

Organisation Name		Reference code
Action Youth Boxing Intervention CIC		2023-10-YO03
Organisation Address		
London School of Mosaic, 181 Mansfield Road London NW3 2HP		
Website Address		
aybi.org		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
No		
Community Interest Company	Registered Companies House Number	Date Registered
Yes	10554564	10554564
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No	No	
<b>Grant Summary</b>		
The purpose of the grant is to support our programme for at-risk youth who are on the edge of the criminal justice system, using a combination of boxing fitness, mentoring, counselling, and employability workshops to steer them towards positive life choices and better prospects.		
<b>Please describe the local needs that this project will address</b>		
<p>AYBI was initially inspired by our local community's call for a transformative initiative. Through weekly youth boxing sessions, we established a platform for learning and growth, empowering at-risk youth. Our focus is on cultivating self-awareness, countering irrational beliefs, and fostering positive thought patterns. Using Cognitive Behavioural Therapy (CBT) and Rational Emotional Behavioural Therapy (REBT), we also champion social and physical wellbeing.</p> <p>AYBI's mission is rooted in addressing high levels of crime and anti-social behaviour in our community that was being committed by youths. Our initiative also helped to reduce the number of young people hanging around intimidating local residents which put a strain on the workload of local police. By supporting and harnessing these young people; we reduce their exposure to crime and negative learned behaviours.</p> <p>We were also seeing significant numbers of local young people who had been excluded from mainstream schools and sent to Pupil Referral Units (PRUs) and then finishing without formal qualifications and with no one to support them. This led to them having limited job prospects and increased their chances of falling into crime. We have been able to assist these individuals who have been left behind, assisting them in obtaining Functional Skills qualifications as well as vocational training and employment. The continued demand for our services is evident, with up to 30 potential participants with various referrals from Family in Focus, Camden and Islington Youth Offenders Services, and various locals schools and PRUs waiting to embark our programmes. Conventional robust approaches to youth justice have displayed limitations in our community. Inconsistencies and gaps in support often leave young individuals without necessary guidance. Research advocates for a more person-centred cognitive</p>		

approach, highlighting the potential for profound behavioural change through belief reformation. This is especially pertinent for young people teetering on the edge of the justice system, offering them a lifeline to circumvent potential criminal records. Within our local community, gang affiliation emerges as a pressing concern, propelling individuals towards criminal activities. As an organisation, we have extensively researched gang culture and have conducted youth outreach work to better understand the issue. An analysis and self-awareness through our life experiences have enabled our team to empathetically understand key factors contributing to youths joining gangs. To use one of our past participants as an example, 17- year- old Jayden (not his real name) was involved in a gang and had been arrested three times and was permanently excluded from school. After his work with us, he managed to get his life back on a better path, learning how to box which inspired him to train to become a personal trainer and leave criminal activities behind, thus avoiding a criminal record.

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

Our primary aim is to empower young people on the edge of the criminal justice system to make positive life choices and avoid acquiring a criminal record. Through our structured programme, we target specific outcomes including:

- Emotional Wellbeing and Expression: Encourage open discussion of emotions and sharing concerns, leading to improved emotional wellbeing, confidence, self-esteem, and mental resilience.
- Enhanced Physical Fitness and Wellbeing: Improved physical strength, fitness, and awareness of healthy nutrition practices, contributing to better overall health.
- Reduction of Harmful Habits: Support participants in reducing or ceasing harmful habits such as alcohol or substance abuse, leading to healthier lifestyles.
- Completion of Boxing Training: Ensure participants successfully complete the boxing training and earn their England Boxing certificate, demonstrating commitment and achievement.
- Attainment of Functional Skills Qualification: Ensure participants attain their Functional Skills qualifications in English and Maths, if GCSE not already achieved in school/PRU settings.
- Clear Pathways to Training/Employment: Assist participants in mapping out clear pathways towards further training and/or employment prospects, setting them on a positive trajectory.
- Building Support Awareness: Empower participants to identify when they need additional support with their wellbeing and provide them with the tools to ask for help when needed.
- Improved Stress Response and Conflict Resolution: Equip participants with CBT/REBT tools to respond calmly, rationally, and productively to stressful situations, reducing aggression and enhancing conflict resolution skills.
- Enhanced Social Skills and Empathy: Encourage positive social interactions, promoting empathy and the ability to engage positively with others.
- Mentorship and Continued Engagement: Encourage 'graduate' members to continue on as mentors, building a cycle of support and positive role modelling for future cohorts.

