beneficial for helping them through a very difficult transitional period. There is something special about the relationship between people and dogs, but our work reaches far beyond the dogs thanks to our person-centred approach targeting individual</p>			

needs. The dogs offer an invaluable bridge of communication to help us build trusting relationships with our beneficiaries, and these relationships are the catalyst for providing effective support. Our robust research into the impact of our rescue dog training programme at HMP YOI Polmont provides strong evidence of the positive impact that participating in our services has long-term. We've found at least 76% of participants to be engaged in productive activity 2 years post-release from prison, such as employment or education / training¹. We have conducted extensive to better understand the population engaging with us. They are facing the greatest barriers to employment and are most in need of support; many suffered significant adversity as children such as care-experienced, suffering significant bereavement(s), and experiencing trauma. Psychological distress and suicide risk are particularly high among those from socially disadvantaged backgrounds; the isolating prison environment can exacerbate this further. Lockdown in prison further exacerbated isolation and impacted mental health, having a devastating impact on people who were already experiencing multiple challenges. Isolation is known to have a profoundly damaging effect on young people's ability to cope in prison, with young people particularly vulnerable to these negative effects². Meanwhile, suicide is the leading cause of death of young people in prison in Scotland³. If we want young people in custody to go on to successfully find employment and move forwards to a better future, these key issues must first be resolved. This project will reduce the isolation experienced by young people aged 16 – 22 at HMP YOI Polmont, improve their well-being, help them develop new skills, and provide opportunities to progress to work experience, education, further training, and employment within the community. 1. <https://dspace.stir.ac.uk/bitstream/1893/25452/1/R.J.Leonardi%20Thesis%202016.pdf> 2. <https://www.sccjr.ac.uk/news-events/news/less-isolation-and-more-access-to-family-crucial-for-young-peoples-wellbeing-in-custody/> 3. https://www.sccjr.ac.uk/wp-content/uploads/2019/05/SCCJR-Mental-Health-and-Wellbeing-of-Young-People-in-Custody_Evidence-Review.pdf

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

We will work with young people who are furthest from being employment ready, breaking down the barriers they face. Outcomes will include: - Young people will develop new skills, feeling better equipped for employment. Our ongoing monitoring demonstrates that our beneficiaries recognise and value the skills they develop. - Meet essential needs so that young people are ready to prepare for employment, improving mental health and reducing isolation. - Help young people progress along the employability pipeline. Most participants begin at stage 0-2 of the employability pipeline, with nowhere else to turn for accessible support. - Enable young people to take on responsibilities, such as supporting new students on our programmes or acting as a Peer Mentor within in the prison. - Set young people up for success on return to the community, providing support with CVs, references, and job applications, and access to our Personal Development programme. We have a good track record of supporting young people into training and employment through our relationships with organisations such as Edinburgh Zoo, Blair Drummond Safari Park, and a range of animal care businesses. - Young people will build healthy, supportive relationships. These positive relationships that we build with our beneficiaries are key to their success. We will utilise this to connect them with local employability opportunities.

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

These activities will benefit at least 120 young people aged 16–22. At HMP YOI Polmont: Rescue dog training programme, an intensive 8-week group programme where beneficiaries help rescue dogs be rehomed whilst developing their own skills. We work with Fife College to incorporate educational qualifications, and link in with Employability Skills staff. Participants experience a structured routine, providing real-life employability skills. Wellbeing and Inclusion Service, designed for vulnerable individuals unable to engage with any other services within the prison. Working closely with the SPS Inclusion Team, our specialist staff provide 1-2-1 sessions to build a supportive relationship over several weeks, ensuring mental health and well-being as the first step along their employment journey. Further opportunities for the Additional Support Unit, consisting of young people with the highest needs but most

limited opportunities within the institution. These services range from educational courses to 1-2-1 sessions, tailored to individual needs. Increasing engagement with education and other services available, improving employability prospects. In the community: Personal Development Programme for young people who have left prison, working in partnership with organisations including Action For Children. Through interactive activities with our dogs and project-based learning, students will develop skills that support progression towards employment.

Who will be responsible for overseeing and delivering this work?

The frontline staff members leading on this work will be our full-time “Education and Well-being Specialist” and full-time “Training and Behaviour Specialist”. The Education and Wellbeing Specialist will lead on the education aspects of our services, helping participants to achieve SQA and ASDAN qualifications through their work with the dogs. The Training and Behaviour Specialist will lead on the employment elements of the project, enabling participants to develop employability skills and providing practical experience for those who want to go on to work with animals. This will involve coaching and supporting participants to develop practical skills. Overseeing this project is our Operations Manager, who line manages and supports the frontline staff members and leads on the essential finance, funding, and policy aspect of the project.

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

To date this project has primarily been funded by Grant Funders and Charitable Trusts. In 2021 we have secured our first contract with the Scottish Prison Service (SPS), who have contributed £30,000 towards our work at HMP YOI Polmont from 2021 – 2022 (25% of total project costs). The SPS intend to continue to contribute this amount annually going forwards, helping us reduce our reliance on grant funding to sustain the project, which will be confirmed following procurement in 2022. Our intention by the end of this 2-year grant period is that we will have secured a multi-year contract from the Scottish Prison Service to help sustain the project, with the shortfall to be raised by community fundraising and grant funding.

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

Paws for Progress is run by a specialist team with niche skills and a collective experience of more than 25 years in delivering dog training programmes in prisons and the community, working with over 1,000 people. We are providers of the UK’s first prison-based rescue dog training programme at HMP YOI Polmont and our expertise is internationally recognised. We draw upon our expert knowledge to facilitate our suite of services to the highest standard. We are very clear on the group that we are targeting; we are going to help young people who are struggling the most, teenagers and young adults who are facing multiple barriers and challenges and are at risk of future or repeat involvement in the Criminal Justice System. We have unique tools for successfully engaging this group and a strong track record of working with them both in custody and prison settings over the last decade. For many young people in custody conventional services have not been effective, so an alternative approach is needed to help them reach their potential. We offer a highly sought-after alternative; we have evolved to provide programmes specifically for this group, working in partnership with more than 20 community-based organisations.

