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young gloucestershire

# ANNUAL REVIEW 2012/13

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Inspiring Young People



#inspiringyoungpeople

**£100**

would fund a youth worker to deliver one session a week in advice and guidance

The Link is Young Gloucestershire's advice and information drop-in shop – working holistically with young people to help them find the self-motivation, confidence and resilience to be able to function in both social and professional environments.

## MY STORY

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“The Link was different...

If you get decent qualifications from school people assume you are set in life, but it's not always that easy. Before The Link I was not in a happy place, my confidence was low, I didn't show up for interviews and I wouldn't have dreamt of starting a group training course. The Link was different. They let me take my time – it wasn't just about getting a job straight away. They looked at the bigger picture, family, relationships and stuff, it felt like they genuinely cared. Now I have tried new things, met friends, volunteered and attended job interviews. Getting a knock back from a job still sucks, but it's not the end of my world anymore.”

# INSPIRING YOUNG PEOPLE

Young Gloucestershire (YG) is a countywide youth work charity that supports young people to achieve their potential

It does this through providing education, training and social opportunities to young people across Gloucestershire

The work is undertaken within three departments:

**Youth Achievement Foundation (YAF)** Provides alternative vocational education for young people aged 13-16, at risk of, or excluded from mainstream school.

**Youth Work Team (YWT)** Provides partner services to 85 voluntary youth clubs across the county. This includes training, safeguarding support and development opportunities. In addition, YG directly runs 35 youth club sessions a week, operates 'The Link' (a drop-in for unemployed young people) and specific services for young parents and Looked after Children.

**Development Team (DT)** Delivers development programmes for 16-25 year olds who are not in education, employment or training (NEET). These programmes include the tried and tested Prince's Trust Team programme.

The Youth Achievement Foundation has continued to develop its work with 13-16 year olds excluded, or at risk of exclusion, from mainstream school. The year has seen an average of 38-40 students in attendance across two sites. The YAF achieved the goal of becoming an independent school in May 2012.

The Youth Work Team continues to deliver a wide range of activities to the young people of Gloucestershire and has increased its youth club provision during the year.

The Development Team has delivered 10 Prince's Trust Teams and ten 2-week programmes as well as The National Citizen Service programme and a summer school during 2012-13 and is continuing to develop new programmes.



# 1456

In 2012-13 Young Gloucestershire had regular engagement with 1456 young people

# 3000

We estimate throughout the year we had short-term contact with up to 3000 young people

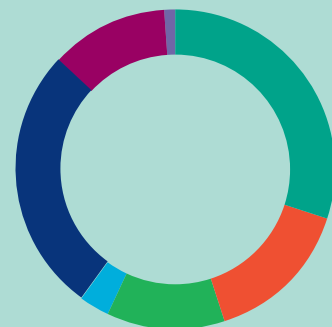
# 57%

Male

# 43%

Female

Geographical breakdown of young people



Not supplied	30%
Cheltenham	15%
Cotswolds	12%
Forest of Dean	3%
Gloucester	27%
Stroud	12%
Tewkesbury	1%

# CHAIR'S REPORT

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I would like to start by expressing my thanks to the board of trustees and all the staff at YG for their commitment and hard work over the last year. I would particularly like to thank Clive Ainsworth and Stephen Powers for their energy and guidance over many years as trustees. Together they have made a huge contribution to the success of YG. Clive and Stephen have stepped down from the board of trustees and they leave us with our best wishes.

YG continues to search for new trustees to join the board and are currently seeking trustees with skills in alternative education or Youth Work to join the main board and a finance specialist to join the finance subcommittee.

In 2011 youth employment in the UK reached a new high with 20.5% of 16-24 year olds out of work. In December 2011 there were 854 young people between 16-18 in the county of Gloucestershire unemployed, compared to 555 in Jan of the same year. YG is committed to changing these statistics by inspiring young people and providing education and development opportunities enabling young people to make positive choices about their future.

