

BYB The National Lottery

End of Year Report
Year 2, January–December
2023

BUILDING
BRI X **TON** YOUNG

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1. PROJECT OVERVIEW

BYB has had another successful year in 2023 supporting 1,145 new young people across the partnership to access a variety of activities. 52% (606) of the young people attending partner organisations accessed mentoring programmes developing their skills for learning, relationships with peers and accessing wellbeing support. 33% (373) took part in group activities across the partnership. Our Building Young Leaders organised our summer and Christmas parties this year, these were attended by a total of 248 young people. This brings the total number of unique young people supported over the lifetime of the project so far to 3,128.

Youth workers across the partnership have also benefitted this year with 5 training sessions delivered to a total of 73 practitioners to learn from each other and share best practice. This learning was enhanced by staff swaps across the partner organisations for youth workers to gain practical experience in a variety of settings and facilitate further referrals.

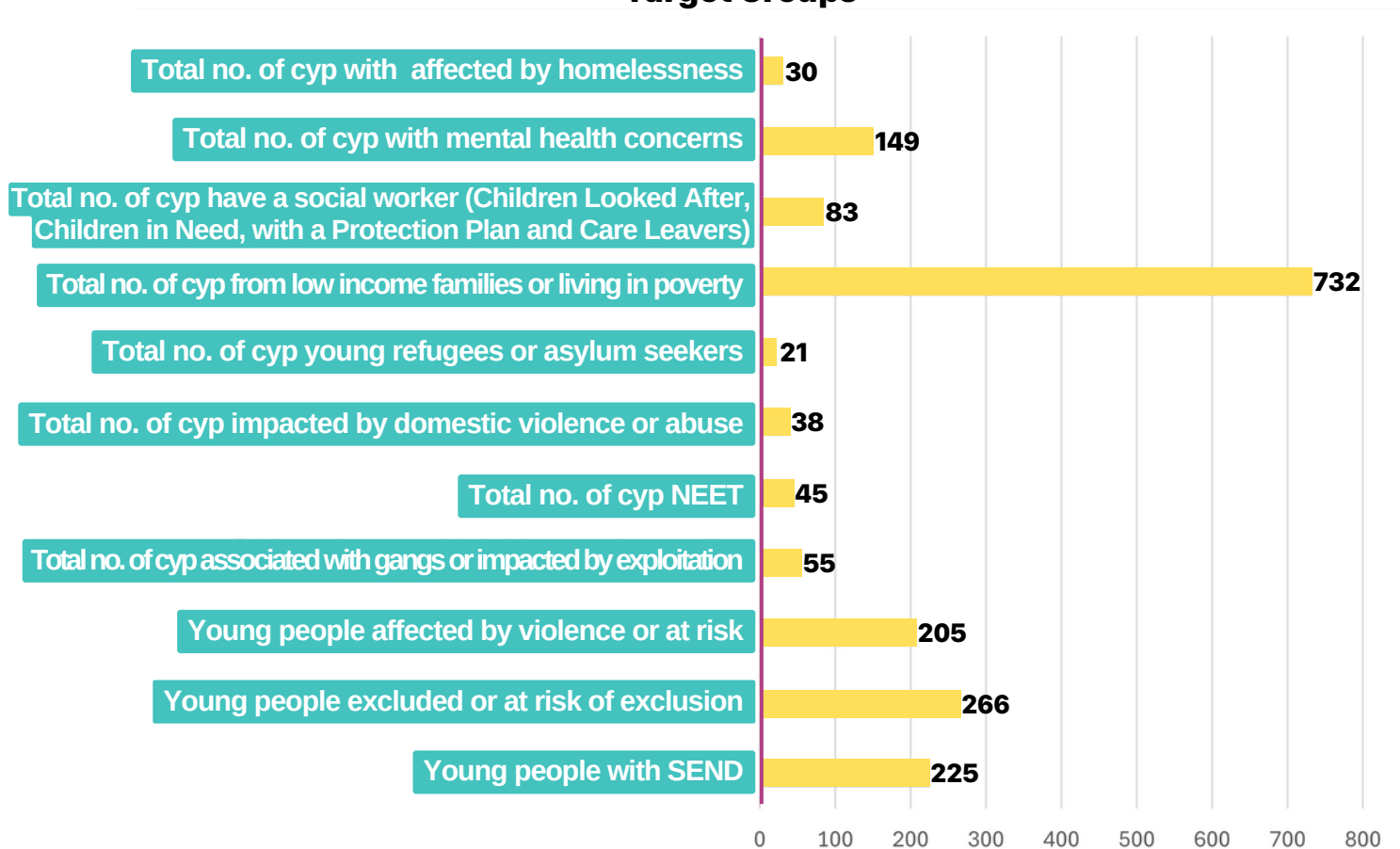
Our Collaboration toolkit was finalised and launched in the second half of this year and feedback has been overwhelmingly positive from other voluntary sector organisations with over 40 downloads of the resources to date.



