



# Ocean Youth Trust Scotland

## CASHBACK FINAL EVALUATION REPORT

May 2017

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Appendix One – Telephone survey – Young people

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## 1. Introduction

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### About this report

- 1.1 This is a final evaluation report of CashBack funded work, delivered by Ocean Youth Trust Scotland (OYT Scotland) in Phase 3 (April 2014 to March 2017). The majority of activity took place in 2015 and 2016. The report was compiled by Research Scotland in March 2017 and summarises Phase 3 delivery. It builds on and summarises key findings identified in OYT Scotland's previous CashBack evaluation report which was provided at the end of their first year of delivery, or year 2 of CashBack funding.
- 1.2 This report builds upon and updates evidence previously provided. It explores:
  - the reach of the programme;
  - the main activities and outputs delivered;
  - the outcomes delivered; and
  - key lessons for future development of the programme.

### Method

- 1.3 Phase 3 evaluation has involved:
  - **Telephone interviews (62)** – We worked with key staff to develop a simple evaluation survey to be conducted with young people after they had completed their sail. This survey was conducted by Research Scotland over the telephone 6-12 and 12-18 months after participation. We spoke with 52 individuals. We contacted 10 individuals twice - once 6-12 months after the voyage, and again 12-18 months later. In total we conducted 62 interviews. The survey we used can be found at Appendix One. Detailed demographic information on these participants is included as Appendix Two.
  - **Reviewing existing data** – We reviewed information from balanced scorecards, quarterly reports and annual reports that OYT Scotland had submitted to Inspiring Scotland as part of its Phase 3 reporting.
  - **Feedback from group leaders (15)** – We gathered feedback, via email and telephone, from people that worked with young people locally, and took part in the voyage as group leaders. These discussions explored how young people had developed since the voyage, and contributed to the development of case studies.
  - **Case studies (12)** – We asked group leaders to recommend young people for case studies, particularly those that had made a significant change since the sailing voyage. We completed ten individual case studies on participants. We also completed a case study on the experiences of group leaders, and a case study on pre and post-voyage support.
  - **Staff discussion** – We spoke with three members of key programme staff to find out how the programme has developed during year 3, and

understand the lessons learned, and outcomes delivered from their perspective. We also gathered some quotations and points from wider staff, volunteers and Board members through OYT Scotland staff.

- **Informal discussions** – We conducted informal discussions with young people and group leaders at the Ocean Youth Trust parliamentary reception in February 2016.

- 1.4 The names of people that took part in interviews have been changed or anonymised, to protect confidentiality. This approach was agreed with OYT Scotland.
- 1.5 We planned to undertake a small number of telephone interviews with parents of participants. However, OYT Scotland did not hold contact details for parents, and the group leaders we spoke with were unable to provide these. This is a group that OYT Scotland is keen to engage during Phase 4 evaluation.
- 1.6 A key staff member involved in the development of the programme and management of the evaluation highlighted that CashBack funding has enabled the first ever external evaluation of OYT Scotland activities. She emphasised that the evaluation work has generated useful learning for the OYT Scotland team as well as providing valuable evidence for future funding applications. This has already shaped the design of Phase 4 activity, and will inform the organisation's approach to monitoring and evaluation in the future.

## **2. Context**

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### **Introduction**

- 2.1 This chapter briefly sets out the background to the CashBack funded OYT Scotland activity.

### **OYT Scotland**

- 2.2 OYT Scotland has been working to inspire positive change in young people through the challenge of residential sailing voyages since 1999. This experience aims to create a unique environment for young people to develop skills, build confidence and work on personal development goals.

### **CashBack funding**

- 2.3 In October 2014, OYT Scotland was awarded funding by the CashBack for Communities programme to deliver a “New Horizons Programme” for young people aged 16 to 25, during 2015-16 and 2016-17.
- 2.4 The five-day long sailing programmes were largely based in Greenock with some activity in Oban. Each voyage involved five to ten young people along with support staff and sailing staff. The programme was managed by OYT Scotland sea staff. Teachers or youth workers were also present during the voyages as group leaders. They had a specific role in recruitment, engagement and providing continued support to participants after the voyage.
- 2.5 During the programme, participants were encouraged to be involved in all aspects of living and working at sea. This included learning sailing skills and techniques, and participating in day-to-day activities such as cooking and cleaning.
- 2.6 The programme aimed to engage a total of 320 young people over 32 voyages: 150 young people between March and October 2015, and a further 170 young people between March and October 2016. This target was based on engaging ten young people per voyage. The timescales for these participation targets were set to fit with the sailing season.
- 2.7 Funding was allocated over a three-year period. No delivery was planned for Year 1, when work focused on preparation and planning of sailing trips in years 2 and 3.

| <b>Year</b>      | <b>Funding Allocated</b> |
|------------------|--------------------------|
| Year 1 – 2014/15 | £54,664                  |
| Year 2 – 2015/16 | £125,581                 |
| Year 3 – 2016/17 | £79,288                  |

## **Target group**

- 2.8 OYT Scotland aimed to deliver the New Horizons programme to young people at risk of poorer outcomes, including school leavers who have not moved into employment, training or further education, and those at risk of turning to crime.
- 2.9 The initial eligibility criteria for young people to take part in an OYT Scotland voyage was set as follows:
- aged 16 to 25; and
  - living in Scotland;
  - not in full time education or training or are on Activity Agreements; or
  - unemployed or under-employed; or
  - have offended or are at risk of offending.

2.10 For Phase 3 there were no specific targets relating to areas of multiple deprivation, although this will be a key focus for Phase 4.

## **Intended outcomes**

2.11 CashBack funding was granted on the understanding that the programme would work towards agreed outcomes and outputs. The table below shows the agreed CashBack outcomes for OYT Scotland in Phase 3.

| <b>CashBack Outcomes</b> |   |
|--------------------------|---|
| 3                        | Increased opportunities for new experiences or activities for participants.                           |
| 5                        | Increased opportunities for continued participation by linking up and signposting to other provision. |
| 8                        | Greater confidence and self-esteem among participants.  |
| 10                       | More participants have achieved accreditation for their learning.                                     |
| 20                       | More participants progress into further learning, training and personal development opportunities.    |
| 21                       | Increased horizons and improved outlook amongst participants.   |

## **Recruitment and promotion**

2.12 OYT Scotland has explained it took a targeted approach to recruitment during Phase 3 which included:

- working closely with local authorities to recruit participants from the target groups;
- liaising with key practitioners working with young people on Activity Agreements; and
- working with specific community groups, such as young carers groups.

2.13 Partner organisations helped to select young people that would benefit from the programme. Schools were also approached to recruit participants from the target group. Class teachers and guidance teachers helped to promote the opportunity and were often on board as group leaders.

### **Recruitment and engagement – working with partners**

Young people were recruited onto voyages through a number of routes. OYT Scotland contacted local authorities with information on the voyages and within local authorities, various different methods were used to disseminate information. In some cases, school teachers and guidance teachers encouraged young people to sign up if they thought it would be of particular benefit. The approach was very much to target the opportunities at those young people most in need.

In two rural schools in Highland, the voyage was open to any senior students, to ensure sufficient numbers of crew members, and to recognise issues of rural disadvantage. This gave young people a chance to meet pupils from their year group with whom they would not normally socialise.

Local authorities also shared information about the programme with Community Learning and Development teams, who were able to recruit young people through youth work services.

In a few instances young people were recruited all together from a single group – for example, a young carers group. This method worked particularly well for more vulnerable or less confident young people that preferred to undertake the voyage with familiar faces.

Building trust with young people was important, in order for them to get the most out of the voyages. Working with trusted adults that the young people knew pre-voyage, and would continue to see post-voyage, helped build this trust and ensured that participants had a safe and familiar person to communicate any issues with on board.

## **The Log Book**

During Phase 3 OYT Scotland has extensively reviewed and improved the log book it uses with individual participants. These 'diaries' now gather self-evaluation evidence.

As well as allowing young people to reflect on, record and share their achievements, the log book also gathers critical information for monitoring and evaluation purposes. In particular it:

- provides a record of activities completed, to support accreditation;
- gathers information to support signposting and wider support activity; and
- gathers data on the outcomes of the programme, to support outcome focused evaluation.

The log book includes:

- diary pages – to identify daily goals, skills acquired, and where these are skills they could use at home;
- goals and achievements – so that young people and staff can record progress;
- tests of knowledge – to track progress, and reinforce learning;
- a 'next steps – plans and goals' section – where young people are encouraged to set goals to be achieved over the next 12 months; and
- a simple 'spidergram' chart, for young people to visually score their progress in relation to a number of outcomes.

### **3. Number and profile of participants**

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- 3.1 This chapter describes the number and profile of young people taking part in the New Horizons sailing programme in Phase 3 of CashBack, and the extent to which this reflects the original programme aims.

