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young gloucestershire

ANNUAL REVIEW 2011/12

YOUTH WORK TEAM

YOUNG GLOUCESTERSHIRE'S VISION IS TO BE REGARDED BY YOUNG PEOPLE AS THE LEADING YOUTH ORGANISATION IN GLOUCESTERSHIRE THROUGH MEETING THE CHANGING NEEDS OF YOUNG PEOPLE: DELIVERING HIGH QUALITY YOUTH OPPORTUNITIES ACROSS THE COUNTY AND PROVIDING SUPPORT TO VOLUNTARY SECTOR YOUTH ORGANISATIONS.



WORKING WITH YOUNG PEOPLE TO: ENGAGE, ENCOURAGE, ENABLE, ENJOY AND EMPOWER

Working With Young People To: Engage, Encourage, Enable, Enjoy And Empower. Young Gloucestershire Is Based In The Centre Of Gloucester And Operates Across The County From A Range Of Venues Including A Mobile Bus.

Our work in 2011-2012 included:

YOUTH ACHIEVEMENT FOUNDATION (YAF)

Supporting young people who have been excluded from main stream school to achieve vocational qualifications and re-engage in a learning environment.

YOUTH WORK TEAM (YWT)

Providing support to 40 member youth clubs in the county, delivering 15 local youth clubs on behalf of local communities and delivering a range of other programmes such as: Sporting Chances, Looked After Children programmes and NEET (Not in employment, education or training) support.

DEVELOPMENT TEAM (DT)

Supporting NEET young people 16-25 through Prince's Trust Team and PASTE, delivering National Citizen Service for young people in Year 11 who are leaving school and a range of other development programmes with young people.

VOLUNTEERING

Providing opportunities for people to develop skills by volunteering to work with young people in youth clubs, small groups and mentoring.



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CHAIR'S REPORT

This is my first report since becoming Chair of Young Gloucestershire (YG) in November 2011, having been a member of the Board since 2007. I would like to express my thanks to the board of trustees and all the staff at YG for the help and support I have received and, in particular, to thank Clive Ainsworth (our previous chair) for his guidance and for his immense contribution to the success of YG over many years.

I would also like to take this opportunity to welcome Ian Topping and Susan Newcombe to the board of trustees, who bring a wealth of business and charitable expertise. Our thanks also go to Lynne Speak, who retired from the Board in April 2012.

It has been an exciting year with some challenges due to the economic uncertainties, but also some great opportunities for YG to expand the services we provide to young people. One example of this is the Youth Achievement Foundation (YAF). This year has seen Young Gloucestershire grow the YAF from 22 to 42 young people attending full time, including the development of a second site in Gloucester. I have enjoyed visiting both of the YAF sites during the year and was struck by the sense of opportunity

for the young people as they learn new skills and the dedication of the YG staff working at the YAF sites. I am pleased that the board have made the commitment to develop the YAF into an independent school.

The year has also seen growth in the Youth Work Team as YG responded to the withdrawal of the youth service in the county as a result of budget cuts. YG is now directly delivering youth clubs in 10 communities and delivering 15 evenings of youth work a week, with plans for this to increase further in 2012-2013.

In the Development Team we have seen our delivery of Prince's Trust Teams increase to eight in the financial year. We have also started to deliver a range of new two week programmes to address the needs of NEET young people, which is a growing concern for Young Gloucestershire as youth unemployment rises.

In 2010-11 YG made a planned deficit of £113,626 through deciding to invest reserves into programmes rather than close them at the height of the recession. In 2011-2012 we set the management team at YG the challenge to make a surplus of at least £135,000 to replenish this money. With the help

of a legacy received towards the end of the year, this target was comfortably achieved with a surplus of £187,747. We are particularly pleased with this result as the trustees plan to invest a considerable amount of reserves in 2012-2013 into new programmes that meet the needs of young people (see the future for more details). The legacy has been allocated to increase some of our core services supporting and developing youth work.

I should like to convey our thanks to all our partners and supporters for their continued assistance and to the staff for responding so positively to another challenging and exciting year. We are constantly looking for new partners and will be focusing this year on building our links with more businesses, so if you are interested in supporting the work that YG does with young people, please do visit our website www.youngglos.org.uk and get in touch. Our young people are our future and we will be doing our best to engage, encourage, enable and empower them during these difficult times, through our range of programmes.

