



NETWORK IMPACT REPORT 2021-2022



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FOREWORD

Everybody involved in the world of youth work will be able to recall a young person whose story unequivocally demonstrates how youth work positively transforms young lives.

However, alongside powerful, anecdotal stories that pull at the heartstrings, there is a real need for robust impact evidence.

As a growing Network, our ability to make the case for youth work and generate the evidence that proves its powerful, life-changing impact on young people is vital. Across the OnSide Network, we are now supporting 50,000 young people, and with this scale comes an increased ability to measure impact. That's why it's such an important step to be able to publish our pilot impact evaluation for the first time.



Our goal was to develop a new process which achieves a more consistent and robust approach to evaluation across our Network. Based on structured one-to-one conversations between young people and their trusted youth workers, data (collected over the year to 31 March 2022) gives us a clearer picture than ever before of the difference that quality youth work, delivered in Youth Zones across the country, is having on our young people's lives.

Across specific key outcomes (self-confidence, self-esteem, social skills, resilience, physical health, mental wellbeing and determination), we are seeing youth work boosting young people's happiness, improving resilience and equipping them with the skills and confidence they need to seize their futures.

Collaboration has been at the heart of this project. The excellent Evidence Development and Incubation Team (EDIT) at King's College London were instrumental in developing the evaluation framework with us. Young people worked with us to test and refine the evaluation questions.

And crucially, numerous youth workers nationwide conducted the conversations with young people that generated the data.

Together we have created something we should be incredibly proud of as a Network. We now have an evaluation process embedded into our delivery generating fresh insights and learning that will help us amplify best practice and continually improve our delivery for young people.

Jamie Masraff Chief Executive, OnSide



METHODOLOGY

As a Network, we are passionate about delivering high quality youth work to support young people's personal and social development.

We are committed to monitoring and evaluating the reach, quality, and impact of youth work delivered, to help us learn and continuously improve the range of activities and opportunities offered to young people. We achieve this by collecting the following information:

- **Young people's information through their Youth Zone membership records**
- **Engagement data, i.e. how often young people attend, what they engage with, etc.**
- **Outcome data and impact stories, measuring young people's journeys**

This report provides an overview of the pilot year (2021-22), where six Youth Zones trialled the recently implemented 'ME App' evaluation system. 861 member records were available for analysis¹, providing a statistically significant sample size to draw early insights into identifiable themes, trends and a baseline position.

Following the pilot, the impact measurement system has been rolled out across the Network for use by all Youth Zones.



WHAT IS THE ME APP?

The ME App is an online form with a short series of attitudinal questions asking young people to rate themselves between one and five in several areas, including self-confidence, social skills, physical health and mental wellbeing.

Young people complete the questionnaire alongside their trusted youth worker at different points throughout the year so we can monitor changes in responses. Answers are logged online and pulled through to our content management system, Salesforce, where we are then can analyse the data.

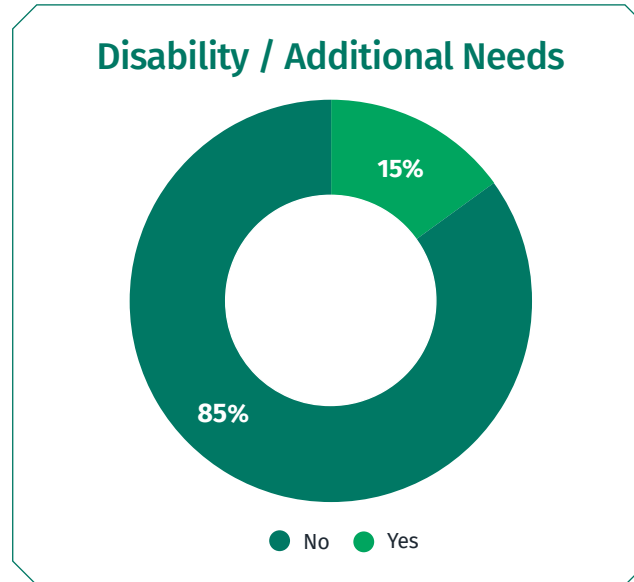
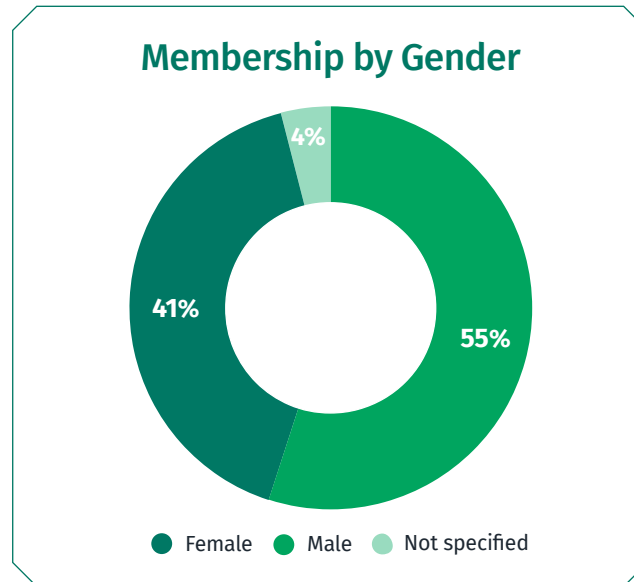
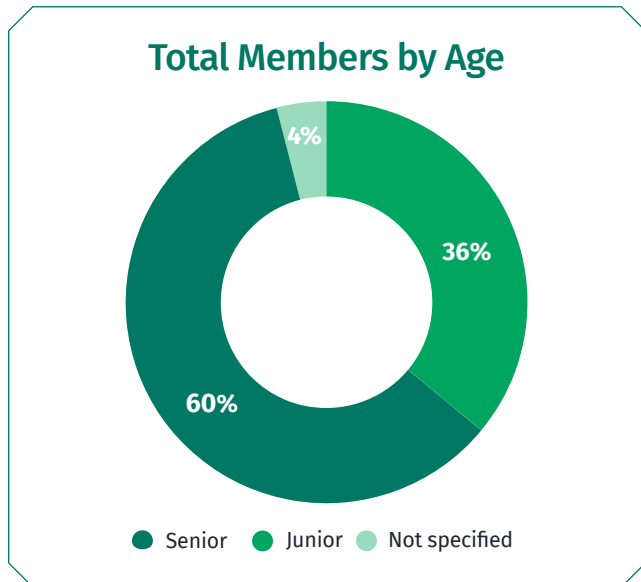


¹ Where a baseline and an endpoint survey (completed six months later) were both available

OUR MEMBERSHIP 2021-22

36,400 young people engaged with Youth Zones across the Network from April 2021 to March 2022, of which 18,538² were active members³. Young people attend Youth Zones as either 'Juniors' (aged 8-12) or 'Seniors' (aged 13-19), or up to 25 years for young people with additional needs and disabilities.