#### **Number of participants**

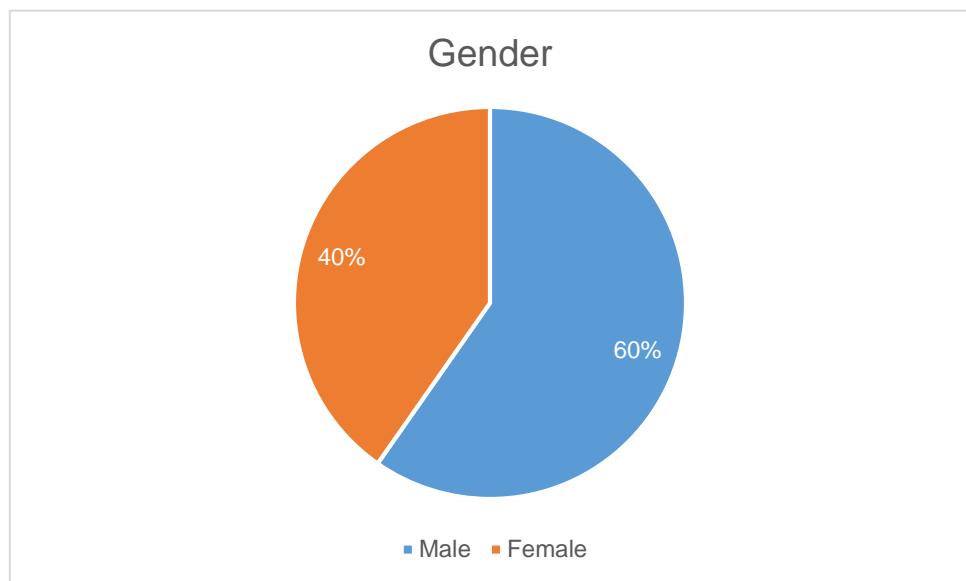
- 3.2 OYT Scotland had set a target of engaging with 320 participants over three years of CashBack funded activity. This was based on 32 voyages with ten young people – a very challenging target, which involved every voyage at full capacity. Voyages took place between March and October in 2015 and 2016.
- 3.3 In total, OYT Scotland delivered sailing programmes to 283 young people across 32 voyages, 12% lower than planned. Although OYT Scotland aimed to have 10 young people on each voyage, in reality the number of young people on a voyage ranged from 5 to 10. OYT Scotland reported that last minute drop-outs were the main reason for not meeting the target for participation. Due to the nature of the programme it was not always possible to replace participants at short notice, and group leaders were often understandably reluctant to identify ‘reserves’ as this might raise hopes that could not be met. OYT Scotland is aware that this target was unrealistic, and this has shaped its approach to target setting for Phase 4.
- 3.4 An unexpected benefit of smaller numbers on some voyages was that this suited some young people, and more vulnerable young people in particular – ensuring that they had more support and were not overwhelmed

#### **Target group**

- 3.5 While OYT Scotland does ensure that all young people meet its eligibility criteria (as described on page 4) it does not currently record how individual participants match this profile. However, during our telephone survey with participants, we noted that a significant number of them were full-time school pupils when they undertook the voyage. Of the young people we interviewed, 87% told us they were already in education, employment, training or volunteering prior to the voyage, with 73% stating that they were in education.
- 3.6 OYT Scotland staff have explained that most of the young participants attending school at the time of their voyage had been identified as likely to leave at the next available opportunity. The intention was that their participation would encourage them to continue in school or college, and ensure they achieved a minimum of four SQA units. We heard that some of these young people had already been moved into classes that were not doing academic work, and most had not even registered with the SQA to take exams.

## Gender

- 3.7 Of the participants, 60% (169) were male and 40% (114) were female. OYT Scotland voyages are still engaging mostly male participants. We have spoken with OYT Scotland staff about this difference, to explore the reasons for this. OYT Scotland emphasise that they work with group leaders to identify those most in need – including those at risk of offending. Often these groups have higher proportions of young men than young women. This may result in larger numbers of young men than young women on some voyages – for example, Inverclyde CLD used the voyage as part of a larger programme of work with young offenders, and all their participants were male. Overall, this suggests there are no major concerns about the gender profile of participants, and the difference can be explained by the higher proportions of young men in the target groups. A few group leaders told us that female OYT Scotland sea staff were doing well to encourage more participation from young women.



## Age

- 3.8 Participants were aged 14 to 21. OYT Scotland extended its reach to young people, beyond the original agreed age range of 16 to 25. This was a result of discussion with referral agencies, and a decision to undertake early intervention with some young people under 16 – particularly young carers. In total 50 participants were under 16 at the time of the voyage. These young people had been identified as being particularly at risk of dropping out of education or involvement in risk-taking behaviour, without an appropriate intervention.
- 3.9 OYT Scotland staff feel that a key learning point from Phase 3 has been that the qualifications are most suited to those over 16. As a result, Phase 4 will no longer engage with young people under 16.
- 3.10 OYT Scotland took a flexible approach to working with young people, to ensure they reached those most in need. Staff endeavoured to accommodate young people's needs and worked particularly hard to ensure that very vulnerable

young people, disabled young people or people with learning disabilities were able to take part.

## Geographic reach

3.11 OYT Scotland worked with young people from the following 17 of the 32 local authority areas in Scotland:

- Argyll and Bute
- East Ayrshire
- East Dunbartonshire
- East Renfrewshire
- Edinburgh
- Edinburgh
- Falkirk
- Fife
- Glasgow
- Highland
- Inverclyde
- Midlothian
- North Ayrshire
- North Lanarkshire
- Renfrewshire
- Scottish Borders
- South Lanarkshire.

3.12 Delivery in year three shows an increase from 14 local authority areas in year two.

## Ethnicity

3.13 OYT Scotland gathered data on ethnicity for 257 participants. The table below demonstrates that most participants identified as White Scottish or White British. The proportion of participants from a non-white background is broadly proportionate to the wider population.

| Ethnicity       | Count | Percent |
|-----------------|-------|---------|
| White           | 246   | 96%     |
| Ethnic minority | 11    | 4%      |
| Total           | 257   | 100%    |

## Deprivation

3.14 Analysis of participant group postcodes highlights that 27 percent of participants came from the 20 percent most deprived areas of Scotland<sup>1</sup>.

3.15 All of the young people involved were described by OYT Scotland as vulnerable, disadvantaged or not in education, training or employment. This included:

- young people who had fallen (or are at risk of falling) out of education and training;
- young people who were at risk of low academic attainment;
- young people with no qualifications or prospects;
- young people in danger of becoming second generation unemployed;

<sup>1</sup> Because of the way postcode data was gathered by OYT Scotland, this analysis is based on the postcodes of participating groups – rather than individuals.

- young people with low aspirations;
- young people who don't have English as their first language;
- young people in need of assistance with their learning;
- young people in need of positive role models;
- young carers;
- young people with chaotic home lives; and
- young people living in care, or recent care leavers.

3.16 Short 'pen pictures' highlighting the profile of participants and how they were recruited are attached as Appendix Three.

## 4. Impact

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4.1 In this chapter, we explore the evidence of impact in relation to CashBack outcomes that OYT Scotland was working towards. The information in this chapter is based on:

- figures and evidence gathered by OYT Scotland and provided to us for the purposes of this report;
- 62 telephone interviews conducted by Research Scotland with 52 participants;
- 15 interviews or written feedback from group leaders;
- OYT Scotland reports and surveys;
- views of group leaders and young people gathered at the OYT Scotland parliamentary reception held in February 2016; and
- 10 detailed case studies based on discussions with participants.

### CashBack Outcome 3

#### Increased opportunities for new experiences or activities for participants

4.2 There is strong evidence that OYT Scotland has introduced young people to new experiences and activities (CB Outcome 3).

4.3 In total, 283 young people participated in a voyage with OYT Scotland. From our discussions with participants, 64% said that they had never taken part in sailing or any other outdoor activity before, and only 11% had ever been sailing or taken part in water based activities.

“It was a great opportunity for young people to experience, and sailing is something that young people from disadvantaged backgrounds might not get to do.”

Group leader

#### Reasons for getting involved

4.4 Group leaders told us that they referred young people to the programme as it was a unique opportunity that they might not have been able to experience anywhere else. Secondly, group leaders hoped that the programme would help young people acknowledge their potential, and realise how much they were capable of achieving.

“It’s taking them out of their comfort zone. It’s something completely different from what they would normally do.”

Group leader

“I also liked the fact that it wasn’t a ‘holiday’ and that young people would learn their limits and make new personal discoveries about themselves.”

Group leader

- 4.5 Young people told us that they signed up to the voyage because they wanted to try something new, and because they knew others that were attending from their school or youth group. For most, sailing was a totally new type of activity that they had never been offered before.

"I liked the idea of getting away for a week and being away from everything, I thought it would be a good challenge."

Participant, Male, 18

### **Enjoyment**

- 4.6 From the 62 interviews we conducted with young people, it was clear that the experience was overwhelmingly positive. Most (87%) rated their experience as 'very good' and 11% thought the sailing was 'good'. Just one individual said the programme was 'not good at all', feeling that it was boring.
- 4.7 For some participants this voyage was their first time at sea and they were initially apprehensive about the trip. Once on board, most participants got involved with the sailing activities and said that they felt positive about trying something new. A few young people talked to us about how much hard work was involved. Some of them had not anticipated how much work would be involved but they all enjoyed it and felt that it was worth it.

"I had expected it to be more laid back so I was quite surprised at how much hard work it was. It was quite tough, but quite good."

Participant, Male, 17

- 4.8 A few young people enjoyed the voyage, but said that they would have liked a little more information before the voyage so they knew what to expect. This may have been because they joined the crew late, and had not been able to attend pre-voyage preparations.

### **Meeting new people**

- 4.9 A lot of the young people we spoke with mentioned that they enjoyed meeting new people. Again, many were initially apprehensive about this – particularly sharing tight sleeping quarters. By the end of the voyage many participants had made new friends and when we spoke to them over a year after the voyage, some were still keeping in touch.

"I really enjoyed it. I was surprised because I'm not really an outdoorsy person. I enjoyed meeting new people."

Participant, Female, 21

### **Naomi (15)**

Naomi was referred to OYT Scotland by her guidance teacher at school as she was going through a difficult time in her life. She was initially nervous, but also keen to meet new people.

Naomi really enjoyed the voyage and said she would rate it “10 out of 10.” She feels that the trip helped her become more confident and more relaxed. She has noticed that she is more comfortable talking to her peers at school, and speaking to new people.

*"In class now I can just start a conversation with someone beside me."*

At home she has found herself being more proactive in doing household tasks and maintaining a good routine. She also feels she is much better at working and co-operating with others.

*"The five days away turned me into a different person."*

Since returning from the voyage, Naomi has started taking a dance class, which has kept her active and busy. Whilst going through a difficult time in her life, Naomi has been trying to keep her mind off upsetting thoughts and think positively. After the OYT Scotland voyage, she found that she had the confidence to sing in public and this was an important step for her moving forward.

Overall, she feels the voyage has helped her feel more positive about herself and what she can achieve.