2. WHO WE WORK WITH: TARGET GROUPS & DEMOGRAPHIC DATA

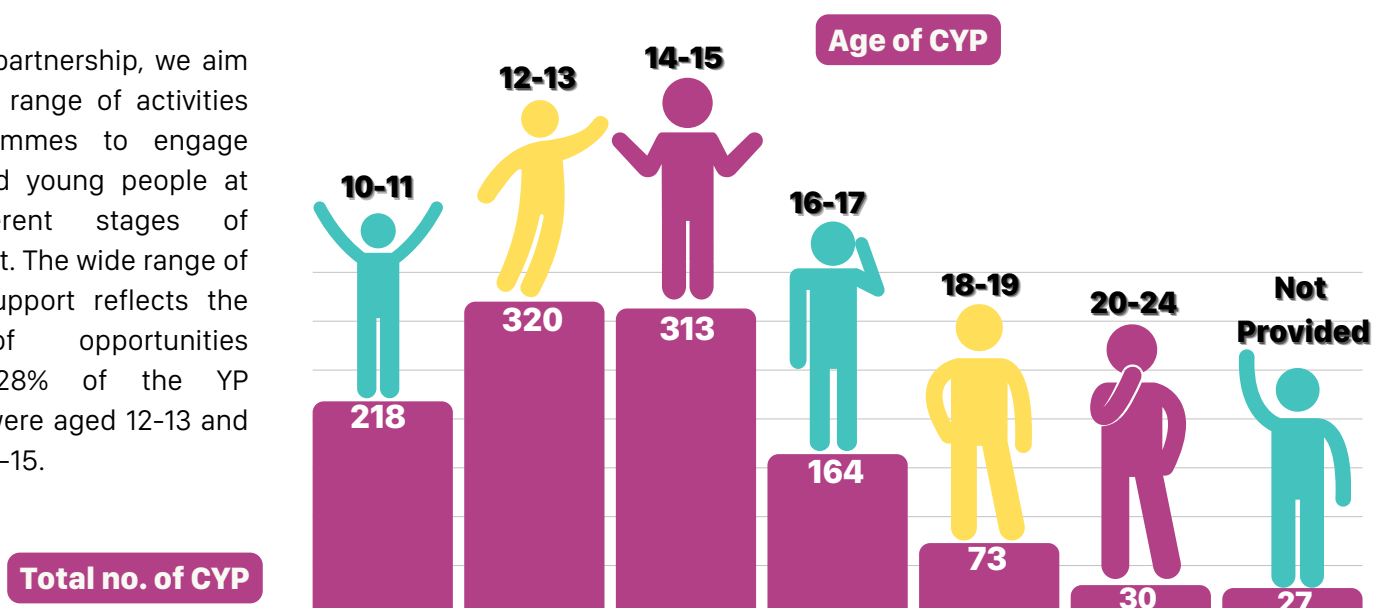
BYB partners support young people experiencing a range of challenges with each organisation in the partnership working within their own specialist field. Across the partnership we have witnessed the cost-of-living crisis continuing to impact families in the community, with more YP accessing our services from low-income families (732.) Other key target groups we support are young people that are excluded or at risk of exclusion (266), young people with SEND (225), young people affected by violence or at risk (205) and young people with mental health concerns (149).

Target Groups



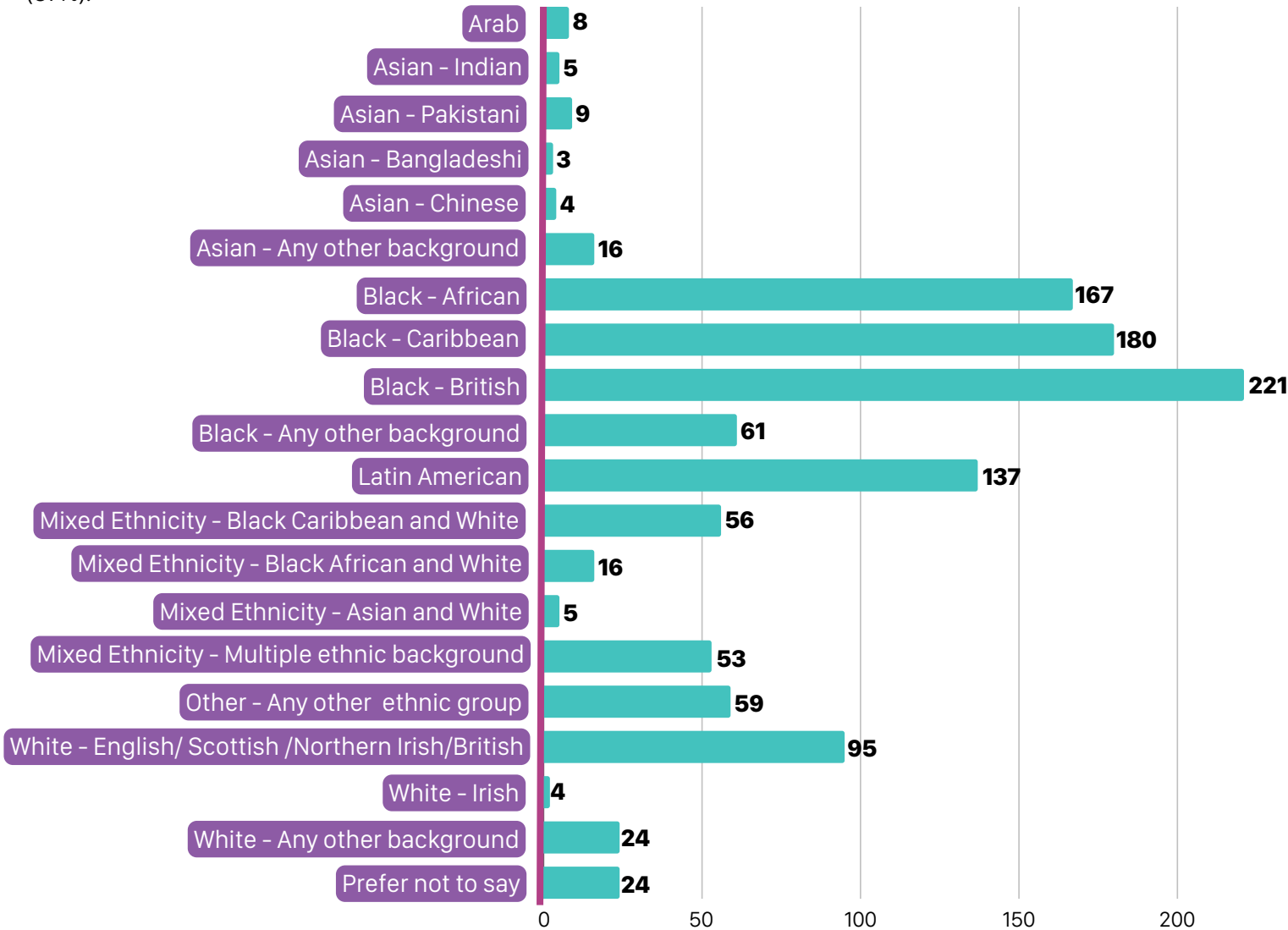
Age

Across the partnership, we aim to deliver a range of activities and programmes to engage children and young people at their different stages of development. The wide range of ages we support reflects the variety of opportunities available. 28% of the YP supported were aged 12-13 and 27% aged 14-15.



