

Organisation Name		Reference code
Pallion Action Group		2022-11-YO39
Organisation Address		
5 Eastmoor Road, Pallion Sunderland Tyne and Wear SR4 6QW UK		
Website Address		
www.pallionactiongroup.co.uk		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1064481	1993
Community Interest Company	Registered Companies House Number	Date Registered
No		
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No		
Grant Summary		
The delivery of dedicated information, advice and guidance to inspire, create opportunities, increase knowledge and improve awareness of the job application process to enable young offenders to secure meaningful and paid employment.		
Please describe the needs that this project will address		
<p>Pallion in Sunderland is amongst the 10% most deprived neighbourhoods in the country with a high percentage of young people suffering from high levels of poverty through; increasing levels of unemployment and prolonged association with crime. We work with young offenders to prevent them reoffending and stop them becoming another statistic in the crime rates due to unemployment to restore their aspiration to work and feel good about their futures. Past experience of us delivering support to young offenders established an unexpected outcome, discovering that the majority of those most in need of support had been in and out young offender institutions from an early age. Our experience has been that young offenders give up if they feel they do not have any of the qualifications needed to progress into apprenticeships/employment. Currently Next Steps workers are more likely to refer to our organisation because of our ability to cope with the needs and barriers some young offenders face and support the pre support we can offer. Young offenders often do not want to access provision that is deemed 'institutionalised' or that is more structured in the delivery. We recognise that the bespoke, guardianship approach which we facilitate works for young offenders by creating and developing opportunities to motivate and encourage them into developing fulfilling careers through quality provision, a shared communal network, and a willingness to overcome growing worklessness. After consulting with young offenders we have also been able to determine that they suffer from; a lack of suitable training opportunities to secure paid work, too few opportunities to improve upon experience, and a lack of empathy from other organisations as to their needs.</p>		

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

- Improved access to work ready training and support to assist young offenders gain work/work experience.
- An increase in young offenders supported into secure paid employment.
- Reduced reoffending rates for young people.
- Increased pathways and opportunities for young offenders seeking work and in need of guidance when accessing training and skills support.
- Improved core skills for employability which is both important to employers' recruitment and the enhancement of an individual's ability to secure a job, retain employment and move flexibly in the labour market as well as engage in lifelong learning.
- Increased personal and social skills to help young offenders engage and participate in informal and structured work ready sessions.
- Improved employment opportunities through accessing volunteering experience/work placements.
- Young offenders who are/feel excluded will feel less isolated by working together to address their problems and become more active in their local community.
- Improved knowledge on how to apply for paid employment.
- Increased skills in CV writing and online job search/completing job applications.
- Increased transferable skills and knowledge to enable young offenders to access further employment prospects.

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

- Basic Key and Skill Builder (BSKB) initial assessments and complete individual bespoke learning plans with set SMART targets to map the young offenders journey.
- Employment work ready workshops.
- We will work with local employers so that young offenders can talk directly to employers by doing site visits or inviting the companies into meet participants.
- Work experience will be provided and employer mentoring using our strong networks of local employers to instil a good work ethic and increase good communication skills.
- We will engage young offenders in worthwhile activities such as volunteering within the community, environmental projects, health/wellbeing workshops and life skills sessions.
- Online and digital media activities will be delivered both as one to one or group sessions depending on the young offenders need and the frequency will be in-line with what is identified by the Individual Learning Plan (ILP) of each young person.
- Help young offenders overcome personal barriers and challenges preventing them from engaging positively in learning or moving into work.
- Provide a clear pathway for young people to increase their skills and take the first steps on their future career path through training and/or employment.

Who will be responsible for overseeing and delivering this work?

The Project Manager at Pallion Action Group will be responsible for overseeing and delivering the work; they have many years' experience of managing projects that address working with young people with criminal convictions and of leading a successful team of staff/volunteers to deliver services/activities to young people caught up in the criminal justice system. The Project Manager is qualified Level 5 in Management and holds additional qualification in IAG, Tutor and Assessor, PREVENT and is a Safeguarding Officer. The Co-ordinator of the project has experience and

awareness of working with young offenders and delivery of further training/employment and education progression routes to assist them gain meaningful paid employment.
How will your organisation continue to sustain this project after the grant ends?
To ensure sustainability and continuation of this project we will research appropriate funders to apply to and complete funding applications accordingly. Throughout the project we will highlight, promote and publicise the valuable work achieved to key stakeholders to attract and secure future support. The delivery of this project will also be monitored and evaluated so that we can record and provide evidence that this project is needed to enable us to secure future funding to deliver this as a long term project.
What expertise and track record do you have to be able to deliver this work successfully?
Our track record includes provision of a bespoke motivational package of learning and development for young offenders caught up in the criminal justice system who were struggling with mainstream learning and unable to secure paid employment. Activities included: <ul style="list-style-type: none"> - Creating Employer Mentors for young offenders, who kept in touch with young people, via the project. - Facilitating workshops around workskills including, Interview preparation, Information Advice and Guidance relating to training providers. - Sessions around employees and employers rights and responsibilities in the workplace. <p>We have also delivered practical work projects such as up-cycling furniture to skill-up and also create the opportunity to engage young offenders in conversation to build a trusting relationship with the worker and young offender. Delivery of these projects enabled us to; establish strong partnerships and relations with Next Steps Advisors, identify gaps in provision, continue to develop sustainable relationships with young offenders and potential employers and identify clearly other barriers a young offender faces in their transition to the world of work. We also continue to work in partnership with Professor. Lizzie Coles-Kemp an Academic Researcher at Royal Holloway University, to evaluate projects and utilise creative engagement tools and methods.</p>
Explain how the grant will be spent
FULL TIME WORKER 24 HOURS £16 PER HOUR + 15 % EMPLOYERS N.I AND PENSION CONTRIBUTION X 2 YEARS = £45,925 TRAVEL EXPENSES £100 PER MONTH X 24 MONTHS = £2,400 PARTICIPANTS EXPENSES =£1,000 MANAGEMENT FEE 20% OF OVERALL COST OF PROJECT = 9,865 Total Costs £59, 190
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)
£59,190

Proposed grant start date	Proposed grant duration in months
01/05/2023	24
How much funding is required each year?	
Year 1	Year 2
£29,595	£29,595
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?
£320,949	£430,268
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£117,485	