Explain how the grant will be spent

This grant will be used to part-fund the key staff roles involved in this project over the next 2 years: Education and Wellbeing Specialist (FT) - Contribution from this grant towards salary, employer’s pension contribution, and employer’s NI contribution: £20,000 (33% of total cost). Training and Behaviour Specialist (FT) - Contribution from this grant towards salary, employer’s pension contribution, and employer’s NI contribution: £20,000 (33% of total cost). Operations Manager (0.8 FTE) - Contribution from this grant towards salary, employer’s pension contribution, and employer’s NI contribution: £7,500 (12.5% of total cost) The funding will also be used to contribute towards essential project costs such as insurance, staff training

and travel costs, and vehicle leasing costs for vans to transport the dogs. Contribution from this grant: £2,500.	
Will you be receiving funding from any other sources for this project?	
Yes	
Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.	
Yes	
Reason why not all staff have DBS checks.	
Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)	Proposed grant start date
£50000	01/04/2022
How much funding is required each year?	
Year 1	Year 2
£25000	£25000
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?
£142992	£193809
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£51873	

Organisation Name		Reference code	
Sport 4 Life UK		2021-10-YO33	
Organisation Address			
Units 121-122 Scott House, Custard Factory, Gibb Street Birmingham B9 4AA			
Website Address			
www.sport4life.org.uk			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
Yes	1115222	2006	
Community Interest Company	Registered Companies House Number	Date Registered	
No			
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
No			
Grant Summary			
A Young Offenders Employability Mentor, to support young people aged 18-25 with criminal records in the West Midlands to secure sustained employment through holistic support that includes personal mentoring, qualifications, employer encounters and community-based activities.			
Please describe the needs that this project will address			
Our project will address the cycle of unemployment, low prospects and involvement in negative behaviours that is prevalent amongst disadvantaged young people in Birmingham. Youth unemployment is endemic across Birmingham, which boasts one of the highest youth unemployment rates amongst core cities in the UK, at 8.9% – over double the UK average of 4.1% Covid-19, lockdowns and the resulting economic impact will continue to negatively, and disproportionately, impact the prospects of the most disadvantaged young people, who face an uphill struggle in their search for employment in the coming months and years. S4L works predominantly with young people from ethnically diverse backgrounds (approx. 80% of our beneficiaries are from BAME communities), who have been even greater affected: 17% are now unemployed in Birmingham compared to 10% of their white counterparts. Furthermore, young people without a Level 2 qualification are over twice as likely to be NEET than those who do. These are the audiences with whom we will work. Without the stability that sustained employment offers, they are at greater risk of involvement in criminal activity. Although being NEET is not always the direct cause of youth offending, the likelihood of a young person becoming involved in such behaviours, or being exposed to negative influences such as gangs, increases noticeably the longer they remain NEET without the right support or opportunities. Having been embedded in inner-city communities for 15 years, we understand offending is a multi-faceted and hugely complex social issue with crossover into			

unemployment, educational attainment, mental health and aspirations. The barriers and challenges we see in the young people we work with include single parent households, strained homelives or family relationships, poverty, poor role models, poor education, disillusionment and lack of opportunities. In particular, in the communities we operate where BAME levels are high, we have seen “men deserts”, places where many young people are raised in fatherless homes and most adult males are long-term unemployed, criminals or substance users. This “gap” is unmet by boring, bureaucratic, mainstream classroom-based initiatives that our young people tell us they cannot relate to. From our experience of working in these areas in Birmingham and our frontline experience of working with young people, we know there is a real issue of disillusionment about lack of opportunity. We regularly consult with young people through one-to-one feedback, questionnaires/surveys, and youth forums. Many young people are depressed about the situation they are growing up in and the bleak prospects for their future. Beneficiaries often tell us “there is no hope for our future”, “I have no ambitions”, “there is nothing to improve our situation”. Amongst young males specifically, there is clear stigma and reluctance to talk about their issues, with many raised in fatherless homes that raises the expectation they need to “be the man”, “be strong” and “step up”. The initial in-take/assessment phase of our work is vital. By building up a full picture of a young person’s background and current situation, we will not only be able to provide tailored support that is unique to them, but also we will develop a deeper understanding of the individual, potential stressors in their life, factors that make them vulnerable, and barriers that might be holding them back or leading them towards a criminal lifestyle. Birmingham’s annual reoffending cohort comprised of 1057 young offenders, the largest across the Core Cities, with 36.5% re-offending. Challenges also remain in relation to the use of custody. Birmingham has a higher rate of custodial sentences than the national average. 'Reduce reoffending' and 'Increase the number of young people in the youth justice system engaged in EET' are therefore key priorities in the Birmingham Youth Justice Strategic Plan 2019-22.

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

The mentoring, combined with the additional training activities, creates a package of support that will help young people caught up in the criminal justice system to secure meaningful, sustained employment – this could be full-time, part-time or paid training/apprenticeship. The Employability Mentor will work with 45 young people per year (90 total over two years), with a target of 30 per year (60 total over two years) progressing into, and sustaining employment. This number of beneficiaries might seem low but we want to focus on ‘depth’ over ‘breadth’, proving quality, intensive support to each young person because this is how we will help them to achieve transformational, long-lasting outcomes. We set our sustained progression target at 67% (as a minimum) because we are realistic in knowing various factors outside of our control can impact the journey of our beneficiaries. By increasing their prospects of securing employment, we will also reduce our beneficiaries’ risk of reoffending and raise aspirations that a successful future is attainable for them. Two other factors will also contribute to this outcome: firstly, the personal support and guidance provided by our Employability Mentor, which will steer young people away from harmful or criminal behaviours and help them stay resilient; secondly, the wider support activities they can access (e.g. structured sport and physical activity sessions, social action projects), which will impart positive skills and values and encourage participation in more constructive ways to channel emotions and energy. These primary outcomes will be underpinned by several secondary outcomes which also benefit the young people we support: • Developing key life skills, e.g. communication, leadership, organisation. • Improving physical and mental wellbeing. • Strengthening CVs through accredited qualifications/completing accredited training • Enhancing awareness of career pathways/opportunities.