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

With this funding, we'll execute a comprehensive programme for young people who are already known to the criminal justice system and/or those who are on the edge of criminality. The programme will include a range of activities tailored to support participants' in their physical and mental health as well as working on their mindset and making positive choices. The programme will include:

- Individual interviews to identify any barriers to learning so sessions can be differentiated for the participants' needs
- Meet & greet session - split into groups (potentially mixed groups for peer supporting

beyond the workshop)

- Boxing and fitness sessions
- Topic-lead sessions providing practical strategies for young people to break away from criminal behaviour. Topics would include:
  - \*Understanding Consequences: This session would delve into the consequences of criminal activities. It would focus on illustrating how certain decisions can have a lasting impact on one's life, education, employment opportunities, and relationships
  - \*Building Resilience and Coping Strategies: This session would equip participants with practical tools to handle challenges and stressors in constructive ways. It could cover techniques like mindfulness, stress management, and problem-solving, empowering them to navigate difficult situations without resorting to crime
  - \*Exploring Education and Career Paths: Here, participants would engage in activities to identify their interests, strengths, and potential career options. It would highlight the value of education and training in achieving personal and professional goals, emphasising the opportunities available beyond criminal activities.
  - \*Positive Role Models and Mentoring: This session would showcase real-life examples of individuals who have overcome adversity and made positive choices. It would stress the importance of seeking guidance and support from mentors, community leaders, or positive role models in making constructive life decisions.
- Employability workshops including identifying areas including CV writing, interview skills, money management
- 'Graduation' event at the end of each cohort to celebrate the growth and development of participants
- Individual ongoing coaching/mentoring/support sessions for participants members upon completion of the initial programme to ensure they remain supported and don't fall back into negative influences

The activities within this initiative ultimately aim to empower young people in recognising and transforming negative behavioural and thought patterns, facilitating healthier life choices for an improved future outlook.

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

The grant will contribute towards the cost of all the following posts:

Role: Programme Manager  
 Expertise: Business management, qualified fitness & boxing trainer, youth mentoring, CBT/REBT facilitator, mental health champion  
 Responsibilities: Project lead, responsible for overall running of the programme, managing other team members, delivering fitness and discussion sessions, mentoring

Role: Programme Coordinator & Development  
 Expertise: Programme development, educational development, drama teacher, youth mentoring, CBT/REBT facilitator, mental health champion  
 Responsibilities: Co-designing the programme curriculum, adapting and developing course content, facilitation fitness and discussion sessions, mentoring

Role: Coaches  
 Expertise: All are qualified fitness & boxing coaches also trained in youth mentoring, CBT/REBT, championing mental health  
 Responsibilities: Delivering, fitness and discussion sessions, mentoring

Role: Programme Evaluator  
 Expertise: Research, evaluation, analytics  
 Responsibilities: Monitoring and recording the progress of the programme and its participants, recording KPIs, gathering data for the evaluation of the programme's success, liaising with Triangle Trust's own evaluators

Role: Employability Advisor  
 Expertise: Training and employability solutions  
 Responsibilities: Facilitating sessions around training and employment options, helping young men to identify barriers to employment and create their own pathway to getting

<p>into opportunities that suit their interests. Teaching interview skills, CV writing workshops</p> <p>Role: Personal Development Coach</p> <p>Expertise: Life Coaching, Counselling &amp; Personal Development,</p> <p>Responsibilities: Facilitating sessions on personal development, one-to-one life coaching sessions</p> <p>Role: Peer mentors</p> <p>Expertise: Box England Level 1 certification</p> <p>Responsibilities: Assisting Coaches in the facilitation of group activities</p>
<p><b>How will your organisation continue to sustain this project after the grant ends?</b></p> <p>We have thought ahead to how this programme will continue to deliver once the funding is exhausted as this is something we have had to consider with previous grants that we've been awarded. We understand the importance of making sure that the goals of the project continue to be met through activities that are consistent with the current conditions and available resources. Our strategy for continuity includes the following:</p> <ul style="list-style-type: none"> <li>-Applying for additional funding from other sources before the existing programme funding is depleted. We actively seek out financial support that allows us to continue our core activities and this is what we would do towards the end of this funding. Armed with the results achieved from Triangle Trust's support, we would use this as evidence of the programme's effectiveness and necessity, which would add support to any future funding applications that we make</li> <li>-Honing in on the specific components of the initiative that are necessary for sustainability. Recognising that if funds are exhausted, not all elements of our programme may be able to continue but prioritising those that are essential to achieving the desired outcomes of the project</li> <li>-Continuing to network and market ourselves and this initiative to raise/maintain awareness and credibility. We've had prior experience of donors reaching out to us directly because of marketing and promotional information they have seen about us online or within our community. We have an active social media presence and continually share our successes and, with their permission, anonymised case studies about our participants' experiences</li> <li>-Knowledge sharing and collaboration with other organisations that align with our ethos and mission. This could include joining forces to apply for a grant as partners or sharing resources such as equipment, staff or a venue to hold the programme</li> <li>-Becoming a line item in another organisation's existing budget. We already receive numerous referrals from public bodies (e.g. social services, YOTs, PRUs) seeking our help for individuals who require our support to help them disassociate from crime. Once we have gathered enough evidence of the success of this programme, we can build our case and approach such organisations to discuss the inclusion of our initiative as an official line item within their budget. This would mean us then working as an official partner/supplier to support the organisation's service users through this programme</li> </ul>
<p><b>What expertise and track record do you have to be able to deliver this work successfully?</b></p> <p>Since our inception, our rehabilitation, mentoring, and support programme have effectively steered numerous young individuals away from criminal affiliations. They've reengaged with education, training, or employment, embracing a more positive trajectory, bolstered by a sense of support and empowerment. The mentoring component plays a pivotal role in their mental well-being, providing a crucial outlet for them to navigate personal challenges, thereby preventing isolation and steering clear of past negative behaviours or criminal activity.</p> <p>To evidence our programme's effectiveness, we collaborated with researchers at the</p>

