

PHASE 5 YEAR 2



REPORT

2021-22



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PROJECT STRUCTURE & AIMS

Cashback Gateway to Employment is a bespoke employability project focussing on engaging with young people from a variety of different backgrounds, aged 16-24 who are at risk of offending (re)offending or those living in the most deprived areas in need of advice and guidance to progress into positive destinations. Delivering a wide range of life skills, personal development, employability and physical activity CFCF's aim is to assist those most in need of support in order to have an opportunity to change their lives and progress into positive destinations such as volunteering, training, education or employment. In addition to this, a key focus for young people engaging with CashBack GTE is to encourage them to maintain good structure and routine in their lives, give them the experience of being in a positive and supportive environment, set goals to work towards and achieve, and ultimately make positive steps towards a better future for themselves.

Gateway to Employment comprises three principal strands:

Strand One: Core Delivery at Celtic Park

Delivered at Celtic Park across six 10-week blocks, project delivery will include: Assessment; Motivation; Confidence Building; Health and Wellbeing: Physical Activity; Mental Health Assessments; Disclosure Support; Employability Support; and Review and Progression Planning. Our person centred approach offers choice, chance and opportunities while supporting young people to move forward positively with their lives and reach their fullest potential.

Listed below are some examples of the bespoke topics we cover:

- Self-esteem, confidence and motivation
- Physical Activity
- Personal Development
- Action Planning & Goal Setting
- Healthy Lifestyle Choices
- Taster sessions with external partners to maximise choices, opportunities and learning experiences
- Volunteering opportunities to learn new skills in a work environment
- Employability Skills
- Volunteering, education, training and/or employment taster sessions

PROJECT STRUCTURE & AIMS

Strand Two: Prison Outreach

CFCF's staff team will facilitate information days in in HMYOI Polmont, HMP Addiewell and HMP Barlinnie. The team will deliver an informative and interactive session in the morning followed by an outdoor physical activity/multi-sports session in the afternoon. The aim of these sessions is to showcase to prisoners due for release and who are eligible for our core project the opportunity to engage with Strand 1 on release.

Strand Three: Overarching Mental Health Provision

Our Trauma Counsellor will provide the following as part of our Strand 3 delivery:

- Trauma informed assessment of need for each participant
- Trauma informed risk assessment for each participant
- Care planning of treatment pathway - reviewed every 6 sessions of therapy
- One-to-one Counselling and Therapy - quantity determined by individual needs
- Wellbeing packs for each participant for use throughout the duration of Counselling and Therapy
- Continued engagement with participants attending counselling and therapy beyond the 10 week GTE Cashback project as per aftercare ethos of project
- Onward referral to other specific sources of support - such as, addictions, domestic abuse or housing/ benefit support
- Mandatory mental health learning modules such as Introduction to Mental Health and Self-Care and Mindfulness for all participants
- Additional tailored group work modules directed by participants themselves as per person centred self-determinism
- All mental health modules are interactive to reflect all learning styles – reflective observation (seeing); concrete experiential learning (hearing); abstract conceptualisation (logical thinking); Active experimentation (do-ing)
- Ongoing evaluation to reflect dynamic and fluid changes to module delivery

PROJECT STRUCTURE & AIMS

General

Across all three strands participants will benefit from working alongside various members of the CFCF team who will share a wide range of knowledge, skillset and specialisms to enhance their learning experience while on our project. This will include working with:

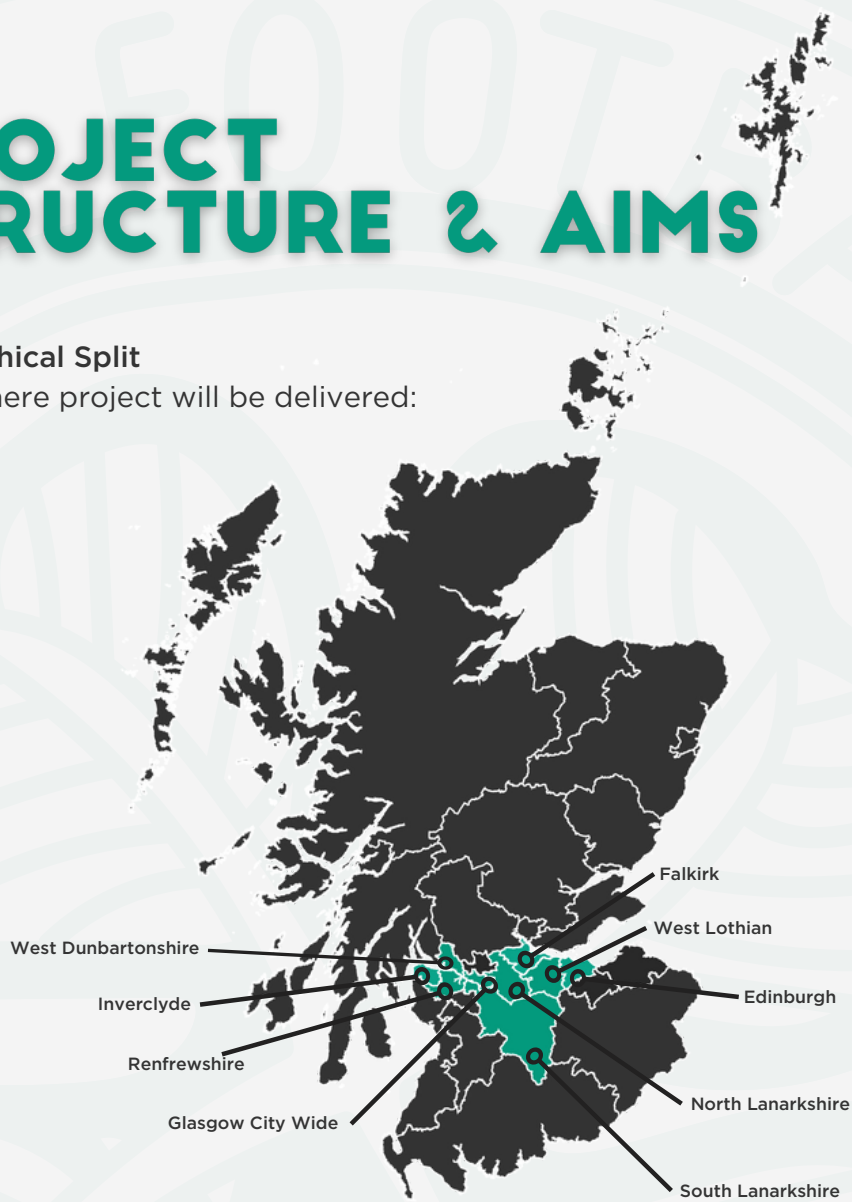
- CFCF Employability Advisor who will deliver sessions/workshops and provide one-to-one advice and guidance, including aftercare support
- CFCF Community Coaches who will deliver physical activity, multi-sports and health and wellbeing sessions/workshops
- Guest speakers – We have a number of guest speakers who will come along and share their own lived experiences, offering hope and inspiration to participants
- External Agencies present opportunities to participants to maximise their chances of progressing into positive destinations
- Liaising with local provision, who deliver educational topical based workshops to our projects to increase learning and experience
- Our Trauma Counsellor delivers a range of group sessions selected by participants from our 'Pic & Mix' options listed later in the report
- Our Trauma Counsellor also provides bespoke one-to-one sessions for the participants



PROJECT STRUCTURE & AIMS

Geographical Split

Areas where project will be delivered:



Local Authority area	Number of participants		LA Spend
Glasgow City Wide	353	£	138,396
Edinburgh	3	£	1,171
West Lothian	36	£	14,048
South Lanarkshire	28	£	10,926
North Lanarkshire	23	£	8,975
Falkirk	11	£	4,292
Renfrewshire	32	£	12,487
West Dunbartonshire	11	£	4,292
Inverclyde	8	£	3,121
Total	505	£	197,708

MEET THE TEAM



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ANNUAL SUMMARY OF STRANDS 1 AND 2

Celtic FC Foundation are delighted to have completed Phase 5, Year 2 of our CashBack Gateway to Employment Project.

Within the Programme, the team deliver specific sessions around Employability, mental health and physical wellness to 16 to 24 year olds with complex patterns of Trauma. Many of our participants have high levels of adverse childhood experiences as well as ongoing factors such as homelessness, offending, mental health difficulties, learning difficulties and physical health issues.

During this phase, we have successfully engaged with 134 participants as part of our strand 1, 10-week core project delivered in Celtic Park, supporting them to make positive changes in their lives.

The team continue to use a person centered approach, delivering a range of topical based workshops that have been designed and developed in consultation with our participants. The workshops included goal setting, personal development, employability, certified awareness sessions, psychoeducational health & well-being sessions and a range of team and individual physical activities/challenges.