There have been a number of major developments throughout 2012-13 for YG, including the following:

Youth Achievement Foundation (YAF) – The YAF became a registered independent school on 19th May 2012. This has brought some new challenges, not least the preparation for our first

OFSTED visit expected in May 2013. The year has been challenging for the staff moving from a project to operating as a school. However I am grateful to the team, led by Heidi, for their commitment to developing the YAF into a first class school for the young people who are referred.

Prince's Trust Team 150 – YG has delivered Prince's Trust Team for a number of years. Following a short break in 2009, we were pleased to see the return of Prince's Trust delivery in 2011 with YG's 134th team. Since then the number of teams we have delivered has increased year on year and we are pleased to have reached team 150 in 2012-2013. I have been privileged to see the impact this work has on the day to day lives of young people and very much hope this valuable work is able to continue, despite the funding changes that have recently been announced.

Young Gloucestershire's investment in projects – The board of Trustees felt passionately that they would like to respond to the needs of young people that had been identified in the community, rather than delivering what funding would allow. YG undertook a needs analysis and identified the need for a drop-in centre so young people could access advice on a regular basis. During 2012-2013 the Trustees agreed to invest in this project from reserves, setting the staff the challenge to develop and implement the project and seek ways of ensuring sustainability. The Link (drop-in), based in the centre of Gloucester, has become a roaring

success since opening in Nov 2012 and is allowing YG to increase its reach to more young people with 700 young people not in education, employment or training accessing the service between Nov 2012 and March 2013.

I am proud to see the new developments taking place at YG and look forward to seeing what the next year brings.

I would also like to convey our thanks to all our partners and supporters for their continued assistance throughout the year. We are constantly looking for new partners and will continue to focus this year on building and improving our links with more businesses. If you are interested in supporting the work that YG does with young people, please do visit our website [www.youngglos.org.uk](http://www.youngglos.org.uk) and get in touch. We continue to inspire young people through our range of programmes.

HUGH GLADMAN  
CHAIR, YOUNG GLOUCESTERSHIRE



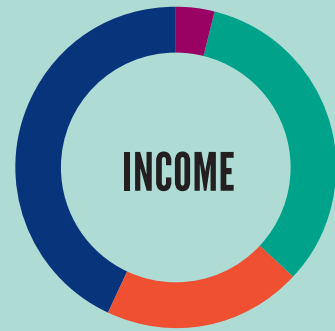
# FINANCIAL SUMMARY

YG is pleased that this year we have managed to end the year with an almost break even budget. The current economic climate is challenging and every year seems to be more challenging than the last in terms of funding. YG will start the year 2013-2014 with a significant deficit to be found, if YG is to continue to support the young people in Gloucestershire in the various ways we do currently. We are exploring new ways of generating this income and forming improved partnerships with corporates and other organisations to ensure sustainability of our work.

In 2012-2013 income has increased by **14%** due to the increase in delivery of training programmes to young people and youth clubs and services run by YG for young people.

YG was grateful to receive a legacy of **£49,655** which arrived in March 2012. The legacy will be spent over two years 2012-2013 and 2013-2014 and has enabled YG to invest in the support offered to youth clubs around the county.

Our available reserves at the end of the financial year 2012-2013, net of fixed assets and restricted funds, rose to **£438,556** or **31%** of annual overheads. The Trustees objective is to keep a reserve of **50%** of budgeted overheads to guard against changes to funding and maintain services.



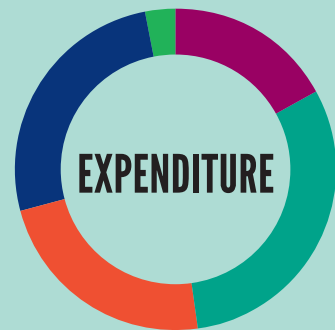
Young Gloucestershire Income  
1 April 2012 - 31 March 2013

Total Income

**£1,420,081**

	£	%
CORP	51,943	4
YAF	472,149	33
YWT	285,728	20
DT	608,765	43
NP	1,500	—*
<b>Total</b>	<b>£ 1,420,081</b>	<b>100%</b>