Youth Zones engage with high proportions of 'junior' age young people (36%), young people who identify as female (41%), and young people with additional needs and/or disabilities (15%).



Census data on ethnicity of the population in England and Wales, collected in 2021 by the Office of National Statistics⁴, showed:

81% identified as 'White'

9% identified as 'Asian, Asian British'

4% identified as 'Black, Black British, Caribbean or African'

3% identified as being from 'Mixed or Multiple ethnic groups'⁵

² This number does not include young people from Bolton Lads and Girls Club who used a different data collection and impact measurement system during this time period

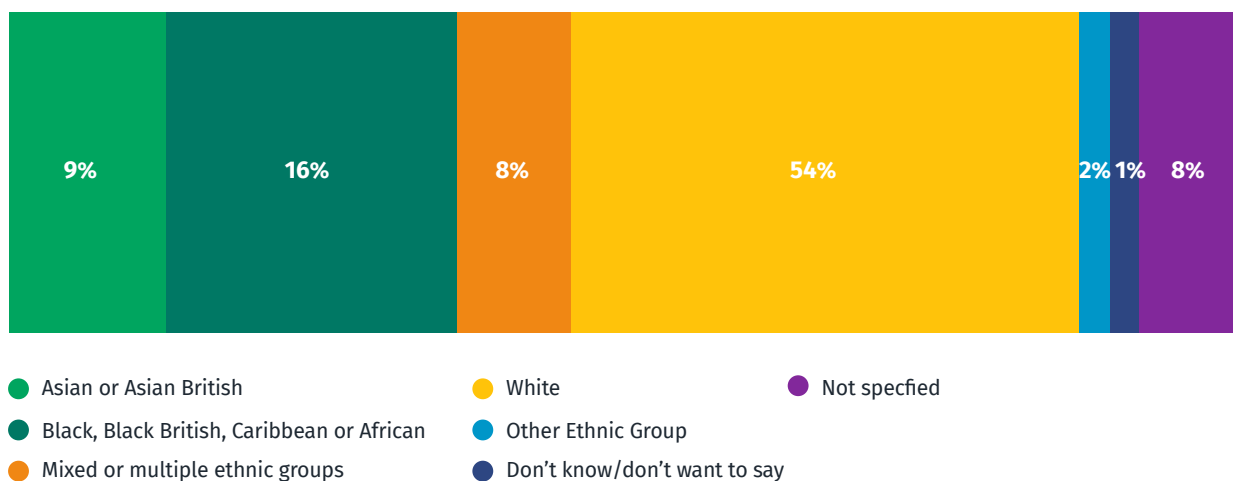
³ An active member is defined as young people who have attended at least six times in 180 days and at least once per month

⁴ ONS Census 2021

⁵ The Census survey asked respondents to select their ethnicity initially from one of these five broad groups, before offering 19 further sub-groups

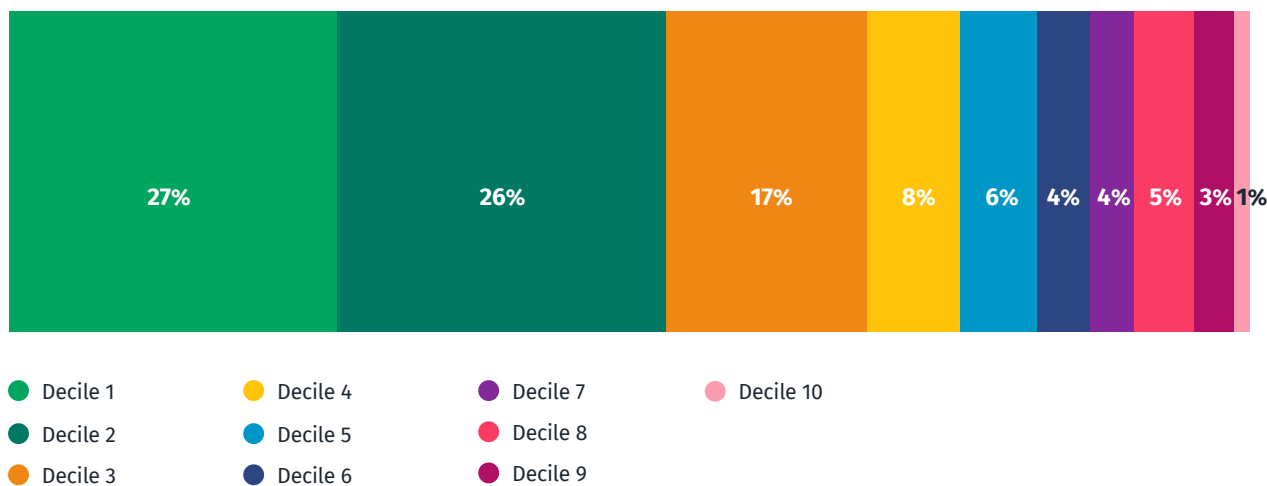
Membership diversity varies across the Network, with each Youth Zone seeking to represent the community where it is situated. Chart 1 shows the ethnicity of Youth Zone members and the diversity seen across the Network. The demographic data shows a lower proportion of young people who identify as 'White' than the national figures, over four times as many young people who identify as 'Black, Black British, Caribbean or African' and nearly three times as many young people who identify as being from 'Mixed or Multiple ethnic groups'.

Chart 1: Network Members - Ethnicity



Network membership data shows that Youth Zones draw young people from some of the most deprived backgrounds. Chart 2 shows the number of Youth Zone members who live in each of the ten deprivation deciles across the UK. As you can see, 53% of members are from the 20% most deprived parts of the country, and 83% of members come from the five most deprived deciles (i.e. 50% most deprived communities).

Chart 2: Network Members - Deprivation Deciles



Deprivation deciles are defined by ranking neighbourhoods by level of deprivation and dividing into 10 equal groups using the Index of Multiple Deprivation (IMD) 2019 rankings.⁶

⁶ <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019>

OUR NETWORK GOALS AND OUTCOMES

As articulated in our Network Theory of Change⁷, Youth Zones support young people in their successful transition into adulthood. To do this, Youth Zones deliver a range of high-quality activities and opportunities for young people, all contributing to our five Network Goals:

GOAL 1:

Giving young people a safe, exciting place to go to have fun, build their social networks and support their personal development



GOAL 2:

Helping young people to lead healthier, happier lives



GOAL 3:

Enabling young people to better face the challenges of life



GOAL 4:

Supporting young people to raise their aspirations and fulfil their potential



GOAL 5:

Strengthening communities by supporting young people to be empowered, active, responsible citizens



By delivering these goals, Youth Zones positively impact on young people's lives, particularly within the following five outcome themes:

CONFIDENCE:

Self-esteem and self-efficacy



SOCIAL SKILLS:

Relationship and communication skills



EMOTIONAL SKILLS:

Emotional intelligence and resilience



HEALTH AND WELLBEING:

Physical, mental and emotional



ASPIRATIONS AND ACHIEVEMENT:

Motivation and determination



⁷ See Appendix One: Network Theory of Change, for more detail

WHAT THE 2021-22 DATA SHOWS

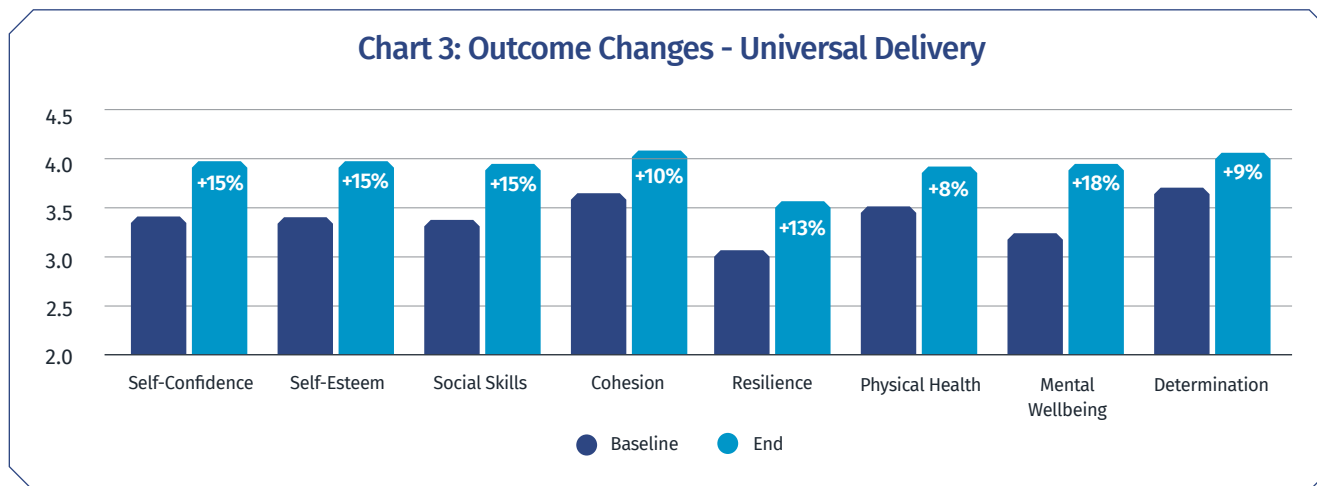


GOAL 1: Giving young people a safe, exciting place to go to have fun, build their social networks and support their personal development

Universal sessions, activities and opportunities provided by Youth Zones enable young people to come together, meet new people and engage in new experiences. Through this, young people build confidence, self-esteem and social skills, such as communicating effectively and working together as a team. Getting involved in challenges enables young people to learn how to problem-solve and overcome setbacks, building resilience and motivation to help them achieve their goals.

Throughout 2021-22, during Covid restrictions, lockdowns and the aftermath of the pandemic, young people had an even greater need for safe spaces to meet friends, have fun and find trusted adults to talk to. 391,965 Youth Zone engagements were delivered over the year, with numbers gradually rising as restrictions lifted.

To assess the impact of Youth Zones against Goal 1, we analysed the records of those young people who took part in universal sessions at the six pilot Youth Zones, looking at changes in answers from the beginning and end of the year. The results can be seen in Chart 3.



Key Outcomes

18% increase in young people's mental wellbeing

8% increase in young people's physical health

15% increase in young people's self-confidence

15% increase in young people's self-esteem

15% increase in young people's social skills

The smallest impact was on young people's physical health. It's likely this was due to Covid restrictions, which limited the activities Youth Zones could offer during the year.

All of the outcomes shown in Chart 3 had comparatively low baseline data points.

KATIE'S STORY

Meet Katie, a 17-year-old member at Future, Barking & Dagenham Youth Zone.



Before I came to Future I spent a lot of time at home, I was quiet and I didn't really socialise much. I've always loved music, so I spent a lot of time doing that, and gaming. I started coming to Future as soon as it opened.

I knew I wanted to make friends, and the music room became my favourite place. I love Future Fridays, it's all good vibes – especially singing with Clinton! Since then I've got to know the youth workers really well and made lots of new friends.

Lockdown was really hard for me. Being stuck in my house again was my worst nightmare. I started gaining weight, I was really unhappy and found myself crying most days. The Zoom sessions and check in calls from Future really made my day being able to talk to a youth worker. I've grown my music at Future, and it's really helped

me gain confidence – I've performed at 100 Becontree Festival and with Barking Abbey.

Future's introduced me to a lot of new things like football, rock climbing, arts – before I was just interested in music. Youth workers are really good for your mental health – someone to talk to who you know won't judge you, they're always there to help.

If you build a relationship with a youth worker you can trust, you know they are there for you. Before starting Future I had no clue where I would end up.

I always loved music but I didn't know what I wanted to do with it. Now I know I want to be a youth worker and get other people into music. If I could, I would work here and do what Clinton does.

This place means a lot to me – it's made me realise what's really important. One of my highlights is being an ambassador for

OnSide. Future has done a lot for me and being an ambassador makes me feel like I'm representing them – I want to do a lot for them too."



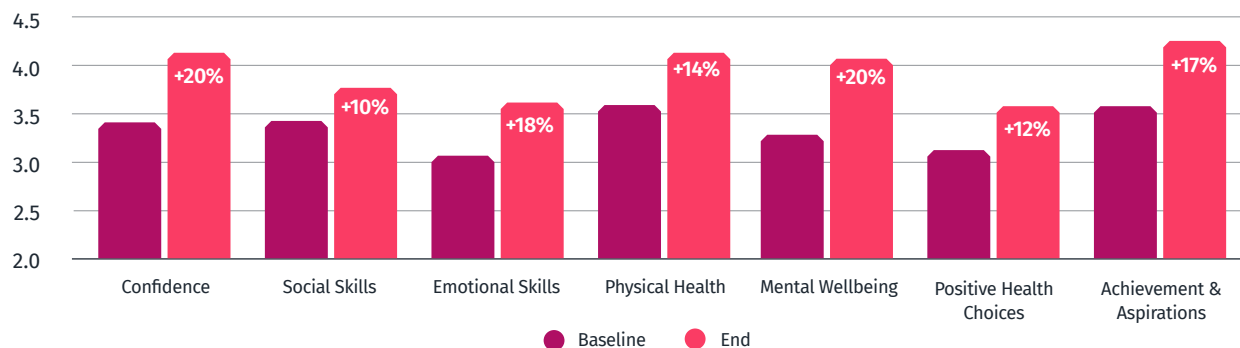
GOAL 2: Helping young people to lead healthier, happier lives

Youth Zones support young people to improve their physical health and emotional and mental wellbeing, all of which were significantly impacted during the pandemic. Throughout 2021-22, youth workers increasingly talked about rises in the number and severity of mental health concerns young people were sharing with them. The isolating effects of Covid lockdowns and pandemic-related anxiety were exacerbated by unprecedented strain on the NHS⁸. Young people faced long waiting lists for mental health services, with many turning to youth workers for support whilst they waited.