Ethnicity

We continue to support a diverse group of young people that reflect the communities in which our partners are based. The majority of young people accessing services across the partnership are from Minority Ethnic backgrounds (87%).

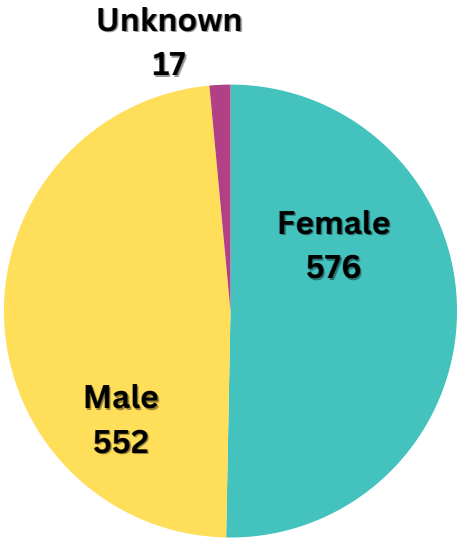


Borough

As a place-based partnership, the majority of the YP we work with reside in Lambeth. (76%) We also have a significant number of young people accessing services from Southwark (9%) as well as young people from Lewisham, Wandsworth, Merton and Haringey.

Sex

The split across the year remains relatively even, with slightly more young women and girls worked with (50%) than young men and boys (48%).



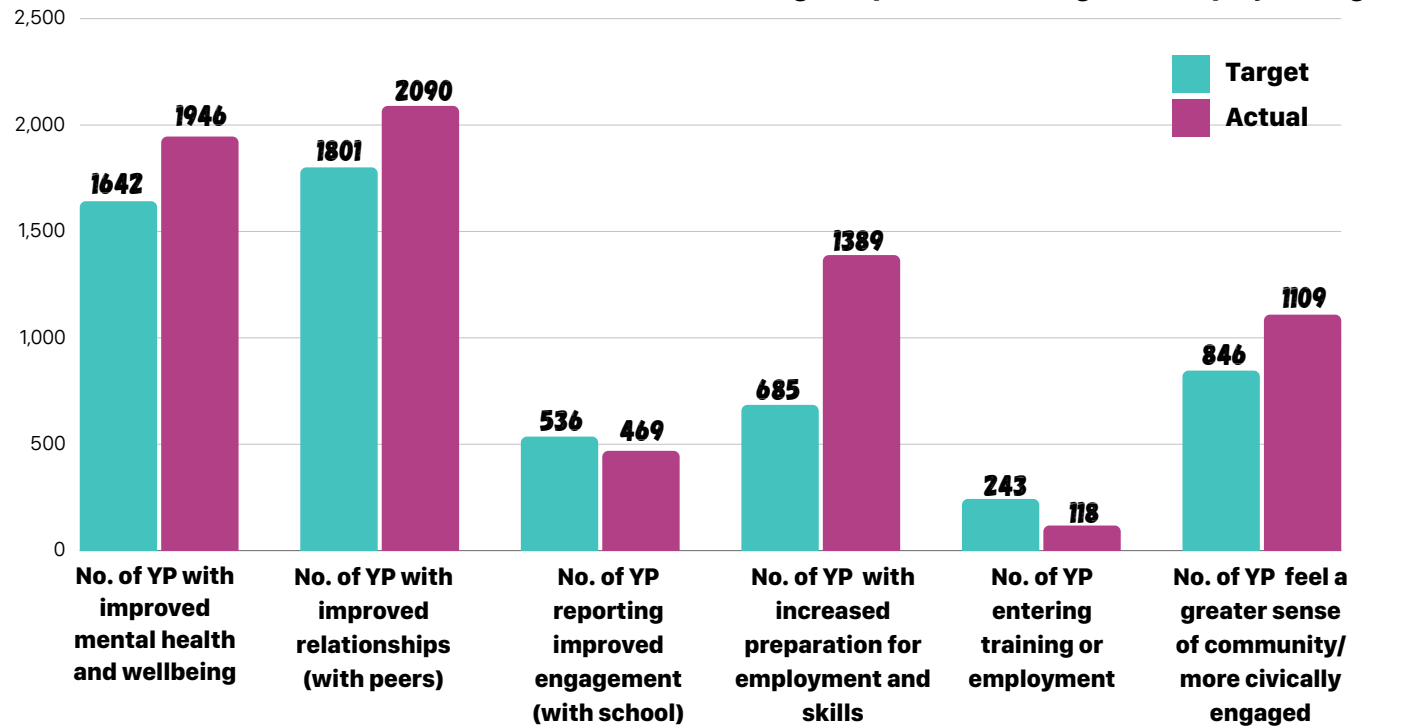
3. WHAT WE HAVE ACHIEVED: OUTPUTS & OUTCOMES

Over the year we are very pleased to have supported 1,145 new CYP, exceeding our target of 496. 373 new CYP accessed group activities across the partnership, 606 received 1:1 mentoring or coaching support and 293 accessed both.