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

With support from The Triangle Trust, we will employ a full-time Employability Mentor whose specific remit will be to work with young people aged 18-25 with criminal records and support them to secure sustained employment. This staff member will undertake the same activities as our ‘usual’ mentors, as outlined in Q1r, but focussing solely on this target audience. The

Employability Mentor will act as a positive role model to each young person supported, providing a consistent figure through their journey with us, which helps to build a strong, trusting relationship. The mentoring will be conducted in on a 1-2-1 basis in a youth-led way, i.e. always focussed on the young person's needs, aspirations and circumstances. The frequency of the mentoring will be influenced by each young person's RAG rating which comes from the in-take/referral and initial needs assessment. 'Red' individuals would be those at high risk of reoffending or recently released from prison; they will receive weekly support. 'Amber' individuals would be those at slightly lower risk of reoffending (but still a risk, having been referred from an external agency); they will receive fortnightly support, unless in exceptional circumstances. Given the target audience for this work, no individuals will have a 'Green' rating. Whilst part of the Mentor's 'active' caseload, our beneficiaries will be communicated with (by phone, text or email) twice per week outside of the abovementioned 1-2-1s. We will support them to progress into employment for up to 52 weeks. Once part of the Mentor's 'progressed' caseload, support will be ongoing for up to another 52 weeks to help them sustain their positive progression. This will include monthly/as needed 1-2-1 meetings and weekly/fortnightly 'check-in' communications (by phone, text or email). As part of 1-2-1s, the Mentor will work with individuals to directly address the negative connotations a person with a criminal record may face when applying for jobs.

Who will be responsible for overseeing and delivering this work?

Young Offenders Employability Mentor (funded by The Triangle Trust): The Employability Mentor will be responsible for the core service of mentoring young people with criminal records as part of our delivery. They will be qualified to Level 3 IAG (Information, Advice and Guidance) and 'Coaching and Mentoring', in line with S4L's training requirements. The Mentor will work intensively with the young offenders we engage, acting as their consistent main point of contact through their journey and pathway with S4L. Key functions include co-creating an action plan with each young person, delivering personal support mentoring, preparing young people for employer encounters, developing life skills, referring onto other support services (both internal at S4L, e.g. accredited qualifications, and with external agencies, as relevant) and completing all necessary data and impact paperwork. Mentoring Project Manager: The Project Manager is responsible for managing S4L's team of Employability Mentors, including the Young Offenders Employability Mentor. They have key stewardship responsibilities, planning for effective delivery of services, employer encounters and youth-led social action projects.

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

One aspect to our sustainability is diversifying our income in future through an increase in contract/commissioned income. As we move out of the pandemic, with the funding landscape being more challenging than ever, we see a shift from grant funding (which currently contributes approx. 60% of our income) to contracts/commissioned work (which currently contributes approx. 30% of our income), due to the government's response to youth unemployment post-pandemic alongside other key opportunities, e.g. UK Shared Prosperity Fund, welfare-to-work contracts and DWP Commercial Agreement for Employment & Health Related Services (CAEHRs). Specific to the young offenders demographic, we have already started this income diversification process with the recent commencement of our contracted work with the Probation Service. Importantly, we will not stop working with any young people who are active on our caseload, when the project/funding ends. In line with our income generation strategy, we will strive to secure further funding to ensure the continuation of this initiative – supported by quality impact measurement processes that strengthen our case for support – but, regardless, we will support them until they reach a sustained outcome.

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

S4L has been supporting young people with multiple disadvantages (e.g. mental health/behavioural challenges, NEET, BAME, difficult homelives) for 15 years, therefore we have huge experience of supporting young people with a variety of complex needs. Especially relevant to this project, approximately 20% of S4L's beneficiaries have had a criminal record

(as most of this number has been 'self-declared', we believe the figure to be higher in reality). Having meaningfully supported 6,000 young people over the past 10 years, we can confidently say we have worked with at least 1,200 young people with criminal records, with 900 of them being aged 18+. Of these 900, we have supported 270 into employment. The proportion of beneficiaries achieving this outcome will be higher for this project as we will have dedicated Employability Mentor to support this demographic. In addition to identifying young people through our community sports provision, we have established referral pathways from numerous external agencies who work with young people engaged in the criminal justice system: Birmingham Partnership (West Midlands Police); Youth Offending Teams; Pupil Referral Units; Housing associations; Oakwood HMP (referrals through Employability Tutors); Clean Sheet (partner which offers employment support for ex-offenders); Nacro (charity working with ex-offenders); Organisations that hold a probation contract, namely Ingeus, People Plus, Birmingham; Children's Trust; Alliance of Sport in Criminal Justice (membership organisation support the sport-for-development sector to reduce violence, crime and reoffending). The above relationships have been strengthened as we have recently commenced a contract with the Probation Service, which sought to commission outcome-based offender services focussing on the needs of BAME offenders with the priority of reducing reoffending. S4L was contracted to support 30 BAME service users within the Black Country region over 12 months into EET.

Explain how the grant will be spent	
The grant will be used to cover the salary of a full-time Employability Mentor, who will specifically work with young people with criminal records. The annual salary is £23,000, + 17% on-costs (national insurance, pension, payroll costs), taking the total to £26,910 per year. Over two years, this total £53,820. Our model follows the 'Individual Placement Support' (IPS) model closely, in various ways, in that it: <ul style="list-style-type: none"> • Is client-led, with the goals beneficiaries aim to achieve being dictated largely by them. • Integrations an employment specialist, in the form of our Employability Mentor. • Supports young people to access competitive paid employment. • Is quick, as there is no enrolment delay, with individuals joining the Mentor's caseload instantly upon referral (subject to passing in-take/risk assessments). • Is built on relationships with employers. • Is flexible in terms of time and support, to accommodate individuals' needs. The Employability Mentor will receive training, so they are able to provide S4L's 'IAPT' (Improving Access to Psychological Therapies) wellbeing service to young people. Through this, we can – internally – offer wellbeing/therapy support to individuals with a clear need in this area.	
Will you be receiving funding from any other sources for this project?	
No	
Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.	
Yes	
Reason why not all staff have DBS checks.	
n/a	
Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)	Proposed grant start date
£53820	08/04/2022
How much funding is required each year?	
Year 1	Year 2
£26910	£26910
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?
£753877	£759123
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	

