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| Organisation Name | | Reference code |
| The 180 Programme CIC | | 2023-10-YO58 |
| Organisation Address | | |
| Unit 25 Albert Mill, Albert Place Lower Darwen Lancashire BB3 0QE Lancashire | | |
| Website Address | | |
| www.180project.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 |
| Yes | 11146784 | 11146784 |
| Social Enterprise | Social Enterprise Mark Awarded Yes/No | Date Awarded |
| No | | |
| Grant Summary | | |
| To fund a Service Manager and running costs, to strengthen the infrastructure and scale up the young people's project and reach more young people who are at risk and on the edge of the CJS. | | |
| Please describe the local needs that this project will address | | |
| <p>We operate across East Lancashire which has areas in the top 10% most deprived in England. It faces multiple deprivation which is at its worse in the main areas we serve; Blackburn with Darwen, and Burnley. Young people in these areas have underlying vulnerabilities relating to growing up in poverty, childhood trauma, neglect, school exclusions and poor mental health. It is well documented that these underlying factors contribute to criminal behaviour in young people.</p> <p>The current young people on our programme possess all these vulnerabilities. These referrals come direct from our partners; Police Exploitation Team including senior staff [Detective Sergeant Sheralyn Melton], Children's Social Care, Local Policing Team, Youth Justice Team, and East Lancashire Child and Adolescent Service (ELCAS). These young people have already began low level criminal activity. We have an informal biweekly meeting with these partners where we gather data and insights so we have an understanding of recent developments in the local area, including recurring names that continue to come to the attention of the police. They inform us that there are potentially 35 young people [30 boys; 5 girls] who would benefit from the project. 50% of these are in foster or residential care and all range between 11 and 17. 18 of these are new entrants into the Youth Justice System.</p> <p>In addition to the need presented by these agencies, we have now become a port of call for concerned schools and parents. We have been approached by two large high schools in the area because of incidents in school [drug taking, unauthorised absences, violence, gang related activity]. They are looking to engage 12 boys in the project. Similarly, concerned parents are wanting to refer due to experiencing similar issues with their children. However, they report more specifically on poor mental health resulting in violent outbursts at home, fighting with peers and siblings, and shop-lifting.</p> | | |

We have had requests to support 12 boys and 3 girls. In addition to these parents, because we run a 180 programme for adult men and women, they have children who they're becoming increasingly worried about. Through their own admission, their children have experienced adverse child experiences [neglect and witnessed domestic violence and parental drug abuse]. We are aware of 16 more young people who are need of support.

These above needs align to the local picture showing that our young people are at risk:

- According to a report by Lancashire constabulary [2022], 26% of all anti-social behaviour in Blackburn with Darwen and Burnley is youth-related, involving groups engaging in risk-taking activities, congregating, being rowdy and abusive, and contributing to criminal damage.

- Research suggests that there is a direct link between being excluded from school and getting involved in crime. The latest Department for Education figures show 582 pupils in the boroughs were excluded from school in the 2021-22.

- There are 374 children looked after by the local authority as of 31st March 2021. This equates to 97 per 10,000 children under 18 (England = 67) and places the borough in the top quintile nationally.

- There are around 3,384 children and young people in borough with diagnosed mental disorders [Mental Health and well-being JSNA 2022]. Particularly ADHD has been associated with criminal behaviour. ADHD is one of the most predominant mental health problems amongst children and appears to be rapidly growing.

In summary, we are aware of 75+ young people who are exhibiting risk-taking and criminal behaviours, and who all possess underlying issues which can be the root cause to entering into a cycle of crime. These young people are either already on the edge of the criminal justice system, or haven't come to the attention of the police just yet.

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

The overarching aim is to change the behaviour of young people who are engaging in low level criminal activity and preventing them getting caught up in a cycle of crime. This project will therefore focus on 3 specific areas to generate outcomes to achieve this. These young people will become physically, mentally, and emotionally stronger, and positively socially connected.

