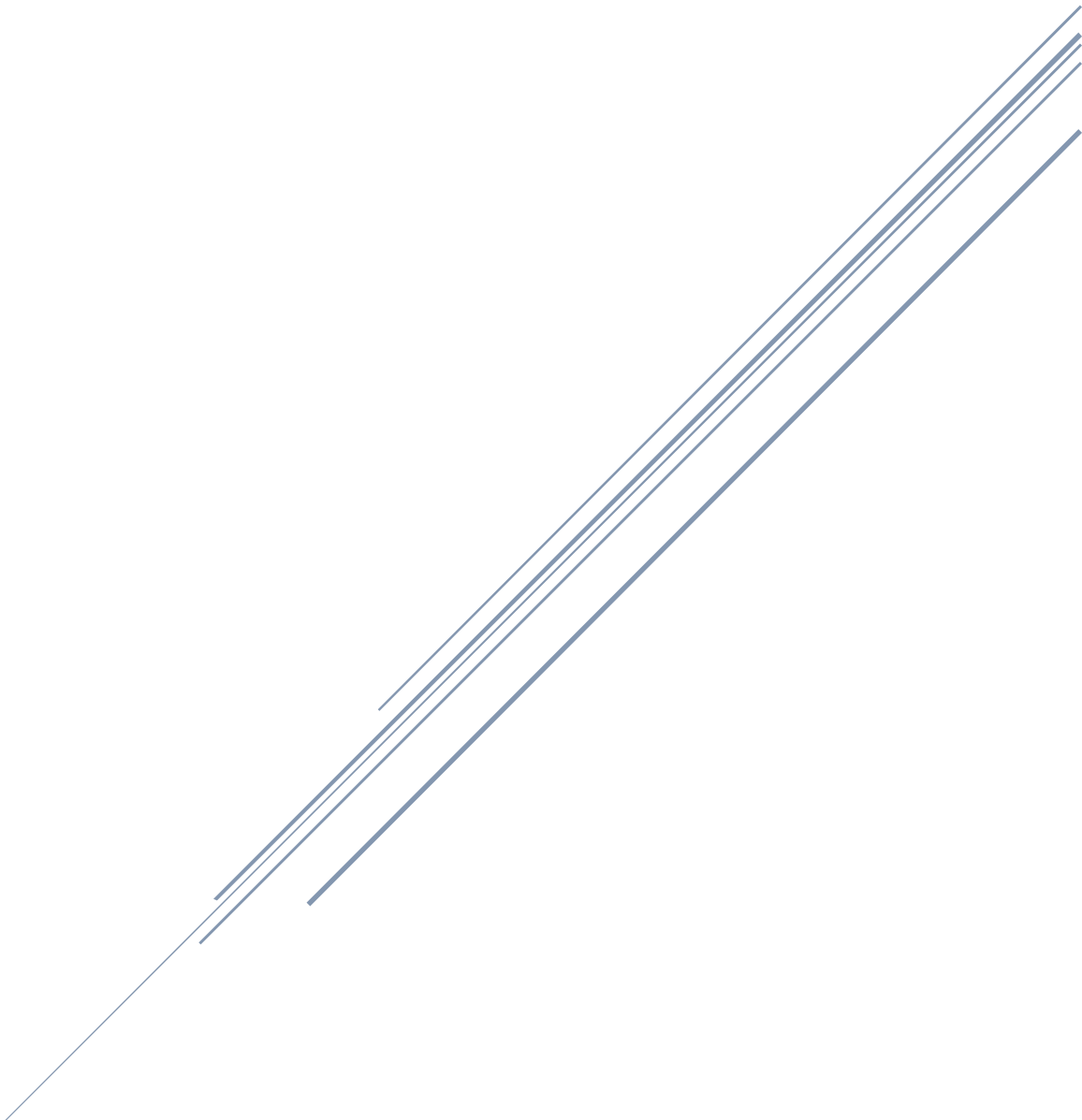


# A POSITIVE FUTURE

BEYOND 2020



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# Executive Summary

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The Trent Bridge Community Trust has been running the Positive Futures programme in partnership with Rushcliffe Borough Council for ten years now. During this time, it has delivered tremendous benefits to both the direct participants and also to the wider Rushcliffe communities within which they live.