In addition, 371 people have also engaged in a range of taster sessions and bespoke information days at HMYIO Polmont, HMP Barlinnie and a number of other secure care setting as part of our strand 2 delivery.

Based in our Learning Centre and using additional venues for physical activity, multi-sports and experiential learning opportunities, the Team foster environments of trust, safety and empowerment, creating choices for our young people in collaboration with their goals or aspirations.

ANNUAL SUMMARY OF STRAND 3

Each young person will take part in a robust assessment process in order that each will have their own unique care plan tailored to their individual circumstances. This care planning is designed to support their trauma experiences such as relational attachment, parental substance misuse or offending, developmental, abuse and maltreatment, war, refugee status, cultural and racial experiences, grief and loss, peer or sibling bullying.

Working with each participant, we seek to help their understanding of Trauma, make sense of their core belief system and identify their internal working model whilst introducing protective factors such as widening their window of tolerance of emotion, build resilience (hobbies and activities that foster secure base), increase positive social networks and support systems, challenge faulty thinking, increase motivation and solution focused thinking.

Our participants express their needs and their Programme is shaped accordingly.

Often our young people tell us what they respond best to:

- Opportunities to think and reflect
- Talking and being listened to
- Gaining strategies and coping tools
- Teams being person focused not problem focused
- Teams not giving up on them
- Teams having a sense of humour
- Being with a Team of genuine people – not just a ‘worker’

Across this phase, 42 psychoeducational workshops were delivered as well as 176 one-to-one counselling sessions conducted as part of strand 3. These contacts focused upon getting in touch with each participants’ inner world and the pain that might be found there, to make warm, safe therapeutic relationship, whilst keeping professional boundaries and fostering self-compassion and hope for their future.

ANNUAL SUMMARY OF RECRUITMENT AND ENGAGEMENT

Celtic FC Foundation - Cashback Gateway to Employment Project has demonstrated success in supporting marginalised young people and those most at risk in our communities to make positive changes in their lives. By attending the project at Celtic Park and by utilising the power of the Club's brand as a unique engagement tool, young people who may not have previously sustained training programmes have engaged via word of mouth and through external referral partners.

The project has become increasingly popular through word of mouth, as well as through us continuing to work with other key organisations and establish new working relationships across the public, private and third sector sectors.

This phase has had a particularly successful recruitment drive, delivering bespoke session in local job centers, supported accommodation settings, education settings and community settings. This provided a strong foundation for us moving forward into our next phase. As the charitable arm of Celtic FC, a club open to all and formed for charitable purposes, we are proud to continue working to tackle inequalities and make a difference.



ANNUAL SUMMARY OF RECRUITMENT AND ENGAGEMENT



REFERRAL ORGANISATIONS

CFCF's referral routes will continue through strong relationships forged with organisations over previous delivery phases as well as other initiatives in our wider portfolio. Across the years our referral sources have increased by consistently networking and ensuring that our project information is circulated and communicated clearly to providers and case managers across a number of local authority areas in Scotland.

These referral routes and organisations include:

- Wheatley Care
- The Wise Group
- Cross Reach
- Towards Better Futures (Glasgow City Council)
- Education Services
- Quarriers
- Mental Health Team - Housing Support
- Action for Children
- New Routes
- Includem
- View Park (Blue Triangle)
- Glasgow East Alcohol Awareness Project
- Self-Referral
- Skills Development Scotland
- Work Rite
- St Mary's Kenmure
- Kibble
- Scottish Violence Reduction Unit
- National Autistic Society
- South Lanarkshire Council
- FARE
- Includem
- Project Scotland
- Glasgow Clyde College
- Access to Industry/S.T.A.R.S.
- Scottish Sports Futures
- Job Centre Plus
- Elevate - Glasgow
- Street Soccer Scotland
- Cycle Change
- Through care support officers (HMYOI)

REFERRAL ORGANISATIONS

- Local GPs
- Local Housing Associations
- Jobs and Business Glasgow
- Social work services
- Scottish Sports Futures
- Passport - Access to Industry
- NHS Scotland
- Scottish Prison Services
- Enable Scotland
- Women's Centre Glasgow

All agencies listed have consistently provided referrals over the current (and previous) phase and all have indicated a willingness to continue relationships. CFCF's referral network expands across the public and third-sectors while encompassing organisations with expertise in criminal justice and mental health. Since 2014, we have established productive links with the aforementioned organisations, and CFCF has a reputation for delivering strong outcomes for those referred to Cashback - GTE. Going forward, we are well-placed to expand this bank of referral partners and subsequently diversify our network.