Physically:

- Appreciation of the body and how exercise can produce a feel-good factor [indicator: they are physically active 3 times per week or more]
- Improved knowledge and understanding on how to fuel the body [indicator: perform well and feel great - they know about and eat the right food/drinks]
- Decrease/cessation in drug/alcohol use [indicator: presentation and engagement is consistent]

Mentally and Emotionally:

- Improved confidence [indicator: they will try new things and have an ability to speak up]
- Improved self-esteem [indicator: recognition they have skills/talents/abilities]
- Increased optimism for the future [indicator: have new positive goals for their future]
- Increased resilience [indicator: have bounce back ability when something doesn't go their way]
- Improved coping mechanisms and emotional intelligence [indicator: positive ways to cope and keep safe]

Socially:

- Decrease in criminal activity or coming to the police's attention [indicator: reports from the police]

- Improved attendance in school or other appointments [counselling/youth offending teams]. [indicator: reports from partner agencies, reduction in school absences and inclusions]
- Increased number of new positive friends [indicator: attending CrossFit activities outside of their three core sessions with cohort peers]

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

This funding will allow us to do the following:

1. Appoint a Service Manager role.

For the last two years as we have been piloting the young people's project, we have rested on the leadership and management experience of the CEO. She has utilised part-time and sessional staff to deliver. We have now reached the point, because we are confident with the impact and outcomes this project has, to consolidate our learning and begin to develop and expand provision. In order to do this, we need additional capacity through this role.

2. Consolidate our learning

The Service Manager role will formalise the policies and processes underpinning this project. This will include:

- Create a partnership and joint working agreement that will assist in strengthening a co-delivery approach with the Police, Youth Justice Service, Children's Social Care and Schools.
- Embed and manage monthly stakeholder meetings with the key partners [named below] to reflect and learn together and develop joint working practices. This will also include a case review discussion so we can track and determine the best support for the young people and divert them away from the criminal justice system.
- Standardise the referral pathways with professionals and families and review the assessment process of the young people.
- Produce monitoring and evaluation reports. Assessing the effectiveness of the project and making informed decisions based on data-driven insights.
- Review and strengthen the peer mentoring approach, recruiting and training 10 mentors.

3. Deliver our tried and tested model reaching more people.

After 3 months of the service manager being in post, we will then be in a position to accept more referrals. We aim, through the duration of this project, to support a minimum of 60 new young people.

The Young people will come to the 180 Project as part of a structured programme, three times per week for a period 6-12 months. They will have a CrossFit workout, attend group work, and relax and chill out with their peers and mentors.

At each CrossFit session the participants will learn a new skill and undertake a challenging workout. This sessions will foster:

- discipline, self-motivation, and perseverance
- Physical sense of achievement: celebrating successes increasing self-confidence and instil healthy habits that can last a lifetime.
- Teamwork and Communication: workouts will be programmed in pairs or threes, encouraging communication, and the development of strong interpersonal skills.

Mentoring: The participants will work out alongside the mentors, these are individuals who have been in their position who will motivate and influence. This will build new positive social connections.

Group work: We will take learning from the gym floor into the weekly group work which will be CBT focused, applying it to life's challenges and goals. We also cover topics around risky behaviours. The young people will also go into the cafe for healthy shakes and food

Who will be responsible for overseeing and delivering this work?

Our CEO will have Senior Management responsibility for this project reporting directly to the Board of Trustees. She will take the lead on strategic development plans to ensure the project is sustainability after the triangle funding ends, and looking at future scaling up and replicating this project across broader geographies. The CEO has over 25 years' experience of developing adult and young people's programmes both locally and on a UK footprint. In March 2018 she left her role as a Director of a leading UK Health Charity to become the 180 Chief Executive. She holds a post graduate certificate in management and a Masters in drug intervention studies alongside specialist training in mental health and safeguarding. She will directly line manage, support and supervise the Young Persons Services Manager.

Our Director of Prisons and Criminal Justice programmes will work to support this project and assist in consolidating our learning so far. She will assist in ensuring the project forms part of the CJS portfolio of services with a focus on prevention and diversion. She is also a qualified psychologist who will be involved in project evaluation. The 180 CrossFit Lead will lead and oversee the physical fitness programme. She is a national leader of CrossFit responsible for assessing and awarding CrossFit qualifications. She will programme all workouts and supervise, support and develop the CrossFit coaches.

[The above roles are NOT part of the Triangle funding budget].