The work itself can be complex and challenging at times, but the premise has remained simple throughout its life; engage with young people at risk of social exclusion and work with them towards a positive future.

In 2018, another programme being delivered directly by RBC at the time was entrusted into the care of the TBCT. The YouNG project was very much about offering young people of Rushcliffe the opportunity to find their way into the world of work. This encompassed the entrepreneurial side of business, as well as the more traditional work experience placements with our local employers.

Both projects have a good track record of success and are well known and respected for what they deliver. However, it is important that we recognize the changing needs of the young people involved in our programmes and constantly review the elements within them, thus ensuring that we best serve all those connected to it and continue delivering life-improving results.

This paper has been constructed on the basis of outlining our hopes and ambitions for the two projects combined as we move towards the end of the current funding cycle (December 2020) and to seek an extension of such funding and a continuation of our relationship with Rushcliffe Borough Council and its inhabitants.

# Positive Futures

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Below is a high-level summary of the main parts delivered through the Positive Futures Programme. Over the subsequent pages these elements are shown in greater detail to allow further understanding of what this project achieves for young people of Rushcliffe:

- 1-2-1 Mentor Support
- Peer Mentors
- Accreditations (ASDAN or DARE)
- Educational Workshops
- Sports Participation
- Lunchtime Clubs
- Cross-Area Events
- Community Engagement Projects
- VIP PE
- Rushcliffe Citizenship Scheme
- Healthy Hearts
- NEETS supported into work or training

## 1-2-1 Mentor Support (DISC)

This service sits at the heart of what Positive Futures aims to achieve. By engaging with those young people most at risk from social exclusion, we provide a mentoring service that gives the young person a positive lead to follow.

The work is by its very nature intensive. Each 1-2-1 mentor session requires meticulous planning to ensure that we maximize the value and impact of such sessions. The time is then spent with the young person, working through the key issues they face and helping them to address them in a positive and pro-active manner.

The follow-up work to each session can then take a variety of forms. Whether that be referral to a third party for additional help, discussions with parents or teachers, or simply identifying the next steps to help the young person progress.

We will also be adding into our mentoring sessions a 'Behaviour Profiling' assessment tool based on the DISC model. The DISC model of profiling looks at behavioral characteristics only and takes no account of education, skills, culture, experience, values or beliefs.

You CANNOT fundamentally change who you are and your natural personality characteristics. However, it is possible to modify your behaviour.

This tool will also be used to match each young person to the right mentor in order to gain the best opportunity for self-development.

## Peer Mentors

It is well recognized that sometimes the best way of communicating to young people and getting a message across is through peer to peer contact. That's why at Positive Futures we develop and train young people to be able to deliver workshops and sports sessions.

Each Peer Mentor goes through a ten-hour training programme to provide them with the information and tools they need to perform their role. They remain supported by our experienced mentors throughout their time and have the opportunity to work alongside their peers.

## Accreditations (ASDAN / Prince's Trust)

Building Knowledge, Informal learning, self-development and recognizing achievements are core to the work we do. Each young person that we work with will have an accreditation pathway covering key themes such as Personal, Social, Health, Economic and Ethical development.

Examples of accreditations delivered:

- Peer Mentoring (ASDAN)
- Healthy Cooking (ASDAN)
- Conflict Resolution (ASDAN)
- Planning for Personal Development (Prince's Trust)
- Interpersonal & Self Development Skills (Prince's Trust)
- Community Project (Prince's Trust)

## Educational Workshops

Themed or issue based workshops are planned to provide opportunities for young people during unstructured or free time that they would not normally come across at school.

By keeping up to date on relevant trends, concerns, crime figures etc. we can create packages of work for groups of young people in order to raise their own awareness and understanding so that they can make better informed choices or gain unique aspirational opportunities.

## Community Engagement Projects

We want young people to take ownership and pride in the communities that they live in. By delivering physical improvements within an area or having our young people plan, deliver and engage in community events will help to give out messages of positivity, help with perceptions and aid community cohesion.

Our summer package of work will help build confidence, experience and essential skills for work and life.

## Sports Participation

Providing sporting opportunities during school time i.e. transition activities, workshops, PE and after school clubs for young people to get involved with. We also provide half term sports activity sessions.