£229770

Organisation Name		Reference code	
Switchback		2021-10-YO35	
Organisation Address			
3rd Floor Norvin House, 45-55 Commercial Street, London E1 6BD			
Website Address			
www.switchback.org.uk			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
Yes	1125100	2008	
Community Interest Company	Registered Companies House Number	Date Registered	
No	06615923	2008	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
No	No		
Grant Summary			
This grant will fund Switchback to expand our training and employment partnerships, providing more opportunities for Switchback Trainees to gain vital skills, experience and access to long-term employment			
Please describe the needs that this project will address			
Switchback Trainees all have experience of the criminal justice system. Many are young care-leavers and young parents with insecure housing. A third of young men supported by Switchback are from the London boroughs of Islington, Newham, Hackney and Haringey which are all within the 20% most deprived boroughs in the country and the 10% most deprived, based on risk of personal and material victimisation of crime. These boroughs are also among the highest in London and the UK for overall crime rates. Haringey and Newham rank second and third for most knife crimes in the country. 75% of Switchback Trainees have been convicted of a violent and/or drug-related offence. It's common for the men we work with to grow up in crowded homes, suffer multiple adverse childhood traumas and are from housing estates where crime is a way of life and violence a regular occurrence. For most of these young men, drug dealing and carrying weapons is a natural step to make money and support their families. Although profitable, the offset is living in fear. Fear of constantly looking over your shoulder, fear of going to prison and worse, being stabbed or killed. For these young men, their options and choices seem limited and they are trapped in a world where a destructive lifestyle of crime is the default and nationally, 45% of those released from prison return within a year. 89% of Switchback's Trainees are from ethnic minority backgrounds and remain vastly over-represented in the prison system, experiencing poorer employment outcomes and higher reoffending rates than other groups. Prisoners are in a chaotic system, being released to even more chaotic lives. 83% of prison leavers aren't in work a year after			

their release, yet many agencies promote employment as a 'silver bullet' in reducing reoffending. Switchback's own data shows the impact of a lack of work experience (42% have never worked before), low qualifications (31% have none at all), and a lack of basic essentials for employment like an ID (27% are released without one) or a bank account (41% have none). Many of the men we meet are determined not to return to crime, yet faced with so many hurdles, a small release grant and no clear future plan, going back to what you know can often seem like the only solution for surviving, and so the cycle continues. Switchback Mentors (SMs) help shift personal narratives, build new reputations and focus on building stability across all areas of a Trainees life. We not only focus on the emotional and therapeutic side of working with these young men, we also provide a real-work environment so that they can gain tangible experience as a platform into work. We are based in Tower Hamlets, on the edge of the city and next to the bustling Spitalfields Market. With no problematic postcode affiliations, our location acts as a safe zone for Trainees once released. Trainees visit the office numerous times a week which is surrounded by a hub of restaurants, shops and businesses. We are proud to be well embedded within the local community and partner with wide-range of local businesses who support our work with these men by offering opportunities such as: work place visits, mock interviews, work experience, trial shifts, employment and advice. "My Switchback Mentor taught me so much, even down to posture and eye contact when you go to interviews, all that was new to me. Most people in prison have skills but they don't know they have them until someone shows them. As much as they might want to sort their life out when they come out, it takes a huge thing to break out. Switchback showed me the layout of the world, and how work works. The future's looking bright"

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

To provide a stepping stone into real work/or education in any field, Trainees will complete either two shifts a week at one of our partner training cafés (all based close to the Switchback office) or another form of training (depending on the programme suitable to them upon release). SMs will work closely with our partners, collecting feedback on Trainee progress and use it to support the Trainee and their future goals. The training period provides a realistic view of what employers expect from their employees – in a safe environment where mistakes can be made and support from the café team/employer and Switchback Mentor are all provided. Even Trainees who feel confident and work ready often lack the skills to manage the ups and downs of life after prison, so a lot of time will go into challenging Trainees' perceptions of working environments and their behavior whilst at work such as: time keeping, interpersonal skills, team work and learning how to react to stressful situations differently from how they would have prior to prison. Trainees do not need to want to work in catering; all skills learnt whilst at our catering partners are transferable, helping build their CV's as well as their confidence. Funding will support 50 men aged 18-25 to become Switchback Trainees and receive intensive support alongside training: • 80% of Switchback Trainees will achieve a practical Education, Employment or Training (EET) outcome (such as a training placement, course or qualification). • 60% of Switchback Trainees will successfully complete the programme and move on having reached our benchmark of Stable Foundation: a solid foundation for a stable life in work. • 50% of Switchback Trainees on our Real, Lasting Change programme will move into long-term sustainable education, employment or training. SMs continue to support Trainees once they move on into employment. Trainees often come back to see us to share their successes or ask for help with a new phase.

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

Switchback has two types of employer partner: our primary Real-Work Training Partners (the Café from Crisis and the Dusty Knuckle Bakery), who provide 12 weeks of structured training, and our wider employment/training partners who provide shorter work experiences, courses and long-term opportunities. Over the past year, we have been in an exciting period of transformational growth and as a result, are growing our reach from 70 to 100 Trainees over the next year. However, to support 100 young men on the road to employment, it is vital we have more steady employment and training options. In piloting partnerships in the past, we

know It takes a huge effort to build & replicate successful relationships that deliver the same high quality, safe environments that our current partners offer. We require signed agreements (SLAs) & have clear ways of working, most vitally, a strong relationship and daily open communication with Switchback Mentors for feedback on Trainee's progress. To build more sustainable employment options, this year we brought on board a new Partnerships Manager to take this on. We are seeking funding for our Partnership Manager who will lead on this area of work, building relationships with new employers, managing and nurturing existing relationships, and ensuring there is a sufficient variety of training and job opportunities for every Trainee. We will:

- Develop four Real-Work Training Partners for both the Real, Lasting Change and the Foundation for Stability programmes (eight main partners in total).
- Develop our wider network of partners who can support our Trainees.
- Branch out from hospitality – where Switchback has traditionally focused – into exciting new growth areas such as construction and retail. Funding will also contribute to:
- Group training for qualifications i.e. CSCS/PTS cards
- Fund Trainees who are highly motivated and work ready but need a precise course/training to further them/reach goals

Who will be responsible for overseeing and delivering this work?

The Partnership Manager will be responsible for developing our partnerships with employers and it is her salary we seek funding for. Switchback Mentors will be responsible for supporting Trainees to get the above outcomes and the Head of Delivery, is responsible for all all Delivery staff and will oversee all targets.

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

Switchback is growing at a steady rate and each year we raise more money to support our work. Our reserves policy is reviewed annually and set at 50% of the upcoming years' predicted expenditure, to allow us to continue our work uninterrupted should there be a gap in funds being received. In the world our Trainees live in, relationships come and go, but at Switchback we are here for Trainees for as long as necessary. We are proud to offer support that is both intensive and know this is vital to success. Maintaining healthy reserves is therefore critically important. We have a diverse range of donors, and our aim is that no donor gives more than 15% of current year's budget. We work hard to ensure that the outcome of our fundraising efforts in the short-term does not jeopardise our ability to deliver our long-term programme. We do this by:

- looking for support that will offer stability in future years
- maintaining a level of six months running costs of reserves
- adjusting our forecasts according to probabilities
- not relying on single grants coming through in order to continue our work with Trainees.