*"It made me feel like a new person and like I can do it."*

### **“Me” time**

4.10 Group leaders also said that the sailing experience was an opportunity for young people to take time out for themselves and relax. For some of the participants, having a holiday or taking part in leisure activity was not something that they would often have the chance to do. This was particularly valuable for young people with caring responsibilities.

“When you are ‘looked-after’ or caring for parents who are drug users, there’s little to be optimistic about, but I think the OYT [Scotland] trip has given them something for ‘them’.”

Group leader

4.11 Some young people told us that the voyage gave them time to themselves. They enjoyed being away from the daily stresses of life such as school, social pressures and caring responsibilities. A few participants mentioned that they enjoyed not having access to technology and being “off grid” for a week.

**Joseph (20)**

Joseph first became involved with OYT Scotland through a young carers group that he attends. Joseph was very keen to get involved as he is a full time carer and doesn't normally have time to try new activities.

"My life at that point was boring and I had a lot on...I was quite determined that I wanted to try something new."

Going on the voyage helped Joseph realise that he needed to take time for himself, away from his caring duties. Since returning from the voyage he has started walking regularly, both for exercise and as a way to de-stress.

"It taught me that I need to take time out from time to time."

As well as becoming more active, Joseph feels more confident talking to new people and interacting in a group setting. He is now actively trying to be more vocal in groups.

"I've been a quiet person all my life but the sailing trip forced me to talk to people and to be a bit more 'loud'...With the [young carers] group I am still quiet but I have been pushing myself to speak out more."

Overall, Joseph now feels more positive about the future. He is continuing to care full time but is also hoping to start his own business in the near future.

- 4.12 Many young people commented on the scenery and enjoyed getting to travel to new places in Scotland. Some were especially appreciative of the opportunity to spend time in a wild and natural environment.

"I was blown away by the scenery."

Participant, Male, 20

"I liked seeing different places in Scotland that I had never been to before."

Participant, Male, 20

**New life skills**

- 4.13 OYT Scotland is clear that a key aim of the programme is to help young people develop softer skills that will help them in life – such as communication and team work. Most of the young people we spoke with (79%) told us that they had learned new skills or improved existing skills. Often they talked about broad skills such as teamwork, leadership and communication. Young people also highlighted sailing specific skills – such tying knots.

- 4.14 Many young people mentioned that they enjoyed the challenge of cooking on the boat and living in close quarters. Once they had returned home, these translated into improved organisational skills and more contributions to household chores.

## **CashBack Outcome 5**

### **Increased opportunities for continued participation by linking up and signposting to other provision**

4.15 OYT Scotland provides information on a range of opportunities for young people to progress onto once they complete a voyage. Here we discuss their promotion of sailing opportunities, and other support or activities.

#### **Promoting sailing opportunities**

4.16 OYT Scotland has been keen to understand whether individual young people are interested in participating in further sailing provision – with OYT Scotland or other organisations. The log book asks young people whether they would like: to sail again as a member of the crew; a referral to a local sailing club; or to volunteer with OYT Scotland.

4.17 Data collected by OYT Scotland suggests that there is significant interest in continuing sailing participation:

- 69% (195) of participants wanted to sail again as a crew member;
- 52% (146) of participants were interested in volunteering with OYT Scotland; and
- 39% (110) of participants wanted a referral to their local sailing club.

4.18 When we spoke with young people and group leaders it was clear that there was a lot of interest in continuing with sailing and other outdoor pursuits. Some young people told us that they were keen to go on another voyage or volunteer with OYT Scotland, however they often felt they could not find a suitable time to do so. A small number of participants indicated that they were interested in further sailing opportunities but were not sure how to pursue this interest.

"I would love to go again."

Participant, Female, 18

4.19 Group leaders told us that the young people they worked with enjoyed the trip and would happily go on another voyage. Group leaders said that they were keen for young people to repeat the experience if possible, but also wanted to ensure that all young people had the opportunity.

4.20 Individual staff members may progress these interests with the young people.

#### **Continued engagement in sailing**

4.21 OYT Scotland records the number of young people returning for further sailing activity with them. During Phase 3, OYT Scotland supported the following CashBack participants through their other activities:

- 23 as crew members;
- 7 as sea staff (Bosuns); and
- 3 joined the Young Leaders programme.

4.22 During Phase 3 OYT Scotland has been working with partners to promote and track further sailing uptake outside OYT Scotland, but to date no formal procedures have been established.

4.23 We spoke with four young people that had undertaken further sail training with OYT Scotland. They had taken part in Bosun training and the young leaders development programme. They all told us how much they had enjoyed their training with OYT Scotland and their desire to continue pursuing sailing, as a hobby or as a career.

**Ellen (18)**

Ellen's first voyage with OYT Scotland was through her young carer's group. She was busy caring for two family members and going to school, but was keen to try something new.

The voyage had a profound impact on Ellen and sparked an interest which has led to her pursuing sailing as a career. After returning from the first trip, Ellen took up every possible opportunity to sail with OYT Scotland and has completed Bosun training and the Young Leader's Development programme.

"I couldn't tell you how many voyages I've been on. I'm constantly sailing!"

Prior to engaging with OYT Scotland Ellen was not sure what she wanted to do with her life. She sometimes felt overwhelmed and did not have all the support she needed to balance school and her caring responsibilities. She has found OYT Scotland to be very understanding of all her needs and able to provide the right kind of support.

"There was a lot of pressure on me to be a young carer and to be at school. At school they didn't really understand or know what I needed. OYT [Scotland] definitely understand what kind of support I need and they know exactly how to support me."

Ellen feels that she got a lot out of her first voyage with OYT Scotland. She notes that her confidence and self-esteem increased greatly. She feels this was mainly down to the support of the sea staff and finally feeling that she had found something she enjoyed doing and was good at.

"The staff were always encouraging me. They really helped me get a feel for sailing and helped me realise that this is what I want to."

"High school wasn't for me, but on the boat I felt like I'd found my purpose."

After school, Ellen went on to complete an HNC at college, fitting sail training in at every spare moment.

Ellen has now started volunteering full-time with OYT Scotland as part of a cadetship. She is hoping that once this is complete she will be able to work as an employee and continue a career in sailing. She has also applied for an international sailing exchange programme that brings together sailing volunteers from across the world. She feels very positive about the future and excited about the possibilities that lie ahead.

"It's cemented that this is what I want to do with my life - I want to work with sailing charities."

### Promoting other support or activities

4.24 The log book provides all young people with information on other resources they may find helpful. The list includes the names and web addresses of the following organisations, which include other CashBack funded organisations:

- Prince's Trust
- Duke of Edinburgh's Award
- Skills Development Scotland
- Action for Children
- Glasgow Clyde College
- Scottish Rugby Union
- Scottish Sports Futures
- Street Soccer Scotland
- Celtic FC Foundation
- Volunteering Scotland
- Youth Scotland.

4.25 Staff and group leaders on the programme were responsible for signposting young people on to further training, employment or education opportunities. OYT Scotland has actively referred young people onto the Prince's Trust for Development Awards and other related programmes.

### Consistently tracking signposting and follow up

4.26 While the log book records specific interests, and individual staff may be supporting young people to pursue these, during Phase 3 there was not a consistent process in place for signposting, or recording follow up activity and engagement, beyond OYT Scotland. This is an area OYT Scotland is already working to strengthen during Phase 4.

## CashBack Outcome 8

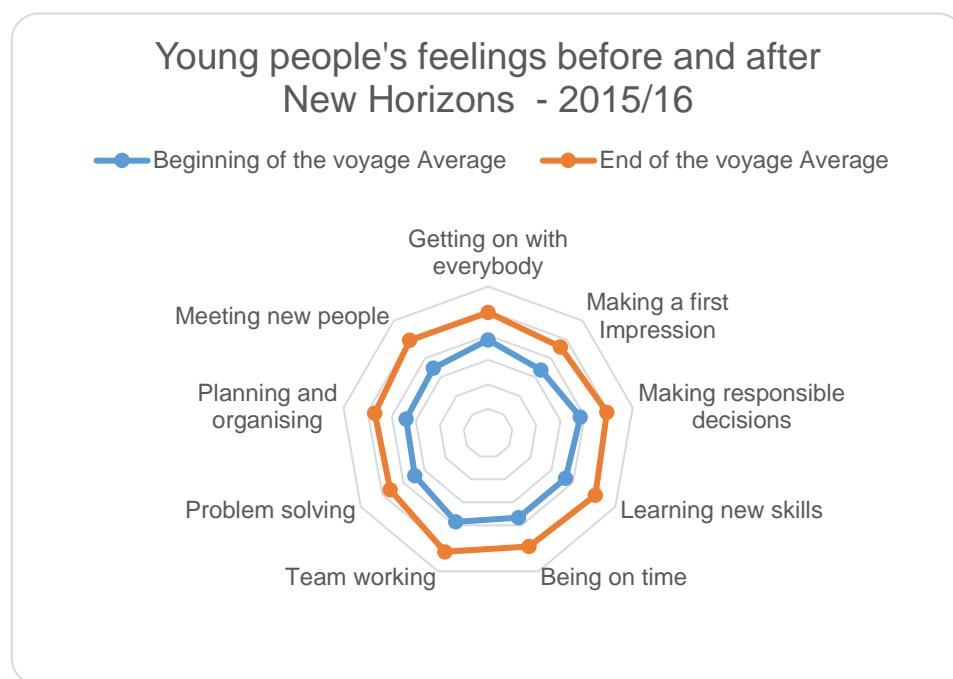
### Greater confidence and self-esteem among participants