## Lunch Time Clubs

Provide engagement activities during lunchtime i.e. Dodgeball, Boxercise etc. to both primary and secondary schools across Rushcliffe. These are great engagement and participation tools which encourage those who take part to join in with our half term sport session.

## Cross-Area Events

Competitions across the borough so that young people get a sense of achievement, keep fit, have fun and build confidence.

The cross-area work encourages young people to engage with young people from other communities.

## VIP PE

A 6-week PE programme that focuses on young people learning a specific sport each term. Week 5 will be a master class session taught by a VIP of each particular sport. This will also be flexible with the term given i.e. could be done in 4 weeks.

The programme can also be flexible i.e. if a player is only available week 2, we will run that session in week 2 instead.

Example:

Week's 1 – 4 Positive Futures deliver cricket based skills and drills

Week 5 VIP delivers Masterclass

Week 6 PF deliver PE competition and young people receive a certificate / medal (possibly even accredited).

## Rushcliffe Citizenship scheme

This is a 4-week summer programme that will see a group of 15 young people embark on a variety of workshops, community projects and a residential, these young people will be identified jointly by the schools and the Positive Futures team to ensure that we have young people at risk of both exclusion and Anti \social Behaviour participating and engaging with the team to promote positive behaviour and role models.

## Healthy Hearts

A 6-week programme that aims to educate young people on the importance of looking after your heart. Each session is 1 hour long split into 2 sections. First 30 minutes is theory based in the classroom. Second 30 minutes practical based, putting into practice what they have learnt in the classroom.