We know that universal sessions have had a positive impact on young people's mental health (as evidenced above). Health-focused projects launched within Youth Zones, such as the 'Culture of Health' project and the 'Wellbeing Worker' project have further supported young people to strengthen their physical and mental health.

We analysed responses from the 638 member records to generate insights into the impact of health-projects on their physical health, emotional and mental wellbeing. The results can be seen in Chart 4.

Chart 4: Outcome Changes - Health Projects Overall



Key Outcomes

20% increase in young people's mental wellbeing



18% increase in young people's emotional skills, including self-awareness, managing feelings, empathy, resilience and problem solving



20% increase in young people's confidence



The baseline data point for young people engaging in targeted health projects was lower (3.08) than that of young people attending universal sessions (3.26). It's likely that Youth Zone staff focused health projects on the young people who most needed support and where the greatest impact was possible.

Spotlight: Culture of Health

The Culture of Health project, funded by the Oglesby Charitable Trust, Rayne Foundation, 29th May 1961 Charitable Trust, CareTech Foundation and Fusion21 Foundation, has been delivered across the Network since April 2020. The project focuses on embedding health and wellbeing across all areas of Youth Zone operations, including training staff to better support young people. Youth Zones have had flexibility to deliver health-related activities in ways that best work for them. For example, Warrington Youth Zone linked with local schools to deliver 'Pretty Tough', a project supporting young people at risk of

exclusion to focus on their emotional health and wellbeing. At Wigan Youth Zone, they delivered a period project, helping young women to understand their bodies, their cycle and how changes in hormones can affect them.

Culture of Health activities have been very effective at supporting young people to become more physically and mentally healthy and to make positive health choices. We analysed responses related to the Culture of Health project to highlight which areas have seen the biggest improvements.

Key Outcomes

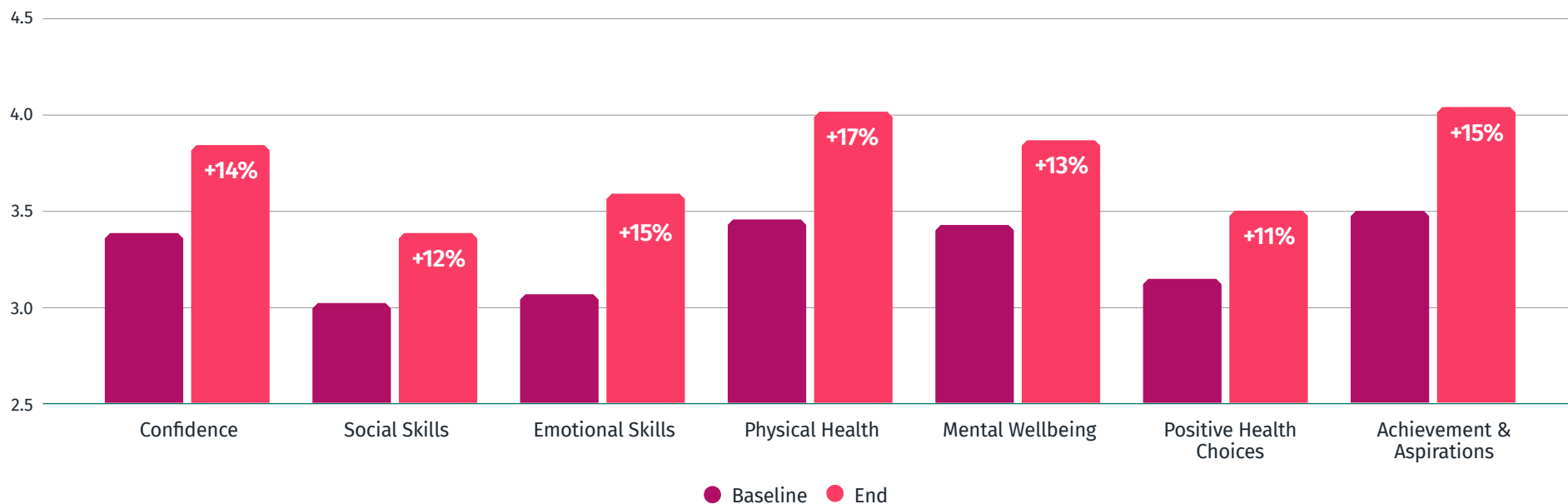
17% increase in young people's physical health



15% increase in young people's achievement and aspirations



Chart 5: Outcome Changes - Culture of Health



ELLIE'S STORY

Meet Ellie*, a 17-year-old member at Inspire, Chorley Youth Zone.

“

“I’m Ellie, I’m 17 and I have been coming to Inspire, Chorley Youth Zone since 2019. I first joined for something to do. I didn’t have a lot of hobbies and wanted something to motivate me. I had heard good things going around the school, so I decided to join and get stuck in. I joined the dance sessions and haven’t looked back since. I have since represented Inspire Youth Zone as part of the dance team for large events such as OnSide President’s Cup, Chorley Live and Chorley Light Switch-on. Performing in front of audiences has been amazing for my confidence. It’s been really beneficial to stay motivated and active in a dance project. I also like doing baking, art and rec games with the many friends I’ve made at Inspire. I think my knowledge and skills have developed in a number of different activities that ordinarily wouldn’t have the opportunity to do.*

*name has been changed

In addition to the activities Inspire have helped me get involved in, I have also received one-to-one support through the mentoring programme which has been helping improve my mental health. The support from youth workers has helped me out of difficult times in my life, I am reassured and comforted knowing there’s always someone at Inspire to talk to. I have struggled with schoolwork and Inspire have helped enormously to catch up and offer me advice and tuition. Coming to Inspire really does keep me on track, I’ve been battling to stay positive when my mental health doesn’t allow me to. That’s when I come to Inspire and talk to the staff.”