\* Note : NP (New Projects) was 0.3% of income



Young Gloucestershire Expenditure  
1 April 2012 - 31 March 2013

Total Expenditure

**£1,431,366**

	£	%
CORP	250,936	17
YAF	444,758	31
YWT	324,350	23
DT	368,830	26
NP	42,491	3
<b>Total</b>	<b>1,431,366</b>	<b>100%</b>

Deficit

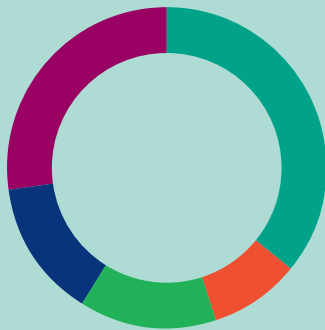
**£11,280**

# YOUTH WORK TEAM

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2012-13 saw continued growth of the Youth Work Team. New projects included the opening of The Link (advice and information drop-in shop for young people 16-25 years old) and the development of a service for young parents and families.

Directly delivered Youth Clubs



Tewkesbury	9%
Cheltenham	14%
Gloucester	14%
Stroud	27%
Cotswold	36%

**Direct Delivery** – In 2012-13 the Youth Work Team delivered 22 youth clubs a week across Gloucestershire on behalf of communities who don't feel they have the resources to deliver this themselves, reaching a minimum of 600+ young people.

**South of Stroud Youth Partnership** – Is a consortium of 4 parish councils; Cam, Dursley, Wotton-under-Edge and Berkeley who have combined resources and commissioned YG to delivered a holistic youth and community project in the 4 areas.

**Partnership Programme** – This programme is designed to assist voluntary run youth clubs with a range of support – from policy development, activity ideas, training or access to resources and trips.

**Looked After Children (LAC)** – This project focuses on providing the more in depth provision needed by LAC – including a more intimate youth club setting and facilitating LAC to meet regularly with volunteer mentors.

**The Link and Young Parents** – The Link is a drop-in shop working with NEET young people designed to offer advice, information and guidance to tackle barriers to employment and training.

**VIP's** – Very Important Parents is a project working with young families supporting new parents to build confidence and self esteem, access training and advice to plan for a positive future.



# YOUTH ORGANISATION PARTNERSHIP SCHEME

The Young Gloucestershire Partnership Scheme has gone from strength to strength and 2012-13 has seen a significant growth in the number of clubs and organisations signing up to join the service. There have been particular developments in the training opportunities available for local youth groups and organisations.

The partnership scheme is designed to offer support and guidance to voluntary run youth clubs and organisations in the county, to share best practice and offer a network of support. At the time of writing, the scheme has 85 partners signed up from across the county.

Over the past year Young Gloucestershire has been out to visit 20 youth clubs and offered additional email and phone support to numerous more. We have taken 32 clubs on field trips with over 300 young people enjoying outings to skate parks, musicals, theme parks and London City.

## Training & Development: Between May 2012-March 2013

140 people attended short training courses:

COURSE	NUMBER OF ATTENDEES
First Aid	19
Planning Activities on a Budget	20
What is Good Youth Work	25
Managing Challenging Behaviour	25
Health & Safety and Risk Assessment	18
Safeguarding	22
Food Hygiene	11

Plans for next year include expanding the training calendar to introduce new courses as requested by our partners, continuing to offer the ABC Level 2 Course and networking events with greater input from partners.



# 12

Training courses delivered

# 30

We currently have 30 learners engaging on the 7 month youth work practice course, accredited by ABC, which qualifies individuals to be an Assistant Youth Support Worker

# 62

Guests

# 37

Organisations

In 2012 Young Gloucestershire delivered its most successful Networking Event to date, hosting 62 guests from 37 organisations

# DEVELOPMENT TEAM

## PRINCE'S TRUST

The Prince's Trust Team Programme is a 12 week personal development course

# 100%

of young people completing the programme gain The Prince's Trust Award and Certificate in Employment, Teamwork and Community Skills (Level 1)

