

EVALUATION AND LEARNING REPORT

Celtic FC Foundation CashBack Gateway to Employment

2020-2023



Research Scotland
Katy MacMillan
www.researchscotland.org
katy.macmillan@researchscotland.org

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1. Cashback Gateway To Employment

Celtic FC Foundation is the charitable arm of Celtic Football Club, which works to tackle inequalities and create opportunities for society's most vulnerable and marginalised individuals and groups.

The CashBack Gateway to Employment project uses a person-centred approach to engaging with young people who are marginalised and at risk, and supporting them in making positive changes to their lives. The project works with young people aged 16 to 24 providing bespoke employability support to young people who have offended or are at risk of re-offending. There are three strands to the project:

- ➔ **Strand 1** – A ten week programme delivered at Celtic Park, covering motivation, confidence, health and wellbeing, physical activity, mental health, Disclosure support, employability support and review and progression planning.
- ➔ **Strand 2** – A programme of prison outreach at HMYOI Polmont, HMP Addiewell and HMP Barlinnie, providing sessions for prisoners due for release and eligible for the project.
- ➔ **Strand 3** – Intensive mental health provision for project participants, exploring participants needs and areas of focus. The support is also available after completion of the ten week programme.

The project is delivered by a range of Celtic FC Foundation staff including:

- ➔ **Employability Advisor** – delivers sessions and workshops and provides one-to-one advice and guidance, including aftercare support
- ➔ **Community Coaches** – deliver physical activity, multi-sports and health and wellbeing sessions
- ➔ **Trauma Counsellor** – delivers group and one-to-one sessions on a range of topics, including bespoke work with individuals.

The project is delivered through close partnership working with guest speakers and external agencies. A number of guest speakers come and share their own lived experiences, and external agencies deliver themed workshops to enhance learning and maximise changes in young people progressing into positive destinations. Partners include third sector organisations, both within and outwith the CashBack family, colleges and training providers, Scottish Association for Mental Health, Police Scotland and Community Jobs Scotland.

Initially the project was awarded £600,000 over three years. In light of the pandemic, services were paused for a period over year 1 and the grant funding reduced to £455,200. There was no change in target participant numbers.



2. Participants

Total participants

Originally the CashBack Gateway to Employment project aimed to engage 1,296 young people over three years.

Delivery was significantly impacted in year 1, due to the pandemic. Staff were furloughed from April to September 2020. During this time there was no delivery in Celtic FC Foundation's learning centre or prisons. Online, outdoor and school based delivery took place in late 2020 into 2021, and from May 2021 delivery restarted at Celtic Park. Activity in prisons recommenced from September 2021.

Year 1 participants	45
Year 2 participants	832
Year 3 participants	393
Total	1,270

Over Phase 5 a total of 285 people engaged in the 10 week programme offered through Strand 1 of the project. This includes 106 participants in year 3.

Participants also engaged in intensive mental health support. In year 3 there were 35 participants in one to one support, with a total of 365 sessions. There were also 27 group sessions during year 3.

A total of 658 young people engaged in taster and information days at HMP Barlinnie, HMYOI Polmont and a secure care setting. This includes 371 in year 2 and 287 in year 3.

Age

The age profile of participants is available for the 179 young people who have engaged in the 10 week programme. Just over half of participants were aged 16 to 18, and just under half were 19 to 24.

	10 to 15	16 to 18	19 to 24
Year 1		38	7
Year 2		56	78
Year 3	3	37	66
Total	3	131	151
%	1%	46%	53%

Deprivation

Most participants were from the 20% most deprived areas of Scotland.

	20% most deprived areas	20-30% most deprived areas	30-40% most deprived area
Year 1	36	9	-
Year 2	122	5	7
Year 3	92	13	1
Total	250	27	8
%	88%	9%	3%

Sex identity

Most participants identified as male. This fits with the wider pattern of women being less likely to be involved across Scotland's justice system than men. In 2019/20, 17% of people convicted of a crime were women and 5% of prisoners on an average day were women¹.

	Male	Female
Year 1	40	5
Year 2	109	25
Year 3	87	19
Total	236	49
%	83%	17%

Celtic FC Foundation is working to attract more women and girls to the programme. This includes work in women only prison environments planned for autumn 2022, and delivery of multisport sessions to make clear the programme is about more than football.

Wider characteristics

Across the programme:

- There were 186 recorded disabilities for participants. Participants could record more than one disability.
- 6% of participants (18) identified as minority ethnic.
- All participants identified as single.
- 1% of participants recorded a religious belief.
- 1% of participants said that they were gay, lesbian or bisexual.
- None of the participants identified as a different gender from that assigned at birth.
- None of the participants said that they were pregnant or had recently been pregnant.

