

Organisation Name		Reference code
Sussex Pathways		2022-11-YO60
Organisation Address		
Sussex Pathways, The Old Vicarage, 9 Russell Place Brighton East Sussex BN1 2RG United Kingdom		
Website Address		
www.sussexpathways.org.uk		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1127086	2008
Community Interest Company	Registered Companies House Number	Date Registered
No	6741227	2008
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No	No	
Grant Summary		
To support young people with gaining and sustaining employment, providing support to employer and employee to prevent loss of employment, with volunteer mentoring support running alongside to address barriers to employment to help overcome these.		
Please describe the needs that this project will address		
<p>Our work through the MOJ Contract with Youths has allowed us to understand the disadvantages that people leaving custody face around gaining employment. We support people with tackling behaviours that lead to offending and that prevent them from being able to secure and maintain a job. We would like to be able to focus specifically on women, as we know that having meaningful activity can not only provide a status, identity, income and routine, it also prevents reoffending.</p> <p>Our personal wellbeing contract has allowed us to look specifically at this young person cohort and identify the unemployment rates among them approx. 60% This project is commissioned by the MOJ is specifically for male young offenders and we would like to provide this service to young women.</p> <p>This Project will provide an Employer link worker to identify employers suitable for the client cohort, providing support to the employer around any challenges that may arise regarding the young person, to help address these and avoid job losses. This role will enable there to be a resource specifically to focus on building relationships and raising awareness amongst businesses in local communities of potential candidates for their vacancies. It will allow businesses to have an active role in reducing reoffending in their towns by providing these opportunities and play a part in reducing unemployment rates among young people. The National average reoffending rate for the quarter July to September 2020 was 24.4%. This role will provide ongoing support to employers,</p>		

acting as a 'broker' to ensure the employment can be sustained, by becoming aware of any challenges the young person may be facing that is starting to affect their employment. We will provide support to young people applying for jobs, along with interview skills.

The service will provide volunteer mentors who will support the young people with other needs they present with, including accommodation, substance misuse, mental health, domestic abuse, relationships, and finance and debt. We are well experienced in providing support in these areas, and our recent funding to work within the women's estate, will further this. Via our extensive work in this area, we know that people in the CJS often have multiple complex needs and these prevent them from being able to secure employment. Specialist support is often required so these needs can be suitably addressed, we propose that by providing this support, young people will have the opportunity to be supported effectively and therefore move closer to employment.

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

This grant would enable us to target young women in the CJS, to improve their employment opportunities which would in effect reduce offending behaviours. We would work with a caseload of clients who require support in this area, identified by our own Women's Project and via our partner agency working. Identified outcomes would include;

- That clients are more independent and self sufficient in applying for work.
- That the service becomes established in the community, and is regularly accessed by client referrers and potential employers.
- We are successful in securing employment opportunities for young women.
- We have identified businesses in the local areas who are able to provide placements, voluntary or paid for our clients.
- We would have an embedded presence in the community.
- We would have a consistent volunteer base available to match to identified clients.
- We would have improved client's employability by supporting them with any additional needs, that may be acting as barriers.
- We would have reduced the reoffending rates of the caseload. We would have successfully supported clients with sustaining employment.
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What are the key activities you will undertake with this funding?

We aim to empower the clients we work with, by providing ETE opportunities and supporting them with achieving these, which would assist with establishing and developing a sense of identity and worth. We would aim to raise community awareness of ways local businesses can support their local areas, by providing work opportunities and placements to young people, which would assist in reducing local crime rates

Raise awareness of the work of the Charity in local communities to form links with businesses.

Provide 'in work support' once employment has been secured to assist with sustaining employment and supporting employer and employee with any challenges that may have arisen.

Support young people with seeking employment by providing assistance with CV writing, interview techniques and job searching.

<p>Recruit and train volunteer mentors who will assist the Employment support worker on cases.</p> <p>Assist with triggers that may be affecting the clients offending and employment status, by providing a volunteer mentor. This support would focus on accessing specialist support, engagement with services and life skills support.</p>
<p>Who will be responsible for overseeing and delivering this work?</p> <p>Employment Support Coordinator- This worker will be responsible for holding a caseload of young people and allocating them a volunteer who will support them with any additional needs they present, that may affect their stage of employability. The post holder will supervise these volunteers and will be responsible for forming links and relationships with employers, to aim to secure voluntary and paid employment opportunities. Contact will continue with client and employer once in employment for up to 6 months to assist with sustainability. This grant would fully fund this post.</p> <p>Women's Project Lead-Existing staff member who is responsible for our Women's service. This manager will oversee the Employment Support Coordinator. This grant will contribute to current funding for this post.</p>
<p>How will your organisation continue to sustain this project after the grant ends?</p> <p>During the grant period we will collect evidence, based on delivery, to apply for match funding and further funding to continue this work.</p>
<p>What expertise and track record do you have to be able to deliver this work successfully?</p> <p>Sussex Pathways has successfully delivered Projects serving those in the CJS for 14 years. Our projects deliver TTG support to men and women leaving Prison, to support them with their resettlement needs. We deliver a Restorative Justice Programme alongside partners across Sussex, and we lead on this work in HMP Lewes. We also provide an MOJ Personal wellbeing contract to young male offenders.</p> <p>We have a proven track record across all of our delivery, and despite being a third sector organisation, we have survived Statutory contracts and Covid 19 in the Prison estate. Our expertise includes supporting people with becoming more independent, so clients become empowered and self-sufficient in tasks. We believe that clients require support with gaining a 'toolbox' to assist them with positive resettlements, this includes emotional coping strategies, specialist support, and practical guidance.</p> <p>Sussex Pathways clients have been aged 18 plus and our Personal Wellbeing contract works specifically with those aged 18-25. We would continue to work with existing partners to support this client group, including Probation, CGL, JCP, Brighton Women's Centre, Mind, and local councils. We would endeavour to increase this list of partner agencies to include the Youth offending service, YMCA, Princes Trust.</p>
<p>Explain how the grant will be spent</p> <p>This grant would enable Sussex Pathways to expand their current services with male prisoners to female prisoners.</p> <p>Year 1 1 x part-time staff member @18 hrs per week £13,536 1 x Project manager @10 hrs per week £9,600 Volunteers' costs £1,000 Core costs (phones, expenses) £500</p>

Total £24,636	
Year 2	
1 x part-time staff member @18 hrs per week £13,536	
1 x Project manager @10 hrs per week £9,600	
Volunteers' costs £1,000	
Core costs (phones, expenses) £500	
Total £24,636	
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)	
£49,000	
Proposed grant start date	Proposed grant duration in months
03/04/2023	24
How much funding is required each year?	
Year 1	Year 2
£24,500	£24,500
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?
£173,677	£205,318
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£60,634	