Week 1 – Basics of the Heart

Week 2 – Circulatory system

Week 3 – Exercise and Nutrition

Week 4 – Body boosting

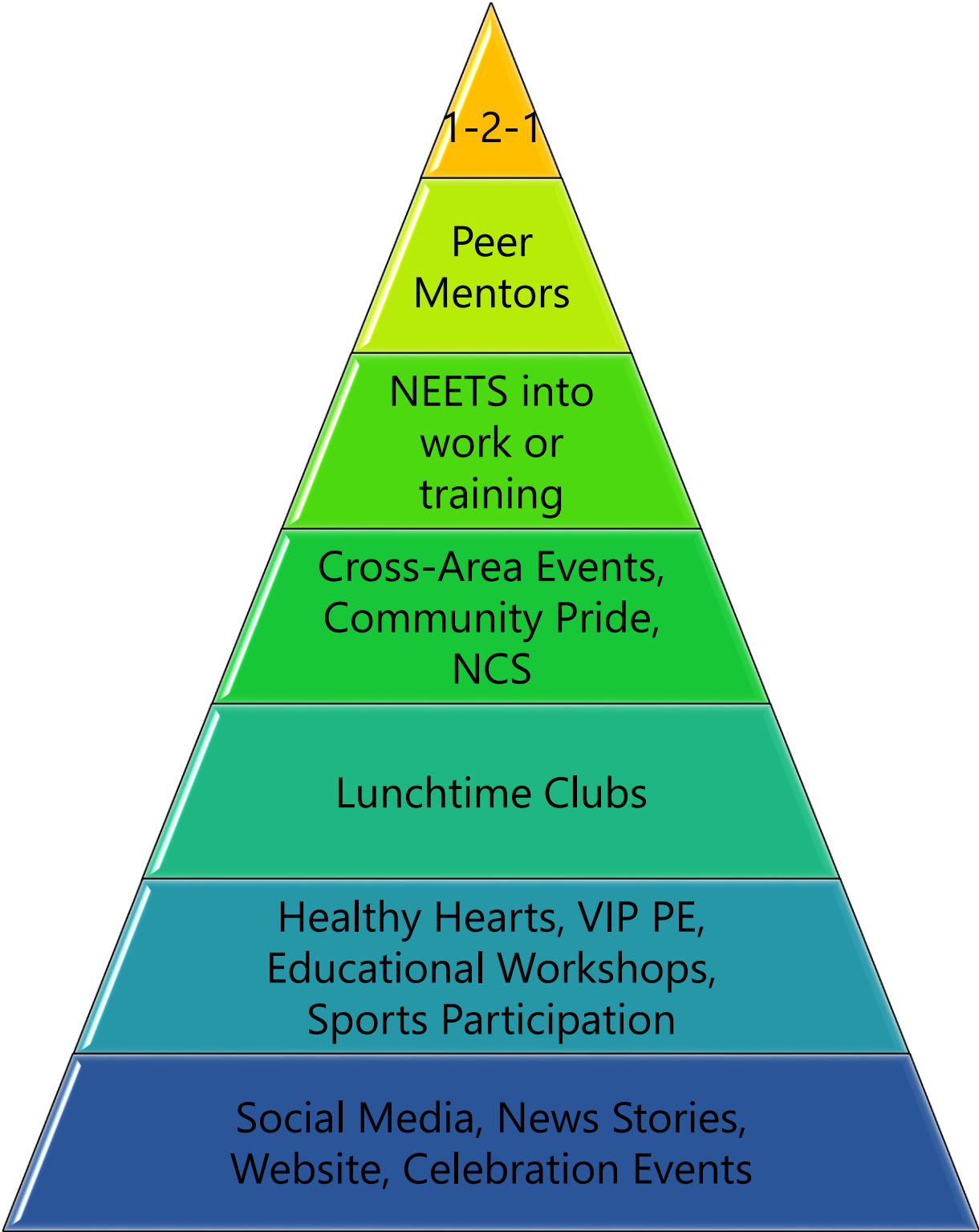
Week 5 – First Aid

Week 6 – Celebration Assembly, Cricket player appearance and Nuts. Each young person receives a goodie bag, certificate and first aid qualification.



# Concentrated Care to Mass Participation

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# YouNG

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Below is a high-level summary of the main parts delivered through the YouNG Programme. Over the subsequent pages these elements are shown in greater detail to allow further understanding of what this project achieves for young people of Rushcliffe:

- Work Experience
  - Snapshot
  - Traditional
  - Long-term
  - Internal
  - External
- Network of Employers
- Social Media Growth
- Ambassadors
- Markets

## Work Experience

YouNG provides mutually beneficial work experience partnerships by 'matching' young people to placements at organisations that are suited to their skills, interests and aspirations. The main function of the YouNG Project is to reduce barriers to organisations in facilitating placements by liaising with each company to understand their individual needs for placements and adapting the length, timings and candidates accordingly. YouNG also completes pre-placement work with each young person, briefing them before the placement and providing a booklet which allows employers, schools and young people to track their progress and learning during their placements.

## Snapshots

The fundamental purpose of any work experience placement is to allow a young person to experience what a workplace is like, what sorts of roles there are on offer and how the organization fits together. A snapshot placement aims to do just that, but in a condensed timeframe.

While each snapshot is tailored to the needs of individual employers, every young person that participates in a snapshot placement will be supplied with a booklet to complete, enabling them to note down their key learnings from the day. A typical snapshot work placement would involve a group of young people (10 – 20) visiting an employer for approximately half a day and would be comprised of:

An introductory presentation, a tour of the workplace, Q&A sessions with employees from different departments, as well as more interactive elements such as employer specific tasks i.e. mock interviews, practical equipment demonstrations etc.

For those young people that a booklet is not suited for, it is proposed that a virtual snapshot is created whether this takes the form of a video or a VR snapshot. This could then also be used to attract young people at careers fairs but also further engage a wider range of young people in the snapshot work experiences.

At the end of the snapshot placement, each young person should have an increased awareness of the range of careers that exist within that workplace, including those suitable to them, but also know how they might get in to their desired career path as a result of hearing from individual employees and how they got to where they are.

## Traditional

As the name suggests, this is the more traditional approach to work placements. These would usually see a young person take up a placement with an employer for a week at a time. They can be slightly shorter than this if that suits both employer and young person, without sacrificing the value they would gain from it.

YouNG aims to make these traditional placements more engaging for each young person by working with each employer to ensure the young person is getting value from their placement and that their time is spent not just making tea. A booklet has been compiled to help with the placements and this includes things such as what to consider before starting work, timetable for the week, summary of learnings, prompt questions and feedback.

## Long Term

These placements are typically aimed at young people on alternative timetables or university students, such as participants in the Positive Futures programme. These placements can vary from Marketing or Sales to helping young people build CV's and cover letters or generally contribute towards them achieving their long term employability goals but also enables employers and young people to foster more long term relationships.

In the case of those young people from Positive Futures, YouNG helps to prepare each young person for a work experience placement, providing tailored skills based workshop sessions that will enable them to succeed in either a traditional or long term work experience placement in a real-world business.