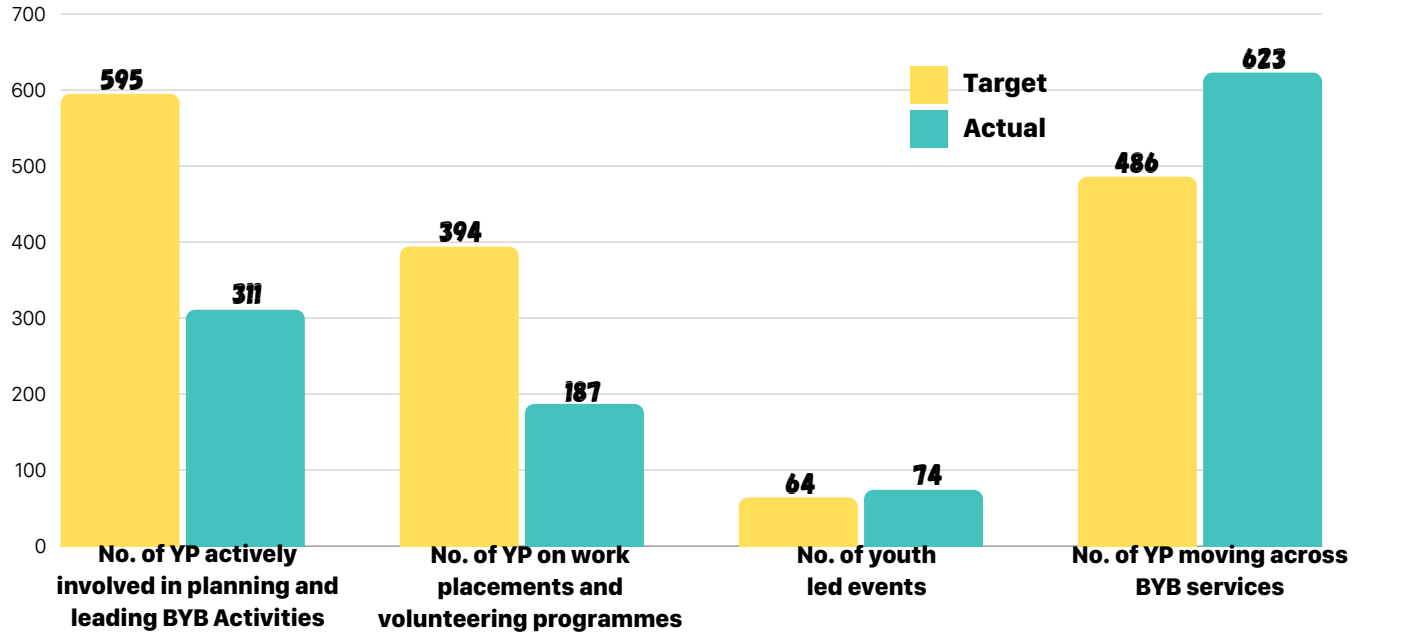
Youth voice continues to be at the forefront of our services and this year 199 CYP were involved in decision making within their organisations. 139 CYP volunteered or were paid as young leaders and 183 YP were actively involved in planning and leading activities. There were 45 youth led events across the partnership as well as 2 joint BYB events that brought together over 240 CYP.

Outcomes to date from group activities*

*Figures presented are against our project targets



Outcomes to date for Youth Voice*



Partnership Work & Referrals

Cross-partner collaboration continues to be a strength of the partnership, allowing both YP and staff to benefit from a range of opportunities, and break down barriers to access. These have included:

- A 6-week session swap between High Trees and Baytree Centre where girls from both organisations took part in new activities, with many continuing to attend beyond the swaps.
- YP from IRMO and Baytree Centre taking part in Spiral's summer work experience and supporting delivery of the BYB Summer Party.
- Referring individual CYP to support schemes and programmes in the partnership. For example, Juvenis referred several YP into High Trees for employment support.
- Mentoring training delivered to Grove APG's sessional play workers by Spiral Skills.
- MLCE hosting both the summer and Christmas parties for over 240YP from across the partnership.
- Ebony Horse Club delivering a six-week horse riding programme accessed by groups from MLCE, High Trees and Baytree.
- MLCE and Grove collaborating on their summer programme delivery to run joint sessions for both cohorts.
- Juvenis delivering an 8-week personal development programme at MLCE.
- A Black History Month panel delivered at Baytree Centre that was attended by partners.
- High Trees CYP attending Grove Adventure Playground sessions during renovation works at their site.

Staff Development

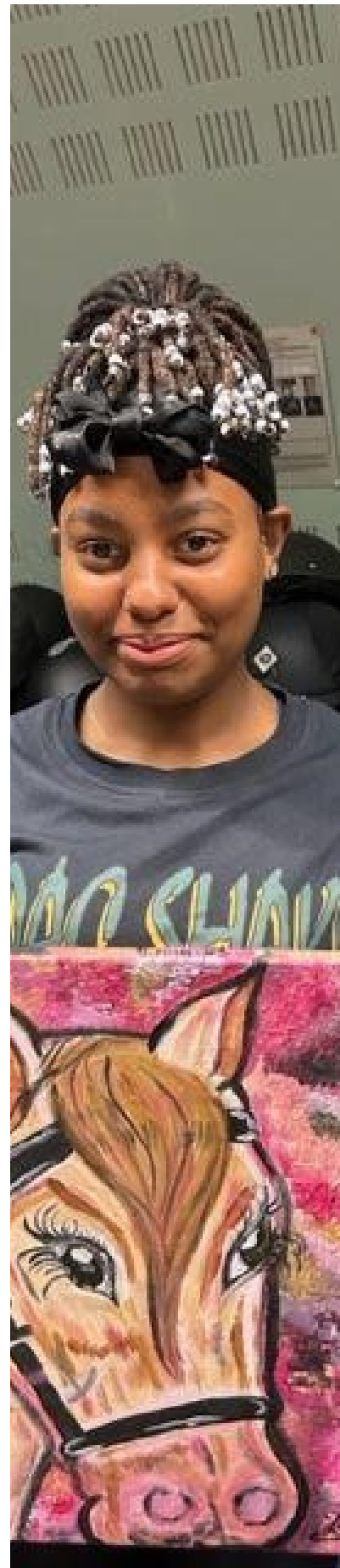
BYB have delivered 5 training events since January 2023 delivering training to 73 practitioners in total. Training topics have included mentoring, mental health first aid, child criminal exploitation and gangs and contextual safeguarding. These topics were identified as common needs across the partnership.

