

Organisation Name		Reference code
Merseyside Expanding Horizons		2022-11-YO33
Organisation Address		
The Joseph Lappin Centre, Mill Lane, Old Swan Liverpool Merseyside L13 5TF UK		
Website Address		
www.expandinghorizons.co.uk		
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
No		
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
Yes	No	
<b>Grant Summary</b>		
Re-write will provide young female offenders with a bespoke, combined program of artistic intervention, & employment/enterprise training and mentoring pre, during and post release to enable young people leaving prison to take steps to transition into meaningful employment or self employment harnessing their skills, creativity and passions.		
<b>Please describe the needs that this project will address</b>		
MEH held focus groups with 37 young female offenders (aged 18-25) across Merseyside. 76% identified they had low perceptions of self. 89% said they felt isolated from the community. 97% said they felt isolated from the world of work. 85% were fearful of stigma from their convictions generally. 100% said they felt their conviction would prevent them from gaining employment. According to front line probation staff within Merseyside, there are currently no interventions which specifically promote mental wellbeing and perceptions of self, and the impact this has on goal setting and employability for young female offenders. This research points to a need for a bridge between ex-offenders and the wider world and the world of work, a bespoke approach-building self-image, skills enhancement, career guidance, and help in transition to work. Artistic interventions are noted to be responsive to individual needs, with particularly high levels of engagement and effectiveness amongst young offenders; noted for reconnecting to the community and reimagining themselves in a positive light. Employment mentoring is highly praised as a responsive tailored approach to support marginalised young people generally into employment, with research suggesting effective mentor relationships mean young offenders are five times less likely to reoffend. Likewise, this programme will operate through the gate and beyond to avoid any drop off when participants re-enter the wider world. There is also a need for greater encouragement for businesses to become more inclusive and receptive to the needs of		

young female ex-offenders entering into the work place. RE-WRITE will address this through MEH's Big Onion initiative. Chronic poor perceptions of self, low personal aspirations, lack of positive community ties, an unfriendly job market and unemployment are all barriers to successful resettlement into work for young female offenders. None of the current programs available in the region address the range of issues listed above - building aspirational thinking, nurturing transferable skills, identifying employment enterprise goals, job seeking/business planning, applications and ultimately, employment or enterprise start up. It is this wrap around approach, missing in other current programs which makes RE-WRITE unique-combining participation in artistic creativity, with bespoke one to one employment mentoring for young female offenders, as well as support for employers, to enable young female offenders to:

- re-imagine themselves and a positive, aspirational future
- identify, and make positive, practical steps towards their employment /enterprise goals to attain and retain employment/enterprise
- recognise and make contact with, and attain new avenues of work.

In delivering this project we will recruit from this approach and those involved will:

- Sign a learning agreement on induction, at which point their individual needs will be assessed to understand their support needs to be able to succeed on the Re-write project.
- Take part in artistic workshops exploring their issues
- Be assigned a mentor who will work with them on a one-to-one basis to complete a personal development programme based on the I Can programme developed by the Windmills Foundation in partnership with MEH . At the end of this process learners will understand their skills, and have an individualised action plan which is designed to help them achieve their enterprise/employment goals.
- Embark on a bespoke programme which will include a mix of accredited training, volunteering in one of the key sector and receive project certificates detailing the specific skills they have gained.
- Undertake regular performance and support assessments, including self-assessments, to monitor involvement and changes to mental and physical wellbeing and progress towards employment/enterprise goals
- Connect with professionals who can effectively support them reach their goals.

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

Short Term Outcomes

- Creating new, positive, supportive community ties (through arts learning program & employment hub)
- Re-imagining of new, positive self and their place within the community & workplace - Reducing their fear of stigma within the workplace
- Reduced social isolation and increased feelings of self-worth including within the workplace
- Increased skills of positive communication & self-expression
- New/increased artistic/creative skills
- Increased knowledge of the employment process and world of work.
- Identifying and making positive practical steps towards their employment/enterprise goals.
- More welcoming employers, and the creation of a more hospitable employment environment for female ex-offenders

The project will support young people to better manage the chaotic lifestyles including mental and physical wellbeing, offending behaviour including risk of re-offending , substance misuse, familial relationships.

It will do this by enabling participants to take part in activities which support their own personal journey towards the 5 ways to wellbeing. These include connecting to other residents within their own peer group. Over the course of the programme the young people will naturally make new friendship groups with the other people in doing this the project will help support the positive relationships. In delivering the project we anticipate the following outcomes per year:

- 5 people start a business
- 20 get into employment
- 30 take up volunteering opportunities and active citizenship work
- 54 participants develop improved employment skills and enterprise development skills
- 60 people achieve skills development through artistic workshops or accredited training.
- 60 people with increased motivation and confidence.
- 40 people report reduced need/contact with mandatory services including JCP, YOT, Youth Service

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

RE-WRITE will address some of the complex needs of young female offenders, by providing support taking them throughout their entire journey- with intense artistic intervention alongside one-to-one vocational/business planning and employment/enterprise mentoring.