GOAL 3:

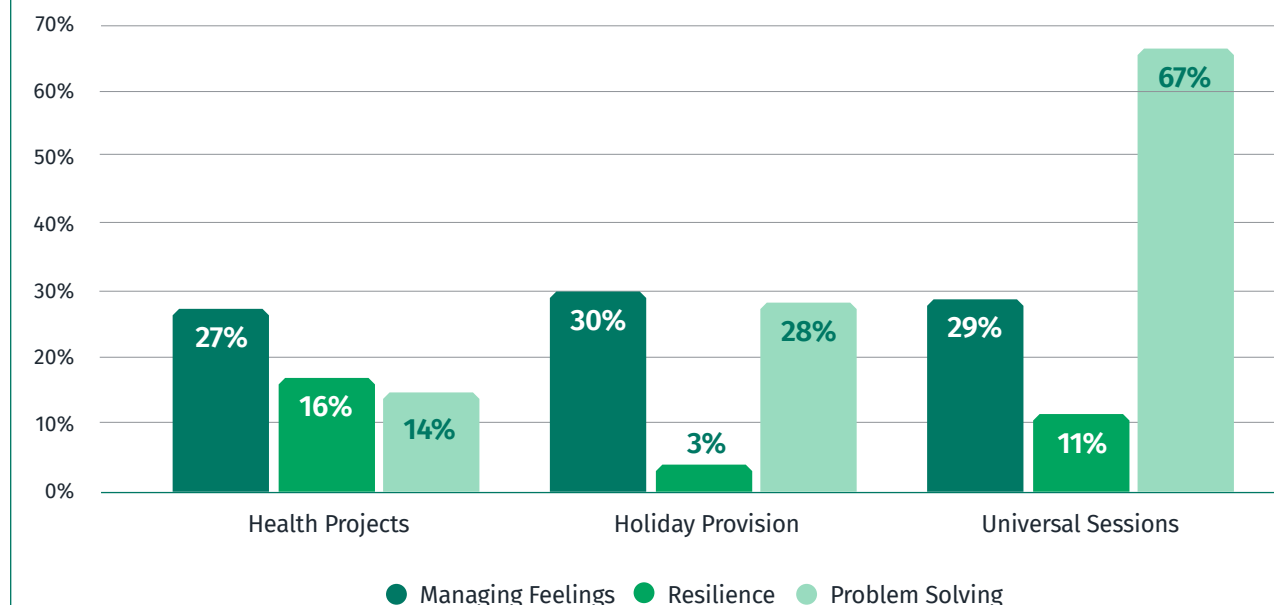
Enabling young people to better face the challenges of life

Youth Zones provide a safe environment, supportive relationships and positive adult role models, through which young people can develop emotional (self-awareness, motivation and empathy), social and problem-solving skills. Universal and targeted activities, ranging from group discussions and mentoring to more targeted initiatives, support young people to build the confidence and resilience needed to overcome challenges and fulfil their potential.

To analyse the impact of Youth Zones on young people's emotional skills, we looked at young people's engagement in health projects, holiday clubs and universal sessions against a number of relevant outcomes.



Chart 6: Outcome Changes - Emotional Skills



Key Outcomes

67% increase in young people's problem solving skills as a result of attending universal sessions



30% increase in young people's ability to manage their feelings as a result of attending holiday clubs



27% increase in young people's ability to manage their feelings as a result of attending health projects



29% increase in young people's ability to manage their feelings as a result of attending universal sessions



GOAL 4: Supporting young people to raise their aspirations and fulfil their potential

Youth Zones support young people to fulfil their potential by raising aspirations and belief in their self-efficacy, strengthening their interpersonal skills, and fostering the determination needed to succeed.

Youth workers use local opportunities to shape the delivery of universal and holiday sessions, and targeted employability and enterprise projects. Young people gain a better understanding of the

breadth of opportunities available to them and how to positively move and sustain employment, education or training.

To measure the impact of Youth Zones on raising young people's aspirations, we analysed changes in responses to questions around self-efficacy, aspirations, determination and life skills from those who attended universal sessions, health projects and holiday clubs.

Key Outcomes

24% increase in young people's self-efficacy



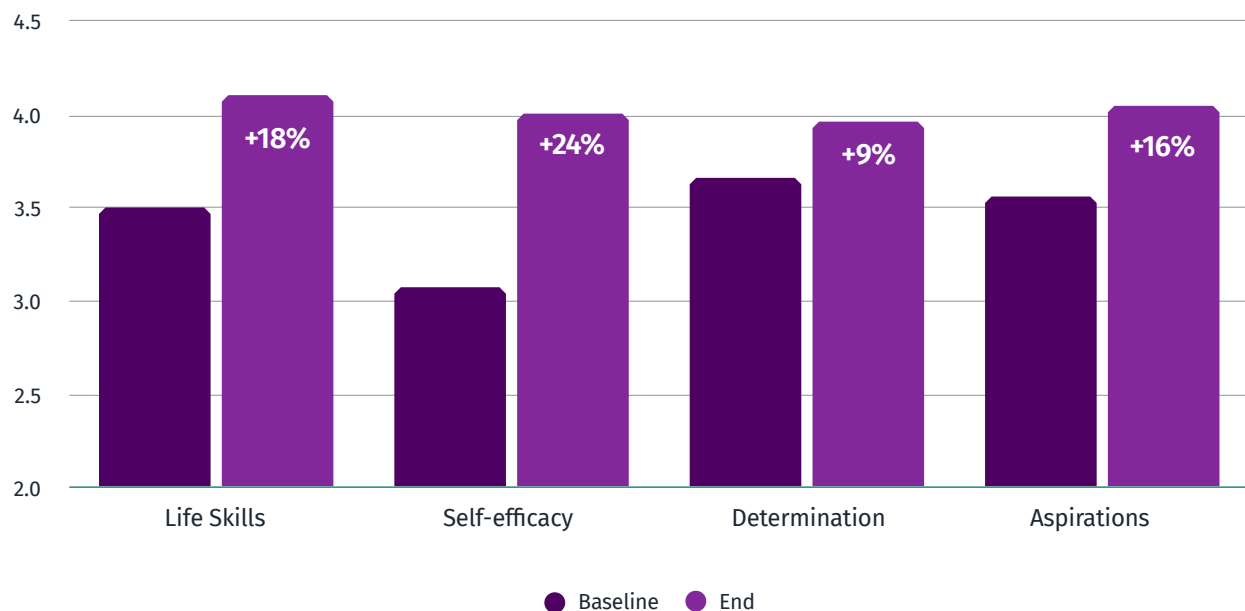
18% increase in young people's life skills



16% increase in young people's aspirations



Chart 7: Outcome Changes - Universal Sessions, Health Projects and Holiday Provision



BENJI'S STORY

Meet Benji, a 17-year-old member at Wigan Youth Zone.

“

I'd spend five to 10 hours a day on console games. Since I started playing seven years ago I'd say I've logged between 5,000 and 10,000 hours on dozens of games.

Through Covid I was spending more and more time in my room on video games and less time out with my mates. I'd say I was addicted. You don't realise how much just staying in your room is setting you back when you could be out experiencing stuff and meeting people. Teenagers just do it because it's easy, there's nothing stopping you and it's just one of things that's naturalised. Then they end up getting isolated and lonely. I didn't have any energy for socialising, I couldn't be bothered going out and found I felt angry and frustrated, so I started attending more sessions at Wigan Youth Zone, mostly playing sports with my friends. Volleyball, football and rock climbing are my favourites.