EXTERNAL ORGANISATIONS AND COLLABORATION

We understand how important it is to work in collaboration with other members of the Cashback portfolio as well as other key agencies. Working with and liaising with external agencies allows us to maximise our participant's choices, chances and opportunities to build a better future for themselves. By working with other partner agencies it also gives our young people increased skillsets, knowledge on a wide range of subject matters and a variety of options and opportunities that will allow them to thrive and reach their true potential.

Through our collaborative approach and with our person led design and development model, we work alongside participants to design our timetables and subject matters across strands 1 and 2. CFCF have been able to further develop our content by developing a number of topical based workshops/sessions. It is fundamental that we source the most appropriate partners for our young people to support them to access the best opportunities suited to their individual needs. Below are some examples of partners we have worked closely with, including co-delivering informative educational workshops/sessions, engaging in our opportunity days and delivered bespoke session for our participants as part of the strand 1 work.

- Police Scotland – Equality & Diversity, Social Media Awareness and Hate Crime sessions
- Gam-Talk – Awareness session on gambling
- Quarriers – Certified awareness sessions on Drug & alcohol and sexual health & relationships
- FARE – Hospitality and sports
- Bluevale Boxing Club – fitness sessions and strength & conditioning sessions
- Youth Scotland – Money advise
- Citizens Advice Bureau – benefit and housing support
- British Heart Foundation – Certified CPR Training
- Princes Trust – Personal Development Awards, opportunities for young people
- Glasgow North East Food Bank – Potential looking at volunteering for Food Bank/Work Experience or supporting local food drives
- Free Wheel North - Cycling Sessions
- SCVO – Community Jobs Scotland and other funding options for our participants
- Colleges, Training Providers and employers keen to engage with the group to present potential opportunities for participants
- Street League
- Scottish Sports Futures
- Cycle Change

CASE STUDY I - TRAUMA INFORMED PRACTICE

Pseudonym: Kacy

Age: 22

Residing Location: Glasgow

Referrer: DWP - Job Centre Plus

Kacy's Goals:

- Improve Mental Health in particular, improvement in low mood, motivation, isolation and confidence
- Find direction in his life re: Employment, training and routine
- Psychoeducation on low mood and behavioural activation
- Time and space to express his emotions
- Build resilience to decrease his level of vulnerability, increase self-acceptance
- Create friendships and social activities

Structure of Project for Kacy:

- 10 week project attending on Thursdays and Fridays.
- Morning sessions for personal development, education and employability
- Afternoon sessions with a variety of multisport opportunities
- Weekly one to one Counselling sessions



CASE STUDY I - TRAUMA INFORMED PRACTICE

Kacy's Story

As the one to one sessions progressed it became apparent that Kacy felt he was not living to his full potential. He felt 'bogged down' with the pressure from his family to achieve the ideal 'male stereotype'. Kacy expressed his distress at being unable to be 'his true self' regarding his sexuality and how maintaining the façade of being hetero sexual had become tiresome. Kacy was extremely uncomfortable in social settings and would become fearful when hearing raised voices, confiding that it was caused by past experiences of verbal abuse.

During one to one counselling, Kacy began to examine his experiences and realized that it prompted him to be down on himself, others and the world. He worked hard to remove this negative filter and began to find the good and positive aspects of himself and his life. He found a greater understanding of his culture and worked on ways to be more true to himself. After a few weeks he began to foster friendships within the group and made social plans with them outside of the Programme. Kacy felt this was the first experience where he could live

authentically, confiding in the group that he was bisexual, he was validated with support and kindness. Kacy felt able to do so as he felt trust, safety, empowerment and choice being part of the group. Working in collaboration with Team members, Kacy,

began to look more positively to the future, taking an active part in all tasks and really pushing himself in the physical activity. In particular, the opportunity to attend Boxing sessions really pushed Kacy to move forward. His physical health had improved but most of all his confidence and self-worth.

Kacy has committed to attending a new course now that the Programme is complete and will continue to attend one to one counselling with the Trauma Counsellor. Kacy has also taken up the drop in sessions that are on offer in social settings. This will allow Kacy to continue to consolidate his progress and develop more functionally outside of the Programme but within the safety of the group and with the support of the Team.

