

Organisation Name		Reference code
Fight for Peace International		2023-10-YO21
Organisation Address		
Fight for Peace Academy, Woodman Street Newham Greater London E16 2LS Greater London		
Website Address		
fightforpeace.net		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1137636	2010
Community Interest Company	Registered Companies House Number	Date Registered
No	07296495	07296495
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No		
Grant Summary		
Fight for Peace (FFP) will provide integrated support to young people who are already known to local offending teams and already engaged with interventions and/or other YOT Prevention Programmes.		
Please describe the local needs that this project will address		
<p>Newham, where FFP is based, is the 9th youngest borough in England with 130,000 young people (0-25), 89.5% of whom are from a non-White British background. Newham had the highest number of youth homicides (2017-2021), and is in the top 5 boroughs for County Lines exploitation. Young Black people in the area are disproportionately victims of serious violence. FFP members state that crime and violence is the issue that concerns them most.</p> <p>The Newham Youth Safety Board recognises the most consistent protective factor for at-risk young people is a supportive relationship with a trusted adult, citing that at-risk youth in Newham are often lacking this figure and recommend that "every young person has a trusted, safe adult that they can build a relationship with and rely on". We know that sport has the power to transform lives. The Centre for Social Justice's new Game Changer report identifies the influence of sport in reducing youth crime and improving mental health:</p> <p>"For the young people of this nation, sport unlocks life-long friends, introduces mentors, provides purpose, builds confidence - and keeps us out of trouble. It boosts academic prospects, combats mental ill health, and gets us ready for the world of work."</p> <p>The Youth Endowment Fund was set up to prevent young people becoming involved in crime and violence. In their 2021 report they conclude "sports intervention appears to have a large impact on offending - a reduction of 52%". Their 2022 report into the impact of mentoring found that, on average, mentoring reduces violence by 21%, all offending by 14%, and reoffending by 19%.</p> <p>Boxing and martial arts (B&MA) have a particular legitimacy amongst at-risk youth and it engages young people from minoritised ethnic backgrounds and those</p>		

disproportionately represented in the criminal justice system.

The appeal of B&MA means FFP can reach young people who are disengaged with statutory services, which are often unattractive to our target profile. A report by Sheffield Hallam University shows that many sports struggle to engage minoritised ethnic groups, those from low income backgrounds and young people who may become involved in crime or gang activity. They say boxing is the exception - reaching people that other sports don't.

B&MA provide an effective platform for generating the outcomes we are seeking as they:

- require participants to listen, follow instructions and place trust in peers & coaches;
- help young people improve confidence, through building self-reliance, ability to face fears, test and push their limits;
- have measurable progress which are dependent on dedication and effort;
- improve fitness, physical strength & body image, allow young people to become more open to alternative resolutions of conflict or difficult situations, because they no longer feel they need to prove themselves physically;
- are shown to function as a context where it is more acceptable for at risk young people to engage in counselling and to learn to express emotions and vulnerabilities;
- help young people learn about rules, boundaries, exchange and respect that are key for improving their relationships with others.

All of the young people participating in FFP's mentoring programme will be at risk of offending, the majority coming from areas suffering from high levels of youth violence, with an estimated 50% to have been affiliated with gangs or having been affected by serious violence or exploitation. We estimate that 80% will be from Black, Asian and minority ethnic backgrounds, and 25% will be female.

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

This programme will transform young people's wellbeing through improved fitness, improved mental resilience, improved essential skills and providing pathways into meaningful careers. Together, these outcomes will help to improve young peoples' relationship with local offending teams, and reduce their risks of committing criminal offences.

Outcomes for participants include:

Short term:

- Improved fitness levels
- Improved mental wellbeing
- Developed essential new skills
- Improved employability (e.g. nationally recognised qualifications; work experience)
- Reduced risks of committing criminal offences

Medium/long term:

- Sustained improvement in fitness levels
- Sustained improvement in mental wellbeing
- Further development of essential new skills
- Secured employment
- Sustained reduced risks of committing criminal offences

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

Using B&MA classes as an incentive to participate (the 'hook'), our experienced level 3 Youth Practitioners will provide wrap-around, trauma-informed support, including mentoring and vocational training. Together, these services will improve physical health and mental wellbeing, while creating pathways into sustainable positive life and career outcomes. These services will help to facilitate longer term positive engagement with local offending teams and the community, with the aim of reducing the risks of first convictions for the young people we work with.