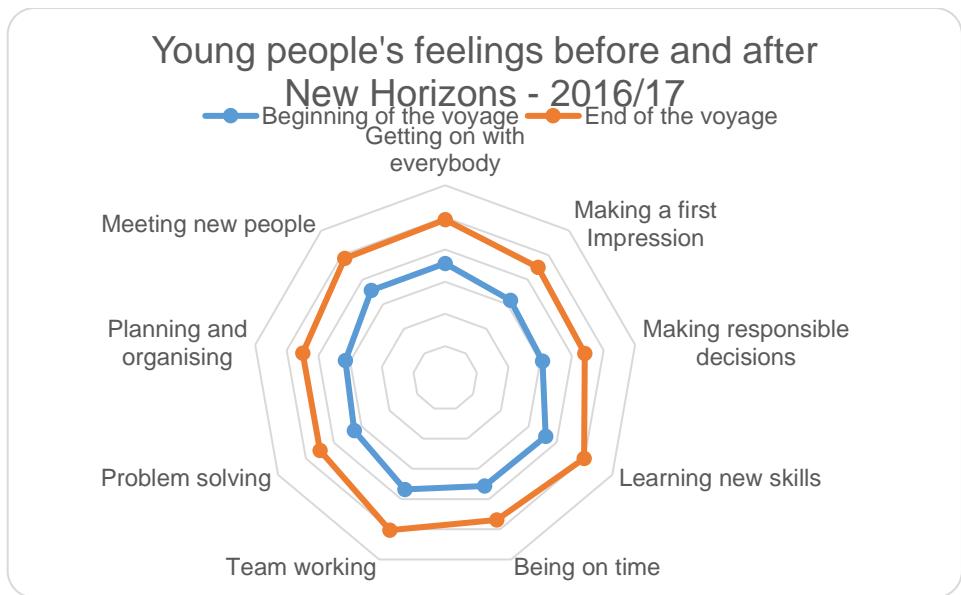
4.27 There is very strong evidence to suggest that the New Horizons programme has resulted in greater confidence and self-esteem for the young people involved (CB Outcome 8).

4.28 Most people we spoke with (97%) felt that the programme had improved their confidence in some way and 66% felt that their confidence had improved a lot.

Two participants felt that there had not been any change to their confidence, as they felt they were already quite confident before the voyage.

- 4.29 OYT Scotland conducted short questionnaires to gauge young peoples' feelings before and after their voyage. Young people were asked to state how positive they felt about each of the statements, on a scale of zero to six, with six being the most positive.
- 4.30 The findings from these questionnaires are presented in the spider diagrams below. The inner circle represents feelings before they started the programme and the outer circle indicates how they felt once they had completed it. The second year's group showed slightly lower confidence in relation to making a first impression and making responsible decisions, before the voyage. Otherwise the data demonstrates that there is consistency within the participant groups across the two years.
- 4.31 The diagrams illustrate that overall young people have increased confidence and positive feeling in all areas. The greatest positive change can be seen in participant's feelings about meeting new people, learning new skills, team work and making a first impression.





### Overall confidence

4.32 During interviews, group leaders noted that young people's confidence increased through the voyages. They noticed marked changes in young people before and after the voyage. Group leaders that were still in contact with participants after the voyage said that the boost in confidence helped spur young people onto trying new activities and moving into positive destinations.

4.33 Many group leaders told us that the voyage showed young people what they were capable of if they applied themselves, and this caused the greatest improvements in confidence and self-esteem.

**"I definitely have seen more confidence in the young people we had on the voyage."**  
Group leader

4.34 In particular, they noted that young people beginning the journey as shy and withdrawn became outgoing and active group members, even taking on leadership responsibilities in some cases.

**"I saw that we went out with a group of disparate young people – the girls sat quietly and the boys sat with their headphones in – and by the end of the voyage they were huge pals. They really loved each other and looked out for each other – they even wrote a song together on the boat."**  
Group leader

### Communication skills

4.35 Young people told us that they noticed the greatest improvement in confidence around meeting new people and working in a group setting. Participants also said that they felt more confident speaking out in a group and speaking in public. Importantly, young people told us that this helped them at school and college, in job interviews and more generally in social situations.

"In school I used to sit at the back and not say anything. That's changed for college though."

Participant, Male 16

"Before I went on the sailing trip I was really shy, but now I feel I can be myself, and I can be whoever I want to be."

Participant, Female 17

"Before when I was out I would be hesitant to talk to people, but now I can talk to people that I don't know."

Participant, Male 17

### Jenna (18)

Jenna was referred to OYT Scotland by her support worker at school, to help her gain confidence. Jenna also felt that she needed to gain some confidence, as she was quite shy and usually kept to herself.

"I needed to get more confidence."

Jenna enjoyed all aspects of the voyage and rated it 'very good.' As well as boosting her confidence, the voyage helped Jenna to gain new skills and make new friends. During the voyage she learned to go beyond her normal limits and take more of an active role in group activities. She is now more comfortable speaking out in a group, which is something she feels she definitely would not have done before.

"It's made me work harder at school and I've pushed myself to do things that I wouldn't do before."

Since completing the voyage, Jenna has developed an interest in youth work. She is currently studying youth work at college and volunteering with a local youth group to gain more experience. She feels that going on the OYT Scotland voyage contributed to these choices and gave her the confidence to apply for college.

"It gave me confidence to go to college."

Her role at the youth club involves speaking with a range of people, from young people through to adults. Jenna feels that her skills and confidence in this area have improved a lot, and she attributes this improvement to the OYT Scotland voyage.

"I've been talking to people at the youth group and I would never have done that before."

"It's definitely made me more confident speaking and interacting with people. And taking charge of things more in group activities - at school and at work."

Participant, Male, 18

I normally keep to myself and sometimes have problems with anxiety. But now I'm a lot more confident in the presence of others."

Participant, Male, 16

"It's made me a bit more confident and a lot more assertive, particularly at work."

Participant, Female, 21

## Motivation

4.36 Participants also showed increased motivation and endurance after the voyage. Young people told us that working hard on the boat and seeing the results showed them their capabilities. Back on shore, the mindset of "I can do it" has persisted as young people participate in outdoor pursuits, education and work.

### Chris (16)

Chris became involved with OYT Scotland through his youth worker. At the time, Chris was attending school but was not enjoying it. Outside of school he was often involved in fights and getting into trouble. He was keen to go on the sailing trip as he knew others that would be attending from the youth group.

Chris enjoyed the voyage and feels that it helped him gain new skills and confidence. For Chris, the trip also provided some valuable time away from his usual routine at home. Since returning, he feels more motivated and focused on school work, and is no longer getting into trouble. He feels that he is doing better in class and some of his teachers have commented on his improvement.

"It helped me to mature a bit. Before I was cutting about and getting into fights. It got me away from all of that and when I got back I just didn't go back to it."

"I'm concentrating more at school because I've learned to focus on a task."

As well as his skills and attitude, Chris feels that the voyage helped improve his confidence a little. He feels much more confident speaking to people, particularly speaking to new people.

"Yeah, it has made me a bit more confident because I can talk to people more."

Chris is still at school full time but is also volunteering and has recently found a part-time job working in a restaurant. He thinks that part of the reason he was able to get this job was because he is now more motivated and willing to try harder.

"I think I'm putting more effort into stuff. That's how I ended up getting my job - I never used to put much effort in my CV but then I started trying a bit more and then I got this job. One of the people that interviewed me had been on an OYT [Scotland] trip before as well."

## Speaking in public

4.37 A few young people mentioned that they have delivered presentations about their voyage experience to people in their community, funders and to ministers

in the Scottish parliament. Group leaders and young people said that this type of public speaking would have been unlikely prior to the voyage.

“They couldn’t have done this before the trip – you couldn’t have even got them in the room before.”

Group leader

### Taking responsibility

4.38 For some participants, being given responsibility and taking ownership of a task had a significant impact on their confidence. Young people were allocated different tasks throughout the week and this allowed them to see that everyone in the team had a valuable role.

“They learned to take on responsibility - it came as a bit of a shock to them that everyone had a job to do, but it was kind of empowering at the same time.”

Group leader

“I liked that the boat was dependent on you pulling your weight.”

Participant, Male, 18

## CashBack Outcome 10

### More participants have achieved accreditation for their learning

4.39 There is very strong evidence that the programme has supported young people to achieve accreditation for their learning. In fact, every young voyage participant would have successfully achieved a range of accreditation as part of their involvement in the voyage. As many of these young people may have already disengaged from school, and had no prospects of achieving qualifications in the short term, this accreditation may be a significant achievement and benefit for them.

4.40 Participation on the programme offered young people the chance to earn up to four certifications as listed in the table below.

| Certification offered through OYT Scotland   |
|--|
| OYT Scotland Voyage completion certificate   |
| SQA Core Skills Unit (Level 3): Communications, Listening, Speaking, Writing and Reading |
| Royal Yachting Association ‘Start Yachting’ certificate                                  |
| Duke of Edinburgh’s Award, Gold residential  |

4.41 To date, all 283 participants gained accreditation in:

- OYT Scotland Voyage completion certificate;
- SQA Core Skills;
- Royal Yachting Association ‘Start Yachting’ certificate.