## Internal

YouNG organises and facilitates all work experience placements at Rushcliffe Borough Council and Trent Bridge cricket ground. As members of the YouNG team can offer direct support before, during and after these placements, they are defined as internal. These could fall under any of the three aforementioned work experience categories but for each placement, a member of the YouNG team will complete an induction and a closing placement meeting in person.

## External

Any other work experience placement YouNG organises is categorised as external and can be snapshots, traditional or long term placements. These could take place at any of the employers YouNG has as work experience partners.

## Network of employers

All external work experience placements go to one of our network of employers. An employer becomes part of our network following contact with a member of staff and agreeing on the terms of their commitment i.e. number of placements per year, type of placement, and parameters of young people they will take on. The YouNG team will then advertise each opportunity out amongst the schools and with our number of placement requests in order to successfully match and complete each placement.

## Social Media Growth

Social media has become one of YouNG's key ways of promoting the project, both in terms of opportunities young people can take advantage of, attracting new business leads but also to get the buy in of parents. YouNG operates across 5 main social media platforms: Instagram, LinkedIn, YouTube, Facebook and Twitter. Each platform is utilized according to the audience being targeted, with LinkedIn being used to attract businesses and Instagram predominantly used to gain a following of young people.

## Ambassadors

YouNG's Ambassador programme is a one-year role for a year 10 pupil from each secondary school within Rushcliffe. Primarily, they are responsible for helping to maintain YouNG's close connection with their school by having regular meetings with their designated teacher contact at their school. They are also responsible for raising awareness of the project within their local communities, by disseminating information about upcoming events (physically and through social media) and contribute towards the planning and delivery of YouNG Markets.

Throughout the year programme, the ambassadors are trained on a range of employability and life skills and areas including: time management, professional relationship building, CV's, Presentations and stress management, First Aid Training, all of which will be delivered by a combination of external specialists in their field and by the YouNG team. Additionally, the

ambassadors will undertake their own yearly project, which will qualify for an EPQ award (ASDAN and FCSE) along with a range of ASDAN's that will enable them to have an impressive CV having left the programme. Before completing their Ambassador role, each individual will have the opportunity to speak to someone from their desired career area and ask any questions they may have.

## Markets

The YouNG Markets are designed to give young people an opportunity to showcase their creative talents as part of their own stall or performance at an event. Fundamentally, there are two parts of YouNG Markets - stallholders and performers.