The programme's success will depend on maintaining excellent relationships with statutory services within Newham (where the Academy is located) and the surrounding East London boroughs.

Activities in this phase will include:

- producing promotional materials which bring to life the benefit of the mentoring programme (to the statutory teams and to young people);
- connecting with stakeholders in Youth Offending Teams (YOT) in Newham, Tower Hamlets, Hackney, Waltham Forest, Redbridge, Barking & Dagenham and Greenwich to promote the programme and establish referral pathways;
- building referral pathways with local peer organisations, such as Abianda (a social enterprise that works with young women and girls affected by criminal exploitation and violence) and Exit Foundation (who are dedicated to providing support to those ready to exit a life of crime, gang-related activity and those struggling with mental wellbeing & trauma), and through our coordination of the Newham Youth Partnership and the Mayor's Violence Reduction Unit (VRU) funded ACT-AS-1 collective;
- building internal pathways: we conduct needs assessments for all members and will promote the programme to young people who have been identified fitting the target profile;
- ongoing relationship building, programme promotion and maintaining of referral pathways.

Over the two-year programme, we will provide integrated services for up to 88 young people, with each person receiving a package of support over six months, which consists of:

1. Personalised 1-1 mentoring and support (up to 20 weeks), including goal-setting, skills development (using the SkillsBuilder framework) and advocacy with statutory services.
2. Personalised employability support (up to 26 weeks), including skills development, professional experiences at FFP and through corporate partners such as Mercedes Benz and Morgan Stanley, and follow up support.
3. Group-based (including gendered) B&MA sessions (daily).
4. Group-based gendered discussions (weekly).
5. Group based employability services (throughout the programme period) including professional experiences, and accredited vocational qualifications, e.g. NVQ personal trainer or England Boxing coaching).

Who will be responsible for overseeing and delivering this work?

Funding from The Triangle Trust will specifically contribute to the salaries of mentors. Mentors provide 1-1, intensive personalised mentoring services for up to 20 weeks, but also facilitate group-based, gendered discussion groups, which participants can join from any time.

Our 1-1 mentoring combines a Public Health model with a trauma-informed mentoring approach to help participants set goals, develop skills (using the SkillsBuilder framework) and build resilience in a person-centred way.

Our mentoring programme also includes:

Sports coaches, delivering universal, group-based sports sessions. Coaches have high potential for forming bonds and helping shape people's behaviours and attitudes, especially those from similar backgrounds to participants, who can have an immediate legitimacy, accelerating trust-building.

Our Employability Lead builds relationships with businesses who offer employment support and opportunities, and training providers. They work with participants to set employability goals, identify needs and connect them to opportunities.

Our Referrals Manager manages the project. They lead liaison with YOT teams to open referral pathways, successfully transition young people onto the programme and provide continual communication on individual progress/challenges.

Our Practice and Professional Standards Manager ensures quality standards are

maintained throughout the programme. They analyse data and feedback to inform programme improvements. They implement safety protocols and ensure compliance with regulations.

Our Monitoring and Evaluation Manager tracks progress of the programme, and gathers/analyses data to measure impact.

Our Communications team produces promotional material for referral and employability partners, and promotes programme stories/case studies on our social media channels. A back-end support team includes HR, finance, facilities and partnerships, who will be the point-of-contact with The Triangle Trust team.

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

A key focus of our programme report will be on value for money, social return on investment and the viability of scaling-up.

We will target only a small, geographically focussed sample of young people, but we believe that this model for integrated support can provide a blueprint for cost-effective mentoring services focussed on young people on the edge of the criminal justice system. If proven, we will share our findings across the sector and advocate for larger-scale institutional funding to roll out nationally.