CASE STUDY 2 - EMPLOYABILITY

Name: Sinead

Age: 18

Residing Location: Glasgow

Referrer: DWP Shettleston office, Glasgow

Participant Goals:

- Improve Mental Health/Confidence
- Find direction in her life re:
Employment/training/volunteering
- Build resilience to encourage less setbacks for Sinead,
enabling her to move forward when things do not work out
for her initially
- Create new connections with regards to being socially
interactive with her peers as well as friendships that will
continue post project

Structure of Project for Sinead:

- 10 week project attending on Mondays and Tuesdays.
- Morning sessions for personal development, education and
employability
- Afternoon sessions with a variety of multisport opportunities
- Weekly one to one Counselling sessions
- Weekly one to one employability support



CASE STUDY 2 - EMPLOYABILITY

Sinead's Story

Sinead was referred to Celtic FC Foundation CashBack GTE via DWP. Sinead had left school following very negative experiences throughout her time in education. Sinead had since lost her confidence in her own abilities and also with in the organisations whom she had trusted to support her and guide her on her journey into adulthood.

Sinead soon found herself with no qualifications and lack of any work experience resulting in no clear direction as to what to do next. Unfortunately for Sinead soon to follow was COVID-19 resulting in Sinead feeling even more isolated and with limited opportunities available to her. Sinead advised she had struggled with relationships while in education both with staff and fellow students resulting in her losing drive and passion for what her next step into adulthood could be. Sinead stated she felt overwhelmed with anxiety and worry, feeling she had no clear vision as to what her future may hold.

With no employment or training opportunities in the horizon Sinead had no option but to claim benefits in order to support herself. During an appointment with her work coach at Shettleston JCP Sinead was encouraged to come along to one of our information sessions held at Shettleston DWP office. Initially Sinead was visibly nervous to meet with us and very apprehensive as to what our expectations of her would be as well as what she would be signing up for. Through conversation Sinead was very open and honest about her mental health, limited literacy and numeracy skills and what else she had been really struggling with. Through this encounter it enabled CashBack staff to help support her in the best way possible, allowing Sinead to feel at ease and also open to the idea of coming along to the 10 week course based in the learning centre at Celtic Park.

Throughout her time on the CashBack project Sinead engaged with all aspects of the project including employability workshops, personal development sessions and a range of physical activities. Sinead also worked closely with our Trauma Councillor to help manage day to day feelings and emotions in order to enhance her own resilience and confidence both on the project as well as in everyday life and into the future.

CASE STUDY 2 - EMPLOYABILITY

Sinead's Story

Throughout the 10 weeks Sinead has continuously challenged herself, by taking herself out of her comfort zone and engaging in new opportunities, whilst being in unfamiliar environments allowing her to continuously develop her skills at a pace that is comfortable and feel safe for her.

During our opportunities day Sinead demonstrated an increased confidence where we could visibly see her enthusiasm and desire to continue on her journey. Hoping that her future looked more positive. During this session we invite various organisations in to meet the participants and discuss what opportunities they can offer, this includes exploring suitable jobs, training courses, colleges and volunteering. During the Q&A session Sinead was confident in asking questions, seeking information and found a few great opportunities for herself. Sinead related this was the first time in a long time she felt more confident and positive about her future. Since this session Sinead has secured herself a place on a 6 week course with FARE on their "FARE Play" course allowing Sinead the prospect of gaining qualifications, work experience in a nursery and hopefully securing an apprenticeship.

Sinead advised she has set herself goals and ambitions that she feels are realistic, achievable and in the long term sustainable. Sinead's journey this far has been at a steady pace and one which Sinead has excelled in. Along with the course at FARE Sinead has also been successful in securing a volunteering role at St Paul's Youth Forum, in this role she will have the opportunity to gain hands on practical experience working with varied age groups. Sinead is keen to work within the community offering support to other children and young people ensuring they also have the opportunity to reach their full potential. Sinead has been a pleasure to work with, a valued member of the group and participant that we have no doubt will go onto have a bright future.