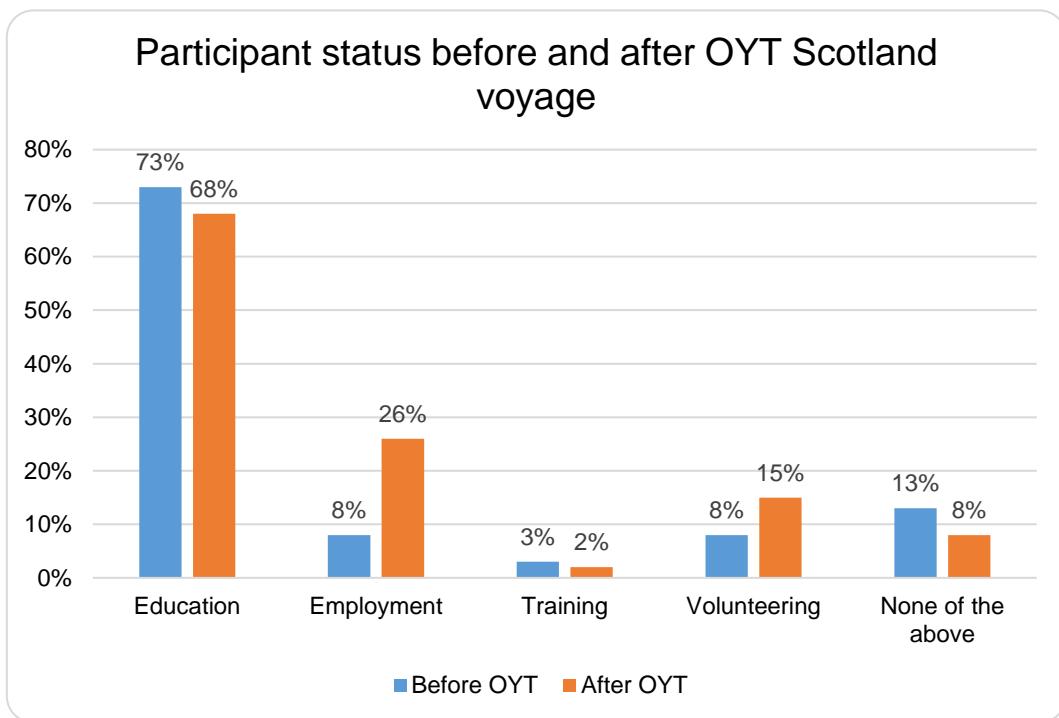
4.42 For participants working towards Duke of Edinburgh’s Awards, the voyage could count towards their Gold level residential. Participants could be issued

with an access certificate as recognition of the voyage, to be used if they commenced an award in the next 12 months. However, no young people have participated in this through OYT Scotland. We did speak with a few participants who were working towards a Duke of Edinburgh's Award, outside their OYT Scotland activity.

### **CashBack Outcome 20**

#### **More participants progress into further learning, training and personal development opportunities**

- 4.43 We spoke with participants 6-12 and 12-18 months after the voyage to find out about their progress and activities. The chart below shows the proportion of young people from our telephone survey that were in various positive destinations.



- 4.44 Only 8% of young people were not in a positive destination when we spoke with them.

- 4.45 The number of young people in education was lower after the voyage, and some young people told us that since the voyage they had completed school education and moved into employment. Over a quarter of the young people we spoke with were in employment after the voyage, three times as many than were in employment before the voyage. The number of young people in volunteering after the voyage was nearly double that before the voyage. And the number of young people not in any positive destination was lower after the voyage than before.

- 4.46 Very few participants spoke to us about training. Most young people were interested in college, university or employment.

4.47 As previously discussed, a relatively high proportion of participants were already technically in a positive destination before their voyage – school. Because of this, it is difficult to demonstrate in a quantitative way the extent to which the programme has prevented young people from going on to negative destinations. However, qualitative data suggests that the skills and confidence developed during their voyage may have enabled them to continue with school, or enter new positive destinations. This evidence is discussed in more detail below. Future evaluation work could helpfully explore the preventative role the programme plays.

### **6-12 months post-voyage**

4.48 In the short term, young people showed some progress around learning, training and personal development. Young people told us that they were keen to do more sailing and were generally more confident and motivated to try a new activity.

### **Education, training and employment**

4.49 Participants and group leaders said that they were more focused at school. Young people were also thinking carefully about their future, having experienced the wider world and gained a better understanding of the options available.

"I'm now working a lot harder at school, knowing that I can reach that end goal."

Participant, Male 17

"My attention span improved, which helped me think about career goals."

Participant, Female 17

4.50 Group leaders, particularly youth workers, told us that many young people had progressed positively – either continuing in education, taking up further education or moving into employment. Some group leaders were able to comment on young people's progression at school and felt that there was an improvement immediately after the voyage. However, not all group leaders were in direct contact with young people after the voyage and some were unable to comment on participant progression.

"In those five days, in that short time, you can see so much change."

Group leader

"At school, kids get stereotyped and then their behaviours get entrenched. On the boat they get a fresh slate, which allows them to demonstrate that they are capable, it definitely has a positive impact...and the effect of the trip is noticeable for the next couple of months."

Group leader

4.51 One young person said that going on the voyage ultimately helped him to get a job, particularly because of his increased confidence and ability to speak about his new skills and qualifications.

"It definitely helped me get the job because I talked about it in my interview and took in all my certificates. They were quite impressed and said that they hadn't seen anything like that before."

Participant, Male 18

### **Improved performance at school**

4.52 Teachers that attended the voyage as group leaders commented on the changes that they saw in pupils. As well as increased confidence they found that pupils were more focused and began to perform better in the education setting.

"One pupil was very shy. In class, you wouldn't hear her speak up. Being on the boat has definitely improved her self-esteem. She's contributing more in class. Being on the boat showed her that she was a valuable member of the team."

Group leader

"I can see a marked difference in class performance."

Group leader

### **12-18 months post-voyage**

4.53 We also spoke with participants twelve to eighteen months after their voyage to find out about the longer term impact of the programme.

4.54 Young people and group leaders felt that the confidence, teamwork and communication skills that they had gained were the most valuable in the long term. They felt that these improved skills had helped them progress in education and employment.

### **Education, training and employment**

4.55 Young people felt that they were better able to work in a group setting, by co-operating with others and by being more confident to speak up or take the lead. This translated into improved performance at school and at work.

"A number of them have changed their view about school and some have now moved to college."

Group leader

**Asif (17)**

Asif first heard about OYT Scotland while he was at school and also involved with a local housing and employability organisation. At the time he was quite shy and didn't go out much, so he was interested in the sailing opportunity as a way to become more social and "get out there."

Asif greatly enjoyed the voyage as it taught him new skills and helped increase his confidence. Since completing the voyage, Asif feels that his work ethic has also improved, which has really helped him with his college work.

*"On the boat you know that you need to work hard to get things done, so it's made me work harder at college and made me feel that I can achieve things."*

As well as completing a college course in Maths, Asif is also employed with the local housing and employability organisation that initially referred him to OYT Scotland. He feels that his improved confidence and interpersonal skills are an important factor in getting and maintaining his job.

Overall, Asif says that he feels more confident, positive and motivated about himself and his future.

*"Before I went, I wasn't doing anything, just sitting around on my own. Now I'm starting to talk to people more and get involved in things."*

*"It was a whole new experience that I would never have done in my life."*

4.56 Group leaders gave us examples of young people that have moved into positive destinations, such as college or employment. Five of the young people we spoke with mentioned that going on the voyage helped them decide on their future work or educational direction and three mentioned that they spoke at length about the OYT Scotland voyage in their job interview.

One young person is now in college full-time. Before the voyage this young person previously had no positive destination in mind. Going to college full-time was quite a big step for this person, since they had poor attendance at school and had not stuck with any programme for a number of years.

One young person is now thinking about going into youth work. The voyage made her think about the benefits of becoming a young worker. She is now doing a PDA qualification in Youth Work and has been volunteering at a local youth club to gain more experience. She has also shown interest in volunteering with OYT Scotland and is hoping to get involved in the next voyage.

**Personal development and leadership**

4.57 For some young people, the voyage was an opportunity for personal development. Young people often described this as an increase in their confidence in certain areas, or learning to co-operate in a team. For more

isolated or vulnerable young people, agreeing to participate in a residential voyage with a group of new people was itself a significant step.

### **Martin (15)**

A group leader shared Martin's story:

Martin had stayed in his room for two years, rarely venturing out or socialising. After a period of engagement with a youth worker, he agreed to come out of his room, and eventually agreed to take part in an OYT Scotland voyage.

**"It was a really big step for him to go and do that by himself."**

He enjoyed the trip so much that he returned to train with OYT Scotland and has volunteered on another voyage.

Since then, Martin has been volunteering in the local community and now has a job and a college placement. His youth worker feels that the OYT Scotland experience, along with pre and post-voyage support from youth work services, contributed to this dramatic change in behaviour, which has had a long lasting impact.

### **Dylan (17)**

Dylan found out about the OYT Scotland voyage when the opportunity was offered to all senior pupils at his school. Dylan was mostly enjoying school and was quite confident, but sometimes had trouble with his behaviour and working with others. He had never been on a boat before and was keen to try something new.

Dylan enjoyed the voyage and thought it was "brilliant." He enjoyed learning and developing new skills. Since the voyage, he has noticed a marked improvement in his teamwork skills. At school, he has noticed that he is more patient and his attitude towards working in a group is more positive

**"It kind of helped me develop my teamwork skills. I don't usually like doing things in a group but on the boat I had to and it was fine."**

**"It's helped me increase my patience and deal with my anger. And I noticed my anger management improved at school as well."**

Dylan has also noticed an improvement in his confidence, particularly around public speaking. In 2016, Dylan was asked to speak at a major event. Although he was very nervous he felt confident enough to speak, and by the end he really enjoyed it.

**"I had to do a presentation for the funders and I don't really like speaking in public...but it was alright in the end."**

The change in Dylan's attitude and behaviour has been noticed by his peers and his teachers, who recently elected him as school captain. After school, Dylan would like to go to University and is choosing between three unconditional offers.

4.58 The voyage also provided a unique opportunity for young people to develop valuable leadership skills. Young people were required to carry out a range of tasks on board, individually and in groups. This helped build independence and gave young people a chance to practice leadership techniques.

"The young people responded very positively to being given responsibility, and some of them then volunteered to do more."

Group leader

4.59 A few of the young people we spoke with had taken up leadership training courses, either through OYT Scotland, at school or through another organisation. The voyage provided a safe but dynamic environment for them to try out new skills and approaches outside their comfort zone.

"I loved the sailing - I would love to own my own boat someday. I'm doing a leadership award that I'd like to tie into sailing."

Participant, Male, 21

### **Neil (22)**

Neil got involved with OYT Scotland through his young carers group. In the past he had taken part in many outdoor activities, but had never been sailing. He was hoping to gain experience and skills in sailing through the trip, and also take a break away from technology.