HUGH GLADMAN
CHAIR, YOUNG GLOUCESTERSHIRE

FINANCIAL SUMMARY

The Directors decided to fund some programme delivery from reserves in 2010/2011 rather than cut services in light of funding ambiguities which meant the year ended with a deficit of £113,626. This year the Directors set the CEO the challenge of making a surplus of £135,000.

The CEO, managers and staff have worked hard to make this year a very successful one with a surplus of £187,747. Many thanks go to all our funders and partners whose continued support has enabled us to provide services and support to the young people of Gloucestershire.

Available reserves, net of fixed assets and restricted funds rose to £436,573 or 42% of annual overheads. The Trustees objective is to keep a reserve of 50% of budgeted overheads, to guard against changes in funding. The reserves will be used to fund any future deficit

and to provide new services for young people where a need is identified.

This year income increased by 25% due to a grant from the Big Lottery – Transition Fund Grant which we invested in staff training and infrastructure development and a range of other key areas to allow YG to deliver high quality services. A legacy of £49,655 which came in March will be used to support the core work of the Youth Work Team during the next two years.

The Youth Achievement Foundation has continued to establish its work with 14-16 year olds and has developed a good relationship with the Pupil Referral Units and schools. We currently have 42 students and 2 sites. The manager and staff achieved their goal of becoming an independent school in April 2012.

The Youth Work Team continues to deliver a wide range of activities to the youth of Gloucestershire and has increased its youth club provision during the year in response to the youth service council budget cuts.

The Development Team has delivered 8 Prince's Trust Teams and 4 NCS programmes this year and is continuing to develop new programmes for 2012.

Cash, which is surplus to short term requirements, is placed on deposit in high interest term deposits with banks and building societies. The income has fallen by 3% due to the continued lower rates of return available on these accounts.

Salaries and related staff costs accounted for 57% of resources expended. All but the equivalent of six staff are directly engaged with charitable projects and activities.

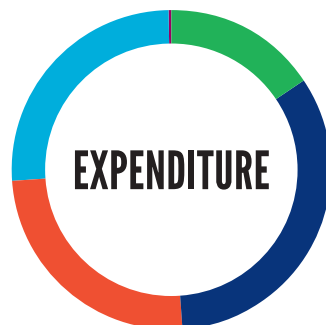
YOUNG GLOUCESTERSHIRE INCOME MARCH 2011-APRIL 2012 TOTAL INCOME £1,224,024

CORP	£162,647.00	13%
YAF	£397,587.00	32%
YDT	£297,749.00	24%
MAP	£363,690.00	30%
V	£2,351.00	0%
Total	£ 1,224,024	100%



YOUNG GLOUCESTERSHIRE EXPENDITURE MARCH 2011-APRIL 2012 TOTAL EXPENDITURE £1,036,277

CORP	£162,647.00	16%
YAF	£346,371.00	33%
YDT	£ 258,645.00	25%
MAP	£267,538.00	26%
V	£1,076.00	0%
Total	£ 1,036,277	100%
Surplus	£1,877.47	



YOUTH WORK TEAM

It has been a big year for the Youth Work Team in terms of strengthening the support it is able to offer voluntary sector youth clubs across the county. With dramatic changes in the landscape of the statutory youth service it becomes increasingly important for the voluntary sector to work together to improve and increase the opportunities available for Gloucestershire's young people.

The past year has marked some important developments in the support that YG offers across the county.

YOUTH CLUB START-UP PACK

An interactive program housed on YG branded USB's, the pack takes clubs through the 6 basic steps to establishing a safe and effective youth provision. The pack includes helpful advice, guidance and templates of policies that can be downloaded and amended to suit individual club's needs.

Engage and E-news

Clubs are able to share their stories of best practice, information, successes and challenges in these new printed and electronic newsletters.

Networking event

Over 50 guests attended YG's first networking event in February 2012, taking part in interactive workshops, meeting other local groups and picking up useful and relevant information and updates for the sector.

Training calendar

A calendar of short courses ensures free and affordable training is now available to Gloucestershire's youth groups.

Club trips

The partnership agreement gives clubs access to funding for trips and activities helping young people to meet other groups in their area. The first few visits took place with clubs based in Gloucester, Stroud and Tewkesbury.