I felt happier and more optimistic after being there, and gaming was beginning to feel boring in comparison. I'm only gaming a couple of times a month now and I'm at the Youth Zone most days. My mental health is much better; I'm not focused on the bad things anymore, I think much more positively and I feel just naturally happy.”



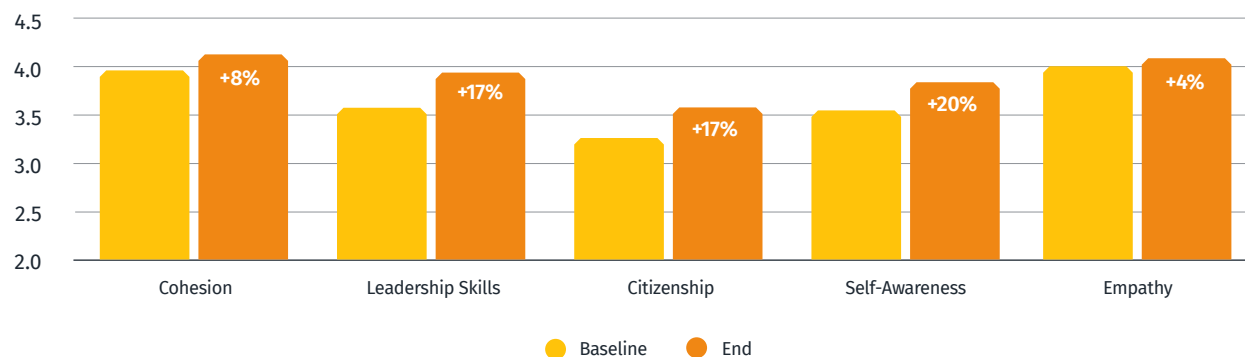
GOAL 5: Strengthening communities by supporting young people to be empowered, active, responsible citizens

Youth Zones draw members from many different socio-economic and cultural backgrounds, as shown in charts 1 and 2 on page 6. Universal sessions in Youth Zones create the space for young people to build feelings of belonging and increase social cohesion.

Young people develop citizenship skills through feeling more connected to their community and offering leadership opportunities empowers them to be more active and create change in their local area. Awareness and understanding of different communities and cultures is built and stereotypes are challenged through universal sessions and targeted projects celebrating diversity, e.g. Pride, Black History Month, religious and human rights activities and events. OnSide supports young people to have a voice and be heard at a local and national level by working with partners, patrons, central and local Government.

To measure the impact of Youth Zones on strengthening communities by supporting young people to be empowered, active, responsible citizens, we looked at changes in cohesion, leadership skills, citizenship, self-awareness and empathy from those who attended universal sessions, health projects and holiday clubs.

Chart 9: Outcome Changes: Citizenship Skills



Key Outcomes

20% increase in young people's self-awareness

17% increase in young people's citizenship

17% increase in young people's leadership skills

8% increase in young people's cohesion

4% increase in young people's empathy



The smallest changes in cohesion and empathy may be due to comparatively high baseline data points of 3.79 and 4.19. And, although increases in empathy are the smallest, the end data point of 4.34 is the highest outcome rating of all the citizenship skills.

Spotlight: The Stronger Sisters project

Funded by Islamic Relief, the Stronger Sisters project began in January 2022 at Blackburn & Darwen Youth Zone, Mahdlo, Oldham Youth Zone and Manchester Youth Zone. Each Youth Zone worked with groups of girls and young women with Asian heritage, providing space for them to focus on their confidence, self-esteem and resilience.

The project is tailored to the needs and priorities of each group. At Manchester Youth Zone, young women planned and undertook an outdoor adventure residential trip as they were keen to test themselves physically and work as a team. The group participated in zipwire, raft building, rock climbing and other team challenges.

At Mahdlo Youth Zone, youth workers organised for a series of inspirational women to meet with their Stronger Sisters groups, showcasing the range of potential careers available to them. Guests have included police officers, doctors, a charity CEO, a fire fighter, a mountain rescue worker and a paramedic.

Blackburn & Darwen Youth Zone have engaged with a large number of young women in their local community. The group were keen to break down the cultural stigma that it is unsafe for young women to travel so they planned, fundraised and undertook a trip to New York.

“

“Overall the New York trip was a unique once-in-a-lifetime opportunity. Going on this trip helped me build my confidence by talking to other people abroad and navigating around New York. I think that navigating helped me boost my confidence with travelling as it is essential to know where you are, especially if you are on the other side of the world.

I took leadership in navigating from place to place. This made me feel in control, and my self-awareness increased. I feel privileged to have had such an opportunity to explore my independence away from home being able to express myself. It will always be a memorable trip for me!”

Aleeza, 15, Blackburn & Darwen Youth Zone



ABOUT ONSIDE

We're OnSide, a national charity that believes all young people should have the opportunity to discover their passion and their purpose.

Our Vision

For every young person across the UK to be happy, healthy and able to thrive.

Our Mission

To empower young people to lead positive, fulfilling lives by providing access to incredible spaces and exceptional youth work, delivered by outstanding people, where they are needed the most.

To achieve this, we fund, build, launch and support a national network of state-of-the-art, multimillion-pound youth centres called Youth Zones in the UK's most economically disadvantaged areas.

Youth Zones are staffed by skilled and dedicated youth workers who truly believe in young people – helping them see what they could achieve, and giving them the skills, confidence and ambition to go for it.

Our Values

Our values underpin everything we do and how we do it. They are:

YOUNG PEOPLE FIRST



AMBITION



EXCELLENCE



COLLABORATION



RESPECT



Appendix one: Network Theory of Change

Goal 1: Giving young people a safe, exciting place to go to have fun, build their social networks and support their personal development



1. SITUATION Young people (YP) don't have places to go for leisure time that are affordable, accessible, safe and fun. Concurrently, loneliness is a growing problem for the 16-24 age group, with YP in poverty especially having narrower and more limited social networks.