Just prior to the OYT Scotland voyage, Neil had completed a leadership course. The voyage gave him the chance to practice some of his new skills. Neil felt that OYT Scotland staff were very helpful in giving him more responsibility and more opportunities to take a leadership role.

"It was good for me, and helped me improve my leadership skills."

The trip also provided Neil with some time away from his caring responsibilities and away from the stresses of daily life.

"It helped me to get a break and sort my thoughts out. It gave me a bit of mind space. I liked being without my phone and having no connections, getting off grid a bit."

Since the voyage, Neil has started studying mechanical engineering at University and one day hopes to join the RAF. He feels that the skills, experience and qualifications from the OYT Scotland voyage helped with his university application, and will also be useful when he applies to become an RAF officer.

### **Wider skills**

4.60 More generally, young people commented on the improvement in their routine and organisational skills. For some young people the tight regime and early morning starts on board helped them to be more organised at home and be more independent. Similarly, sharing a small space with others on board helped them to be more conscientious at home – with some young people

telling us that their family has noticed that they are cleaner and tidier around the house.

"Generally, I put in a bit more work and confidence into things. I used to be a bit lazy with work and chores but I'm not like that now."

Participant, Male, 17

### **CashBack Outcome 21**

#### **Increased horizons and improved outlook amongst participants**

- 4.61 There is good evidence to show that participation in the New Horizons programme helped most young people improve their outlook and broaden their horizons (CashBack Outcome 21). Most young people we spoke with (80%) said that voyage made them think more positively about themselves and their future.
- 4.62 Participants told us that they felt more positive about themselves because they were more aware of their potential and what they were capable of. Meeting other people, particularly the sea staff showed young people the range of opportunities that they could potentially access and helped them broaden their view of what the future might hold.

"It's really made me understand that there is more out there. It was definitely character building."

Participant, Male, 17

"It has pushed me to try new things and not to be scared to try new things. And it's shown me that there is a whole world out there and I should explore it."

Participant, Male, 20

- 4.63 Young people also told us that their increased confidence gave them more of a "can do" attitude. They felt less reserved about talking to people and trying new things. Post-sail this was demonstrated by young people trying new activities and applying for jobs or further education when they previously would not have considered applying.

"I feel more confident putting myself in positions that I wouldn't have before - like putting myself forward for volunteering for things at work."

Participant, Female, 21

"I feel more confident and I'm not worried about trying things and just giving it a go."

Participant, Male, 20

- 4.64 A few participants spoke to us about how the experience had helped them learn to manage different challenges in their life, and that this had resulted in them feeling more positive about life in general. For some this was related to issues at home or school such as caring responsibilities, or bullying. Others spoke about personal challenges around anger management or offending behaviour.

"I've stopped looking at the negatives and focused on the positive things."

Participant, Female, 21

"Before I did the sailing trip I was a bit lazy, but since the trip I have been getting up and about and trying to make the best of things."

Participant, Female, 17

### **Hayley (17)**

Hayley was introduced to OYT Scotland through school, when senior pupils were invited to take part in a voyage. She was interested because it was something new. Although she had done other outdoor activities, she hadn't thought about doing something like sailing before.

During the trip Hayley enjoyed the sailing activities and getting to know new people. She made new friends that she would not have met outside the trip, as at school most people do not mingle beyond their usual social circle.

Hayley is still at school and feels that she is more focused and more motivated since the OYT Scotland voyage. She has found herself trying new things that are outside her comfort zone and pushing herself more. Recently she went rock climbing, to help overcome her fear of heights.

"When we were on the boat you had to be really focused on new tasks, and it's made me more focused at school."

"It's made me think a little more positively...knowing that I can do it if I try...pushing myself."

4.65 Group leaders also felt that participants returned from the voyage with more energy, enthusiasm and a "can-do" approach to life. This was echoed by both group leaders and young people.

"It's made me realise that I can do a lot more than I thought I could."

Participant, Male 21

## **Wider impacts**

### **Impact on group leaders**

4.66 Although we did not ask about this specifically, group leaders told us that OYT Scotland voyages had a positive impact on them, as well as the young people. Group leaders coming from both formal education and youth work settings said that they enjoyed the voyages. They felt that the trips gave them an opportunity to engage with young people in a new and different setting and helped to accelerate participants' personal development.

4.67 The voyages also helped strengthen relationships between group leaders and young people as they all worked together towards a shared goal.

### **Impact on group leaders**

As well as being a positive experience for the young people, group leaders noted that the voyages provided a positive experience for themselves. Group leaders said that it was a great opportunity for them to work with young people in a different setting and that it helped them build stronger relationships. Being on the boat in an unfamiliar environment and learning skills together put young people and group leaders on an even keel, with everyone learning together.

*“For me as a worker, I feel that the young people know me a lot better and can approach and talk to me more openly.”*

Some group leaders have returned to OYT Scotland voyages year after, as they found it to be such a useful and rewarding experience – for young people, and for themselves.

*“It definitely has massive value. It’s definitely beneficial to both adults and young people. And the staff are excellent, they know their job inside and out.”*

*“I’ve signed up to do it again because it was a really positive experience for me, as a worker.”*

### **Impact on OYT Scotland**

4.68 OYT Scotland staff and Board members have been extremely positive about the impact of CashBack funding, and associated support, on their organisation.

4.69 Staff and Board members emphasised the positive impact the CashBack support has had on their partnerships and links with other organisations.

“Ocean Youth Trust Scotland has a long and very positive history of delivering high quality youth work. Becoming a CashBack partner has made a considerable impact on OYT Scotland and its strategy. Not only has it given us another platform from which to deliver quality youth work to those young people who are most deserving, but it has been a fantastic way to get our story out to a wider audience. Knowing that we have a further three years funding from 2017 - 2020 has given us an opportunity to build on what we learned over the last phase, and to improve the outcomes for the young people that sail with us through the support of the programme.”

OYT Scotland Chairman

4.70 We heard that CashBack funding had supported OYT Scotland to develop new partnerships – with CashBack programmes, and other organisations. For example, OYT Scotland has made new links with LGBT Youth Scotland.

4.71 There is evidence that CashBack has supported the organisation to bring in new funding. For example, OYT Scotland has secured new funding (starting April 2017) to support a new programme for young carers. This is a direct result of CashBack funded voyages with young carers during Phase 3, when OYT Scotland built a strong relationship with the umbrella organisation, The Carers Trust. This initial work identified the need for new sustained activity with this group, outside CashBack. This led OYT Scotland to develop the “CORAL”

Project (Carers on Residential Adventurous Learning) which is partially funded by a medium Inspiring Lives grant from the Big Lottery, and from Shared Care Scotland. During the next three years, OYT Scotland looks forward to welcoming 270 young carers on board.

- 4.72 A key staff member emphasised the importance of the learning generated through monitoring support from Inspiring Scotland, and the independent evaluation provided by Research Scotland. They felt that this additional support had improved the organisation's evidence about its impact, and helped them learn and improve their approach to monitoring and future evaluation commissioning.
- 4.73 Staff also spoke of specific examples where their relationship with Inspiring Scotland had unanticipated benefits. Pro bono support provided by Inspiring Scotland supported OYT Scotland to develop its fundraising activity, with a staff member providing direct support with the CashBack application and wider work. Inspiring Scotland also identified a potential new Trustee for OYT Scotland, who has since become an active and highly valued Board member.
- 4.74 OYT Scotland has been improving and strengthening its approach to monitoring during Phase 3. The organisation has continued to develop and improve its logbook – which is used by participants to record their experience, and outcomes. For many young participants having a completed log book is a huge achievement of which they are very proud. OYT Scotland staff emphasised that the log book provides a record of the wider skills a young person has developed, and can be a tool for them in the future – for example, in a job interview, to discuss their transferable skills. Importantly, it has also become a strong tool for recording progress in relation to specific CashBack outcomes.
- 4.75 The team has worked to improve understanding of the importance of monitoring and evaluation, and to encourage staff to work closely with young people to complete monitoring tools. This has involved specific training with all staff involved in CashBack voyages.
- 4.76 As a result of their CashBack experience, the organisation has also established a new sub-committee to support leadership on the Phase 4 CashBack funding.

“... we have set up a sub-committee of two Board members and a young person who has taken part in a CashBack voyage. We also look forward to working with other CashBack partners and building strong relationships with them.”

OYT Scotland Chairman

### **Positive role models**

- 4.77 Group leaders noted that OYT Scotland sea staff represented alternative positive role models for young people. Some sea staff shared their own journeys with young people, showing them that they came from similar backgrounds and had started off as participants on a voyage.

- 4.78 One group leader noted that the female sea staff on his voyage had a significant positive impact on the female participants in the group by representing a physically strong and skilled role model in an active leadership position.

"It's good for them to meet different types of people through the programme and see that there are opportunities out there."

Group leader

### **Health and wellbeing**

- 4.79 During interviews, a few participants told us that since the voyage they had made positive changes to their lifestyle. Young people told us that they were more active and trying to maintain a good sleeping pattern. Group leaders also noted that they had noticed young people making healthier dietary choices since the voyage, such as choosing water or juice over soft drinks and energy drinks.

"Some have improved and have a healthier lifestyle. They're drinking fewer energy drinks, sitting down and having a proper breakfast – and we take that for granted for but for some young people they might not be used to sitting down together and having a meal."

Group leader

- 4.80 Some young people told us that although they had not taken part in any formal activities, they were more active since the voyage. The activities they mentioned ranged from walking and hill walking to mountain biking, abseiling, kayaking, dancing, drama, coasteering, climbing and canoeing.

"I wouldn't have searched for other things on the internet if I hadn't been on the sailing trip."

Participant, Female, 17

"It gave me confidence and teamwork skills so I can do these things."

## 5. Programme delivery

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### OYT Scotland staff

- 5.1 OYT Scotland staff were consistently highly praised by the group leaders and young people we spoke with. They were described as fun, friendly and approachable, as well as highly skilled and professional. Many people we spoke with, both young people and group leaders, credited the positive impact of the voyage to the sea staff.