Of those that attended the training events, 77% agreed (54 % strongly) they now have a better understanding of the training topics, and 80% agreed (42% strongly) that they felt more equipped to do their role following the training.

“THE TRAINING HAS DEFINITELY ENHANCED MY UNDERSTANDING AND KNOWLEDGE. THIS WILL DEFINITELY HELP FRAME MY INTERACTIONS WITH YP AND ESPECIALLY PARENTS.” CCE TRAINING

8 youth workers from across the partnership were facilitated by the BYB team to observe and take part in sessions at another BYB organisation. Practitioners taking part truly valued the opportunity to learn more about a different service, its staff and its young people by shadowing a session. All staff who attended these swaps agreed that they had learnt something new, and that this knowledge would help them to be more effective in their role.

“THIS TRAINING HAS GIVEN ME A DEEPER UNDERSTANDING ON CONTEXTS ADVERSELY AFFECTING OUR YP AND THE OTHER AGENCIES WE NEED TO BE IN CONTACT WITH.” GANGS AND CONTEXTUALISED SAFEGUARDING TRAINING



4. YOUTH VOICE

Building Young Leaders

While each partner organisation continues to create spaces and use different methods to engage young people in meaningful decision making, this year has seen our Youth Voice and Leadership programme solidify the implementation of youth voice in our operational strategy. Following the successful launch and review of Building Young Leaders that ran from April-August, we recruited a further 11 young people from across the partnership. Beginning in October, the second cohort of young leaders attended weekly sessions and gathered ideas from their peers to deliver the joint Christmas party at MLCE. At this event, they were able to showcase a “you said, we did” wall, including the BYB recommendations shared by cohort 1. They also built on the previous cohort’s focus theme of Safe Spaces, to look at Opportunities and will be creating a BYB opportunities map with a graphic designer, highlighting the services on offer for local YP and including quotes from the YP accessing the services. For this section of the programme, they have developed conversation guides and surveys that they will use to interview YP across all partner organisations to learn more about their experiences.

We have also started implementing the recommendations given by the first cohort. Each BYB partner has been allocated a budget to improve their physical quiet spaces or wellbeing resources and we are in the process of recruiting a central BYB Peer Mentor who will deliver mentoring sessions across different organisations. The young leaders also recommended more creative workshops so we commissioned a music workshop for the Christmas party and will be working with an affiliate partner to implement more of these over the next year.

Outside of the BYB Young Leaders, we have had 12 Peer Mentors over the year that have been trained and hosted by partner organisations and are delivering a range of mentoring services including in-school support and after school group sessions.



5. HIGHLIGHTS

Resources

We finalised and launched our ['Practical Guide to Collaborative Working'](#) this year. This document contains 29 different tools and templates that can be adapted by VCS organisations to support partnership working including a self-assessment tool to gauge readiness for organisations thinking of going into partnership, workshops to shape the vision and values of the partnership, spreadsheets to help manage reporting and word templates for core policies and agreements. The guide was developed and tested with many of our current partners to ensure it is practical and useful for a range of organisations and particularly draws on the experience of the Building Young Brixton Partnership. Feedback on the toolkit during testing stage was very positive and included the following comments:

"So useful and comprehensive, the tools are sensible and straightforward, and the structure makes complete sense".

"I think the Self-Assessment Tool is incredibly helpful as it not only helps you evaluate your readiness, but your infrastructure as an organisation as a whole. It also highlights things that people may not have considered when going into a partnership and ensures that organisations are clear and honest about where they stand. I also really appreciate the suggestions on how they can get to the stage of being ready, so not necessarily writing it off but allowing the space to revisit".

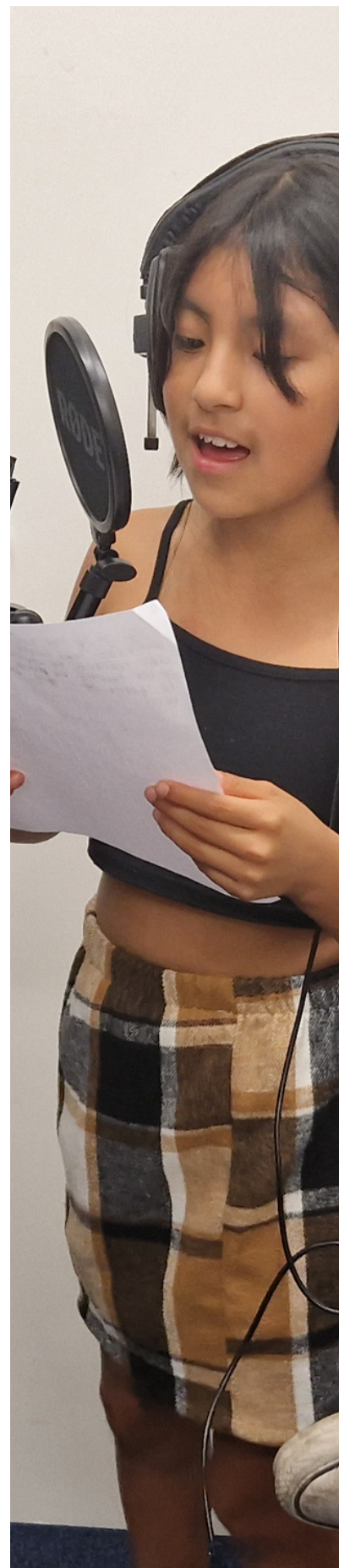
"I think this is very well thought out and will help so many organisations in considering and taking on partnership work!"