Department of Applied Health Research and the Centre for Co-production in Health Research at University College London (UCL). Together, we devised a comprehensive plan to evaluate our programme, culminating in an independent evaluation report showcasing its impact. This multifaceted approach included the establishment of a coproduction Steering Group, development of a Theory of Change in collaboration with participants, and a series of workshops to discern significant outcomes and assess potential improvements.

Feedback was gathered through a combination of qualitative and quantitative surveys, alongside verbal input from participants and various stakeholders including educators, families, youth offending teams, and social services. Workshops highlighted three primary areas of transformation:

1. 'Sense of self and social-skills': Participants reported heightened self-esteem, improved social interactions, enhanced empathy, and increased confidence. These improvements were mutually reinforcing, strengthening over time as they continued their engagement.
2. 'Sense of self and physical health': Progress in physical fitness, weight management, stamina, strength, and muscle tone bolstered self-confidence, contributing to an overall positive self-image.
3. 'Stress, anger, and well-being': Participants expressed that boxing and fitness training provided a constructive outlet for releasing tension, managing anger, and distancing from negative thoughts. This fostered discipline, respect for others, and a sense of control. Group discussions further solidified these principles, placing them in the context of real-world challenges. Positive mentoring and group discussions significantly contributed to their mental well-being, resulting in reduced stress, anxiety, and aggression.

The findings from our collaborative evaluation report affirmed the programme's effectiveness in supporting at-risk youth across diverse circumstances. By nurturing their self-worth, mental and emotional wellbeing as well as physical health, our programme empowers participants to lead healthy, fulfilled lives as valued contributors to society.

#### **Explain how the grant will be spent**

Budget item: Coaches / Programme Facilitators

Year 1 cost: £20,160

Year 2 cost: £20,160

Budget item: Programme Evaluation Lead

Year 1 cost: £1050

Year 2 cost: £1050

Budget item: Employability and Personal Development Facilitators

Year 1 cost: £2880

Year 2 cost: £2880

Budget item: Volunteer expenses

Year 1 cost: £1920

Year 2 cost: £1920

Budget item: Equipment & resources

Year 1 cost: £7100

Year 2 cost: £1900

Budget item: Graduation event

Year 1 cost: £2400

Year 2 cost: £2400

Budget item: Marketing/promotion

Year 1 cost: £10,000

Year 2 cost: £5,500

Budget item: Branded clothing participants and staff

Year 1 cost: £6750

Year 2 cost: £750 Budget item: Transport Year 1 cost: 15,000 Year 2 cost: £3000 Budget item: Participant away days Year 1 cost: £9000 Year 2 cost: £9000 Budget item: Professional membership & staff training Year 1 cost: £250 Year 2 cost: £250 Budget item: Accountancy Year 1 cost: £350 Year 2 cost: £200	
<b>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?</b>	
Yes	
<b>If yes, please provide details of which YOTs, Police Teams or other services you will be working with and how.</b>	
We will be working with Camden and Islington YOTs who will send us referrals of young people in need of our interventions. Camden and Islington probation services also refer young people to us, as does, Camden Social Service and Barnardo's charity.	
<b>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.</b>	
<b>Will you be receiving funding from any other sources for this project?</b>	
Yes	
<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 £80,000 with a maximum of £40,000 in one year)</b>	
£80000	
<b>Proposed grant start date</b>	<b>Proposed grant duration in months</b>
4/1/2024	24
<b>How much funding is required each year?</b>	
<b>Year 1</b>	<b>Year 2</b>
£40000	£40000
<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>
£169093	£156898
<b>What value of unrestricted reserves did your organisation have at the end of the most recent financial year?</b>	
£92072	