

Organisation Name	Reference code	
Rising Stars Support CIC	2023-05-YO20	
Organisation Address		
24 George Street Croydon CR0 1PB England		
Website Address		
www.risingstarssupport.com		
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	9002730	2014
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No		
Grant Summary		
Provide personalised progression support to young people referred from Youth Offending Team in Croydon in the form of mentoring, employability support, therapy and mixed martial arts sessions.		
Please describe the needs that this project will address		
<p>Croydon is experiencing extreme economic strain and bankruptcy that is affecting provisions for young people and young people at risk of being offenders or that are already offending. Croydon Council declared bankrupt for third time - BBC News</p> <p>Croydon lacks the resources to create appropriate structures in the third sector and this sector is significantly compromised in comparison to neighbouring boroughs, like Lambeth, where we do similar work.</p> <p>In our professional and lived experience of the borough -this shortfall has affected the environment, opportunities and support structure for marginalized youth in Croydon. We are now meeting regularly, creating ideas and rebuilding with the Mayor of the borough Jason Perry, Roisin Madden - Head of social services and Emma Carter - Head of the Croydon Youth offending team.</p> <p>It has been concluded that systematic changes have to happen within the third sector so youth/ BAME led groups are not made to feel so excluded from important conversations; usually facilitated by middle aged and middle class people.</p> <p>Since inception, we have witnessed a very low level of ethnic minorities participating at senior level of large organizations. This is combined with the lack of male social workers</p>		

and support staff -highlighting the lack of men from BAME backgrounds, participating in professional youth and professional youth support at senior level. This is despite men from BAME backgrounds, being the largest group of users of YOT and support services for marginalized young people in Croydon.

We discussed this lack of representation with Emma Carter - Head of Croydon YOT and related users requested more male or masculine support. The members of society least represented at senior level in large charitable companies, are the same segment of society struggling to integrate into main stream society. The lack of men from BAME backgrounds involved in dialogue at a senior level will continue to magnify issues affecting young offenders and deprive users from services that are user-focused and considerate of their needs and values.

We conducted research and learning from previous work with the Croydon YOT that gives insight into the huge differences between engagement, employment, educational aspirations and behaviour of people from African and Caribbean backgrounds. As a support group led by multi-ethnic and black Afro-Caribbean men/women, we are very familiar with these differences that society seems to overlook and lazily group together. This is an example of insight we use to effectively support users.

This project will ensure that offenders receive support that is informed and prioritises the needs of the users. This has led to us creating support that some may have deemed to be less conventional. For example, when we introduced MMA as a mean of development and engagement in 2014 we were the first to do it and many conventional support agents and funders questioned our approach.

Youth Offending team and courts lack resources to provide developmental programs for its users. To address this need we have been acting as a delivery partner to the Croydon youth offending team since 2018.

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

These outcomes are annual outcomes unless expressed otherwise. All cohort mentioned will be referred from the youth offending team

35 young people will receive personalised progression support and mentoring for at least 3 months

30 young people will be actively supported for at least 3 months who other support groups have failed to engage and support for a prolonged period

30 young people report being happier, healthier and living more fulfilling lives

15 young people will not reoffend after engaging with our organisation for the length of the project and foreseeable future

8 young people will be supported into permanent jobs of 16 hours or more

12 young people will receive accredited courses

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

We will support young people referred to us from yot in groups and on a 1 -2-1 basis depending on the needs of the users and information related by referrer. Our group will support users referred from YOT's through 4 different programs. We will utilise the 4 different programmes on all users depending on the needs and request of users. But all users will receive personalised progression support and mentoring.

- Personalised progression support and mentoring

Our organisation offers expert 1:1 mentoring (and employment support if applicable) over prolonged periods- this helps create good rapport. Despite the aims or outcomes of the support being very dependent on needs and situation of users- our aims is always to ensure user are happier, healthier and live more fulfilling lives. This very often involves career support, creating prospect and purpose and ensuring users have alternative incomes to criminality and are less like to offend/ reoffend. Our mentors are young male professionals with lived experience and/or awareness of the challenges users face. As well as acting as a good role models to users, our mentors are also people that users feel comfortable speaking to and naturally build long term relationships with (unlike our yot referral partners who are understood to work closely with police). In the past users have related life saving information and/or information relating serious/fatal crimes.

