

Organisation Name		Reference code
Sport 4 Life UK		2022-11-YO55
Organisation Address		
Units 121-122 Scott House, Custard Factory, Gibb Street Birmingham West Midlands B9 4AA United Kingdom		
Website Address		
www.sport4life.org.uk		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1115222	2006
Community Interest Company	Registered Companies House Number	Date Registered
No	5664605	2006
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No		
<b>Grant Summary</b>		
Delivering employability mentoring, accredited training, and secure job outcomes to young people with criminal convictions in Birmingham and the wider West Midlands.		
<b>Please describe the needs that this project will address</b>		
Sport 4 Life UK's (S4L) project will address the need to provide tangible employment opportunities for young people with criminal convictions, to prevent the likelihood of reoffending following their release.		
By providing not only financial income, but also structure and purpose, secure employment is vitally important for young people with criminal convictions. It is a crucial step on the path to rebuilding their lives. The need for S4L's project is evidenced by:		
Only 17% of ex-offenders secure a job within a year of release (GOV.UK, 2020)		
88% of offenders released from custody between March and June who were available to work were unemployed (Ministry of Justice, 2020)		
96% of offenders released from custody are unemployed after 6 weeks (GOV.UK, 2022)		
The West Midlands has the 3rd highest rate of young people being cautioned or sentenced (Ministry of Justice, 2021)		
In Birmingham, serious youth violence offences rose by 41.5% in 2021/22 (Birmingham Youth Offending Service, 2022)		

We recognise that young people with criminal convictions often have low or no qualifications, as well as a lack of workplace experience. This greatly affects their ability to secure meaningful employment. S4L's project will ensure these young people are not only supported into employment, but will also deliver:

- Employability workshop
- Key skills workshops & development
- Accredited qualifications
- Social action projects

It is vital we provide the right support via our internal training and employability services which makes the path to meaningful employment easier for young people with convictions. The ultimate objective is to move young people into secure employment, and S4L's project will support this process by providing the appropriate skills development to help them showcase their job-readiness to employers.

Having worked with young people from disadvantaged backgrounds in the West Midlands since 2006, S4L has extensive experience identifying the needs of our beneficiaries. Through consultation and co-production with the young people benefitting from our services, we know that the barriers to entry those with criminal convictions face include limited access to skills development and qualifications following release. Lack of access to employment and/or accredited training has been exacerbated by COVID-19 and the subsequent negative effect this has had on young people's mental health and socialisation.

This analysis of need has led to S4L establishing partnerships with local organisations such as RMF Training Group and Princes Trust to upskill young ex-offenders referred to us, and support them on a pathway to meaningful employment.

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

The overriding key outcome S4L will seek to achieve is to secure meaningful employment for each young person caught up in the criminal justice system we work with. We will also seek to ensure this outcome is achieved by helping these young people find employment which is suited to their personal interests and ambitions. From experience, we know that long-term employment is far more likely where the individual is interested in the industry they work in, and can see genuine tangible opportunities for progression.

S4L will seek to support 30 young people with criminal convictions to secure meaningful employment each year during this project. All young people will complete our Outcome Star impact tool, an industry-approved measure which tracks each young person's progression across six key areas during their engagement with S4L:

- Teamwork
- Motivation
- Self-esteem
- Employability
- Communication
- Behaviour

Using this tool, S4L will seek to achieve the following outcomes:

- 75% to significantly improve employability skills
- 75% to significantly improve key life skills
- 65% to achieve a crime reduction outcome
- 60 young people to secure employment

'Significant' improvement is defined as an improvement in at least 50% of the Outcome Star assessment criteria.

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

The key activities S4L will undertake with this funding are:

- Tailored one-to-one mentoring
- Delivery of accredited qualifications
- Access/interaction with local employers
- Employability workshops (CV writing, mock interviews etc.)
- Life skills development (Communication, leadership, self-esteem etc.)

S4L's mentors are the constant presence within each young person's journey through our services. Each beneficiary undertakes an in-depth in-take assessment with their assigned mentor once referred. This allows the mentor to understand each young person's interests, passions and ambitions for the future, before working with them to create a bespoke action plan tailored to their specific needs.

