

Organisation Name		Reference code
Braveheart Industries		2022-11-YO09
Organisation Address		
c/o Turning Point Scotland 54, Govan Road Glasgow Lanarkshire G51 1JL Scotland		
Website Address		
http://www.svru.co.uk/street-arrow/		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	SC044836	2014
Community Interest Company	Registered Companies House Number	Date Registered
No	477402	2014
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
Yes	No	NA
Grant Summary		
We will use this grant to employ an Employment Support Worker to provide direct assistance to young people with convictions, including job seeking, interviewing, disclosing their past, workplace induction, mentoring and maintaining stable work		
Please describe the needs that this project will address		
<p>According to the NOMIS system in the Glasgow City Region in September 2022 the rate of youth unemployment (18-24) was 4.9% compared to 4.1 for the rest of Scotland or 4.6.% for the whole of the UK. For the 110,200 defined as Economically Inactive, 23,600 or 23% would like to be in employment. In addition to this the numbers of workless households is slightly under ¼ at 22.5% higher than both Scotland at 18.1% or significantly the UK rate at 13.6%</p> <p>Despite a continuing decrease in criminality across the Glasgow City area & Scotland, within the city there were over 43,000 offences in the 20-21 Scottish Government statistics or 17.5% of all crimes. The rate of 682 crimes per 10,000 in the population is the 2nd highest in Scotland behind only Dundee. Recent trend in rise of Violent Crimes in the City, following a downward trend over past 5 years.</p> <p>Overall violent crimes have increased by 18.9%, between April 2021 and April 2022, and also increased by 7.8% from 5 year average. For those under 25 there were 12,703 crimes on the 2818/19 year (latest available figure) and although there has been a continuing decline with the projected figure for 2021 being 1,1772 or 7.5% lower. Youth offending however remains a concern with a rise of offences for 16-18s of 3.7% reaching 1884 with obvious impacts for the future in regards to engagement & possible employment.</p>		

At present much of the employability work delivered by partners focusses on a group training course model and whilst this works well for those who are able to or already capable of self-efficacy it leaves many who require more support excluded or in a revolving door process.

Scottish Governments 'No One Left Behind' employability strategy has identified that for over 25's criminal convictions are a significant indicator of long term unemployment and our early intervention model aims to ensure that we mitigate the impacts of behaviours before they lead to such long term impacts, not just on employment but consequentially health & family outcomes. Our model fits with locally base strategic aims including, The Glasgow Community Learning and Development Strategic Plan 2021-24.

If successfully funded it will also be an early lead element of the Glasgow Local Employability Partnership Plan which is in development, but with specific commitments to align with Community Justice and The Glasgow Community Justice Outcome Improvement Plan (2018-2023).

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

We will provide an opportunity for those with experience of the Justice System to find and maintain employment. The ESW will work with an active caseload of 10 in year one rising to 15 in year 2.

It is expected that due to the nature of the client group there will be some drop out of users with an expectation of 25 people being supported over the project. Caseloads will remain focussed in order to provide best practice in support delivery.

We will develop targeted employment profiles with all those involved, as the focus will be on employment within the lifetime of the programme we will support a managed exit for those undertaking training/education that would fall outside of the project timescale.

We expect to assist with 15 volunteer placements as part of skills development in the employment pathway, with 10 of those leading into employment, those who wish to maintain volunteering rather than employment will exit the programme.

Of those involved it is aimed that 5 will find work in yr1 with this rising to 10 total across the 2 years. For those finding work we will provide integration, monitoring and development support for 10 within their job roles.

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

Our Employment Support Worker (ESW) will use a supported employment process with young people from Glasgow who have experience of the justice system to find and sustain employment. This will include a process of employment profiling including, identification of preferred job, any required skills & gaps in knowledge, developing relationships and supporting engagement with relevant mainstream partners and services.

Our young people will then be assisted to seek employment with help to source vacancies, complete CV's or applications as appropriate, interview skills and direct support to attend when necessary. The ESW will further develop employer relationships through direct contact and networking in order to ensure the maximum possible success of those using the service. These relationships are expected to be key for those seeking employment as it will allow employers to be fully aware of their

employees with a particular focus on being trauma informed, dealing with conviction disclosure appropriately and workplace integration.

Where applicants are successful in seeking employment they will be offered direct and indirect support during their induction and settling in, this support will phase out but ongoing monitoring and interventions will be provided, this will be of particular focus at key stages where employment often fails.

Who will be responsible for overseeing and delivering this work?

Direct delivery of the programme of work with young people will be undertaken by the Employment Support worker who will be responsible for client engagement, network development, employer engagement and publicity. This will be over seen by our Chief Operating Officer who will provide regular supervision, expert knowledge of policy and Scottish legislation, skills development knowledge for the ESW as well as strategic networking, employer development, publicity & media and problem solving.

The ESW role forms 87% of the funding application at 28 hours per week or 0.8 FTE, the COO allocation is based upon the remaining 13% equating to 3 hours per week or 0.08 FTE. Full strategic oversight will be the responsibility of the Board of Trustee's of BHI who are not remunerated.

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

This pilot programme is expected to allow for the demonstration of the supported employment model within a justice based service in Scotland. It is expected that knowledge and evidence will allow for us to apply for future funding during year 2. In addition as the organisation re-establishes beyond the pandemic, our social enterprise(s) will provide some surplus which can be used for the development of the role as part of a mixed funding package. The ESW & COO as part of the role will further work with other Mentoring staff across our projects to share the core skills and knowledge to further integrate practice across the organisation.

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

Our goals and strategies were in part inspired by the work of Homeboy Industries in Los Angeles and since our founding in 2014 by the Violence Reduction Unit, BHI has sought to develop services to meet the varied needs of those involved in the justice system.

This person-centred trauma-informed approach is non-judgemental, recognising people's strengths and assets to encourage decision-making and ownership. During this time our team has supported direct engagement with those involved in criminality to reduce the drivers of violence and we have developed the Navigator Model to provide a intensive intervention support for those at risk.

We successfully developed the Street & Arrow 'good street food' model during this time rising to 3 locations across the city to provide training & employment opportunities for those in our justice system to develop careers in hospitality & catering.

Despite the impacts of the pandemic we have been able to maintain Street & Arrow and have seen a rise in demand for the services of our Navigators in some of the most deprived area's of the city due to the re-emergence of significant issues with young people, particularly with increased violence and localised gang culture's previously in decline.

Explain how the grant will be spent	
All of the grant applied for will be spent in direct staff costs only,	
For the ESW this will be as follows, Direct salary (.8FTE) £20,800; Employers NI £1892.8, EMP Pension £1664, Mobile phone/IT £240, ESW Travel 1440 Total £26,036.8.	
For the Chief Operating Officer, Direct Salary (.08FTE) £3200, EMP NI £321.92, EMP Pension £256, Mobile phone/IT £19.2, Travel £115.2, Total £3912.32.	
We will work with statutory partners to access funding where possible for participants costs.	
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.	
Within Street & Arrow we work with adults and the PVG Scheme in Scotland does not denote those with convictions as being defined as vulnerable, therefore it would not be lawful to attempt to obtain membership. As we move to wider working with under 18's we will undertake relevant PVG membership for staff, managers and board in order that we fully comply with best practice in safeguarding. All of our Navigators are members of the PVG scheme as appropriate.	
Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)	
£59,898	
Proposed grant start date	Proposed grant duration in months
01/04/2023	24
How much funding is required each year?	
Year 1	Year 2
£29,949	£29,949
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?
£279,950	£213,003
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£160,347	