The Services Manager role, as highlighted above, will be responsible for operational delivery and collaborative working. Key roles and responsibilities include:

- Design and develop the project tailored to the needs and interests of young people. Facilitating also a young peoples forum so they influence and shape project delivery and development.
- Staff/volunteer support and budget management.
- Establish and maintain relationships with community partners, schools, parents, and other stakeholders.
- Project evaluation to assess project effectiveness and impact.
- Advocate for the needs/rights of young people within the organisation and in the broader community.
- Provide support and guidance to young people facing personal challenges.
- Compliance - Safeguarding, Health and Safety, and GDPR
- Prepare and submit reports to stakeholders.
- Stay up-to-date with current trends, research, and best practices in youth services.

The Therapeutic CBT Lead will overseeing the emotional and mental health support element of the programme. This individual is a qualified therapist who also specialises in trauma informed practice and will directly facilitate the group activities.

[Both the Service Manager role and Therapeutic role are costed into the Triangle budget]

The roles which will be involved in this project, but NOT costed into the triangle funding, will be met through other funds secured. See below.

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

As an organisation we are very sensitive in not creating what we think is a core service, on non-recurrent funding. To create a service that young people and families depend on, and an offer to change the trajectory of a young persons life, would raise expectations. We therefore recognise our duty in being diligent and robust with our sustainability plan so young people aren't left vulnerable and unsupported.

The aim, during the course of this project, is to begin to engage and influence local commissioners across social care and the criminal justice system, in attempt to mainstream this initiative, making it a standard offer across the area. This will include attempting to build this project as a core offer within criminal Justice provision for young

people, from a prevention and diversion perspective. We will engage senior local stakeholders throughout, and use evidence of change and impact, to demonstrate the value and potential ROI. The CEO will drive this strategy. The CEO will also be proactive to ensure we have a contingency plan if getting this project mainstreamed, was stalled due to local commissioning arrangements or political/policy drivers.

There will therefore be an income generation strategy:

- Independent funding: we will be proactive in applying for funds from other independent funding sources, utilising the investment from the Triangle Trust to show we have been able to build a more mature and proven project [the Triangle Trust monies will help us consolidate and strengthen our offer] and thus attracting investment.

- Social enterprise: as an organisation we are established as a social enterprise. We run our own commercial CrossFit gym that charges memberships to mainstream Cross Fitters. For example, we currently have 179 members which yields an income of circa £110k p/a.

Whilst the above is the short-term strategy for sustaining this project locally, in the longer term there is bigger picture. Similarly with our prison and community adults project, we are the first in the UK to use CrossFit as a behaviour change methodology. We are already talking at central government level with the Director General of Prisons and Dame Carol Black on how utilising innovative and sports-based programmes can change peoples lives. We would look to build in the results from this project, into these discussions to engineer bigger conversations around system change.

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

Back in 2016 the idea for the Project came from a few individuals who attended CrossFit and who worked in the field of substance misuse, the criminal justice system and people in recovery from drug and alcohol addiction. They found that CrossFit offered a community where people felt a sense of belonging. It gave purpose and hope. It created new social connections and a new lifestyle helping people to turn their lives around 180 degrees - and break the vicious lifecycle between addition, crime and prison. The 180 Project Volunteering Team was formed combining their professional and personal experiences.

We ran our first pilot in 2016 for men. Once we had developed our learning, we extended the programme to women in 2018. Year on year we have developed our reach from 50 people per year to over 600 producing the following outcomes:

- 90% Increase in confidence and self-esteem
- 90% Increase in optimism and hope for the future
- 100% Increase in physical health
- 80% Increase in the ability to cope and self-manage
- 95% reduction in reoffending/relapse
- 90% Uptake of new opportunities [volunteering, employment, education, hobbies]

- 80% improvement in their care and concern for their community

In 2020/2021 we then took the project into HMP Lancaster. This is supporting men to become physically and mentally stronger and introducing them to a new healthy lifestyle, through CrossFit whilst they are in prison. This has had a significant impact. The men's behaviour on the wings improved, their mood and mental health improved, and prisoners finally came off long term methadone maintenance programmes. Because of this success, we have just been given our own well-being wing.

As part of this project we have also co-designed a new re-settlement pathway

alongside the prisoners so when they are released from prison they are transitioned straight away into a local CrossFit gym with a community around them for support. For the men released into the community currently, they are staying well, off drugs and not re-offending.