-Group/1-2-1 mixed martial arts classes

We work with lead mma athletes, coaches and gyms to offer sessions in boxing, kickboxing, wrestling and Brazillian Jiu Jitsu. This develops important transferable skills and increases fitness. Our coaches have lived experiences of the challenges our users are experiencing. The users very often receive this tough disciplinary approach very well from martial arts coaches unlike other authorities in their life. Development of martial arts is very dependent on hard work, dedication, discipline and consistency- key components for life (especially for young men who otherwise may lack structure).

-Employability workshops

We offer 4 different employability group workshops (Personal branding, C.V writing, job search and entrepreneurship) in order to increase the likelihood of obtaining and sustaining fulfilling careers. We focus on building careers for our users rather than just jobs. This is likely to create a more stable life style.

-Therapy

Our qualified counsellors provide support to selected users or users who request to speak to a therapist.

We work closely with social workers, YOT workers and YOT management. YOT have agreed to communicate with us effectively. Alongside this project we are working on another 3 year project that involves regular meetings with Croydon senior officials, other relevant charities and support groups and yot services users- where they have productive conversations about improving the service.

Who will be responsible for overseeing and delivering this work?

Shane is 37 and is born and raised in the borough of Croydon. He uses his lived and professional experience to offer support that is very close to his heart. Shane is qualified in Business and accounting at degree level and possesses Level 3 in Personal Training and nutrition. Shane is also a ex-professional kickboxer and lifelong martial artist. Shane has acted as a coach and youth worker since 2010. Shane is also spear heading conversation with Croydon senior officials that will support the development of systems and structures effecting Croydon Youth Offenders.

The project will be supported by a number of martial arts gyms and coaches in Croydon. Users will be referred to this depending on there geographical location and personal interest. These gyms include TM boxing, SN Combat, I am possible, Mortal Academy and Mandala jiu jitsu.

Therapy will be offered by Sharon Dias Abeysinghe our in house qualified and experienced therapist.

Mentoring and progression support will be offered by a small team of professional mentors and business people with lived experiences. This includes Shane Bakare and fellow Co founder and business man and Co founder Omari Faria (who is also born and raised in Croydon with 10+ years experience offering similar projects). Other mentors are business people, martial artist and athletes and experienced experts who have 5 years plus experience in offering similar mentoring.

Will you be working within the prison estate?