# 84%

Completion rate

# 153

No. of starters

# 129

No. of Finishers

## QUALIFICATIONS

# 92%

Achieving First Aid

# 87%

Achieving Food Hygiene

## PROGRESSION

# 59%

 of learners go into education or training

# 21%

 go into employment

# 12%

 go into volunteering

# 58%

 of learners continue to access additional support via The Link @ Young Gloucestershire

# 59%

 of learners are educational underachievers

# 15%

 of learners are offenders/ex-offenders

# 15%

 of learners are in care or leaving care

# 26%

 of learners have a disability

# 24%

 have experienced homelessness

# 89%

 of learners are Long Term Unemployed



## CASE STUDY

Ben, aged 19, was made redundant from his electrician's apprenticeship at the beginning of October 2012.

Ben initially decided the course was not for him... he then called the YG office having had time to think about where he was going in life, and thought he should give it a go.



Ben explained he had very little self-confidence and felt that no-one believed in him; losing his apprenticeship had left him feeling really de-motivated and a bit lost. His main targets were confidence building and anger management as he suffers from severe anger induced black outs, which for a while, he took medication to combat.

It was on residential that Ben's natural leadership started to come out. His relaxed approach and sense of humour made him bond quickly with others and he was a great addition to the team. With the team leader he discussed ways to help with his

anger worries. He did not want other team members to be aware of the issues as he was understandably self-conscious about them. In the evenings Ben would punch the mattress on his bed which clearly was a better option than a wall, but he found that the intense pain from hitting the wall was still the best release.

As the week's progressed his confidence was growing and he succeeded with qualifications in food hygiene and first aid.

Ben really excelled in his work placement. He went to IT schools for Africa and this really gave him focus and drive about what he wanted to do as a career.

Ben also faced additional challenges throughout the course, including being kicked out of home. He initially was not sure where he was going to stay as he had concerns about living with his mum, but he spoke to her at length and decided it was the best place for him to go.

At the beginning of the course he had categorically stated that he didn't want either of his parents at the final presentation as he felt they weren't proud of him and were not supportive. Ben's mum did attend the final presentation, and it was fantastic to see them connecting in a positive way.

The programme gave Ben so much focus; he now knows what he wants to do as a career. He has potential leads for further work placements and he has been given the details of an apprenticeship within the NHS as an IT service desk analyst.

## SPORTING CHANCES

Sporting Chances is a two week personal development programme for 16-25 year olds who are currently not in education, employment or training

**125** young people accessed the programme and all achieved entry level 3 in Sports and Community Leadership

**94** young people completed the course

**75%** completion rate



# YOUTH ACHIEVEMENT FOUNDATION (YAF)

At YAF we:

- Operate vocational and activity related learning
- Encourage students to plan and lead activities based on their needs and interests
- Achieve accredited awards and qualifications
- Recognise and reward their individual contributions.

Destinations of students leaving YAF include:

Stroud College  
 Gloucester College  
 Small business apprenticeship  
 Hartpury College  
 Prospects Training  
 Bridge Training

# 85%

Of those graduating in 2012-13, left with qualifications

Location of Young People Attending the YAF

Gloucester	65%
Cheltenham	10%
Tewkesbury	2%
Stroud & Dursley	15%
Forest	2%
Cotswolds	0%
Bristol / South Glos	6%

ACHIEVEMENTS TARGETS FOR YEAR 11s Year 2012/13		AWARDS AND QUALIFICATIONS ACHIEVED BY YEAR 11 STUDENTS Year 2012/13	
Youth Achievement Awards	75%	Youth Achievement Awards	77%
Adult Numeracy qualification	60%	Adult Numeracy qualification	41%
Adult Literacy qualification	60%	Adult Literacy qualification	41%
Wider Key Skills; at least one of Improving Own Learning, Working with Others and Problem Solving at Level 1	60%	Wider Key Skills; at least one of Improving Own Learning, Working with Others and Problem Solving at Level 1	59%
CoPE Level 1	60%	CoPE Level 1	59%
PSD	60%	PSD	53%

We endeavour to ensure that our students all have positive destinations after leaving the YAF family and have been very proud of the success that our students have achieved.