"They do an enormous amount of work...the experience that the young people have is down to the crew."

Group leader

"The sea staff were very accommodating and made sure that everybody was very comfortable. But they also allowed us our own freedom."

Participant, Male, 22

### Pre and post-voyage support

- 5.2 OYT Scotland works with all groups in advance of the voyages to prepare young people for their involvement. This includes providing information in advance, and running sessions with participants. Every group leader is also encouraged to come on a training weekend – so that they can select the right young people, and help prepare them for their voyage. This training could be counted towards their Continuous Professional Development.
- 5.3 OYT Scotland feels this pre-voyage support is very important. Group leaders and young people also agreed it was very valuable. The training sessions were highlighted as a contributing factor to why the trips went smoothly, as it gave the group members a chance to meet and develop trust. Group leaders felt that this was especially important before sharing small quarters out at sea. A few of the young people we spoke with didn't fully understand what was involved in advance, and this may have been because they were unable to participate in the preparatory work – perhaps as they were a late addition.
- 5.4 Some group leaders ran post-voyage sessions or activities to continue the momentum from the trip. They said that participants completed the voyage with great enthusiasm and energy, and it could be challenging to return to the realities of everyday life after such an exhilarating experience. A few group leaders said that they tried to channel this positive energy, but would also appreciate some post-voyage support from OYT Scotland. OYT Scotland staff have worked with a number of groups very successfully to follow-up – such as in Fife and Midlothian. But this has been more difficult in some areas.
- 5.5 A few participants and group leaders asked for more support – both before or after the programme. OYT Scotland is keen to provide as much support as possible to prepare and follow up, as their staff agree this 'wrap-around' provision is important. However, they highlighted there are often resource issues at a local level which can make this challenging. They feel they need to remain focused on delivering their agreed activities, in line with their funding

commitments. Additional pre and post voyage support may be areas for future funding or development discussions, given this is the key area local partners suggested for further development.

### **OYT Scotland as part of a wider programme of support**

- 5.6 OYT Scotland and group leaders noted that the OYT Scotland voyages offer the most potential impact as part of broader package of support – such as youth work, employability programmes and Activity Agreements. Group leaders felt that the voyage had significant benefits for young people, in such a context. The young people we spoke with that had attended the OYT Scotland voyage as part of a wider support programme were more able to talk about positive changes in their life and the progression they had made.
- 5.7 When we spoke with young people and group leaders, some found it difficult to attribute their choices and positive changes to the OYT Scotland voyage specifically. Group leaders also noted that young people have a range of influences on their life and may also be supported in different ways, by different agencies.

### **Inclusion and equality**

- 5.8 Young people spoke positively about the atmosphere on board, often describing the team as “one big family.” As well as creating a safe and positive atmosphere, OYT Scotland sea staff were praised for taking an inclusive approach during recruitment and programme delivery, and meeting young people’s needs wherever necessary. Young people who were carers said that they felt well supported and young women told us that they were treated the same as males, which they had not expected when it came to physical activities. One physically disabled participant told us that as well as being supported, he also felt challenged in a positive way, and encouraged to participate fully in all activities.

"I felt totally part of the team. They didn't let me get away with stuff and they pushed me as much as anyone else."

Participant, Male, 21

"Even though I was the only girl, I felt like one of the boys. I liked getting involved in all of the different activities."

Participant, Female, 17

- 5.9 Group leaders also mentioned that OYT Scotland staff were accommodating towards young people with learning disabilities or those who were very vulnerable and needed additional support.

### **Voyage size**

5.10 As previously discussed, OYT Scotland has already reviewed its target numbers of voyages in Phase 4. We agree this is a sensible approach, which allows for inevitable drop outs and maximises the benefits of having smaller voyage sizes for some groups. On some voyages, having a smaller group of participants worked well – particularly when young people were especially vulnerable or needed additional support. This level of support and flexibility was appreciated by young people and group leaders.

### **Monitoring and evaluation**

- 5.11 OYT Scotland has worked to improve its monitoring and evaluation processes during Phase 3. The log book plays a critical role in both self evaluation for young people, and gathering data for wider evaluation work. OYT Scotland also gathers a wide range of qualitative evidence from a range of stakeholders – including young people, partners, and staff – which it uses to inform the ongoing development of the programme.
- 5.12 OYT Scotland agrees that it can improve the way in which it tracks signposting activity, and the outcomes of this, and work is already underway to improve in this area. It is also working to strengthen the data it gathers on SIMD, in preparation for Phase 4 requirements. It may also be useful to monitor how participants meet the eligibility criteria. Future evaluation work might helpfully explore the preventative role of the programme.

## 6. Conclusions and recommendations

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- 6.1 This report is intended to provide an overview of delivery of CashBack funded activity to date and progression against CashBack outcomes. It also makes recommendations for the future development and evaluation of the programme.

### Programme reach

- 6.2 During its three years of delivery, the programme has reached 283 young people from across Scotland, slightly short of the anticipated target (320 participants). However, we would suggest that the original target was unrealistic, given the challenges of engaging with the target client group, and difficulties with achieving full voyages as planned.

We recommend that OYT Scotland sets a more realistic target for the number of young people on an average voyage, as planned for Phase 4.

- 6.3 Available evidence suggests that 60% of participants were male and 40% were female. We would suggest this is broadly in line with what would be expected, as the programme has actively targeted young people experiencing particular challenges – such as those at risk of offending. The ethnicity profile of young people is broadly reflective of the wider population.
- 6.4 OYT Scotland have confirmed that all young people met the eligibility criteria, although they do not current record which criteria each individual meets. OYT Scotland extended its reach beyond the initially agreed eligible age group, to 50 younger participants (under 16) that were particularly vulnerable or at risk of poor outcomes. Partly as a result of this, a relatively high proportion of participants were already in school, which had implications for recording their progression onto positive destinations.
- 6.5 The programme is reaching people from a wide range of geographical communities across Scotland. It has increased its geographic reach from 14 to 17 local authority areas during the delivery period. It has also engaged young people from rural and island regions.
- 6.6 OYT Scotland has already identified the need to gather accurate postcode data for participants and groups for Phase 4, in order to meet SIMD reporting requirements.

We recommend that OYT Scotland records which criteria each participant meets, to further understand the profile of participants.

We recommend that OYT Scotland records accurate postcode data for participants, as already planned for Phase 4.

### Views on the approach

- 6.7 Participants and stakeholders were generally very positive about the approach, and young people clearly enjoyed their participation. Group leaders provided

very positive feedback regarding OYT Scotland staff and the value of OYT Scotland voyages for young people. Support from OYT Scotland staff before and after voyages was greatly appreciated, and further development of this would be welcomed. There was broad agreement that the programme works best as part of a wider package of support to young people.

- 6.8 Post voyage support was the main area partners suggested might be further developed – although it is worth noting that partners were generally extremely positive about the programme. While we recognise there may be resource challenges, we suggest that OYT Scotland continues to explore opportunities to secure adequate resources to support this, or develop this area of activity in other ways.

We recommend OYT Scotland continues to work with partners to secure adequate resources (where possible) to extend ‘wrap around’ activities, and post voyage support in particular.

### **Outcomes achieved**

- 6.9 The programme has delivered positive outcomes in relation to each of the selected intended outcomes under the CashBack logic model. Evidence was strongest for outcomes relating to new experiences, increasing confidence, gaining accreditation and personal development:

- **CBO3: Increased opportunities for new experiences or activities for participants** - The programme provided new experiences and activities for 283 participants. Participants were extremely positive about their experience and said they would recommend it to others. The voyage supported participants to develop a range of skills. This included practical sailing skills and soft skills around teamwork, communication and leadership.
- **CBO8: Greater confidence and self-esteem among participants** - Almost all participants (97%) involved in this research said their confidence had improved as a result of the voyage. Increased confidence had a significant impact on young people’s lives, at school, home and work. It enabled them to step outside their comfort zone, try new things and realise their potential.
- **CBO20: More participants progress into further learning, training and personal development opportunities** - There is qualitative evidence to show that young people made positive choices by staying at school, moving into college or starting employment. Young people indicated that the voyage supported their personal development by helping them achieve goals, reflect on their experience and take on leadership roles. Many participants commented that they felt more capable and more aware of their abilities. Increased confidence, skills and capacity gained through the voyage played a significant role in personal development. However, of the young people we interviewed, 87% told us they were already in education, employment, training or volunteering prior to the voyage, with 73% stating that they were in education. In essence, while the programme may have prevented young

people from falling into a negative destination, it is difficult to demonstrate progress towards this outcome in a quantitative way.

We suggest that future evaluation activity might usefully explore the preventative impact of the programme.

- **CBO10 More participants have achieved accreditation for their learning -** All 283 participants completing the voyage received an OYT Scotland completion certificate, SQA Core Skills Units, and a Royal Yachting Association certificate. OYT Scotland staff have emphasised the importance of this accreditation for these young people – many of whom would otherwise leave school with no qualifications at all.
- **CBO5 Increased opportunities for continued participation by linking up and signposting to other provision -** OYT Scotland signpost all participants to further opportunities around sailing and volunteering with OYT Scotland, and to a range of wider support, through the log book. Some young people we spoke with were not aware or did not remember the signposting information they received. There is evidence that some young people have progressed onto other participation in OYT Scotland. However, consistent processes were not in place to follow up signposting activity, or track follow up outcomes. During Phase 4, OYT Scotland wants to further strengthen its approach to signposting, monitoring of follow-up activity, and take-up of other provision.

We would recommend that OYT Scotland does, as planned, review its approach to delivery and monitoring or sign-posting activity.

- **CBO21 Increased horizons and improved outlook amongst participants -** Participants indicated that they felt more positive about themselves, their capabilities and their future after the OYT Scotland voyage. Increased confidence, skills and capacity gained on the voyage played a significant role in improving participants' outlook.

## Development during Phase 4

6.10 Overall, our evaluation has found very positive feedback about the model, and OYT Scotland's approach to delivery. A range of evidence demonstrates the significant outcomes being delivered for young people through the New Horizons programme.