The toolkit has already been downloaded by 40 different organisations and we will be seeking further feedback in due course.

BYB Governance

As part of an extensive piece of work with an external consultant, the partnership explored several different governance and organisational structures and interrogated these to assess the extent to which they would meet the needs of the partnership (in areas such as access to funding, financial accountability, board representation and legal implications). Whilst initially it was thought a 'managing agent model' - an entity which has a separate board, whilst being a formal subsidiary of High Trees as lead partner might be best, following this rigorous review process the BYB Steering Group chose to keep the existing lead partner model (with BYB staff employed by High Trees) but to create a more distinct identity for the partnership by creating a new branch structure within High Trees.

In September 2023, we launched the new 'Building Young Brixton Handbook'. The creation of this document is the culmination of our strategic review process, which has enabled the BYB partnership to update our mission and vision, identify core and enabling objectives and refine the values underpinning the partnership. We have also streamlined our governance model and decision-making processes. Significantly this has led to the development of a new membership model for the partnership, of partners, associates, and affiliates and this will enable the partnership to widen its membership to include more local organisations. The new handbook provides detailed guidance on how the updated membership model and new governance structures work in practice. Step Now and Big Kid joined BYB as associate members of our new three-tiered governance structure in April 2023.



6. CHALLENGES

Capacity at Partner Level

Staff changes and smaller teams across some organisations has meant a continual challenge in varying capacities. This has meant that not all partners are able to equally engage in partner meetings or BYB responsibilities such as delivering our joint events. One way in which this challenge has been addressed this year is by changing the structure of our meetings. Practitioner meetings are now Share & Learns or training sessions, rather than operational planning, creating regular spaces in which they can develop new skills and improve best practice. Managers now meet once every 6 weeks online which has proved to be a more efficient and productive way of planning operational delivery and ensuring practitioners are supported to engage with the partnership as much as possible.

Cost of Living and Funding

Throughout this year all partners have reported challenges with meeting increased need for services with the increased core costs related to the cost-of-living crisis. The partnership has been able to respond with additional training for youth workers on contextual safeguarding and mental health first aid as well as providing space for youth workers to meet, share and learn together in reflective practitioner meetings.

Facilities

Several partners have also been experiencing problems with their buildings and facilities related to having a local authority as landlord. These challenges were highlighted by our young leaders and peer researchers with social action campaigns running to address the issues raised. We are beginning to have useful conversations with people who can make changes but continue to have to adapt services to account for building works

7. WHAT BYB YOUNG PEOPLE SAY

BYB Young Leader

T applied to the Young Leaders programme after being encouraged to do so by her organisation. In her interview she shared that apart from going to her youth club, she didn't go out much and she spent a lot of time gaming. She would feel nervous about meeting new people or trying new things. She spoke passionately about Photography and Mental Health and wanting to do something around either of these in the future. When it was suggested that over the course of the programme she should try to sign up to some photography-related opportunities, T declined saying she would only be willing to do the Young Leaders programme but was hoping this would improve her confidence.

During the first session T volunteered to answer questions out loud, growing in confidence until she gave the wrong answer. She then became physically uncomfortable, no longer wanting to speak up unless prompted or asked to do so. The staff noticed this and gave her good feedback for her correct responses. As the sessions progressed, staff noticed that T became more comfortable with giving answers and ideas, whether they were right or not. Where T's growth really began to show was after delivering the event and moving into the Talk It Out Sessions around Mental Health. T was able to lead a discussion with a small group of young people and ask prompting



questions to gain more insight. While practicing their final presentation, T helped her team by making constructive suggestions for their sections. During the presentation itself, T spoke confidently and answered questions from the panel.

Since completing the programme, T has signed up for a photography course offering mentoring, applied for creative local internships and has begun a new role working with children.

Baytree Centre

V first engaged with our services towards the end of 2022, becoming a regular attendee of our Spark, Pizza and Chill, and Sparking Future employability sessions. She recently returned from her home country and, after being away for a couple of years, has been eagerly awaiting the opportunity to re-enter the school system. During this time, Baytree has provided her with valuable educational experiences.

V's involvement with the Spark club and our Sparking Future Employability program has not only boosted her motivation but has also transformed her previous negative outlook on not being able to obtain GCSEs. Through our workshops, she was introduced to various career paths and employment opportunities, sparking a strong interest in receiving Career Champion mentoring. We paired her with a volunteer specialising in Marketing and Consultancy, who eagerly supported her in pursuing her goals.

Over the last two months, V has attended several 1-2-1 sessions. Initially, she sought assistance in preparing for her return to education in the new academic year, finding employment, refining her CV, and establishing a more structured daily routine. At the end of each session, both V and her mentor agreed on specific goals to work on before the next meeting. Thanks to her participation in the Career Champion program, V has achieved the following:

- Obtained a library card to study distraction-free at the library twice a week and improve her focus.
- Reached out to college tutors to identify the required textbooks for her upcoming semester and ordered them.
- Enhanced her CV to make it more impactful and professional.
- Applied for various roles and is in discussions with an organisation offering a part-time position for youth-led work.
- Started preparations for college through focused study.

V is now one step closer to her goals, having received the necessary support and guidance to take action and increase her chances of finding employment.



"ONE OF MY HIGHLIGHTS THIS YEAR HAS BEEN RECEIVING CAREER CHAMPION MENTORING. IT'S BEEN INCREDIBLY HELPFUL, AND I WOULD DEFINITELY RECOMMEND IT." V, BAYTREE

"AFTER WORKING WITH THE YOUNG LEADERS, I LEARNT TO SHARE CONFIDENTLY MY IDEAS AS I KNEW I WAS IN A SAFE SPACE WHERE MY IDEAS COULD BE CHALLENGED, BUT IT WAS FROM A POSITIVE PLACE WHERE WE ALL WANTED THE BEST FOR THE PROGRAMME" T, BYB YOUNG LEADER

Ebony Horse Club

N initially accessed Ebony through our RIDE (Riding to Inspire Development & Education) programme. N attended with a Pupil Referral Unit (PRU). We learned that she had Dyslexia & ADD (Attention Deficit Disorder). N was quiet & lacked confidence but loved riding & being around the horses.

