

Organisation Name		Reference code
ROCHDALE AFC FOOTBALL IN THE COMMUNITY TRUST		2022-11-YO51
Organisation Address		
Crown Oil Arena, Sandy Lane Rochdale Greater Manchester OL11 5DR England		
Website Address		
https://rochdaleafccommunity.org		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1121850	2007
Community Interest Company	Registered Companies House Number	Date Registered
No	6394327	2007
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No	No	
Grant Summary		
We are focused on providing in-depth, employment-focused support for young people with experience of both the care and criminal justice systems in Rochdale; using our unique position within the community to break down barriers and provide a second chance opportunity to some of the most disadvantaged young people in our community.		
Please describe the needs that this project will address		
<p>We are focused on providing individualised support for young people with complex needs, with a focus on supporting young people who have experience of both the care system and the criminal justice system. We know that many of these young people have faced huge inequalities from very early in their lives and often have little stability or support within their home unit to assist them. Our project wants to take the time to better understand the background to each individual on the programme, build relationships of mutual trust and respect which will enable us to gain a clearer picture of the challenges that each young person faces and what we can do together to help put in place the building blocks required to eventually achieve sustained, meaningful employment in an area of work which is of interest to the young person. Through our existing work in local prisons, and also through our alternative education programmes and care-leaver support modules we have gained a good understanding of many of the challenges and issues facing young people here in Rochdale, which include:</p> <ul style="list-style-type: none"> - lack of support - lack of trusted adults / role models - lack of confidence and self-esteem 		

- poor communication skills
- lack of routine / structure in daily life
- poor physical health
- poor mental health and well-being
- substance misuse issues

Perhaps a key barrier that too many young people share with us is that they have a lack of hope or expectation that they can get a decent job, and as such they don't commit or see the point in many of the support programmes on offer - there is a huge piece of work to be done to build up the aspiration levels of young people, balancing this carefully with the requirements for hard work and change in their personal situations to help unlock new opportunities.

Because many of the young people we are looking to support have few or no trusted adults within their lives, we fully anticipate the need for our staff to have to work hard to convince young people of what this programme can do for them, and the levels of support and help we are prepared to provide to them whilst they are on programme with us and also when they have progressed to employment - we see this as the start of a long-term relationship with each individual, one that both sides need to constantly work at and learn from.

Rochdale as a whole has a high level of young offenders, and young people with experience of the care system are over-represented within this cohort. We know this from analysis of local data as well as our partnership work with the youth offending and care leaver teams in Rochdale.

The project will also work to open the eyes of local businesses to the potential of these young people, to provide positive opportunities for interaction between young people and local business leaders so that we can start to remove any stigma associated with offending and get more 'buy-in' from local businesses and employers with regards to being prepared to give young people a second chance through our programme.

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

Our key outcomes for this project, are for each individual young person on the programme to know that there is support for them, that there are trusted adults available to them who will more than meet them halfway if they are prepared to put in the effort and work required to turn their lives around and gain meaningful, sustained employment.

We fully appreciate that employment is the end goal and that will likely be quite far removed from many of the young people we support, and as such we will break each individual's learning plan down to lots of smaller, achievable targets and outcomes which when combined help us move a lot closer to employment. This will include the following outcomes for each young person:

- improved physical health
- improved mental health
- increased resilience through gaining new coping skills and strategies
- better communication skills
- less reliance on substances / alcohol
- more positive relationships with trusted adults
- improved understanding of career routes and pathways
- new skills and qualifications achieved
- increased confidence and self-esteem

- higher aspiration levels for themselves
Throughout the programme we will work with the young people to develop an outcome measurement framework specific to the programme which they young people lead on and feel comfortable with - allowing us to capture the full impact of the project.

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

Funding and support would enable us to put in place a programme of in-depth support and training for young people which breaks down the barriers which each individual faces and puts in place a personalised, holistic support programme for each young person.

The support will be led by our Employability Mentor, who will work to develop positive relationships of trust and respect with each individual on the programme, enabling us to gain a clearer understanding of the challenges that each individual faces as well as the opportunities and interests they have with regards to future employment.

Our programme would be fully individualised to each young person, providing a menu of activities that they can choose from as we co-design each programme and ensure that the young person is getting the right support, and the right level of support that they need. This will include regular access to sport and physical activity, lots of work around improving mental health and developing effective coping strategies so as to develop better resilience.

We will also utilise the various micro-businesses which exist within our own work and at Rochdale AFC to provide each young person with a range of work taster and placement opportunities in areas of interest for them - including retail, events, catering, groundskeeping, coaching, media, marketing, stewarding and management.

We will provide specific learning modules around communication skills and life skills, helping each young person to better understand how they can position themselves for success within the job market.

We will maintain regular contact with each individual on the programme to ensure that our mentor is ready and willing to step in and provide extra help and support at any potential 'crisis' points or stages of vulnerability in the young person's journey towards employment.

Who will be responsible for overseeing and delivering this work?

Our head of education and employability would line manage the Learning Mentor for this project, whilst the learning mentor themselves would lead on all direct delivery of the project. The project would become a standing agenda item at all SMT and trustee meetings to ensure a high level of scrutiny is placed on the project.

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

We will work with local partners and businesses to help develop a sustainability plan for the project - reaching agreement with 10 local businesses to each contribute £3,000p.a. as part of their CSR strategy, with each business partner also committing to offer guaranteed interviews to young people who graduate from our support programme.

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

We have worked with both adult and young offenders previously, across a range of our community projects and interventions. We have experience fo providing direct skills

development and employability support for offenders as well as delivery of a number of health and wellbeing interventions aimed at supporting offenders to have improved mental health and wellbeing.

We have qualified and experienced staff in place, who have the required skill set to carry out the mentoring and employability support required within this project. We have comprehensive safeguarding policies and procedures in place and invest heavily in staff training and CPD to ensure that our staff are fully up to date with required skills and knowledge to carry out their roles.

We know our local area, we understand the local community and young people who come from here, including those with experience of both the care and criminal justice system. We have the required partnerships in place to make this project work, both in terms of referrals, expert support when on programme and business partners and links to ensure there are enough, appropriate employment exit routes in place for the young people.

Explain how the grant will be spent

The grant would be fully utilised on employing a full-time Learning Mentor to deliver and lead the development of this project. This would be on an annual salary of £25,000, plus 20% on-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.

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)

£60,000

Proposed grant start date

01/04/2023

Proposed grant duration in months

24

How much funding is required each year?

Year 1

£30,000

Year 2

£30,000

What was your organisation's expenditure in the most recent financial year?

£469,888

What was your organisation's annual income in the most recent financial year?

£470,370

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

£195,945