Dependent on the young person with criminal convictions we are supporting, the mentor may refer them into our internal training and development services, or one of our employability courses such as 'Get Fit 4 Employment'. Where it is agreed with the young person they would benefit most from external organisations with specialist expertise, we are able to signpost them effectively due to the multitude of partnerships we have built with local third-sector organisations in the West Midlands.

Their mentor will check-in regularly throughout their engagement with S4L services, with the overriding objective to support each young person to secure meaningful employment related to their personal ambitions.

**Who will be responsible for overseeing and delivering this work?**

Jeni Bennett - Mentoring Team Manager:

Jeni oversees all personalised mentoring delivery across Sport 4 Life services, line managing our team of qualified Employability Mentors. Jeni is a Level 3 qualified mentor, an AET Qualified Tutor and has an honours degree in Education Level 3 IAG qualification.

Craig Corrigan - Training Team Manager:

Craig is our Training Team Manager. He oversees the delivery of all workshops and qualifications delivered by our Employability Trainers and Education Coordinators, as well as the full scope of our community sports sessions. Craig's qualifications include a PHD in Social Impact of Sport and a first class honours degree in Sports Development and Coaching.

This grant will not contribute to the costs of either of these roles.

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

Once a young person has achieved a positive employability outcome, whether it is securing employment or accredited qualifications, their S4L journey does not end.

All young people we work with are able to continue engaging with their assigned mentor for as long as they feel they need our support. Therefore after this grant ends, the young people engaged on this project will still be able to work with S4L and access employability/training services where they wish to develop their skills.

We also anticipate this project will raise our profile as an organisation able to support young offenders into meaningful employment. We will actively seek funding to continue working with these individuals after the grant ends to sustain the momentum and impact of our work.

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

During our experience working with young people from disadvantaged backgrounds in the West Midlands since 2006, S4L have built strong working relationships with a range of key partners that will support our work on this project.

For example, we have vast experience working with the Probation Service, having delivered contracted services previously to support young offenders who are serving sentences but not in custody. Working with young people with criminal convictions has enabled S4L to learn from and understand these individuals, tailoring our approach to deliver employability services in ways which suit each young person's personality and learning style.

The partners we have previously worked with to support adult offenders, and would continue to on this proposed project are:

- Catch 22
- Maximus
- Nacro
- Prince trust
- RMF Training Group
- West Midlands Police

S4L also have connections with local social workers, family support workers and probation workers who we have worked with previously to identify and support young people with convictions.

All the above mentioned organisations and stakeholders work towards the same primary objectives:

- Support young offenders to secure meaningful long-term employment
- Prevent young people with criminal convictions from re-offending by helping to create more structure and purpose within their lives

**Explain how the grant will be spent**

This grant will fund the costs of a full-time NEET mentor to support 60 young people aged under 25 with criminal convictions to find meaningful employment. It will also fund our Education Coordinator's delivery of 30 qualifications across 2 years. Please see breakdown below.

Year 1:

NEET mentor salary 23/24 = £27,000 per annum

Education Coordinator = £25 p/h x 5 hours per qualification x 18 young people = £2,250

Year 2:

NEET mentor salary 24/25 = Year 1 salary + 5% (estimated inflation increases across all areas) = £28,350

Education Coordinator = £26.25 p/h x 5 hours per qualification x 12 young people = £1,575

NEET mentor salary = £55,350 Qualifications delivery = £3,825  Total = £59,175	
<b>Will you be receiving funding from any other sources for this project?</b>	
No	
<b>Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.</b>	
Yes	
<b>Reason why not all staff have DBS checks.</b>	
<b>Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)</b>	
£59,175	
<b>Proposed grant start date</b>	<b>Proposed grant duration in months</b>
01/07/2023	24
<b>How much funding is required each year?</b>	
<b>Year 1</b>	<b>Year 2</b>
£29,250	£29,925
<b>What was your organisation's expenditure in the most recent financial year?</b>	<b>What was your organisation's annual income in the most recent financial year?</b>
£873,866	£923,165
<b>What value of unrestricted reserves did your organisation have at the end of the most recent financial year?</b>	
£277,912	