- A co-designed creative arts program for 60 young offenders aged 18-25 per year, facilitated by artistic practitioners from different disciplines. The intensive program will respond to the unique needs of young offenders. This course will support them cultivate self-expression, encourage the positive views of themselves and the possible contributions they can create within employment.
- The development of a specialised employment and business start up service within MEH's successful Big Onion Enterprise/Employment hub to specifically address the unique needs of young women from the CJS. Expert mentors will build upon the skills participants have developed through the creative arts program to provide one-to-one support to these young offenders seeking employment ? from job search to job placement, or indeed, to look at self employment as a viable option to employment.
- The hub will also engage with local employers to support them to fill opportunities within their businesses and explore self-employment opportunities with participants where mainstream employment is not suitable.

This bespoke package of support will be tailored to individual need but will include: artistic workshops, bespoke individual vocational/business plan, training/voluntary work placement and employment/business start up support. Participants will also be supported once they have progressed into employment or have started their business. MEH will capture monitoring information throughout the programme to monitor positive outcomes reached with participants.

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

Triangle Trust grant contributions  
Project Leader (MEH)

- Responsible for overall delivery of the programme, coordinating partnership, & point of contact for Triangle Trust.
- Coordinator of Young Offender Employment Hubs, providing wrap around support into employment and/or enterprise through mentorship.
- Business Coach and incubation spaces for new business.

Creative Program Lead (NPP)

- Creative Program lead, including codeveloping curriculum & delivering program.

No Trust grant contribution

Recruitment Lead (AHAP)

- Young women participant recruitment lead, conducting risk & baseline needs assessments.
- Employment Advisers in Employment Hubs

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

The grant funding from the Triangle Trust will be used to establish not only the methodology but also the resources for the artistic intervention and activities, which can be used beyond the initial project period and make the project therefore sustainable. The project will become enconced into the mainstream activities of the Big Onion hubs, which there will be 3 of by the end of the project period. Through continued partnership working the partners will commit to explore mainstream contracts and grants which will give sustainability funding this includes shared prosperity funding, violence reduction partnership funding, and other CJS focussed grants and contracts.

Project partners will also disseminate and promote the success of the project with other CJS stakeholders to including prisons and Youth Offending Teams to identify opportunities to sustain the project.

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

MEH have a long-standing proven track record of supporting successful integration and resettlement of adult and young offenders into local communities, in particular through employment placement and enterprise support - most recently through The Big Onion Enterprise and Employment Incubator Hubs, which in the 1st 16 months has:

- Supported 58 new entrepreneurs to commence trading
- Provided employment support for 648 young people, working in partnership with the DWP.
- Supported 145 people into work
- Currently incubating 19 new businesses in the trader space and supported a further 27 local businesses to grow.
- Supported 374 people to participate in accredited learning.

MEH have a team of experienced criminal justice professionals including Psychologists and Sociologists who bring a combined 10-year prior prison experience.

MEH will be working in partnership with

- No Place Productions (NPP) - a not for profit Theatre and Digital Arts Company, specialising in working with young offenders. NPP create and deliver arts programs which engage, inspire and upskill young offenders, to promote positive outcomes, aid resettlement and reduce re-offending. It's practitioners have over 40 years collective experience working with young people across the CJS.

<ul style="list-style-type: none"> <li>- Adelaide House (AHAP) is an 18 bed female Approved Premises providing offending behaviour programmes and in house activities in relation to offender pathways including: relationships, finance, drug/alcohol, thinking/behaviour, children/families, accommodation and training/employment</li> </ul>	
<b>Explain how the grant will be spent</b>	
<p>The grant will be spent on the direct delivery and coordination of the project delivery:</p> <p>Project Coordinator: £13758.56 per annum          Artistic development workshops: £11000 per annum          Business start up support and incubation within the Big Onion: £4500 per annum</p> <p>Total: £29,258.56 per annum</p>	
<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 £60,000 with a maximum of £30,000 in one year)</b>	
£58,518	
<b>Proposed grant start date</b>	<b>Proposed grant duration in months</b>
01/05/2023	0
<b>How much funding is required each year?</b>	
<b>Year 1</b>	<b>Year 2</b>
£29,259	£29,259
<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>
£1,042,020	£1,123,427
<b>What value of unrestricted reserves did your organisation have at the end of the most recent financial year?</b>	
£143,809	