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

Switchback was established on the premise that whilst there are many agencies that do excellent work in their specialist areas, prisoner-leavers often lack the skills and know-how to access and make the most of this support. Young adult men find it hard to ask for help. It is this that Alice, CEO and Co-Founder, first sought to address when we started delivery in 2008, and that the team continues to address today. For 13 years, we have developed a deep insight into the barriers faced by both prison-leavers and small charities in the criminal justice sector, being committed to gathering strong evidence from the start and achieving sector-leading outcomes. We have provided 428 young men with intensive, long-term, one-to one support alongside real-work training back in London. The domino effect is our reoffending rate is just 8% and our employment rate is 56% (pre covid). We have further supported 2,279 young men in prison with pre-release support and through our Experts by Experience Board of former Trainees, we ensure the views of Trainees are embedded in everything we do. When Trainees make fundamental changes to their lives, the positive effects are felt by their family, friends and ripple much further into the community. Through practical training, work placed visits and Switchback new experiences, we see these men thrive in situations where the local community are not judging them for past mistakes but instead celebrating and encouraging their efforts to change. It's a huge confidence boost to feel part of a mainstream positive society; Trainees start to see themselves as a new person and not just simply a

prison-leaver. This spurs them on to stick to their commitment to change and inspires them to build a new narrative that is devoid of crime. This in turn enriches the local and wider community, as well as helping to make it safer and stronger.	
Explain how the grant will be spent	
Salary: £22,200 Employer NI: £2,011 Employer pension: £1,110 Training costs: £5,000 Total: £30,321	
Will you be receiving funding from any other sources for this project?	
No	
Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.	
No	
Reason why not all staff have DBS checks.	
All staff have intensive Ministry of Justice vetting to work in prisons & use NOMS data. We do not work with children/vulnerable adults, but staff that work in prisons containing youth prisoners also have DBS checks.	
Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)	Proposed grant start date
£60	01/04/2022
How much funding is required each year?	
Year 1	Year 2
£30	£30
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?
£612981	£756305
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£622450	

Organisation Name		Reference code	
Switch Up		2021-10-YO36	
Organisation Address			
163 Woodborough Road Nottingham East Midlands NG3 1AX			
Website Address			
www.switch-up.org.uk			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
No			
Community Interest Company	Registered Companies House Number	Date Registered	
Yes	08522643	2013	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
No			
Grant Summary			
We will deliver a 12-week employability programme to young offenders, centred around 1-1 mentoring. We will match them with employers, and offer employability workshops, counselling and boxing classes. Referrals will come from the Probation Service.			
Please describe the needs that this project will address			
<p>The project will address the needs of young offenders in Nottingham who are struggling to access the sustainable employment they need to rebuild their lives in a positive way. Young people sent to prison greatly need sustainable employment on release for the following reasons:</p> <ul style="list-style-type: none"> • Over two thirds of young people reoffend within 12 months of release from secure institutions (www.beyondyouthcustody.net). Reoffending rates are substantially higher amongst young adults in the criminal justice system than older adult offenders, demonstrating the destructive cycle of crime that young people can fall into and struggle to get out of. • Most of these young people have had complicated and chaotic lives. Many have experienced multiple ACEs (Adverse Childhood Experiences) and trauma, including abuse, bereavement, grown up in local authority care, been excluded from school, experienced drug or alcohol related dependencies and have mental health problems or personality disorders. • Around two-thirds of prisoners are unemployed both before and after custody (Ministry of Justice). • Nottingham has a high number of children entering the criminal justice system for the first time. In Nottingham the rate is 535 per 100,000 children, compared to the average for England and Wales of 222 per 100,000 (www.justiceinspectors.gov.uk). We have identified these needs ourselves from the young people we support. They say they cannot find sustainable employment because of their criminal record. For example Tishawn, 24, was in prison and had difficulty holding down a job until he came to Switch Up. He says "nobody wants to give you that chance - that change. But how can a person change if no-one gives 			

them the chance". More than anything we have identified the needs of young people because of Switch Up staff and volunteers' own lived experience. Switch Up's founder and Chief Executive Marcellus Baz BEM was groomed into criminality, found it difficult to get out of the criminal justice system, but turned his life around, being honoured by HM the Queen. Plenty of our mentors and boxing coaches have similar lived experience of the criminal justice system. Finally we are currently funded by Nottingham Probation Service to support older BAME adults. Probation Officers continually want to refer their young offenders to us but the contract will not allow it. Therefore we know there is a need for the work, and that there is a pipeline of referrals for it.

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

There will be four key outcomes, all derived from Switch Up's theory of change (available on request). **SECURING EMPLOYMENT FOR YOUNG PEOPLE WITH CRIMINAL CONVICTIONS** • Securing them sustainable work with employers who are sympathetic to young people with criminal convictions. • Providing post placement support at regular intervals using our "triangle" model of communications between Switch Up, employee and employer. • Giving young people understanding of how employment works (e.g. contracts, wages, policies and procedures). • Leading to being a taxpaying citizen, in sustainable employment, social and economic mobility, having a legitimate source of income and life opportunities, even becoming a Switch Up mentor/coach to help others. **BETTER MENTAL AND PHYSICAL HEALTH** • Outcomes include increased physical fitness, self-confidence and self-esteem, motivation, able to regulate emotions, less anxiety and stress, positive relations, trust in others, resilience, discipline, developing positive coping mechanisms. • Leading to sustained better physical and mental health, healthy habits, able to self medicate (and come off drugs and alcohol addictions). **PREVENTING CRIME AND ANTISOCIAL BEHAVIOUR** • Outcomes include being distracted from criminality and gangs, involved in more positive activities, safe inclusive environment, positive role models, increased coping mechanisms. • Leading to properly integrating into society, sustained crime prevention, avoidance of criminal justice system, countering extremism.