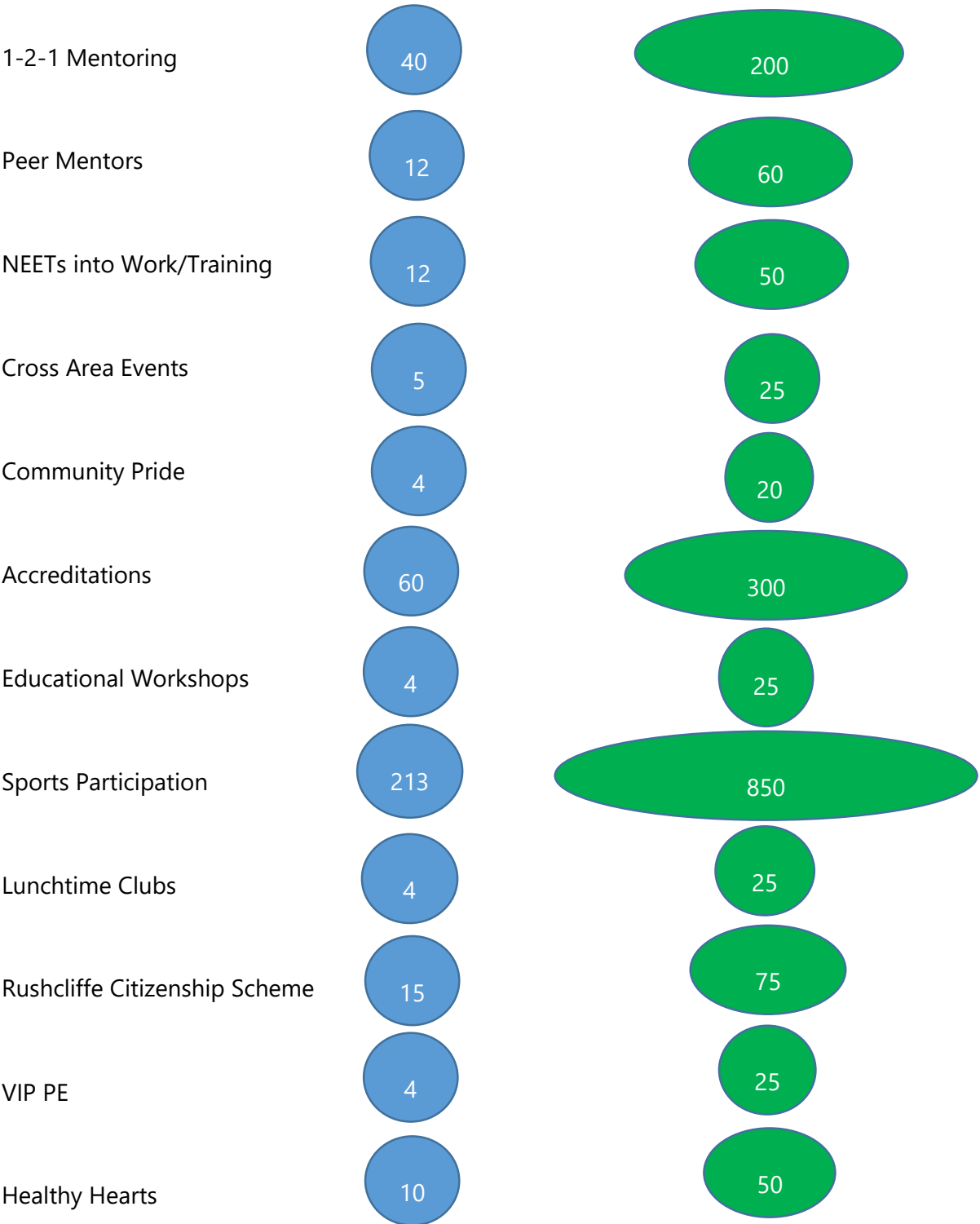
Stallholders are allocated a large market stall space in order to sell crafts and wares they have made themselves, keeping the money for themselves. Each stallholder is responsible for every element of their stall including making products, ensuring they make a profit and taking enough stock for the day. Consequently, each stallholder enhances numerous employability skills that will help them in the future as well as being able to say they have run their own business for a day, which will make them stand out from other candidates when applying for future jobs.

Performers are given an allotted amount of time on stage to sing, dance, juggle or entertain the crowd – giving them a unique platform on which to begin to build a following. Previously this has enabled performers to attract follow up gigs, such as supporting a band on an upcoming tour and performing in local restaurants.

As YouNG Market events are relatively infrequent, YouNG will create a series of videos that will enable young people to transition from selling on a market stall to becoming a full-scale online seller of their products. Not only will this allow young people to become full-time entrepreneurs but also it will further diversify their skillset, including persuasive writing, packaging, after sale support and more.