When N left the PRU we were no longer able to engage with her in the same way, however we learned that she was in the position of being NEET (Not in Education, Employment or Training) and we sought to support her. We offered N the opportunity to gain work experience at Ebony & were confident that we could signpost her to a horse related apprenticeship opportunity that one of our contacts had. She worked hard at the apprenticeship but unfortunately, it did not work out. In response, Ebony took N on to become a part-time peer mentor at Ebony for 12 months via the funding from GLA for the Be Your Best Mentoring programme.

During this time through 1:1 supervisions, training, support & hands on learning N began to challenge herself to initiate conversations & take the lead in group settings. She not only grew in technical skills but in her confidence, self-esteem & self-belief. She developed goals to take her out of her comfort zone such as initiating a 1:1 conversation and pre-planning what she would say. N also began building goals & aspirations, expressing that she would like to be trained & put forward to take the Stage 1 British Horse Society qualification. N's attendance & time keeping also improved

When her Peer Mentoring placement with us ended at the start of September 2023, we were so impressed with her and the progress she had made that we offered her a part-time job as a Trainee Yard Assistant. N started straight away and has already taken on being the lead for the Brixton Riders Programme. This is a huge step as each term we welcome a new youth organisation and often the group is made up of teenagers close to N's own age. Through observation, N has quickly picked up youth work techniques to facilitate conversations & engage the group.

“THE TEAM DYNAMICS ARE AMAZING, I’M GROWING IN CONFIDENCE WITH 1:1 WORK WITH YP & GROUP WORK TOO, I ENJOY IT. I WOULD LIKE TO DEVELOP MORE SKILLS TO WORK WITH OLDER YOUNG PEOPLE CLOSE TO MY OWN AGE.” N, EBONY HORSE CLUB



High Trees

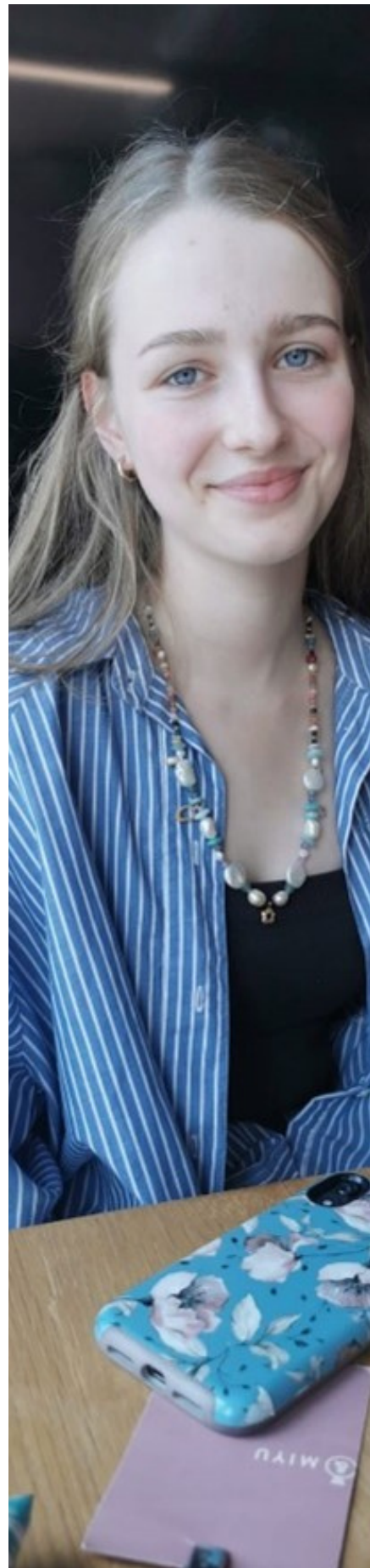
A was an occasional attendee at our after-school play sessions at Tulse Hill Adventure Playground. She showed particular interest in our young people's forum and was an active participant in any planning and young people's feedback sessions giving her insights and contributing ideas for future activities, trips and development of the playground. Soon after we launched our Young Leaders programme (a paid work experience programme for young people aged 15-19 at the playground) A got in touch to apply. She explained that she had an interest in pursuing either youth or play work in the future and enjoyed helping out with younger children.

A started with 4 volunteering sessions, supported by a youth worker at the playground. During these sessions she was very capable when it came to supporting staff with activities but could be quite reserved in her interactions with young people. Her linked youth worker gave her plenty of positive feedback and her confidence grew. By the end of her paid work experience placement, she ran a small group activity independently and was clearly proud of her achievement. The staff were particularly impressed with her work, and she was offered sessional work on our summer holiday scheme. Throughout this programme she led several very popular cooking and sports activities, and she grew to become a well-respected member of staff. She successfully established many positive relationships with young people and staff and developed her teamwork and confidence through her hard work during play sessions.

When recruiting for the Building Young Brixton Young Leader programme, A was recommended to apply. She started the programme with clear passion for wanting to work with and help young people, but a lack of confidence in areas such as public speaking and sharing her ideas when working with a team. During the programme, we saw A really make an effort to start conversations with young people during listening sessions and contributing more and more in group discussions. While planning a joint event she was able to lead a small group of 3 to manage the budget, as well as work with the wider team to create a running order for the day. A delivered a successful event and even gave a presentation to a panel of Directors and Managers. A shared that the experience made her want to work with children even more.

A has recently applied for the Building Young Brixton Peer Mentor role and will be starting this new paid youth work position in a few weeks.

