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| Organisation Name | | Reference code |
| Accrington Stanley Football In The Community Trust Limited | | 2022-11-YO02 |
| Organisation Address | | |
| Stanley Sports Hub, Thorneyholme Road Accrington Lancashire BB5 6BD England | | |
| Website Address | | |
| www.stanleytrust.co.uk | | |
| Type of organisation? (tick all that apply and complete relevant details) | | |
| Charity | Registered Charity Number | Date Registered |
| Yes | 1139575 | 2010 |
| Community Interest Company | Registered Companies House Number | Date Registered |
| No | 7369852 | 2010 |
| Social Enterprise | Social Enterprise Mark Awarded Yes/No | Date Awarded |
| No | No | |
| Grant Summary | | |
| Our project will provide holistic support to young people with criminal convictions from ethnic minority communities in Hyndburn to help them gain the skills and confidence needed to get their life on track and obtain secure, meaningful employment that works for them. | | |
| Please describe the needs that this project will address | | |
| Our project is focused on providing wraparound support for young people aged under 25 with criminal convictions, with a specific focus on supporting those from ethnic minority communities within Hyndburn. We have experience of working with young offenders through our Divert programme and as such have built up an understanding of some of the issues and barriers that young people in Hyndburn with criminal convictions face when it comes to trying to turn their lives around and gain employment. Some of the young people we will be looking to engage with and support will have missed out on considerable chunks of schooling and education and as such will have gaps in their qualifications, including around maths and English and we will look to provide help in these areas to ensure that this isn't seen as a block to future job applications and progress. We know that many young people with criminal convictions also have a lack of confidence and self-esteem when it comes to putting themselves forwards for employment opportunities, and also can need extra help with regards to social and communication skills to ensure that they can present themselves in the most positive manner. Young people here in Hyndburn with criminal convictions can often have complex and unstable lives, including their home situations, something that this project and work needs to be able to account for and take into consideration, so as to help ensure young people remain on a positive track and are not derailed by issues going on at home or around them. Poor mental health and wellbeing can and does | | |

affect many young offenders, especially those who have issues with substance misuse and alcohol. This is perhaps the key aspect which needs to be addressed, as poor mental health has a negative impact and effect on all aspects of an individual's life and without helping the young people to become more resilient and better able to deal with stress, anxiety and setbacks then the project is unlikely to achieve the intended outcomes or impact. through our wider work in the community in Hyndburn, we are embedded within the communities we serve and see on a daily basis the high levels of deprivation that exist here - indeed, Hyndburn is the 18th most deprived local authority area in the whole of England. There are huge health and social inequalities that exist here, which see people living in our most deprived areas having a far shorter life expectancy (11.8 years less for men and 10.3 for women) than those in more affluent areas. 30.8% of children and young people here grow up in poverty and there are high levels of unemployment and long-term wordlessness. The rates of violent crime in Hyndburn are far above the national average, as our re-offending rate of 30.6%. We consult regularly with the local community, carrying out a range of focus groups and youth voice activities to help us gain a clear picture of what is going on in the area. We also study a range of public health data and statistics to help us analyse the inequalities that exist here and how we can best help to tackle them. As part of our research for this application we have sat down and talk with a range of young offenders involved in our existing Divert programme to help us get a clear picture of their needs and what they see as being the key barriers they face to gaining long-term employment which works for them.

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

Our project will be focused on achieving the following outcomes for young people caught up in the criminal justice system:

- Improved mental health and well-being
- Increased resilience
- Improved self-esteem and confidence
- Improved physical health
- Improved daily routine
- Reduced involvement / reliance on substances / alcohol
- Gaining new skills - Gaining new qualifications (English and maths if needed)
- Participation in work tasters / placements
- Increased interaction with local employers
- Progression to positive outcomes (employment and / or employment with training)
- Sustained positive employment We will track and record the achievement of these outcomes by each individual in a variety of ways, including use of an adapted version of the Warwick Edinburgh Mental Wellbeing Scale.