TARGETS AND OUTCOMES STRAND I

2021-22

Outcome 1: YP build their capacity and confidence		Actual	Target	Variance
YP report increased confidence	No.	503	367	136
YP report they are able to do new things	No.	503	367	136
YP feel more resilient	No.	503	367	136
Other stakeholders report increasing confidence in YP	%	100%	85%	25%
YP report positive supportive networks	No.	503	367	136
YP report positive changes in their behaviour	No.	503	367	136
Other stakeholders report perceived positive changes in behaviour of young participants	%	100%	85%	25%
Outcome 2: YP develop their physical and personal skills				
YP increased personal skills, achieving accredited learning	No.	96	61	35
YP report an increase in their skills	No.	132	61	71
Other stakeholders report skills increasing in YP	%	100%	85%	25%
Outcome 3: YP health and well-being improves				
YP improve wellbeing against SHANARRI indicators	No.	503	367	136
Other stakeholders report perceived increases in SHANARRI indicators	%	100%	85%	25%
Outcome 4: YP participate in activity which improves their learning, employability and employment options (positive destinations)				
YP will achieve a positive destination	No.	89	61	28
YP will improve school attendance	No.	12		
YP will improve school attainment	No.	12		
Positive destination breakdown, YP progress to:				
Employment	No.	26		
Further education (including remaining/returning to school)	No.	24		
Training	No.	35		
Volunteering	No.	4		
Outcome 5: YP contribute positively to their communities				
YP take on a volunteering role	No.	4		
Number of hours of volunteering by YP	No.	58		
Number of community focussed awards gained by participants	No.	0		
YP feel their contribution, links with communities and social interaction are improving	No.	503	367	136
Other stakeholders perceive improvement in YP contribution, links and social interaction	%	100%	85%	25%
Participants perception of their neighbourhood improves	No.	132	61	71
Participants have heightened sense of belonging to a community	No.	132	61	71
Participants have increased motivation to positively influence what happens in their community	No.	503	367	136
Outcome 6: YP are diverted from criminal behaviour or involvement with the criminal justice system				
Reported anti-social behaviour and/or criminal behaviour may reduce in area concerned	No.	110	61	49
YP report own participation in anti-social and/or criminal behaviour has reduced	No.	110	61	49
YP feel less inclined to participate in anti-social and/or criminal behaviour	No.	118	61	57
YP less likely to participate in risk-taking behaviour	No.	132	61	71
YP less vulnerable to being exploited/manipulated by others	No.	132	61	71
YP participate in behavioural change sessions/activities	No.	132	61	71
YP have a risk assessment and corresponding risk reduction plan	No.	73	61	12

TARGETS AND OUTCOMES STRAND 1

Gender	
Male	480
Female	25
Prefer not to say	0
Total	505

Age	
Under 16	3
16 to 18	56
18	93
19 to 24	231
24	104
Over 24	18
Total	505

SIMD Breakdown	Young People
0 to 20%	416
20 to 30%	76
30 to 40%	13
40 to 50%	
50 to 100%	
Total	505

Disability	
Vision	1
Hearing	2
Mobility	2
Learning, understanding or concentrating	137
Social or behavioral	208
Prefer not to say	46
None	109
Total	505

Success to Date

1134 participants engaged in strand 1, our core project based at Celtic Park, participating in a range of certified topical based sessions and workshops, including, goal setting, personal development, employability, CPR, drug & alcohol awareness, health & well-being and a range of team and individual physical activities/sports/challenges.

We retained 132 participants across this reporting period with 89 people securing positive destinations.

Young people also highlighted changes in:

- Confidence
- Self-esteem
- Fitness levels
- Cutting down in vaping of nicotine
- Cutting down use of alcohol and/or cannabis
- Getting healthier
- Finding ways to manage problems or issues
- Stopping eating junk food
- Being more active
- Making their own meals
- Planning for a better future
- Learning new skills
- Applying for future jobs
- Making more positive changes in my life
- Feeling part of something
- Meeting new people

TARGETS AND OUTCOMES STRAND 1

Many participants moved into positive destinations, which included moving into employment, engaging in volunteering roles, sustaining education or training options with many also progressing into new opportunities that will allow them to continue making positive steps in their lives.

In addition to the above outcomes for strand 1 it is worth noting we engaged with 371 people as part of the bespoke taster sessions and information days we hosted across a range of secure care settings for strand 2. 42 psychoeducational workshops were delivered as well as 176 one-to-one counselling sessions conducted as part of our strand 3 work.

We are also delighted with how Strand 3 delivery is developing and growing, having our Trauma Counsellor in place has already allowed us to start making a real difference to our participants perceptions around mental health and their willingness to get involved in group sessions and 1:1 counselling sessions.