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

We will work with young people with criminal convictions (age 24 and under) to find them secure meaningful employment. We will enrol them on our holistic employability scheme, which lasts for 12 weeks on average. The programme centres around intensive 1-1 mentoring delivered by trained youth mentors. We will assign each participant to a mentor who will build a strong relationship of trust and support with them on their journey to employment, recognising the wide range of challenges and issues to be addressed to help them succeed. They will have at least two hours mentoring per week, tailored to their individual needs. In addition they will receive: • employment opportunities with our network of 40+ local businesses • weekly employability workshops (1 hour per week) • help with interview techniques and job searching • emotional counselling if required, for those who have deep-seated trauma, delivered by BACP accredited counsellors • hour-long boxing classes to be delivered twice a week by our England Boxing accredited coaches, 1-1 if needed prior to reintegration into groups; if the young person would prefer to take part in alternative physical activity we will arrange it, e.g. basketball, football, jiu jitsu, etc.

Who will be responsible for overseeing and delivering this work?

Our Employability Lead will be responsible for driving the work forward. They will work with Targeted Youth Mentors who will work with the young people directly. The Employability Lead will ensure that connections are made with the young people to achieve outcomes. The mentors are responsible for taking the young people "over the bridge" and evidencing this through monitoring. The boxing coaches will provide physical activity via boxing sessions. For those who have interests in other sport, each mentor will enable and support. Further oversight of the project, and the aspects concerning monitoring/evaluation/learning, will be covered from the management fee. This will pay for hours spent on the project by the Chief Executive, Operations Manager, Income Generation & Programme Performance Manager, and Finance Officer.

How will your organisation continue to sustain this project after the grant ends?	
By proving the success of this young offender project, we hope to gain future contracts from Probation, job centres and related third parties like Maximus to further expand our employability programme. We are also in negotiations with the Youth Futures Foundation to continue and expand our employability grant with them, after initial funding ends in 2023. Neither Youth Futures nor Probation currently fund the project being applied for to support young offenders.	
What expertise and track record do you have to be able to deliver this work successfully?	
We have expertise and a track record of working with young and adult offenders, and of getting them the outcomes described above. We are currently funded by Nottingham Probation Service to support older BAME offenders. Prior to the Covid-19 pandemic we had similar successful contracts with Probation. We have close links to the Police and Crime Commissioner for Nottingham and to the local Violence Reduction Unit (VRU). Our Chief Executive is a VRU board member and ambassador. Prior to 2021 Switch Up ran its employability programme informally, and not specifically focussed on offenders. However with a recent two year grant from the Youth Futures Foundation we have formalised and expanded our employability offer, and are keen to take on offender referrals as a separately funded add-on to the programme. We make outward referrals to specialist partners, in addition to our employer network, who will help meet the needs of the young offenders on the project, including CGL (a drug/alcohol charity) and Volunteer It Yourself (teaching young people trade/employability skills through helping to fix local community facilities). We are also highly experienced in making child and adult safeguarding referrals, involving our Designated Safeguarding Lead.	
Explain how the grant will be spent	
It will cost us £2,556 per person to provide 12 week employability programmes to young offenders to get them into work. A grant of £57,069 over two years will enable us to help 22 young offenders access employment (amount includes inflationary increase in year 2). The grant breaks down as follows: • Youth mentor (contribution to hours) £21,922 • Employability Lead (contribution to hours) £10,961 • Boxing coach (contribution to hours) £7,052 • Emotional counselling (hours spent by freelance BACP accredited counsellor) £2,931 • Participant costs & travel (e.g. CSCS card to work on building sites, travel to meet potential employers) £6,237 • Staff recruitment £107 • Marketing project to participants £412 • Management fee £7,447 • TOTAL £57,069	
Will you be receiving funding from any other sources for this project?	
No	
Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.	
Yes	
Reason why not all staff have DBS checks.	
Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)	Proposed grant start date
£57069	02/04/2022
How much funding is required each year?	
Year 1	Year 2
£28113	£28956
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?
£342044	£415339
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	

£157340

Organisation Name		Reference code	
The Turnaround Project		2021-10-YO40	
Organisation Address			
Turnaround Project Office Hydebank College, Hospital Road Belfast Antrim BT8 8NA			
Website Address			
https://www.theturnaroundproject.org			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
Yes	NIC106841	2017	
Community Interest Company	Registered Companies House Number	Date Registered	
No	NI647706	2017	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
Yes	No		
Grant Summary			
To strengthen our support to move young adults into conventional employment by developing a specialised recruitment platform for Northern Ireland, developing relationships with employers and increasing our coaching capacity through a peer coaching training programme.			
Please describe the needs that this project will address			
Over 32% of the population of Northern Ireland identify as having had adverse childhood experiences (McLafferty & O'Neill). With little alternative education provision for those who cannot cope in mainstream education and with the age of criminal responsibility set at 10 years, those suffering from trauma, learning difficulties and mental health issues are overrepresented within the youth justice system. They are then at greater risk of paramilitary threat and intimidation (Walsh, Doherty and Best, 2020). Punishment attacks on individuals as young 12 years old are used to shame and control, and over 30% of those we work with cite fears of paramilitary attacks after release as a reality for them. The complexity of the issues facing young adults we work has led us to realise, we need to strengthen our capacity to provide ongoing support to them and education and training to employers, if they are to successfully sustain conventional employment. Their needs, identified in consultation with the young people we work with, are: 1) Confidence in themselves in a new context. Confidence that they have gained in Outwork is fragile and they fear failure needing ongoing reassurance while moving into conventional employment. 2) Ongoing requirements to engage with a variety of mandated services which are often are not well coordinated combined with a lack of confidence / unwillingness to engage with digitalised services creating a need for support to manage this demand effectively in a conventional employment context. 3) A combination of budgeting and the lack of public transport infrastructure in NI makes it nearly impossible to			

reach work. This has required us to recruit volunteer drivers in some instances to support individuals. 4) Mental health issues exacerbated by the criminal justice system and the imposed isolation during the Pandemic. They need continued support to navigate situations that arise day to day that can trigger extreme responses. Employers who have recruited individuals directly from release from prison in the last year within Northern Ireland have also raised the following issues with us: 1) These young people need more 'chances' than mainstream employees. HR policies and procedures are not designed to provide such flexibility without raising issues of unfairness among their other staff. 2) There is no capacity to provide (what they describe as) ongoing 'social work' that the young people needs to manage ongoing issues with rebuilding their lives that impact their attendance or behaviour at work.