2. AIMS To provide high-quality, affordable, safe spaces for all young people to come together to have fun, make new friends and grow. To provide meaningful universal youth activities that enables young people to engage at a 'try', 'train' or 'team' level to support personal and social development. To provide positive role models and youth work support to help young people believe in themselves, make positive life choices and gain the skills they need to 'live, learn, work and achieve'. To work collaboratively.

| 7. INPUTS | 5. ACTIVITIES | 6. OUTPUTS | 3. OUTCOMES | 4. IMPACT |
|---|---|---|---|--|
| PROCESS | | | IMPACT | |
| <ul style="list-style-type: none"> Organisational commitment to impact measurement and good use of data, including adequate data systems and governance Collaborative and cooperative organisational culture Adequate staffing and funding (universal offer only) Promotion and implementation of a wide variety of activities YP engage long-term with the activities Language around goals is understandable to YP so they can set informed and realistic goals Communication about what a youth zone is to YP Strong commitment to safeguarding and safety Strong commitment to youth voice and youth input | <ul style="list-style-type: none"> Universal and targeted provisions for YP; including sports, arts and one-to-one small group youth work YP engage with staff and each other in a supervised manner YP build trusted relationships with workers Training for staff to collect data and use database systems Trained staff can safeguard and intervene if risky/unsafe behaviour is shown by YP Mechanisms for introducing youth voice to programme delivery Celebrating YP achievements Developmental activities across 'try, train, team' level | <ul style="list-style-type: none"> YP get the opportunity to mix with more diverse groups of people YP make new supportive friendships and develop trusted relationships YP have the opportunity to try fun new activities YP have supportive space to talk about and address the issues they are experiencing YP have a safe and secure space to go to and turn away from risky social environments YP have the opportunity to interact with adult role models and are exposed to positive future pathways | <ul style="list-style-type: none"> YP develop better social awareness around how to behave appropriately in different situations YP develop greater understanding and empathy of others; reducing any prejudiced behaviour and attitude Decreased feeling of loneliness and increased feelings of belongingness for YP Raised aspirations, sense of purpose and agency for YP Decreased probability of falling victim to crime and increased sense of safety YP gaining a broader network of friends and community connections Increased confidence Better problem-solving skills and determination | <ul style="list-style-type: none"> Improved social capital for YP Success in employment through improved social skills and personal development Improved global and long-term mental and physical health Increased intergenerational social mobility and reduced risk or entrenched poverty Improved self-esteem and resilience among YP Increased social cohesion |

8. RATIONALE & ASSUMPTIONS The youth work approach is separate from just a leisure facility in terms of focus on youth development. There is a community environment within the Youth Zone (YZ) that is additional to the neighborhood community. Youth workers are consistently present in young people's lives and provide a constant and nurturing environment. Assume that YP have the confidence to engage in the environment from the outset. Assume the activities are the vehicle to engage with YP, rather than an end goal in their own right.

Goal 2: Help young people to lead healthier, happier lives



1. SITUATION

There is a lack of physical and emotional support for children and young people at home and school. Not all parents and/or carers do have the time, resources or understanding to help their children develop their physical and emotional health. This is especially true in more deprived areas where levels of inactivity are growing and research has shown direct links to a rise in obesity. Research has also shown a rising prevalence of mental health concerns amongst YP.

2. AIMS

To provide a varied engaging and developmental sports offer, universally available to move from inactive to active and increase their activity levels. To actively support disabled young people to engage in YZ activity. To deliver an extensive holiday provision to help reduce social isolation and inactivity. To address the factors that influence young people's mental health and wellbeing through our universal offer and by delivering targeted interventions to prevent escalation.

7. INPUTS

5. ACTIVITIES

6. OUTPUTS

3. OUTCOMES

4. IMPACT

PROCESS

- Adequate staffing and funding (universal offer only)
- Focus on embedding a culture of health in activities and team e.g. sports, arts, wellbeing support, healthy eating activities, trained and sufficient staff.
- Parental buy-in
- Partnerships with health providers, public health and school (e.g. representation on health and wellbeing boards, governance, etc.)
- Facilities (Quiet space for one-to-ones, group sessions, sports facilities and sports equipment, kitchen & food prep facilities)
- Training materials
- Communication and marketing channels
- Organisational commitment to impact measurement and good use of data, including adequate

- Staff training and development
- Raising awareness days and campaigns e.g. smoking cessation, substance abuse, sexual health & hygiene
- Sport activities accessible for all including disabled young people
- Healthy food provision and education
- Emotional wellbeing support
- One-to-one chats with young people
- Mentoring (group and one-to-one)
- Counselling
- Group-based work on resilience, self-care, etc

- Staff delivering high-quality, safe and appropriate programmes
- YP involved in sports teams, physical activity, etc.
- YP are aware of physical health and how to stay healthy
- YP are aware what constitutes and follow a good nutrition
- Trust between staff and participants
- Sustained membership of the Youth Zone & positive social network
- Contribution to addressing disparities in the impacts of school holidays on physical and mental health for disadvantaged YP

IMPACT

- Physical activity –better physical fitness and BMI
- Physical health –increased personal care e.g. medical access and dental hygiene Better emotional health/ mental wellbeing
- Increased social connections and sense of belongingness
- Increased resilience; ability to bounce back from setbacks
- Better understanding of health risks associated with smoking, drugs, and alcohol
- YP make better health choices, e.g. nutrition, sexual health

- Participants are happy, healthy young adults that have the skills to manage their physical and emotional wellbeing
- Ongoing healthy habit formation; e.g. regular exercise habit, able to identify how they're feeling and what healthy self-care approaches they can apply; self-regulation; being able and willing to seek help
- Decreased probability of obesity and developing disease later in life
- Increased chances of performing well at school

8. RATIONALE & ASSUMPTIONS

YP need support to lead healthy happy lives. YP know the benefits of mental & physical health programmes. The offer is relevant and appealing to YP (and/or that they come to the YZ to seek this support). The YZ is an effective site for mental/physical health initiatives. YZ staff are able to deliver programmes and comms in a culturally sensitive and inclusive way.

Goal 3: Enable young people to better face the challenges of life



1. SITUATION

Disadvantaged YP are reported to be more likely to suffer adverse experiences linked to poor mental and physical health.

2. AIMS

To provide a safe environment, supportive relationships and universal and targeted activities that enable young people to overcome challenges to strengthen their wellbeing and promote success in life. To deliver targeted programmes such as mentoring and key working to support young people to develop the ability to understand and manage emotions and build resilience. To offer more specialised 'trauma informed' support through our targeted programmes and partnerships for those experiencing

7. INPUTS

5. ACTIVITIES

6. OUTPUTS

3. OUTCOMES

4. IMPACT

PROCESS

IMPACT

- Organisational commitment to impact measurement and good use of data, including adequate data systems and governance
- Collaborative and cooperative organisational culture
- Adequate staffing and funding (universal offer only)
- Promotion and implementation of wide variety of activities
- YP engage long-term with the activities
- Language around goals is understandable to YP so they can set informed and realistic goals
- Communication about what a youth zone is to YP
- Strong commitment to safeguarding and safety
- Strong commitment to youth voice and youth input

- YZs to build a trustworthy reputation in communities (incl. YP and local residents)
- Staff to build rapport with YP to talk about difficult situations and how to address them
- YP building relations with other YP who can advise and who they can trust Universal provision to
- Provide information on coping mechanisms
- Communicate positive way of resolving conflict
- Targeted provision to introduce and upskill YP in effective coping mechanisms