Safeguarding helpline

An out of hours safeguarding helpline has been established for Gloucestershire's youth clubs, available Monday- Friday 9am-10pm, where practitioners are able to receive advice and guidance on any safeguarding issues they may find themselves with.

New formal partnership

An agreement has been established outlining the specific support available to youth clubs and the best practice expectations from our partners.

Young Gloucestershire are pleased with the above developments and look forward to continuing to support local clubs in the development of safe and effective youth work provision across the county.



YOUTH WORK TEAM

Young Gloucestershire runs a Looked After Children project which is funded by Peter Lang Children's Trust.

Looked After Children

Young Gloucestershire runs a Looked After Children project which is funded by Peter Lang Children's Trust. There are two elements to the programme: Greyfriars Tuesday night, which is a targeted group offering high levels of support to Looked After Children and their foster families.

The other element is one-to-one mentoring for Looked After Young People aged 8+. This offers young people an opportunity to meet a volunteer mentor on a regular basis to develop and engage in their own action plan.

A young person shares their journey:

I was very depressed and self-harming when I came to Young Gloucestershire. It has taken a while but my mentor has helped me find other ways of coping and I haven't self-harmed for three months. One of the activities that helped was writing down all the things that make me upset, angry and depressed and attaching them to a helium balloon to allow them to float away. I now have a rainbow journal that I use, which came from the Bristol Crisis Service for women and was developed by other ex-self-harmers.

Youth Clubs delivery

A new area of work for Young Gloucestershire in 2011-2012 was the direct delivery of youth clubs all over the county. These are normally commissioned by local communities or parish councils and can be anything from one night a week to four. We have a team of sessional youth workers who work across the county delivering the youth clubs. Current clubs include: Bishop Cleeve, Podsmead, Fairford, Lechlade, Weston Sub Edge, Stonehouse and Stow on the Wold.

Youth Worker Lou tells her experience of working in one of the clubs in Fairford:

I work in Fairford with a large group (25-35) of young people ranging between the ages of 13-19. Initial months were a tumultuous time for the group as boundaries were implemented and bedded in.

The session lasts for two hours; for the first hour the group usually like to 'chill' and play pool, play on the x-box, have fun and enjoy time together in their youth room and have some food. Lately, Cheese toasties, bacon butties and hot dogs have been the highlight of the night in which they donate some money

to help cover the cost. The second half usually develops a theme for discussion using the black board we made ourselves from an old cork board and some black board paint. The group enjoy using this as many of the group find it easier to write their comments on the board than say them out loud. Musical instruments have also helped the group to express themselves.

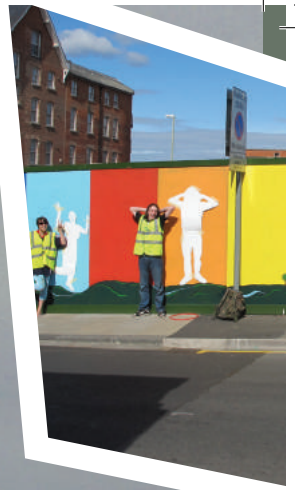
It is a privilege to watch and support young people as they develop and personally achieve goals not just as individuals but together as a group. The group's goal is to challenge the negative reputation which they have unfortunately come to bear and are working hard to represent the young people of Fairford in a more positive way. I too believe my youth work skills are developing whilst engaging with this diverse group to enable, encourage and empower themselves

CASE
STUDY
1



DEVELOPMENT TEAM

The Development Team have run a range of programmes this year including Prince's Trust Team, National Citizen Service Programme and Sporting Chances. Below the young people share their journeys.



CASE STUDY 1

I am an 18 year old female with a visual impairment, I am partially sighted. I grew up living with my father, brother and sister and I only occasionally see my mother. I attended secondary school and completed GCSE's, then went on to college where I completed an Independency Skills course, never letting my visual impairment affect me.

During the twelve weeks of the Prince's Trust Team Programme I met lots of new people and developed some very strong friendships. I gained many different skills as I worked as a part of a team and took part in very challenging activities, especially on residential.