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

1) At least 6 of the 12 individuals we have provided 12 months transitional employment (in 21/22) will be moved into conventional employment in YR 1(22/23) and 8 in Yr 2 (23/24). 2) Support to improve move on into conventional employment will increase the availability of transitional employment opportunities, 12 in Yr 1 and 14 in Yr 2 due to moving existing individuals on. 3) We will also aim to support 6 additional individuals into Jobstart roles or directly into mainstream employment in Yr1 and 8 in Yr2. 4) Retain at least 70% within transitional employment for 12 months through the delivery of strength-based coaching. 5) Retain at least 70% within conventional employment through the delivery of strength-based coaching. 6) Positive publicity around success encouraging attitude change in Northern Ireland society and increased engagement with other employers. 7) Providing at least 10 trained volunteer/peer coaches to support them on their journey into conventional employment.

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

The Director will be responsible for leading this work. This will involve four distinct phases of the project: 1) Facilitating discussions with potential partners operating in the space to work together to deliver a coordinated recruitment platform for Northern Ireland (Niacro, Advantage, Start360, Extern, Department of Economy Jobstart Team etc). 2) Developing relationships with employers, speaking to their Board and senior team to communicate what is involved in working with those leaving the criminal justice system. 3) Setting up a specialised recruitment platform that provides specialised HR guidance to employers and works with the prison service and the probation service to recruit the most suitable candidates. 4) Transitioning the Turnaround Coaching model from directly delivery coaching to delivering and developing training material from our strengths based coaching manual and recruiting volunteers from our community of those with lived experience to deliver the coaching

Who will be responsible for overseeing and delivering this work?

1)The Turnaround Director will be leading and overseeing this work and will be responsible for: >Exploring partnership opportunity with other organisations operating within this space within Northern Ireland to set up a specialised recruitment platform. >Developing relationships and communicating their proposal at Board and CEO level >Managing a QUB Intern to develop the online presence for the service to employees and young people with a criminal record. 2)Our Coach will be responsible for: >Developing a training programme from our existing strength based coaching programme >Delivering training to volunteers and from our community of those with lived experience who will be recruited by our Community Participation Manager. >Managing and supporting volunteer and peer coaches to provide support to young people in transitional and conventional roles. >We will recruit a recruitment/HR resource in the second year to administer the relationships and advice and guidance we provide to employers and administer the information provided both on and offline to young people and employers.

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

<p>We are working to develop self-sustaining enterprises and the development of this aspect of our work will be no different. We will work to develop the model to generate income in the following ways: 1) We will discuss employees passing on the Jobstart £1500 fee for settling and coaching Jobstart employees with a criminal justice record while in their organisations. 2) We will charge employees to advertise posts or a fee for filling their vacancies.</p>	
<p>What expertise and track record do you have to be able to deliver this work successfully?</p>	
<p>Over the last four years we have: • created trusted relationships with the prison and probation service allowing us to recruit individuals who have served a sentence to work in our enterprises. • set up and delivered Outwork Grounds Maintenance for 3 years, having recruited over 40 individuals from the criminal justice sector, providing employment tasters to over 25 unique individuals, and supported 17 (to date) to work consistently with us for at least 6-12 months after completing their sentence. • successfully operated a bike workshop within Hydebank Secure College for 2 years prior and successfully relaunched a bike hire, repair and refurbishment enterprise at Queens University Belfast substantially raising the profile of the work we do with local employers linked to the University. • developed a successful coaching model that the young people (when consulted as part of a QUB evaluation) have demonstrated that they value and that have seen us create referral relationships with other bodies supporting young people in Northern Ireland. • Begun to develop partnerships with private companies within our sector such as Idverde and Halfords to set up move on schemes into their conventional recruitment processes. • Developed relationships with other organisations in the sector, including through the local 'Association of Services for Offenders' network and co-ordination of shared responses to government policy consultations. Scaled our volunteer recruitment up due to our higher on campus profile at QUB and our relationship with PwC and Allen& Overy, having attracted and inducted over 10 volunteers in the last month alone.</p>	
<p>Explain how the grant will be spent</p>	
<p>The grant will be spent on the following resource: Yr 1 (27,240.97): 0.1FTE Director @£5,151.78 to explore potential for partnership among those working in the sector, approach employers, presenting to the Board and senior Team and manage team to deliver project. 0.6 FTE Coach @£16,612 to develop strengths based coaching training and deliver to volunteers Website £2000 (assuming match funding of salary of £2,000 from QUB intern programme) Volunteer Expenses for volunteer coaches @£1000 10% contribution to overheads @£2476.45 Yr 2 (29,888.04): 0.1FTE Director @£5,151.78 to manage potential partnership, approach Board and senior team from employers and manager team to deliver project. 0.4FTE Coach @£11075.16 to manage and train new volunteer coaches 0.4FTE Recruitment/HR support to provide expertise and information to employees @£9944 Volunteer Expenses for volunteer coaches @£1000 10% contribution to overheads @£2717.09</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>	
<p></p>	
<p>Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)</p>	<p>Proposed grant start date</p>
<p>£57129</p>	<p>05/04/2022</p>
<p>How much funding is required each year?</p>	
<p>Year 1</p>	<p>Year 2</p>
<p>£27241</p>	<p>£29888</p>

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?
£213804	£313609
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£116569	

Organisation Name		Reference code	
Wipers Youth C.I.C		2021-10-YO46	
Organisation Address			
86-90 Paul Street London EC2A 4NE			
Website Address			
www.wipers.org.uk			
Type of organisation			
Charity	Registered Charity Number	Date Registered	
No			
Community Interest Company	Registered Companies House Number	Date Registered	
Yes	9316750	2014	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
Yes	Yes	2015	
Grant Summary			
To help young people with criminal convictions to be supported to secure gainful employment, which will support them in desistance and engaging in the often 'revolving door' of offending behaviour.			
Please describe the needs that this project will address			
<p>Young people with experience of the criminal justice system and especially, those who have been incarcerated, experience double discrimination – of being young and usually inexperienced and of having a criminal record. This is further exacerbated by the intersect of race, which given that Lammy found that 41% of the youth prison population are BAME (in Feltham YOI, 80% of current inmates are BAME), is problematic. As a London-centric service, this is a dominant cohort. Furthermore, a high proportion of the prison population have experienced 4 or more adverse childhood experiences and Lammy also records that a third of young people are care experienced and a high proportion have additional learning needs. The impact of this is that many of our beneficiaries are affected by a number of the protected characteristics covered by the Equality Act 2010, yet often clouded by their criminal convictions, which often reduce their employability in a competitive landscape. Our experience demonstrates that often, attitudes related to employment are embedded and adverse – with young people expressing self-sabotaging mindsets and behaviours, which then go some way to justify their position. This can mean that some young people take 'the path of least resistance', as it were, which can mean that they veer away from legitimate career paths, leading them to increased likelihood of repeating patterns of offending. The relationship between employment and desistance is a well-documented one and the connection between employment and housing is inevitable, with a 2019 Criminal Justice Joint Inspection report about work in the community and resettlement, finding that statutory</p>			