- YP get mentoring and key worker support to develop ability to manage and understand emotions
- YP build awareness and increase knowledge of clear boundaries
- YP are able to access specialist 'trauma informed' support
- YP get to know and align with a clear structure and guidance provided by activities in the Youth Zone
- YP feel safe in the Youth Zone
- YP have the opportunity to engage in fun and meaningful sets of activities
- YP have the opportunity to connect with an adult role model
- YP are exposed to and get opportunity to implement effective coping mechanisms in conflict situations

- YP have greater levels of empathy and understanding
- YP develop and apply better self-awareness and self-regulation
- YP learn and apply tools to cope with difficult situations
- YP build better support network
- YP have a better understanding of their own strengths and weaknesses
- Increased feelings of social connectedness and sense of belongingness in YP
- Increased ability to bounce back after setback (resilience)
- Increase in confidence, self-esteem
- Increased self-efficacy and problem solving
- Increased social skills

- Better overall chances of happiness and success later in life (academic, professional, relational)
- Better overall chances of living a physically and emotionally health later life
- Better overall chances of engaging in positive parenting and positive intergenerational transmission
- Reduced chances of engaging in risky behaviours later in life

8. RATIONALE & ASSUMPTIONS

YP engage consistently in activities and are unlikely to discontinue. The right groups of YP are targeted to benefit from provision. The programme addresses core issues in the local areas.

Goal 4: Support young people to raise their aspirations and fulfil their potential



1. SITUATION YP from disadvantaged backgrounds have lower school attainment and expectations, and are likely to have lower employment satisfaction or to be unemployed later in life. Lack of role models in their immediate surroundings makes them aspire and achieve less.

2. AIMS To provide experiences and opportunities that support young people's personal and social development to build self-efficacy and support them to address the challenges they face enabling them to better engage in education or sustain employment. To work with local businesses to create programmes that develop the necessary skills and aspirations. To build understanding of the opportunities available locally and provide targeted educational and employability programmes to support achievement and positive progressions.

| 7. INPUTS | 5. ACTIVITIES | 6. OUTPUTS | 3. OUTCOMES | 4. IMPACT |
|---|--|---|--|--|
| PROCESS | | | IMPACT | |
| <ul style="list-style-type: none"> Organisational commitment to impact measurement and good use of data, including adequate data systems and governance Collaborative and cooperative organisational culture Adequate staffing and funding (universal offer only) Promotion and implementation of wide variety of activities YP engage long-term with the activities Language around goals is understandable to YP so they can set informed and realistic goals Communication about what a youth zone is to YP Strong commitment to safeguarding and safety Strong commitment to youth voice and youth input | <ul style="list-style-type: none"> Employability programmes (e.g., Get a Job) Targeted educational support for YP disengaging with education (e.g., Inspire Futures or employer mentoring) Career events and targeted programmes Programmes that develop the skills and aspirations to build the workforce and the next generation of leaders Programmes that support YP to address personal challenges and be ready to learn or work | <ul style="list-style-type: none"> YP have access to meaningful training to identify employment opportunities that fit their skill and interest/aspirations YP are aware of available employment opportunities and how to access/apply for them YP who are disengaging with education have the opportunity to seek support for alternative routes into EET. Improved attitude to education and employment | <ul style="list-style-type: none"> YP develop informed aspirations (i.e. YP can match their experience/skills to their aspirations) YP increase workplace skills and attributes Increased likelihood to successfully apply to employment, education, or training routes among YP Reduction in anti-social behaviour due to an increased commitment to a positive future Increased motivation to attend and attain in EET Increased determination | <ul style="list-style-type: none"> Improved social mobility among YP from disadvantaged backgrounds Better overall active approach to studies; YP are more motivated to perform well academically on the long term Increased sense of self-efficacy and self-esteem among YP YP successfully transitioning into EET as a direct result of our programmes |

8. RATIONALE & ASSUMPTIONS When YP interact with diverse groups of peers, this will increase social cohesion. YP are willing to engage in the activities on the relatively long term. YP have an interest in having a say in the development and running of the YZ. YP feel confident and safe to voice their opinions. The YZ or local environment is culturally diverse. YP are ready to have their stereotypes challenged. Youth workers provide a safe and secure environment to discuss sensitive topics. We assume that the increased sense of empowerment to make positive choices can over-ride peer pressure or negative influences in their community.

Goal 5: Strengthen communities by supporting young people to be empowered, active, responsible citizens



1. SITUATION

Sense of belonging is lacking among YP especially among BAME and disadvantaged groups. This results in low levels of volunteering and sense of safety among YP. It also leads to exacerbated concerns about the recent rise in youth violence in deprived areas.

2. AIMS

Increase social cohesion and build a sense of belonging among YP through YZ universal offer. Develop leadership skills and support YP to feel empowered and be more active in their community. Promote positive behaviours to create safe communities.

7. INPUTS

5. ACTIVITIES

6. OUTPUTS

3. OUTCOMES

4. IMPACT

PROCESS

IMPACT

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- Collaborative and cooperative organisational culture
- Adequate staffing and funding (universal offer only)
- Promotion and implementation of wide variety of activities
- YP engage long-term with the activities
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- Strong commitment to youth voice and youth input

- Bringing YP together to build awareness and understanding, e.g. celebrating diversity and 'hate crime projects'
- Citizenship-based programmes
- Volunteering activities in the Youth Zone or locally
- Youth-led improvements and governance of youth zones
- Training on empowerment and community organising
- Building a diverse group of members that can interact and get to know each other in a positive way
- Activities to support YP understand consequences of actions and make positive choices in community

- YP interact with a diverse group of peers
- YP volunteer in the YZ or in the local area
- YP become involved in the development and running of the Youth Zone
- YP's stereotypes are challenged and their perceptions towards other groups improve
- YP see the benefit of local community engagement and how to influence their community
- Collaboration and networking across YP and local communities

- Increased likelihood of making positive choices in their engagement with their community
- Better sense of empowerment to make a positive change in their community
- Increased feelings of safety
- Stronger sense of belonging to a community and higher levels of social cohesion
- Increased understanding and empathy towards challenges that they and other groups face

- Stronger overall willingness to engage in community and to take action
- Reduced marginalisation
- Reduced overall risks of exposure to crime later in life (as a victim or as perpetrator)
- Increased likelihood to take on leadership roles later in life, which can result in higher professional positions
- Recuded incidences of youth crime in local areas

8. RATIONALE & ASSUMPTIONS

When YP interact with diverse groups of peers, this will increase social cohesion. YP are willing to engage in the activities on the relatively long term. YP have an interest in having a say in the development and running of the YZ. YP feel confident and safe to voice their opinions. The YZ or local environment is culturally diverse. YP are ready to have their stereotypes challenged. Youth workers provide a safe and secure environment to discuss sensitive topics. We assume that the increased sense of empowerment to make positive choices can over-ride peer pressure or negative influences in their community.