TARGETS AND OUTCOMES - FINANCIAL SUMMARY

Project Activity (no less than 85% on project costs - at least 75% revenue costs and up to 10% capital costs)		Total Claimed	Target	Variance
Project Manager	£	37,889	40,212	2,323
Employability Advisor	£	30,980	33,928	2,948
Trauma Counsellor	£	37,756	40,212	2,456
Part Time Coach (20 hours)	£	14,026	15,681	1,665
Part Time Coach (20 hours)	£	14,268	15,681	1,412
Travel (Staff & Participants)	£	11,000	10000	+1000
Workshops/Training/IT/Tech	£	8,000	8,000	0
Catering	£	6,556	6,556	0
Recruitment	£	0	0	0
Design/Print/Promotional Materials	£	3,000	3,000	0
Venue hire / Experiential Learning opportunities	£	9,000	9,000	0
Events / Outings	£	5,400	5,400	0
Educational/Learning resources and Equipment	£	5,000	5,000	0
Educational/Play/Learning resources(Groupwork)	£	1,500	1,500	0
Person Centred self-care packs	£	1,000	1,000	0
Therapeutic resources (board games/books/toys/sensory equipment)	£	2,000	2,000	0
Furniture/Soft furnishing - Capital expenditure	£	2,000	2,000	0
External Evaluation (per agreed guidelines)		8,333		
		197,707	207,504	9,796

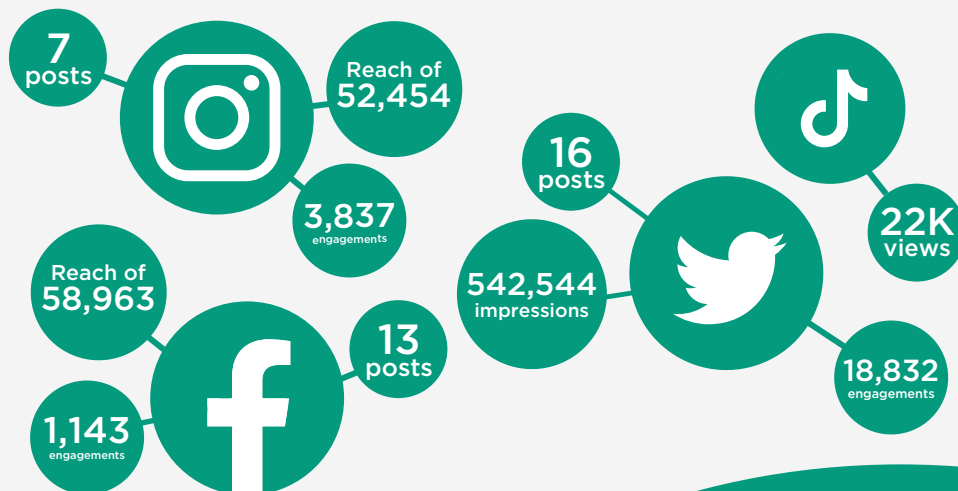
TARGETS AND OUTCOMES - COMMUNICATIONS

Total Social Media reach

We promote the success of the CashBack project through our social media platforms, which have over 130,000 followers.



Social Media Breakdown:



ONGOING LEARNING/EVALUATION

Research Scotland have continued to support our work in Year 2 by:

- Developing an online survey that was issued to participants
- Developing an online survey that was issued to stakeholders
- Anonymised case studies – Our researches held in-depth discussions with 6 young people to explore the impact of the project on their lives
- Discussions with family member and other stakeholders about the difference they had seen in the young people
- Conducting a specialist staff discussion around the impact of the Covid-19 pandemic
- Data analysis

This has allowed us to gather data from the participants and stakeholders, measure the success of our project delivery, make any relevant changes suggested via the feedback we receive and ensure as we move forward we continue to work alongside the participants around the design and development of all future projects. Promoting inclusion and person centered learning.

We evaluate each session we deliver, at end of every project as well as experience of service for each individual who have undertaken a period of 1:1 counselling. Across this particular period we also carried out a Young Persons consultation, please access findings via link [HERE](#) or appendix 1

PLANS AND PRIORITIES FOR 2022/23

- Successfully deliver our remaining 6 10-week projects
- Introduce more certification and accreditation to strand 1 projects
- Build on the success of the H&W weekly drop-in sessions, measure, evaluate and adapt
- Tracking and Aftercare for strands 1, 2 and 3
- Re-launch taster days and information session in new secure care settings
- Development of strand 3 – Wellbeing Retreat
- Support our Trainee Community Coaches in their roles

We are extremely excited to be moving into Year 3 of Phase 5 Gateway to Employment and network with the CashBack family.

Phase 5, Year 3 will see us launch 6 core projects, delivered at Celtic Park in the learning centre, these 10 week projects will allow us to continue engaging with young people and focus on supporting them to raise their aspirations to make a better future for themselves.