I faced many challenges over the twelve weeks, time keeping was one of them. However, throughout the programme I learnt how to communicate and encourage others; I built many positive relationships and discovered new interests. I have now enrolled on a course which will give me an NVQ level 1 in Child Development and I will hopefully progress onto the NVQ level 2 afterwards.

Being on this course I have learnt I'm more confident. My biggest achievement has been doing all the tasks on residential and sticking to the course because I didn't think I was going to.

Before I started this course I'd been through a lot, I'd been thrown out of my house due to family problems and moved into supported housing in Cheltenham.

Whilst I was living there I got myself hooked on hard drugs, got attacked by another resident and had the majority of my stuff stolen. As all of this was happening, it was making my dependency on drugs increase and there seemed no reason to quit, but I did want to cut down my usage. So when my support worker suggested joining the Prince's Trust Team Programme I thought this could be my way out and after an emotional review, I admitted I was addicted to drugs and decided this could be my chance.

During this course I learnt a lot of new skills and gained life changing experiences. I think the one that most affected me, was working with a disabled group in the eleventh week of the course. This made me realise that I could actually do so much more with my life than wasting it under the influence of drugs and drink. Throughout this course I seriously cut down on my drug intake and stopped the hard stuff completely. I also started focusing on what I want from my life,

where I want to go and the things I need to do to achieve my goals.

Since this course I've signed up to Bournside Sixth Form Centre to complete my A-levels and I know that I definitely want to work with kids when I'm older thanks to the work experience gained on the course. I'm also moving to a lower support house in a few weeks and then could have the opportunity to get my own flat within a couple of months.

I would really recommend the Prince's Trust Team Programme to anyone who is struggling to find direction in their life. It helps you to build skills and makes you feel so much more confident about yourself when you see what you can achieve. I would like to say thank you to Young Gloucestershire and the Prince's Trust for giving me a second chance, I will not waste it.

CASE STUDY 2





*Prince's Trust Team Member
(Team 138)*

I have recently completed the Prince's Trust Team Programme. I had many reasons for joining the course, many of which were personal, but the most important of them and the easiest one for me to explain, would be that at the time I was extremely unhappy with my life.

To help explain why this was the case I want to tell you a little bit about myself and my life. I went to two very small schools during my primary and secondary years. Life at these times was occasionally enjoyable but for the most part, very tough for me - it always has been I suppose, partly because of school, although I never really struggled academically; I just never really fitted in socially. For the most part it was difficult because of serious personal and family issues, which hindered and sometimes removed me from school completely.

My personal confidence was very low but I struggled up to the point where I finished my final year of GCSE's and had become very anxious about what I would do next. Sixth form was not an option at the very small school I attended, so I joined a sixth form college in a larger town

with some other students I knew. This decision was a mistake. I struggled academically and socially, I felt increasingly isolated and being there made me physically unwell. At times it was unbearable to be in the building and on two occasions it got so bad that I chose to walk the five or so miles back to my house. After this I missed a number of weeks and as a result I left the sixth form college after the first year of my A-levels, feeling worse than I have ever felt in my life.

My parents, noticing how unhappy I was, got me to see my doctor, who referred me to an organisation called CAMHS (Children and Adolescent Mental Health Services) who specialised in helping young people with the sorts of problems I had. With their support I began to start rebuilding my life, they provided me with some structure and I felt slightly happier as a result, although I was still struggling to leave my comfort zone.

The Prince's Trust Team Programme had been recommended to me, to help me take the next step and try something that would be challenging and beneficial. The first time I met my team leader, he was nice, funny, confident and supportive. The things

he said I would experience during the twelve weeks excited me and also, this wasn't going to be like school!

During the twelve weeks of the course I met lots of new people, from all sorts of different backgrounds and personalities. Working with the team I gained new skills and took part in life changing experiences, particularly on residential. The residential was one of the most important experiences on the programme for me because, although the activities were fun, sharing such a small space with little privacy with ten other people can be very stressful. Sleepless, noisy and cold nights were tough, but I got through it and was all the better for the experience. To only speak about this one small part of the programme, would do a disservice to the other eleven weeks. I've had the chance to have so many fun and character building experiences during this course that it is difficult to choose a highlight, there have been so many.

The Prince's Trust Team Programme has been a life changing experience for me and could be for anyone who is willing to put in the effort. I am truly grateful to the YG team for their support and for giving me this opportunity. Thank you.