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

Our project will provide in-depth training, support and holistic help to young people which will help them to make positive and sustainable changes in their lives which will lead to them gaining secure, meaningful employment which works for them. Our support will include:

- Educational gap analysis and catch-up support
- Maths and English skills (leading to qualifications if required and identified as a barrier to employment)
- Mental health and wellbeing support, including the development of effective coping skills and strategies to build up resilience
- Healthy lifestyle workshops, including drug and alcohol misuse awareness support
- Regular access to sport and physical activity

- Communications skills workshops
- CV writing - Interview practice and skills
- Work tasters and placements within our work, Accrington Stanley FC and also within the wider network of club partners and sponsors
- Job brokerage events
- Mentoring support throughout the project and continuing when the participant has gained employment
- Business networking events

The key starting point with each young person will be an in-depth analysis of their own personal situation, how they have ended up in their situation (offending / criminal record), how they view the situation, what they want to achieve, what they see as being the key barriers they need to address and the help and support they want. This in itself will take place in different formats and over different timescales for each individual as we fully recognise that for this to happen and be the start of a meaningful journey towards employment then there needs to be the development of a positive, trusted relationship between our key learning mentor and the young people in need of support. As such, we will ensure that the key learning mentor involved with this project has the correct mix of skills, qualification and experience to be able to engage with the young people on a level that is appropriate and works for them.

Who will be responsible for overseeing and delivering this work?

Our Chief Executive Officer, Martin Fearon, will have overall responsibility for this project, directly line-managing the Employment & Life Skills Mentor employed to lead on this project. This service will be provided in-kind to the project costs.

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

We see this as the next step in our journey to support young offenders in and around Hyndburn, increasing and diversifying our support offer to ensure we are able to provide more holistic support to help young people turn their lives around. Through delivery of this project and the further development of our links with local businesses and commercial partners of Accrington Stanley FC we will work to achieve financial commitment from them through the CSR budgets to help sustain and further develop the project. We feel confident that by involving these local businesses in the project, helping them to understand what we are doing and why, we will be playing an important role in removing the stigma attached to employing offenders and young offenders and that through our ability to positively promote any support we receive from partners that we will be able to achieve a good level of sustainability after the initial 2-year delivery period is complete.

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

We have experience of working with young offenders through both our Divert project and our targeted work through Premier League Kicks. We have developed good organisational knowledge and staff expertise around how best to build and develop trusted relationships with disadvantaged young people and how to best support individuals to make progress and achieve their own specific outcomes. We have a strong network of partners through our involvement with the Lancashire Violence Reduction Network and work closely with both the police and various departments of the local authority within Hyndburn.

Through Divert we employ an experienced custody intervention coach who is adept at developing positive, trusted relationships with young people which help us to ensure we can get their 'buy-in' with regards to support programmes we deliver.

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| <p>Allied to our work with young offenders we have also gained good experience of delivering a range of educational and employment-focused support programmes, including our work to support disadvantaged young people to gain employment through Traineeships and Apprenticeships as well as initiatives such as KickStart.</p> <p>Across our community staffing teams we have a good mix of skills and experience which enables us to provide holistic support to young people on our programmes, helping to address individual barriers to participation and progression and providing the regular mentoring and check-in support required to keep young people engaged and on track.</p> | |
| Explain how the grant will be spent | |
| <p>The grant will be spent on employing a full-time Employment & Life Skills Mentor to work with the targeted cohort of young offenders and support each of them through an individualised support programme which meets their needs. As such, the grant would be fully utilised on the employment costs of the mentor, which are anticipated to be £25,000 p.a., plus 20% on-costs to ensure we can appropriately resource and support the mentor to achieve the aims and objectives of the project.</p> | |
| 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 | Proposed grant duration in months |
| 01/04/2023 | 24 |
| How much funding is required each year? | |
| Year 1 | Year 2 |
| £30,000 | £30,000 |
| 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? |
| £572,936 | £938,775 |
| What value of unrestricted reserves did your organisation have at the end of the most recent financial year? | |
| £328,292 | |