We have also made provisions for the sustainability of the programme during the grant period. Our team has low turnover (frontline: all 5-8 years+) but we have measures to minimise risks:

1. Competitive/attractive remuneration: sessional staff hourly rates are significantly above the London average. Salaried roles are very competitive.
2. Professional development and training opportunities
3. Wellbeing support and clinical supervision

If we have to recruit, we are well positioned to find high quality replacements:

1. Reputation: We have a strong reputation in the sector, recently attracting 30+ applications for a female youth worker role.
2. Partners: We lead a consortium of 40 Newham youth organisations (e.g. Exit Foundation).
3. Internal: Youth worker / mentor is a popular career pathway for service users. We are currently training a new cohort in youth work practice.

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

FFP has used B&MA combined with mentoring support for those at risk of violence for over 22 years. Our methodology was designed to combat youth involvement in drug gangs in Rio de Janeiro and has been scaled up via our Academy in London and around the world through our training programme.

FFP's Special Project (2018-2021) proved that combining combat sports with intensive mentoring can have a significant impact on young people involved in gang activity:

- None who completed the programme reoffended during the project or within three months afterwards;
- 83% reported that the mentoring had a positive influence on their life;
- 100% reported that they viewed the mentors as positive role models.

The programme's success led to FFP being awarded the Children and Young People Now award for youth justice.

Currently, we are running our VRU-funded 'Inspiring Futures' mentoring programme, supporting young people involved in criminal exploitation and gangs.

Our sports coaches (male and female) have been using combat sports for social impact for several years, and all have considerable experience of working with young people from the target group.

All coaches are trained in our Life Champions methodology, equipping them as coach-mentors to promote life skills that benefit young people inside and outside the gym, and are England Boxing accredited and first aid certified

<p>Our mentors (male and female) are level 3 qualified, and have 5+ years experience working with young people from the target group. All are trauma-informed certified and all have had extensive safeguarding training (including contextual safeguarding). All are from Black, Asian or minority ethnic backgrounds, and have lived experience of the issues that participants will face.</p> <p>Based on consistent feedback from FFP's annual questionnaires:</p> <ul style="list-style-type: none"> - 80% of young people report that attending FFP helped them stay away from negative influence; - 81% have better relationships at school and/or at home; - 76% feel better equipped to deal with their emotions; - 74% have met people they can trust and would reach out for their coach or mentor for help. <p>Respondents consistently attribute these outcomes to a combination of the support received from their coach (75%), from their mentor (80%) and from practising combat sports (90%).</p>
<p>Explain how the grant will be spent</p>
<p>This grant will contribute to our mentoring programme. The programme's anticipated expenditure for 2024 and 2025 is as follows:</p> <ul style="list-style-type: none"> - Staff - £131,390 (2024); £137,960 (2025) - Expenses (food, travel etc.) - £4,568 (2024); £4,796 (2025) - Running costs (rent, utilities etc.) - £10,875 (2024); £11,419 (2025) - Monitoring, evaluation and learning (MEL) - £6,879 (2024); £7,223 (2025) <p>Total: £153,712 (2024); £161,398 (2025)</p>
<p>Will you be working with young people who are already known to local offending teams and already engaged with interventions such as Out of Court Disposals, Point of Arrest Diversion programmes or other YOT Prevention Programmes?</p>
<p>Yes</p>
<p>If yes, please provide details of which YOTs, Police Teams or other services you will be working with and how.</p>
<p>We have strong relationships with the London VRU, Youth Offending Teams (YOTs), the Youth Justice Service, and NHS Vanguard. We have established relationships with YOTs in Newham, Tower Hamlets, Hackney, Waltham Forest, Redbridge, Barking & Dagenham and Greenwich, and we will utilise these connections to promote the programme and establish referral pathways. We will also be working with young people referred to FFP via the Children and Young People Service of Newham Council, whose Early Help and Mental Wellbeing Practice Lead has committed to providing ongoing referral pathways across a number of established panels e.g. Preventing Child Exploitation and Harm Hub, LBNI IPB, Missing Education and New-MAC, along with direct referrals from schools and those identified through their Bounce Back intervention.</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>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 £80,000 with a maximum of £40,000 in one year)</p>
<p>£0</p>

Proposed grant start date	Proposed grant duration in months
4/1/2024	24
How much funding is required each year?	
Year 1	Year 2
£40000	£40000
What was your organisation's expenditure in the most recent financial year?	What was your organisation's annual income in the most recent financial year?
£2209060	£2222703
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£168830	