Yes

How will you engage with YO? (Through HMPs or YOIs or in the community)	
<p>Most of our project will take place outside of prisons in ways specified throughout this application with the youth offending team. Emma Carter Head of the YOT and Clifford Hilderley have supported us in making this programme and will refer us users and work on an ongoing basis to support them. Young people we already support are imprisoned in Feltham and Nottingham. By their request our team visits them regularly to support emotional and mental wellbeing. Users also contact us in order place and follow up complaints. Users who are currently imprisoned in the prisons mentioned above have helped to create this programme. Most of our project will take place in outside of prisons in ways specified throughout this application. Users also contact us in order place and follow up complaints. Users who are currently imprisoned in the prisons mentioned above have helped to create this programme.</p>	
Would you describe yourself as a Sport 4 Development organisation?	Yes
Please tell us about your Sport 4 Development projects or approach	
<p>We currently offer this 4 activities project (mentoring, therapy, mma and employability) in Lambeth as part of violent reduction support with Lambeth yot and Lambeth council. We also offer the same project in Wandsworth with Peabody housing. In Croydon we plan on restarting programmes later this year as we recently finished a 3 year project with reaching communities. We use mixed martial arts as a way of engaging and supporting young people. MMA is the fastest growing sport in the world. We use this sport as it is one that our users find cool and like to engage in. There are very often negative associations to receiving support amongst young people and young males in particular. In this way mma takes away the negative stigma associated to receiving support. Young people are more proud to say they are receiving support. Our users also have a rich respect for their coaches and are likely so listen to them. In this sport they are taught the importance of respect for others, teamwork, hardwork and the importance of consistency and its association to development. Some of our coaches have lived experiences that they use to engage young people and be relatable to users. Mixed martial arts consist of Boxing, kickboxing, brazilian jiu jitsu and wrestling. We provide this with SN Combat muaythai, I am possible muaythai, Mandala school brazilian jiu jitsu, tm boxing, red dragon muaythai and mortal art academy.</p>	
How will your organisation continue to sustain this project after the grant ends?	
<p>We meet regularly with Croydon senior officials regarding fundraising to ensure that this project will continue. We are currently looking into a number of different opportunities to support this work and we are very optimistic about the future of youth offender support in Croydon. As Croydon lacks resources to fund this independently- we are more focussed on working together to obtain funding to support future work from independent charities and funders. This is particularly important when considering the need for this work and the negative possibilities that can come from not having it available.</p>	
What expertise and track record do you have to be able to deliver this work successfully?	
<p>We have worked directly with youth offending team in Croydon since inception in 2014 and created a ISS (intensive supervision and surveillance) programme for Croydon YOT in 2021. We have provided additional support to those referred from the yot and this led to further talks and programme developments.</p> <p>In Croydon from 2019-2022.</p> <p>We supported</p> <ul style="list-style-type: none"> -69 young people into jobs -72 onto accredited courses. -increased the "confidence, resilience and wellbeing" of 470 users 	

(more evidence/information available upon request)

We have worked with marginalised young people in 21 London boroughs and worked closely with Southwark, Wandsworth, Lambeth and Croydon Youth offending teams.

Through this work we conducted interesting research into the employability and willingness to engage of young people from different backgrounds. We are more able to acknowledge and anticipate patterns surrounding our cohort that will shape how we encourage engagement and increase willingness to be supported. For example- surrounding employment support we have developed programs to help with job retention. This has increased likelihood of users to keeping jobs. We prioritize demands, comfortability and general culture of users, while creating a professional team young people identify with.

We have successfully acted as a mediator between young offenders and the Youth Offending Team, relating information that in some instances "is life or death". We meet regularly with the Croydon Mayor and the Head of Children Social Services in Croydon.

We are very familiar with the young individuals and groups in Croydon as our organisation is grass rooted here. Our 2 co- founders are born and raised in the borough and also have an in depth understanding of the culture here. We are partnered with a number of groups that work closely with young offenders and young marginalised people. Many of which are smaller groups that work under our umbrella such as lions society and I am possible. We work closely with Croydon BAME forum in order to improve the structures impacting young people.

Explain how the grant will be spent

121 progression support and mentoring
£10 per ½ hour session x 960 sessions = £9600

Coaching and hall hire contribution.
£25 per contribution toward each 90 minute session x 192 sessions per annum (BJJ 48 sessions per annum- mortal academy Nutfield gym, muaythai 48 sessions per annum- SN Combat Gloucester Road, boxing 48 sessions per annum- TM Boxing and wrestling 48 sessions per annum- mortal academy Nutfield gym) = £4800

Martial Arts Equipment for users unable to afford necessary parts £500

Crisis Grant for users who need emergency financial support
£500

Project Management and reporting
£15 per hour x 96 hours per annum= £1440

Bi monthly employability workshops space hire and tutor
£75 x 24 sessions per annum (6 personal branding, 6 CV writing, 6 job search and 6 entrepreneurship workshops) =£1800

Therapy sessions
£35 per half hour session x 75 sessions= £3750

Will you be receiving funding from any other sources for this project?

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Yes	
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 £80,000 with a maximum of £40,000 in one year)	
£44780	
Proposed grant start date	Proposed grant duration in months
02/12/2023	24
How much funding is required each year?	
Year 1	Year 2
£22390	£22390
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?
£97248	£147309
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£50061	