“MY CONFIDENCE HAS GROWN. I USED TO FEEL WORRIED A LOT BUT NOW I'M MORE COMFORTABLE MAKING MISTAKES AND I'M NOT OVER WORRYING” A, HIGH TREES



8. OUR PLANS FOR NEXT YEAR

Youth Employment Guide

Over the last few years, the Building Young Brixton partnership has developed youth employment opportunities for YP accessing its services. Throughout this period the partnership has developed knowledge and experience about best practice in this area as well as how to identify and overcome challenges when the relationship changes from youth worker to employer. Over the next year we hope to develop a guide with resources for other voluntary organisations looking to develop youth employment programmes.

Communications

Building Young Brixton has evolved considerably over the past two years, and we believe our website could better showcase our work as a partnership along with the support we can provide for the wider sector. Over the next year we will create a new website that reflects the current work of the partnership and its young people.

Funding

Many of the sources of funding for Building Young Brixton will come to an end in December 2024. The sustainability of the partnership will be a priority for the steering group this year as we try to navigate a difficult funding climate to secure the ongoing work of BYB.



8. FINANCES

BYB Partnership Management & Support	Year 2	H1	H2	Total
Partnership Manager	£18,787	£9,394	£9,393	£18,787
BYB Youth Worker	£35,844	£17,922	£17,922	£35,844
CRM System	£8,034	£4,017	£4,017	£8,034
Sustainability Support	£10,500	£5,250	£5,250	£10,500
BYB Youth Steering Group	£1,236	£618	£618	£1,236
	£927	£464	£463	£927
	£3,708	£1,854	£1,854	£3,708
BYB Training/Supervision	£5,356	£2,678	£2,678	£5,356
	£7,210	£3,605	£3,605	£7,210
Marketing & Communication	£750	£375	£375	£750
BYB Joint Partner Initiatives	£3,090	£1,545	£1,545	£3,090
Overheads	£8,136	£4,068	£4,068	£8,136
Subtotal	£103,578	£51,789	£51,789	£103,578

High Trees - YOUTHCOACH & YOUTHNIGHT	Year 2	H1	H2	Total
CYPF Service Manager	£9,032	£4,516	£4,516	£9,032
Lead Youth worker/ Coach	£15,280	£7,640	£7,640	£15,280
Youth Worker/ Coach	£4,890	£2,445	£2,445	£4,890
Youth Worker/ Coach	£4,686	£2,343	£2,343	£4,686
Refreshments	£515	£258	£257	£515
Resources	£618	£309	£309	£618
Overheads	£5,428	£2,714	£2,714	£5,428
Subtotal	£40,449	£ 20,225	£ 20,224	£40,449

IRMO	Year 2	H1	H2	Total
Programme Manager	£13,432	£6,716	£6,716	£13,432
Lead Project Worker	£12,792	£6,396	£6,396	£12,792
Youth Worker - Career mentor	£2,804	£1,402	£1,402	£2,804
Youth Worker - English teacher	£2,804	£1,402	£1,402	£2,804
Materials and activities	£683	£341	£342	£683
Volunteer costs	£1,052	£526	£526	£1,052
IT equipment and maintenance	£554	£277	£277	£554
Overheads	£6,279	£3,139	£3,139	£6,279
Subtotal	£40,399	£ 20,199	£20,200	£40,399

The Baytree Centre - SPARK	Year 2	H1	H2	Total
Project Manager	£9,431	£4,715	£4,716	£9,431
Project Lead	£11,550	£5,775	£5,775	£11,550
Youth Worker	£9,993	£4,997	£4,996	£9,993
Resources	£1,112	£556	£556	£1,112
Volunteer expenses	£1,780	£890	£890	£1,780
Social Events	£1,236	£618	£618	£1,236
Overheads	£5,365	£2,682	£2,683	£5,365
Subtotal	£40,467	£20,233	£20,234	£40,467

Ebony Horse Club	Year 2	H1	H2	Total
Per hour riding lesson costs	£9,433	£4,717	£4,716	£9,433
Lead Youth worker	£16,943	£8,471	£8,472	£16,943
Assistant Youth Worker	£9,224	£4,612	£4,612	£9,224
Overheads	£4,859	£2,429	£2,430	£4,859
Subtotal	£40,459	£20,230	£20,230	£40,459

Grove Adventure Playground	Year 2	H1	H2	Total
Project Manager	£13,497	£6,749	£6,748	£13,497
Youth Worker	£19,158	£9,579	£9,579	£19,158
Resources	£2,060	£1,030	£1,030	£2,060
Overheads	£5,692	£2,846	£2,846	£5,692
Subtotal	£40,407	£20,204	£20,203	£40,407

MLCE	Year 2	H1	H2	Total
Project Manager	£7,862	£3,931	£3,931	£7,862
Facilitator	£12,236	£6,118	£6,118	£12,236
Youth Worker	£16,412	£8,206	£8,206	£16,411
Overheads	£3,880	£1,940	£1,940	£3,880
Subtotal	£40,390	£20,195	£20,195	£40,390

Spiral	Year 2	H1	H2	Total
Programme Manager	£7,713	£3,856	£3,857	£7,713
Programme Facilitators	£25,510	£12,756	£12,754	£25,5110
Employment Support	£2,892	£1,446	£1,446	£2,892
Resources	£567	£283	£284	£567
Overheads	£3,738	£1,869	£1,869	£3,738
Subtotal	£40,420	£20,210	£20,210	£40,420

Juvenis	Year 2	H1	H2	Total
Project Manager	£13,042	£6,521	£6,521	£13,042
Youth Worker	£24,745	£12,372	£12,373	£24,745
Resources	£589	£295	£294	£589
Overheads	£1,992	£996	£996	£1,992
Subtotal	£40,368	£20,184	£20,184	£40,368

Overall Total for Year 2 Jan-Dec 2023	£426,937
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