**CASE
STUDY
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YOUTH ACHIEVEMENT FOUNDATION

The Youth Achievement Foundation (YAF) is now in its fourth year and has seen a large amount of growth throughout the last year, operating from two sites with 42 students. The qualifications on offer are also continuing to be extended and the feedback from the young people and their outcomes continue to be positive. The Youth Achievement Foundation achieved registration as an independent school in April 2012 taking the projects work into a new era. Below we describe the experience of young people attending YAF this year.

James was referred to the Youth Achievement Foundation in July 2011.

He was referred to us as it was felt that he needed a fresh start due to anger management issues with peers and difficulties with accepting and following the rules of mainstream school.

James took a while to settle in to the YAF and found building relationships with students and staff very difficult. He was very much a loner and would not interact with others. Staff eventually managed to engage James during small group activities to help him develop

personal and social skills and he began to respond positively.

He started to build relationships with students and mentors through team sport activities. Through informal discussions James's mentors found out he enjoyed sport and had played for a football team when he was younger. Mentors then began to build qualifications around James's interests and skills and as he began to experience success mentors were able to develop his skills in other areas in which he lacked confidence.

Although James had quite a few issues during his time at the YAF he began to learn from his mistakes and used these to build his social skills and understanding of the need to follow rules to function successfully in society.

When asked to comment about his time at the YAF James said:

I have been at the YAF since September 2011. The staff are always lovely and helpful and there's always something to do. We go on loads of activities and the sessions are always fun. They've built

CASE
STUDY
1





my confidence up to go to college and hopefully move on to greater things in life. All in all this was a pleasant place to spend time in my education and I will miss it a lot.

James is currently at his work placement which he is very much enjoying and he has been offered the chance to volunteer once his placement ends and the opportunity to complete an apprenticeship if he decides he would like a career in child care. His supervisor from the nursery said:

James is a lovely lad who is very much a team player. He works hard and is always polite and ready to help out in any situation. He has been great to work with and we will all miss him when he leaves.

James has been working hard to achieve his qualifications at the YAF, he has attended an interview at a local further education college to study GCSEs and foundation sociology and has been accepted. He will begin his college studies in September 2012.



VOLUNTEERING

2011-2012 has seen the expansion of volunteering at Young Gloucestershire as we have looked to engage volunteers into our delivery programmes across the organisation

Summer 2011 saw the involvement of 9 volunteers across National Citizen Service supporting the delivery of the summer programme and contributing over 1500 hours of time to YG. All of these volunteers were recruited specifically for the NCS programme and considerably helped ensure the success of the programme.

The key teams at Young Gloucestershire have engaged volunteers through the year in various roles including youth work, basic skills support, volunteer assistant team leaders with the Prince's Trust and learning mentors at the Youth Achievement Foundation.

We have also run a Looked After Children mentoring programme which has successfully recruited, trained and matched over 10 volunteers to young people in the care system.

Volunteers have accessed additional training and support via Young Gloucestershire and in 2012 we are looking to develop a more structured system for integrating university students into placements within the organisation. If you would like to volunteer your time at YG, please contact us:
volunteering@youngglos.org.uk





– *volunteer at the Youth Achievement Foundation*

I wanted to volunteer to improve my skills of working with young people as well as gaining a greater understanding of the problems and difficulties that young people face while growing up in the mainstream school system. I was particularly drawn to volunteering at the YAF as I have plans to go into teaching later in life and I wanted to experience the level of those young people who may not be able to flourish under mainstream educational values.

My experiences at the YAF have been enjoyable but at times challenging. It has been a great experience in terms of pushing my boundaries and

helping me try new things and test my limitations. Working with both the pupils and the staff at the YAF has been a pleasant and educational experience. It has been particularly interesting observing the difference between both the subject matter and teaching methods used at the YAF compared to those of mainstream schools. I feel that it has given me a better understanding of wider methods of teaching seeing this different approach. Most importantly my volunteering at the YAF has seemed a worthwhile use of my time, helping young people to develop themselves.