Promising more positive outcomes and increased opportunities for those in need across Glasgow and surrounding areas. Each participant will also be able to access 1:1 employability or counselling support beyond the 10-week delivery for up to 4 months after completing the project as well as engage in our weekly H&W drop-in sessions.



PLANS AND PRIORITIES FOR 2022/23

Celtic FC Foundation Cashback -GTE will also re-launch our taster days and information sessions at HMYOI Polmont, HMP Barlinnie, HMP Addiewell as well as other secure care settings.

Our Trauma Counsellor will continue to incorporate topical based workshops and sessions across all project delivery for strand 1, support taster sessions as part of our work in secure care setting for strand 2 as well as grow and develop all aspects for strand 3. We will continue offer 1:1 counselling sessions with our Trauma Counsellor bespoke to the needs of the individual.

Celtic Park will continue to be our main learning base with surrounding venues being utilised for experiential learning opportunities and physical activity or multi-sport sessions.

Following on from the success of our H&W weekly drop in sessions across phase 1 and 2 we are working closely with a number of young people who have been engaging in 1:1 therapy and/or the weekly drop-ins around hosting future H&W activities or events

PLANS AND PRIORITIES FOR 2022/23

Potential introduction of Wellness retreat in year 3 – Strand 3

It has been identified that our participants would benefit from the opportunity to engage in a wellness retreat to intensively work upon their personal development.

The word retreat means “an act of moving back or withdrawing” and this is definitely what our participants will experience. Without the distraction of their everyday life, they will find themselves focusing on elements they might normally ignore or attempt to cram into their hectic schedule, like exercise and eating healthy, nutritious meals.

Many of the participants score highly in Adverse Childhood Experiences and continue to live in poverty which directly impacts their ability to access wellness opportunities or even to identify when they need to take time for themselves.



PLANS AND PRIORITIES FOR 2022/23

A study in 2017 by Cohen et al (Do Wellness Tourists Get Well? An Observational Study of Multiple Dimensions of Health and Well-Being After a Week-Long Retreat - PMC (nih.gov), examined the experiences of those who attended a week-long retreat holistic, residential retreat, participants showed substantial improvements in their psychological and physical health.

The most interesting statistic, however, is that six weeks later these substantial improvements were still being displayed. Researchers concluded, “The results suggest that retreat participants enjoyed benefits over and above the ‘vacation effect’ from being away from routine domestic and work activity”.

In particular, the participants can expect to:

1. Have time to focus and learn new skills
2. Eat well – healthy meals with cooking experience
3. Feel good experiences such as yoga and meditation
4. Digital detox – time away from tech to fully focus on the here and now
5. Time with like-minded people in a safe, positive environment
6. Break unhealthy habits and make positive adjustments to lifestyle
7. Refresh themselves by taking part in outdoor exercise and water sports

We aim to take an initial baseline holistic measurement for each participant to measure factors such as anxiety, stress, low mood, cognitive functioning, eating and exercise patterns and then again immediately after the retreat, then post 6 weeks and post 12 weeks. This will allow for feedback which can be used to inform the future use of wellness retreats as part of Strand 3 GTE.

PLANS AND PRIORITIES FOR 2022/23

Trainee Community coaches

In partnership with Community Jobs Scotland and SCVO we secured 6 trainee community coaches for 25 hours per week for 40 weeks, they supported a range of project across the Foundation including Cashback. 5 of the 6 trainees were previous Cashback participants.

1 young person left his role, another secured a full time job with AK26, one young person secured a volunteer role with the view he will secure a job as a youth worker with FUSE and 3 remained with us. This was a very successful experience for both the young people and the business.

In partnership with South Lanarkshire Council SCVO sourced additional funding that will enable us to extend the period of employment for two of our CJS employee who live in this particular local authority area by another 26 weeks. The successful candidates will work 25 hours per week across another 26 week contract at CFCF, during this time they will get the opportunity to experience working across a range of departments in various roles.

This opportunity also provides a perfect pathway for participants who have completed our project having the opportunity to move into jobs. Another trainee secured a full time job within our finance department through Glasgow Guarantee and will start full time employment in the very near future with us. All three were previous Cashback participants and have been a huge asset to the business, they will continue to support new Cashback participants through their individual journeys offer hope and inspiration to many other young people.

We are extremely proud to be part of the CashBack portfolio, having the ability to give marginalised young people and groups in our community choice, chance and opportunities, inspiring them to thrive and reach their true potential with the support and encouragement from individuals and agencies that meet their bespoke needs.