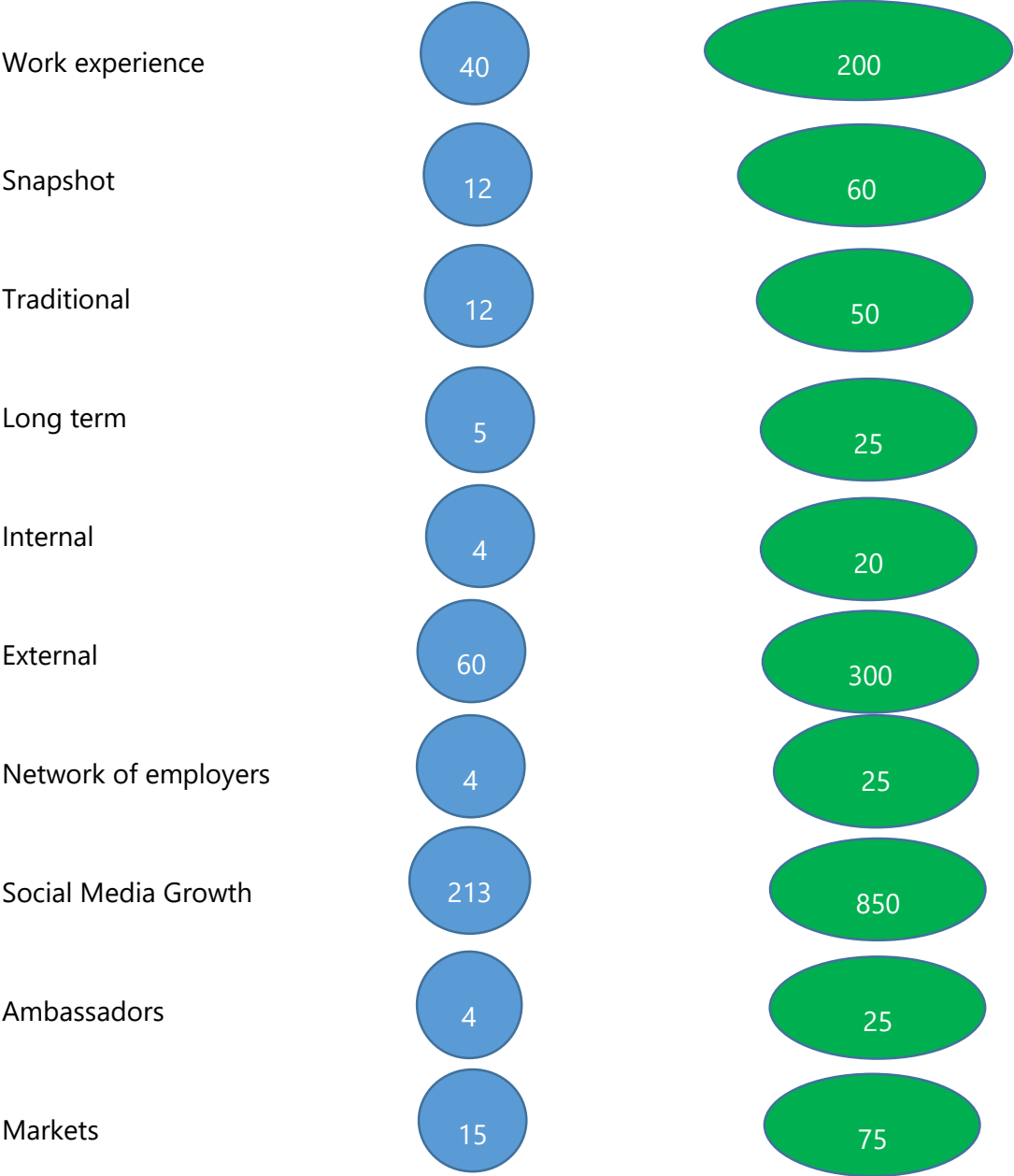
# Positive Futures Key Outcomes 2021 - 2025

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# YouNG Key Outcomes 2021 - 2025

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# Financials

2021-2026	Positive Futures (£)	YouNG (£)
Direct Salaries	93,343	55,445
Pension	2,334	1,386
National Insurance	12,881	7,651
Direct Delivery Costs	10,000	10,000
Phones	1,250	250
Travel	2,800	600
Software (Views)	1,080	0
Marketing	4,500	9,000
Management Time	6,000	6,000
Training	3,000	1,500
Administration (HR, Finance, etc.)	7,000	3,500
Rent	4,000	2,000
Utilities & Equipment	6,000	3,000
<b>Total</b>	<b>154,188</b>	<b>100,332</b>

The total cost of delivering Positive Futures is expected to be £154,188 per annum and the cost of delivering YouNG would be an additional £100,332 per annum. That would give an overall cost of the combined service being £254,520 per annum.

Assuming the current rate of Consumer Price Index (2%) were applied to the above costs over the years 2021 – 2025 it would see an annual increase of just over £5,000 per annum. Full project spend for the five-year period is therefore forecast to be £1.3m.

The level of funding received under the current agreements with Rushcliffe Borough Council is £192,000 per annum. This would cover 75% of the project spend as detailed above.

Subject to Rushcliffe Borough Council agreeing the investment that they are willing to make into the service for the period 2021 – 2025, we will take the initial stance of attempting to secure any shortfall from other partners so as to maintain the level of service outlined in this document.

Other partners would include the Trent Bridge Community Trust itself and other external funders, subject to agreement from Rushcliffe Borough Council that they can contribute to these programmes.

# The growing returns of Positive Futures/YouNG

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