services do not provide much-needed person-centred support to young people. Thus, the focus of this project is to complement the mentoring that our young people receive, with focused work to enable them to benefit from our professional network, to gain work experience and gainful employment and begin a career trajectory that will constitute a real turning point in their lives. Alongside our existing specialist mentoring support, we propose to enlist a Employability and Retention Coach, who will empower young people and support them through their career growth process, providing a wrap-around that is currently absent. The narrative related to employing young people and those with convictions, is one that requires proactive disruption, procuring positive relationships and advocating on behalf of young people. Crucially, this needs to not be a by-product of other service provision, hence our approach to recruit an Employability and Retention Coach.

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

Our intention is to provide young people and young adults with not only employment opportunities but the skills and mindset to maintain and sustain those opportunities once they gain them, as well as continued support for the first 6 months after finding them work to help them (and employers) to navigate any challenges, setbacks or issues that may arise. Across a two-year period, we aim to: Secure employment for 15–20 young people in year one and 20-25 young people, in our second year. Provide confidence-building activities for young people and adults, aged 18-24 years. Improve young people’s confidence in the system. Improve employer’s confidence in young people with criminal convictions. Build on pre-existing relationships with employers. Develop new relationships with local employers. Provide work experience and CV-enhancing opportunities for young people. Improve quality of life experiences for young people facing multiple disadvantage and more effective, person-centred provision. Utilise our MIS to monitor and report on longer-term outcomes. Contribute to a wider body of knowledge, which in turn could improve service provision more broadly. Develop a viable service for which we can secure further funding.

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

The main activity of this project is in the recruitment of an Employability and Retention Coach, who will champion the service and complement the work we are already doing with young people referred by YOS, Probation and prison resettlement teams. The Coach will establish and develop links with existing partners/employers as well as canvas new employers and opportunities, advocating for young people, procuring and securing employment and work opportunities and mediating the space inbetween the role of the mentor and career development. We aim to provide 6 months of post-placement support through our proposed Employability and Retention Coach, to provide a sustainable service beyond introduction, providing greater opportunity for employment longevity and maintenance, working alongside employers and the youth Mentors. This longer-term tracking, monitoring and support is often lacking in most employment/resettlement work. Employers will be educated, supported and guided to support young people to sustain their work placement/employment, enabling them to gain insight into relevant contextual factors.

Who will be responsible for overseeing and delivering this work?

The Employability and Retention Coach will be largely responsible for operational activities, ongoing communication, project meetings, etc and will work alongside Wipers specialist youth Mentors, who will do most of the relational engagement, transitional work and hand-holding, etc, to ensure that the outcomes are achieved and sustained. The grant will contribute fully to the labour costs of our Employability and Retention Coach, who will champion the development of our network of viable employers and promote young people to roles. All roles at Wipers Youth, are supported and sustained by our robust governance, including supervision and training, policy and procedural guidance and overall strategic project management by senior leadership and specialist board.

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

The sustainability of the project is dependent upon us leveraging our pre-existing professional network, promoting our service and raising awareness of both the need and the value of our

<p>beneficiaries as worthy employees. We are invested in the business development activities of Wipers Youth, intending to build on our successes and develop embedded services beyond specific project funding. This often entails evaluative activities, including reporting, monitoring, collating and data analysis. Once we evidence the quantitative and qualitative outcomes, outlined in this bid, we will be in a strong position to seek further grant funding to continue the work and potentially extend the post to a full-time role and roll out the initial service, if growth and expansion are favourable.</p>	
<p>What expertise and track record do you have to be able to deliver this work successfully?</p>	
<p>Wipers Youth work with young people in the criminal justice system, provided numerous groupwork programmes recognised by YJB, with a 7-year track record of securing positive outcomes. 2020 'Outcomes Star' data shows that 98% of referrals experienced increased confidence and self-esteem. We were recently awarded funding by VRU Stronger Futures, to work with young people engaged with YOT, providing groupwork and mentoring and have already provided over 100 Young people with AQA qualifications, providing work experience placements for young people, thus enhancing their CV and increasing their confidence. Wipers Youth take a collaborative approach, working with Youth Offending Teams across London, including Barking and Dagenham, Barnet, Bromley, Camden, Croydon, Enfield, Greenwich, Hackney, Hammersmith and Fulham, Haringey, Havering, Hounslow, Islington, Kensington and Chelsea, Newham, Southwark, Tower Hamlets and Westminster. We recently secured a contract, as part of a consortia working with Newham Probation/YOS, delivering a pilot supporting 18–24-year-olds, providing them with 1-2-1 mentoring, as they transition between youth and adolescent services. Our vibrant professional network includes four existing corporate sponsors that have offered opportunities to our young people by way of work experience and have proposed to help provide apprenticeship/employment opportunities to our beneficiaries, regardless of their criminal convictions, so long as they are work-ready.</p>	
<p>Explain how the grant will be spent</p>	
<p>Recruiting and supporting a part-time Employability and Retention Coach (£15k) Upskilling and preparing individuals to enter the workforce (clothes, travel costs, equipment/materials etc) (£5k)</p>	
<p>Will you be receiving funding from any other sources for this project?</p>	
<p>No</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>	
<p></p>	
<p>Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)</p>	<p>Proposed grant start date</p>
<p>£40</p>	<p>15/04/2022</p>
<p>How much funding is required each year?</p>	
<p>Year 1</p>	<p>Year 2</p>
<p>£20</p>	<p>£20</p>
<p>What was your organisation's expenditure in the most recent financial year?</p>	<p>What was your organisation's annual income in the most recent financial year?</p>
<p>£89785</p>	<p>£185180</p>
<p>What value of unrestricted reserves did your organisation have at the end of the most recent financial year?</p>	
<p>£50395</p>	