“  
**A**  
”

is a looked after child. He was moved to an emergency placement following his foster mother becoming seriously ill.

He became very insecure and disaffected. His birth mother was in and out of the county refuge and he had very little contact with other family members. It was identified that he was unable to cope in mainstream education due to problems in his life.

He was referred and placed at the Youth Achievement Foundation and has been linked to a tutor with whom he shares a passion for sports. He has been placed in a small learning group with 4 others based on levels, maturity and interests. He is working towards a variety of accreditations based on his interests and linked to his afternoon activity choices including football and rugby. A consistent approach with regards to rules, rewards and consequences has been adopted and **A** responds well to this. He has matured into a polite student who has a great rapport with all staff members and acts as a role model and peer mentor to other students.

**A** has achieved Level 1 Adult Literacy and Numeracy and is progressing well with a variety of portfolio based qualifications. He produces work to a high standard, particularly computer based where he has created some well-designed PowerPoint presentations and his attendance is 94%.

CASE STUDY

Youth Achievement Foundation



# VOLUNTEERING

10

Volunteer Mentors have been trained and matched

12

Volunteers with the Youth Work Team

4

Volunteers with the YAF

We also offered work placement hours to 5 students from the University of Gloucestershire

The volunteer team fluctuates as people join and move on, but over the life of the programme:

4

Volunteers have become YG staff

3

Volunteers have found employment elsewhere in the sector

11

Volunteers have left due to personal reasons (including employment in other sectors)

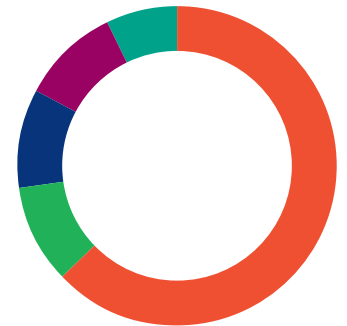
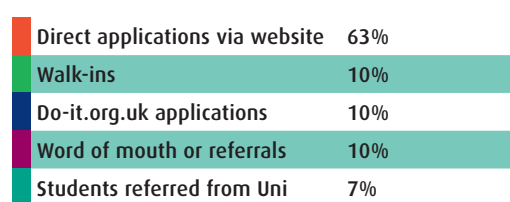
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Volunteer was asked to leave the team

The volunteer team has slowly increased since May 2012 adding an extra dimension of support to programmes across Young Gloucestershire.

Of the volunteers who have moved on to employment, 7 are under 25.

People have primarily contacted us directly via our website or off the street to register their interest in volunteering.



Jules volunteers her time on a mentoring project at Young Gloucestershire.

“Because of the childhood I had, I wanted to work with children and young people and use some of my experience to help them, just give a little something back.

I heard about YG on the Do-It website, contacted them, had training and was matched to a young person, easy as that.

I have just finished with my 3rd mentee and need to sort out the next one, but I was spending time with an 11 year old boy going in and playing different games in school with him, he required additional support to help him with challenging behaviour.

I would really like to work with children. Volunteering has given me experience and training to progress in the future.

It is one of the most rewarding things I have done and when the mentee turns round and thanks you for something you have helped them with it gives you such a buzz. It feels amazing to give something back, to make a difference, even it is a small one.

Just spending time with them and being able to put a smile on their faces feels amazing.”

# FUNDERS & SUPPORTERS

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Active Gloucestershire

Ambition

Big Lottery Awards for All

Bishops Cleeve Parish Council

Bridgewater College

Mrs Anne Cadbury OBE JP DL

Chipping Sodbury

CHK Charities

Cirencester College

Comic Relief

Community Foster Care

Cotswold District Council

Drapers Charitable Trust

Ernest Cooke Trust

Ms Ruth Freeman

George Cadbury Foundation

Gloucester Academy

Gloucester City Council

Gloucestershire County Council

Gloucestershire College

June Stevens Foundation

Kelloggs

Kingsholm Small Group

Peter Lang Trust

Sainsburys

Spirax Sarco

St James Church

St James Place

The Prince's Trust

UK Youth

Weston College

## THE FUTURE

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YG is coming to the end of its current strategic plan and will therefore spend time in 2013-2014 reviewing its work and developing a new three year strategy. Alongside this we will be looking at the following areas of work:

- Building on the success of 'The Link drop-in shop. We will be seeking funding to continue to deliver this service and widen the opportunities it brings to young people
- We will be undertaking our first OFSTED inspection for the Youth Achievement Foundation
- We will continue to support the delivery of youth work in local communities in a variety of formats and settings
- We will continue to develop and improve training programmes we deliver for 16-25 year olds who are unemployed.

