

Organisation Name		Reference code
Al-Hurraya		2023-10-YO06
Organisation Address		
Unit 6, Lenton Business Centre, Lenton Boulevard Nottingham Nottingham City NG7 2BY Nottingham City		
Website Address		
www.al-hurraya.org		
Type of organisation? (tick all that apply and complete relevant details)		
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	No	
Grant Summary		
To provide mentoring support to high-risk BAME young people 18-25 years on the edge of the criminal justice system through boxing and gym diversionary activities to reduce the risk of offending and improve their lives.		
Please describe the local needs that this project will address		
<p>Through working in Nottingham City already and with partners we see first-hand the issues faced by young people and those at the edge of the criminal justice system. Nottingham has a high number of children/young people entering the criminal justice system for the first time and one of the highest in the country. 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. This is compounded by Nottingham also having one of the highest rates for permanent school exclusions - 0.18%. The fourth highest in England. (Department of Education) Of Nottingham's youth justice cohort, 83 per cent are male, 84 per cent are aged over 14, and 46 per cent are black and minority ethnic.</p> <p>The Youth Justice inform us that to improve this figure the area needs support by investing more in early prevention and diversionary interventions. Nottingham has an out of court triage and panel each week that allocates children/young people for out of court assessments making full use of out of court disposals such as outcomes 22's. This enables the system to identify individuals for intervention aimed at challenging and addressing offending behaviour without criminalising children.</p> <p>We are seeing increased issues with young people including substance misuse, domestic violence, trauma and disaster, PTSD, bereavement, criminogenic behaviours, cultural issues, gang affiliation, county lines, 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. It is in part to these issues young people are turning to criminal activity. In addition to the levels of poverty Nottingham city currently face young people feel excluded. Nottingham has high levels of deprivation and ranks 11th out of the 317 districts in England using the average score measure.</p>		

Nottingham Youth Offending team have a priority of early intervention targeting resources to focus on those most at risk of ASB/crime in partnership with Police, schools, voluntary sector. In addition, to knife related criminal activity. Therefore, this project meets local priorities.

There are a number of limited interventions but none that are culturally sensitive to BAME needs.

Young people themselves are telling us what their issues are and why they are turning to or thinking of criminal activity. This is from our other activities delivered so we have built a good picture of what young people are thinking. We are learning from the young people with how they approach conversations to help shape this project and what and how they would engage.

The local Police Commissioner each year has a 'big conversation' with local young people for an annual youth commission report. Recent findings have stated that young people feel that one of the main reasons they re-offend or get into serious crime is because of the lack of opportunities for them. Young people stated that when they leave school/college, they no longer feel supported, with limited opportunities for them to earn a good wage. Young people also stated they were unaware of available support and wanted to know more about how to access support services that can help move away from crime which included knowing where to hand in any offensive weapons without the fear of getting into trouble:

We have very good and close relationships with local partners - Youth Justice team, Police, Probation team, Ending Youth and Gang Violence Forum and the Violence Reduction Partnership. To help shape this project we have held conversations with all of the Heads of Services to identify gaps, need and how tis project could support young people. All partners are very supportive of this potential project activity and state it is needed and will compliment current activities.

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

BAME young people at the edge of 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 boxing and gym activities will provide a tool for engagement and a positive channel for energy and time of the young person. The culturally sensitive support will help them address issues and move on in a positive manner reducing the risk of offending.

BAME young people at the edge of the criminal justice system will have increased life chances with employment, education, or training - through mentoring, the boxing sessions, and any additional support such as counselling, the young person will increase their confidence and self-esteem and become more resilient leading to staying in or entering positive education, employment, or training and not offending, thus leading a better quality of life.

BAME young people at the edge of the criminal justice system will have improved mental and physical health - through the boxing and gym sessions, young people will see the importance of physical activity and sustain engagement within post project. The sessions will provide an outlet to channel emotions and feelings leading to positive thinking and coping strategies therefore not turning to offending as the first port of decision. Thus, overall leading to sustained improved mental and physical well-being.