CASE STUDY
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FUNDERS & SUPPORTERS

Andoversford Parish Council
Beaufort School
Bishops Cleeve Parish Council
Blockley Youth Club
Cainscross Parish Council
Charles Irving
Cheltenham Borough Council
CHK Charities
Cotswold District Council
Coutts & Co
Fairford Youth Club
Football Association
Four Acres Trust
Frith Youth Centre

Gloucester City Council
Gloucester City Homes
Gloucestershire Community
Foundation
Gloucester Youth Housing
Gloucestershire County Council
Guinness Hermitage Gloucester
Lechlade Community Youth Club
Nailsworth Youth Club Management
Committee
Parentline Plus
Peter Lang Children's Trust
Prospects
Rodborough Parish Council
St James's Place

Stonehouse Town Council
Stow-on-the-Wold Youth Club
Stroud College
Summerfield Trust
Susanne Peake Charitable Trust
Tewkesbury Borough Council
Tewkesbury PTC
The Langtree Trust
The Prince's Trust
Yorkshire Building Society
DCSF
Russell Commission
Weston College
Weston Sub Edge Youth Club
Management Board

DONATIONS

Youth Forum Group
Mrs J Steel
My Charity Page
My Donate
Quartet Community
The George Cadbury Foundation
Jane Stevens Foundation
Pickersgill Consultancy
Drapers Charitable Trust
Spirax Sarco
Polymer Products UK
Sainsburys
Asda Foundation
Summerfield Trust
Grace Fry Charitable Trust
Attend Ltd
National Star College
CHK Charities
Four Acres Trust

GRANTS

Big Lottery
Comic Relief
St James's Place
Help the Heros
Ernest Cooke Trust
Football Foundation
Peter Lang Children's Trust
Gloucester Community Foundation
Robin Greaves
GE Aviation
Britannia Foundation
CTC Charitable Trust
Media Box
Russell Commission
Gloucester City Council
Gloucestershire County Council
Cheltenham Borough Council
Tewkesbury Borough Council
Ambition (nee Clubs for Young People)



THE FUTURE

Young Gloucestershire's board of trustees have taken the step to implement a range of new programmes and initiatives that have not yet got funding. These programmes are designed to respond to the needs our young people keep telling us they have, once the programmes are up and running using investment from YG reserves the staff team and trustees will seek to find ways to fund and maintain the programmes going forward. If you are interested in being involved then get in touch.

New programmes:

Corporate mentoring programme – an opportunity for members of the local business community to support and coach young people in their future careers choices, guiding and helping identify the outcomes and steps to achieve them for young people. Are you a local company who would like to get involved if so get in touch.

Directions:

A daily opportunity for unemployed young people to come together, search for jobs, increase their qualifications and work on an action plan with skilled youth workers to enable them to get back into work. The market is getting tougher for disadvantaged NEET young people and this programme seeks to find innovative ways for young people to be supported to receive work experience and job opportunities. Again we will be working with local companies to achieve this.

Young Parents:

Focusing on support and development for the parents as individuals providing support and life opportunities that will increase the family units life chances. These programmes will be run and developed by young parents ensuring it provides what they need.

Legacy:

Thanks to a generous legacy Young Gloucestershire will be increasing a range of its core youth work support including developing youth work NVQ 2 training, increased support to member youth clubs and to youth workers working across the county.

Continued growth:

Young Gloucestershire has become well known for a range of programmes that it delivers and some of these are set to expand in 2012-2013 these include:

Princes Trust Team:

Young Gloucestershire seek to deliver more teams this year with the aim of one per month.

National Citizenship service:

YG ran this in 2011-2012 and were pleased with the positive impact the programme had on young people we will increase the delivery of this programme to include an additional two teams of 15 young people

Youth Work:

YG has been responding to the need in local communities to deliver youth clubs, this will continue and we are building capacity to deliver more youth clubs as commissioned by local communities

Youth Achievement Foundation:

We are increasing the services on offer to young people introducing new qualifications such as BKSB.



WHO'S WHO

PATRON

Mrs Anne Cadbury OBE JP DL

CHAIRMAN

Hugh Gladman

BOARD OF DIRECTORS

Clive Ainsworth

Michael Counsell OBE

Jonathon Harvie

Mark Longbottom

Susan Newcombe *Appointed April 2012*

Steve J Powers

Lynne Speak *Resigned April 2012*

Ian Topping *Appointed April 2012*

Claire Townsend

Nicholas Upton

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