Learning and passion from this project created the drive to develop the Young Peoples project, reaching YP as early as possible to stop them entering into vicious life cycles'. Early 2022 in partnership with the police and children social care we piloted the project with young boys 11-16 who were at risk of entering into drug and crime activities. We have and continue to work with 20 boys who are making great progress. We have reduced the number of anti-social behaviour orders, supported them to complete their GCSEs, cessation of cannabis use, and show a significant improvement in their mood. As a group of young people they have become a team, entering into CrossFit competitions, and new positive friendships have been formed. We are now ready to develop this project further which is the reason we are applying for funding.

Explain how the grant will be spent

The funding will be spent on the following:

Young people' Service Manager: This will be a full-time role working over Monday to Saturday and will include evening work when required. They'll be experienced, responsible for overseeing and managing the project, and assisting senior management in its development and sustainability.

CrossFit coaches: We will have a team of sessional CrossFit coaches. They will programme the workouts to ensure they offer the opportunity for personal growth; teamwork, communication skills, emotional maturity and character development. All coaches will be trauma-informed coaches and will apply the principles of trauma-informed care to their coaching approach in order to create a safe, supportive, and empowering environment for young people who may have experienced trauma.

Groupwork facilitation: Our Therapeutic CBT counsellor will facilitate a groupwork session once per week, after a workout. The groupwork will incorporate lessons from CrossFit and will offer the opportunity to:

- Foster traits like discipline, teamwork, perseverance, leadership, and sportsmanship.
- Develop skills to overcome challenges, both in sports and in life e.g. peer pressure, risk taking behaviours.
- Recognise and manage their emotions in constructive ways.
- Improve communication, conflict resolution, and interpersonal skills.
- Boost confidence by setting and achieving goals.

Activities: After each CrossFit session [mon, wed, fri] the young people will go into the 180 community café and have healthy shakes and a snack. Monthly, they will learn to cook a simple and affordable healthy meal- promoting self-care. Saturday activities will also be arranged which will include visiting other CrossFit boxes across the region, and taking part in CrossFit competitions with other young people.

Travel - we have our own 17 seater minibus that we use for events and to assist with travel. To remove barriers for the young people e.g. finance/geography, we have a volunteer minibus driver who will pick up and drop off young people.

Budget breakdown is as follows for the 2 years:

Full-time Service Manager Role: £60,820

Therapeutic Lead for Groupwork - £4,600

CrossFit Coaches: £4140

Activities - £3220

Travel - £4,600

Will you be working with young people who are already known to local offending

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| teams and already engaged with interventions such as Out of Court Disposals, Point of Arrest Diversion programmes or other YOT Prevention Programmes? | |
| Yes | |
| If yes, please provide details of which YOTs, Police Teams or other services you will be working with and how. | |
| <p>Current relationships we have in place are:-</p> <ul style="list-style-type: none"> • Engage Team - identify, support, and protect children and young people who are vulnerable, or who may be experiencing Child Sexual Exploitation (CSE) or Child Criminal Exploitation (CCE) • Youth Justice team - work with young people given statutory Court Orders and with children and young people at a pre court stage to prevent them entering the criminal justice system. • Police Community Support Officers (PCSOs) who are operating across the boroughs and who are identifying and engaging with the young people in the community. • Schools - Local mainstream schools and PRUs [Pupil Referral Units]. • SEEDS - [support, experiences, enjoy, development and succeed]. Providing holistic support to young people, parents & carers. Aiming to enhance each young person's potential, raise levels of self-confidence and self-belief and create opportunities to learn, develop and achieve. • ELCAS - The East Lancashire Child and Adolescent Service (ELCAS) provides a mental health service for young people up to their 16th birthday, who may be experiencing a range of severe and complex difficulties with their mental health. • Children's Social Care - Children who are on child protection plans are who are coming to the attention of the police. | |
| 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. | |
| | |
| Will you be receiving funding from any other sources for this project? | |
| 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) | |
| £77380 | |
| Proposed grant start date | Proposed grant duration in months |
| 4/1/2024 | 24 |
| How much funding is required each year? | |
| Year 1 | Year 2 |
| £37610 | £39770 |
| 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? |
| £429000 | £475000 |
| What value of unrestricted reserves did your organisation have at the end of the most recent financial year? | |
| £72000 | |