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

This new project will deliver diversionary sporting activities in Nottingham in partnership with Rebels Gym (AKA Phoenix Pathways). The project will target vulnerable BAME young people aged 18-25 years of age who are at the edge of the criminal justice

system. Young people will be referred to the project via different organisations but mainly the Youth Justice Team. A Project Mentor will then work with the young person throughout their whole time within the project and support them with creating a personal plan with achievable goals and targets to support them to not offend and make positive lifestyle choices. The mentor will build a relationship with the young person and help them access the dedicated boxing and gym sessions within this project by going along with them to help build confidence and break down engagement barriers. The mentor will work with any case workers linked to the individual to provide a cohesive support programme and make sure our project is joined up with local activities. Our mentor will refer the young people into other local services for support including counselling and wider family support for the young person's family as and when required. Our mentor will have lived experience with issues beneficiaries may be facing, allowing mentors to offer relatable, down-to-earth advice and support and encourage the young people to take part in the project as well as wider community activities. The sessions will be weekly and young people will take part in a range of fitness activities around boxing, being basic and slowly building up the fitness of all individuals and equipping all young people with the right equipment for safety. Activities will be personal fitness activities to team fitness activities and teaching the basics of safe boxing. Each week will be different, and we will ensure the young people are part of the session planning for the following week. The sessions use boxing as a tool to develop discipline, respect, focus, skill and self-evaluation with every person taught as an individual in order to achieve their potential. The sessions include 1-1 mentoring in skill development but also focus on metacognition to design and deliver a toolkit of self-regulation transferable strategies that the individuals can apply in other areas of their life. The boxing sessions will be delivered in a safe environment, with risk assessments in place for each session and delivered within Boxing England's governing framework. No sessions will be preparation for formal fights or have high impact movements. Young people will have ongoing access to the gym with staff on hand to provide inductions and support whilst visiting. We will deliver a series of informal development workshops that will cover topics such as knife crime, gang culture, substance misuse, child criminal exploitation, healthy eating and why being physically active is good for you. All sessions will be interactive, and beneficiary led. We will work with 40 yp.

Who will be responsible for overseeing and delivering this work?

We are requesting from this grant application -
 The Operational Lead (3 hours per week) will have oversight of the project, work with key partners strategically, manage staff and the grant and ensure reporting is completed.
 The 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 be the first contact for the young person at point of referral, support with personal plans, attending the boxing and gym sessions and be there throughout the project and support to access additional support where required, such as counselling or access to welfare support.
 Our Administrator will support with the collection on monitoring data and general admin activities.
 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, Youth Offending team, 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 have recently created a new business plan to support income generation over the next 5 years and consolidate what we deliver. This includes growing our paid for specialist counselling and corporate fundraising. We will explore further during this project.

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?

We have supported young people in the criminal justice system with a range of partners, that we continue to work. Partners include Nottingham City Council, Derby City Council, the Home Office, Police and Crime Commissioners, Youth Justice 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 1-1 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 a pilot that provided counselling, mentoring and drops in for young males with a focus on gangs, knife crime, grooming and social media. We are funded to deliver detached street work and sports diversionary projects with young people at risk of anti-social behaviour and engagement in crime. Since April 2022, we have successfully delivered a project with the Triangle Trust that has supported 29 BAME young people caught up in the criminal justice system. Our Mentor has witnessed individual's 'turn a new leaf'. Through building a relationship on mutual respect and understanding, the young people have taken on board advice and support and have been able to achieve positive outcomes as a result. Lots of these young people started off on this project not knowing what they wanted to do, had low motivation and for some, were at risk of engaging in crime, becoming victims of child criminal exploitation, or were already involved in crime with overall negative behaviours and activities. We have supported them with teaching discipline and time management, getting them into a routine and showing the benefits of getting up and starting their day early. By enrolling them on courses or training, helping them find what they're interested in, we have seen a difference in their motivation and giving them things to look forward to. A positive example of the impact of this project is of M. When M joined Al-Hurrayya he had recently dropped out of college and had no structure to his days, smoking a lot of cannabis, going to bed late, sleeping in late and hanging around with people who he would consider 'the wrong crowd'. Through mentoring support, we encouraged him to acknowledge his cannabis intake, the negative impact and actively reduce. He began implementing a routine and consciously trying to not go to sleep too late. We helped M to enrol on a bricklaying course and M showed great skill and work ethic within this course and was offered an interview for a permanent apprenticeship position. M was successful with this interview and has shown great appreciation to his mentor for the role he played. Message to mentor: "Salam uncle they've offered me the apprenticeship its actually 2 years, so I took start date 7th August. Thanks for everything you've helped me get back on track, enough appreciated".