We will be focusing on a variety of ways to generate income for the charity to ensure sustainability in the long term.



# THE LINK

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There are many training and education opportunities available for young people, but what if;

you're always late to appointments because you are too nervous to sit in a room with people you don't know, or you've run out of every interview you have been offered panicking that you were about to make a fool of yourself? Imagine that you are a single parent with little family support and feel tied to your home. Perhaps you have debt issues or don't have an address to call home. Maybe your partner tells you you're stupid and you are starting to believe them or perhaps you have picked up habits that others find unacceptable but that's how you've grown up and it's all you know.

These are the stories of the young people using The Link. It is not as simple as offering another generic course or just jazzing up their CV and expecting them to excel in the workforce. The Link is about helping young people to understand themselves better and to find for themselves a purpose in our society. We do this through creative and interactive activities that help young people build the interpersonal skills to get their lives in order, so they can concentrate on the future, rather than being caught up in the chaotic present.

We work in partnership with local services to offer access to the best support and information available. We provide a flexible service and informal space that young people can own and feel confident in. We believe it is this approach that has led to **196** positive outcomes over the past 6 months, including **10** young people in paid employment and **16** on accredited training courses.

The Link works holistically with young people to help them find the self-motivation, confidence and resilience to be able to function in both social and professional environments.

The Link is not a one size fits all project, it recognises that the challenges facing young people today are vast and individual to each person. As such, we aim to offer bespoke support to young people, helping them to identify and tackle the challenges in their life that are contributing to their lack of engagement in positive activities.

The Link has grown phenomenally over the past 6 months showing an unquestionable need for this service, we really believe in the achievements the young people are making and are keen to see it continue and expand.

# 721

The Link opened in December 2012 and in its first 6 months saw 721 visits from young people to seek advice and support that will help them get in to employment education or training



# THE DIFFERENCE YOUR DONATION MAKES

**£5**

can provide a daily rider bus ticket for a young person to attend a Young Gloucestershire training programme

**£100**

would fund a youth worker to be trained in Managing Challenging Behaviour

**£1,000**

would keep the mobile youth bus on the road for a month

**£5,000**

would open a youth club one night a week for a year

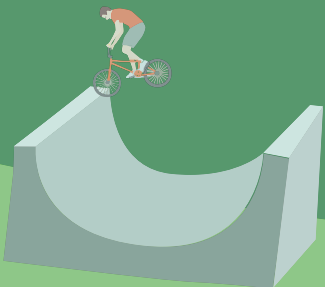
**£20,000**

would fund an Advice and Information worker supporting young people for a year

**£30,000**

would fund 10 Development Team programmes for young people not in employment, education or training

If you would like to make a donation to Young Gloucestershire please call us on 01452 501008, or email [tracy.clark@youngglos.org.uk](mailto:tracy.clark@youngglos.org.uk)



## WHO'S WHO

### PATRON

Mrs Anne Cadbury OBE JP DL

### CHAIRMAN

Hugh Gladman

### BOARD OF DIRECTORS

Clive Ainsworth – *resigned March 2013*

Michael Counsell OBE

Jonathan Harvie

Mark Longbottom – *resigned March 2013*

Susan Newcombe

Stephen J Powers – *resigned March 2013*

Ian Topping

Claire Townsend

Nicholas Upton

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Tracy Clark

### OPERATIONS & SUSTAINABILITY DIRECTOR

Kay Bunyan

### MANAGERS

Heidi Furmage

Dan Jones

Kathy Tasker

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