6.11 We found very few issues with the delivery of the programme, which may reflect the established nature of the approach. Our recommendations have mainly focused on small changes and future monitoring or evaluation of the programme. OYT Scotland has been actively reviewing and improving its approach to delivery, monitoring and evaluation during Phase 4, based on experience and evaluation learning. We understand that work is already underway to embed the learning and recommendations from this evaluation report.

## **Appendix One**

### **Telephone survey questions**

|                          |  |
|--------------------------|--|
| Name:                    |  |
| Date training completed: |  |

I work for Research Scotland. I am a researcher working with the Ocean Youth Trust to find out what people think about the sail training they provide. They want to be able to understand what works well, and what could be better. We are especially interested in what you think have been the benefits of being involved.

I have a short survey to talk through with you – which should take about 15 minutes. Your answers will help us write a report about the sail training, but everything you say is confidential. Although our report might include quotes and views, it won't name you or make it easy to identify what you said.

Are you happy to be involved?

If you have any questions about the research, please call Nadia Hyder at Research Scotland on 0141 424 5295.

### **About You**

Please tell us your:

1. Age:

2. Gender:

3. Ethnic group: please tick or specify in the table below.

|  |   |  |   |         |                        |
|--|---|--|---|---------|------------------------|
| White                                      | Scottish<br><input type="checkbox"/>            |  | Pakistani,<br><input type="checkbox"/><br>Pakistani Scottish or Pakistani British       | African |                        |
|  | Other British<br><input type="checkbox"/>       |  | Indian,<br><input type="checkbox"/><br>Indian Scottish or Indian British                |         | Other, please specify: |
|  | Irish<br><input type="checkbox"/>               |  | Bangladeshi,<br><input type="checkbox"/><br>Bangladeshi Scottish or Bangladeshi British |         |                        |
|  | Gypsy/<br><input type="checkbox"/><br>Traveller |  | Chinese,<br><input type="checkbox"/><br>Chinese Scottish or Chinese British             |         | Any other ethnicity    |
|  | Polish<br><input type="checkbox"/>              |  | Other, please specify:  |         | Please specify:        |
|  | Other, please specify:                          |  | Caribbean,<br><input type="checkbox"/><br>Caribbean Scottish or Caribbean British       |         |                        |
| Mixed<br>(Any mixed or multiple ethnicity) | Please specify:                                 |  | Black,<br><input type="checkbox"/><br>Black Scottish or Black British                   |         |                        |
|  |   |  | Other, please specify:  |         |                        |

#### How you got involved

4. Can you tell me how you got involved in the sail training in the first place?  
 What was your situation at the time? (Prompt: referred by a service and which one?)

5. Before you went on sail training were you:  
 In education  
 In employment  
 In training  
 Volunteering  
 None of the above
6. Had you done any sail training or other outdoor activities before you attended activities with OYT Scotland?  
 Yes, just the same or similar  
 Yes, but not as structured/organised as this  
 No

#### **About Sail Training with OYT Scotland**

7. How do you rate your experience of sail training with OYT Scotland?

- Very good
- Good
- Not sure
- Not very good
- Not good at all

8. Please explain the reason you chose this answer:

9. Have you benefited in any way from sail training with OYT Scotland? (Prompt: based on initial reason for getting involved - about your life, work or educational situation? Or how you feel about life?)

- Yes, a lot
- Yes, a little
- Not sure
- Not really
- Not at all

10. Please explain the reason you chose this answer:

## **After Sail Training with OYT Scotland**

11. Are you now:
  - In education
  - In employment
  - In training
  - Volunteering
  - None of the above
12. [If young person has moved into a positive destination since sail training ask] what (if any) impact did the sail training have on your educational or work situation?

13. Since you attended the voyage with OYT Scotland have you done any further sail training or other outdoor activities? Please choose all that apply:
  - Yes – other sail training;
  - Yes – other outdoor activities;
  - No

14. If yes, please tell us where, whether this was at a higher or similar level, and why you got involved:

15. Since you attended the voyage with OYT Scotland have you started doing any other activities (not mentioned above) as a result of having been involved in activities with OYT Scotland?

- Yes
- No

16. If yes, please tell us what activities you have started attending, and how being involved with OYT encouraged you to get involved:

17. How did sail training with OYT Scotland affect your confidence?

- Made me a lot more confident
- Made me a little more confident

- Made no difference
- Made me less confident
- Something else

18. Please explain the reason for your answer:

19. How did sail training with OYT Scotland make you think about yourself now compared to beforehand?

- Made me think much more positively
- Made me think a little more positively
- No change
- Made me less positive
- Something else

20. Please explain the reason for your answer:

21. Have you learned any new skills or improved existing skills since you have been sail training with OYT Scotland?

- Yes, a lot
- Yes, a little
- Not sure
- No, not really
- No, not at all

22. If yes, please tell us what skills you have used and where

|                              |  |
|------------------------------|--|
| Skill used...                |  |
| Where skill has been used... |  |

23. Do you think the sail training has had any longer term benefits for you? If so, what are these?

24. Have you any other comments about your experience of the sail training, or the difference this has made to you?

**Thank you for completing this survey.**

## Appendix Two

### Profile of survey participants

We conducted a total of 62 interviews with young people that participated in OYT Scotland voyages. 43 interview were with young people who were 6-12 months post-sail. We conducted a further 19 interviews with young people that were 12-18 months post sail. Of these 19, 10 were young people that we had previously contacted. The age range of participants was 14-22. The following data relates to the total number of interviews (62).

#### Gender

| Gender | Count | Percent |
|--------|-------|---------|
| Male   | 35    | 56%     |
| Female | 27    | 44%     |

#### Ethnicity

| Ethnicity             | Count | Percent |
|-----------------------|-------|---------|
| White - Scottish      | 52    | 84%     |
| White - other British | 9     | 15%     |
| White - Irish         | 1     | 1%      |

#### Referral to OYT Scotland

| Referral to New Horizons   | Count | Percent |
|----------------------------|-------|---------|
| Through school/college     | 28    | 45%     |
| Local authority programme  | 10    | 16%     |
| Young Carers Project       | 9     | 15%     |
| Youth club/Community group | 8     | 13%     |
| Friend/family/guardian     | 3     | 5%      |
| Carer/support worker       | 3     | 5%      |
| Duke of Edinburgh          | 1     | 2%      |

#### Status prior to OYT Scotland voyage

| Employment /education status | Count | Percent |
|------------------------------|-------|---------|
| Education                    | 45    | 73%     |
| Employment                   | 5     | 8%      |
| Training                     | 2     | 3%      |
| Volunteering                 | 5     | 8%      |
| None of the above            | 8     | 13%     |

| Engagement in other activity | Count | Percent |
|------------------------------|-------|---------|
|                              |       |         |

|  |    |     |
|--|----|-----|
| Yes, just the same or similar          | 7  | 11% |
| Yes, but not as structured             | 15 | 25% |
| No prior sailing or outdoor activities | 39 | 64% |

## **Appendix Three**

### **Group descriptions**

OYT Scotland has compiled short ‘pen pictures’, providing a flavour of the profile of each group of participants. The local authority of each group has not been included to protect the identity of participants.

| <b>Description</b>   |
|--|
| This voyage is managed by the CLD team. All the young people involved in the programme have been identified as either at risk of falling out of education and training or already have and the programme is trying to place them into training or back into education. This involves a number of weekly sessions, a voyage with us and then a three-month job placement in their chosen area with the hope that this will result in longer employment. |
| This voyage is managed by the “Positive Achievements” team. All the young people have been referred to the team because they have stopped attending school or are heading in that direction. It is hoped that the intervention of this team and residential activities like this voyage will help the young people to see the importance of academic study.  |
| This voyage is managed by the CLD team. All the young people involved in the programme have been identified as either at risk of falling out of education and training or already have and the programme is trying to place them into training or back into education.   |
| This voyage is a mix of two high schools. The students are all at risk of poor outcomes but come from a mix of backgrounds. Two of the young people do not have English as their first language, two of the students are young carers and several come from single parent families and this has been identified as part of the reason for their poor performance (positive male role models etc).  |
| This voyage is managed by the CLD team. All the young people involved in the programme have been identified as either at risk of falling out of education and training or already have and the programme is trying to place them into training or back into education. This involves a number of weekly sessions, a voyage with us and then a three-month job placement in their chosen area with the hope that this will result in longer employment. |
| On this voyage, all participants are “young adult carers” and care for either a sibling or parent. On top of this the group have been identified as likely to suffer academically or socially from being a carer.  |
| All the young people have been identified by their school as at risk of lower academic results than they can/should achieve. The voyage is aimed at “refocusing” them and helping them to overcome some of their personal challenges.  |
| All students have been identified as likely to leave school with low academic and employment potential.  |
| This voyage is managed by the CLD team. This group of young people are needing assistance with their academic studies. They are also at danger of being second generation unemployed.  |
| This group has been chosen from four different schools across the LA (both Catholic and Non-denominational schools). They are at risk of negative outcomes for a variety of reasons.   |

Participants on this voyage were referred by key workers that identified them as at risk of negative outcomes due to lack of opportunities, disability, academic ability etc. Very few out of season jobs in the region unless you want to work in a fish farm. Therefore, young people have low aspirations and need opened up to other possibilities and their own abilities.

Participants on this voyage were chosen from a group of young people who were in a group for alternative learning. They were not suited to class room learning. Some had already been suspended from school for bad behaviour and disrupting classes.

Young people on this voyage were referred to teachers as in need of assistance with their learning. Some of the young people came from chaotic home lives and the aim was to give them some stability. Others were referred as they were 'getting with the wrong crowd'. Some were at risk of becoming involved in the drug and alcohol problems in the area.

On this voyage, young people were selected from three children's homes across the LA.

The young people on this voyage are working with the LA to get them into employment. They have left school with no qualifications or prospects. Due to the nature of the area they live in, it is hard to get employment.