Explain how the grant will be spent

The following costs are cost per year. In brackets costs across the two-year period)
Operational Lead - average of 3 hours per week - £2,823 inc NI and pension contribution (£30,000 FTE) (Two-year request - £5,646)

Project Mentor - (3 days per week) - £17,532 inc NI and pension contribution (£25,000 FTE) (Two-year request - £35,064)

Administrator - (.5 days per week) - £2,387 inc NI and pension contribution (£22,000 FTE) (Two-year request - £4,774)

Project running costs (Gym and Boxing sessions - room hire, staff support at Gym) -

<p>£12,000 (Two-year request - £24,000) Staff expenses and travel - £1,500 (Two-year request - £3,000) Contribution to overheads (insurance, office space, IT) - £1,508 (Two-year request - £3,016) Evaluation - £750 (Two-year request - £1,500) Total request per year is £40,000 therefore overall request is £80,000 over two years. 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.</p>	
<p>Will you be working with young people who are already known to local offending teams and already engaged with interventions such as Out of Court Disposals, Point of Arrest Diversion programmes or other YOT Prevention Programmes?</p>	
<p>Yes</p>	
<p>If yes, please provide details of which YOTs, Police Teams or other services you will be working with and how.</p>	
<p>Youth Justice Team - the local Nottingham team have a couple of existing interventions taking place at present. Turnaround is for first time offenders aged 10-17 years of age and the Another Way project for high risk of offending young people aged 14-24 years. Our project will fill a gap in provision for 18-24 years and targeting and working with BAME young people. In addition, our Project Mentor will spend 8-10 hours across the week working directly with the Youth Justice Team's Caseworkers and be located for this time with their office to ensure we have a close working relationship for referrals and then during the time the young person is engaged in the project to make sure our activities and support around a young person is joined up and not duplicating. We will also work with the Police, probation team, Ending Youth and Gang Violence Forum and the Violence Reduction Partnership for referrals into the project activities, gaining local intelligence to support delivery and feeding back learning and intelligence gained from the project. As an organisation we work closely with all of these organisations across all of our work and are an official member of the forums. We are funded by the Police and Crime Commission and various local authority services to deliver activities working around early prevention and counselling to children and young people. We hold regular meetings with the Police and agencies to discuss projects and the activities within and discuss referrals. For example, we deliver youth detached projects in specific areas of the city and meet and work alongside neighbourhood policing teams to deliver in the right places with the targeted individuals.</p>	
<p>If no, please provide details of how you will engage with young people in the community who are at risk of gaining a criminal record.</p>	
<p> </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 £80,000 with a maximum of £40,000 in one year)</p>	
<p>£80000</p>	
Proposed grant start date	Proposed grant duration in months
4/1/2024	24
<p>How much funding is required each year?</p>	
Year 1	Year 2
£40000	£40000

What was your organisation's expenditure in the most recent financial year?	What was your organisation's annual income in the most recent financial year?
£227011	£490582
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£36750	