The programme has been very successful at reaching people in areas of deprivation, who are unemployed, who are at risk of offending and have wider additional support needs or mental health issues. All were at risk of offending or at risk of criminal exploitation.

¹ <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2022/01/women-justice-system/documents/women-justice-system/women-justice-system/govscot%3Adocument/women-justice-system.pdf>

Referrals

The Gateway to Employment project has a wide bank of referral sources, including:

- through care support officers within the justice system
- community safety services
- local authority social work, education and care leavers teams
- secure care organisations
- employability organisations including Skills Development Scotland, Job Centre Plus and Jobs and Business Glasgow
- third sector organisations including Wise Group, Action for Children, Barnardo's, Quarriers, Venture Trust, Princes Trust, Tomorrow's People, Scottish
- Association for Mental Health and local housing associations
- NHS occupational therapists, GPs and community psychiatric nursing team.

The network of referral agencies is constantly developed.

3. Impact on Young People

Introduction

This chapter sets out the impact of the CashBack Gateway to Employment project. It is based on evidence from:

- surveys of young people – with a total of 109 responses.
- surveys of stakeholders – with a total of 15 responses.
- interviews with stakeholders - involving 15 family members and partner organisations.
- Celtic FC Foundation monitoring - outcome figures are reported for the young people engaged in the full 10 week programme (285 young people).
- discussions and case studies - involving discussions with 20 young people.



Confidence and resilience

The numbers

Through the CashBack Gateway to Employment project young people increased their confidence, felt able to do new things, felt more resilient and reported positive supportive networks. This helped young people to feel that their behaviour changed positively as a result. Wider stakeholders also reported increases in confidence and resilience, and positive changes in behaviour.

	Year 1	Year 2	Year 3	Average
Young people demonstrate increased confidence	96%	100%	100%	99%
Young people feel able to do new things	100%	100%	100%	100%
Young people feel more resilient	100%	97%	100%	99%
Young people report positive supportive networks	100%	100%	100%	100%
Young people report positive changes in their behaviour	96%	97%	100%	98%
Stakeholders report perceived increases of confidence and resilience	-	100%	100%	100%
Stakeholders report perceived positive changes in behaviour in young people	-	100%	100%	100%

* Just one stakeholder was received in Year 1

Views and experiences

Young people said that working with others through the programme helped them to leave the house, build their confidence and feel part of a team.

●● Being part of a group helped my confidence."
Young person

- Helped me get out of the house more and have fun."
 - I have learned to build up my confidence and I have learned how to work in teams."
 - I can actually relate to somebody and I can sit and talk to somebody and actually understand their emotions.
- Young people

Most felt that the programme helped them to cope better when things go wrong and overcome problems. Some felt that they had learned to respect and understand that people are different, and become more tolerant.

- Positivity/not let things bother me as much."
 - It's helped me see in other people's eyes, what they're seeing. Everyone has something different going on. So I'm less judgemental about people, and I won't say something that might hurt someone."
 - I learned that not everyone you meet is going to mock you. I have been bullied for most of my life I have been careful on who I class as my friend."
- Young people

Wider stakeholders – partners, referral agencies and supporting organisations - also noted that young people were showing more respect to one another, and accepting each other's differences.

All of the stakeholders felt that participants had increased their confidence – most to a great extent. This included increased confidence to travel, to speak in front of others, to chat to peers and to try new things.

- The young person has improved her skills with people in general, which in turn has improved her confidence."
 - My client now travels on his own, attends the gym and has made friends which seemed unimaginable before Celtic."
 - I found that the program allowed young people to gain the essential confidence skills needed during Covid 19, helping them overcome a difficult period of their senior school years."
- Stakeholders

Stakeholders saw a difference in young people, going from keeping their head down with no eye contact, to opening up, asking questions and actively participating.

- I see the same kids and I can't believe it's the same people."
- His group listening skills have improved and ability to read social cues."
- We work with the participants at different stages during the course and you can see their confidence grow from the early stages toward to the end. The young people are willing to engage with other agencies well."

Stakeholders

Stakeholders felt that young people were able to try new things, particularly in group settings, due to improvements in confidence. Stakeholders highlighted how the behaviour of the young people they worked with had improved, including pushing themselves out of their comfort zone, changing sleeping patterns in order to engage with the programme, coping better with anger and emotions, and moving into a learning frame of mind.

Finally, some stakeholders highlighted that the benefits can't always be quantified or measured.

- It is about the small achievements, getting out of bed, standing up and talking in front of people..."

Stakeholder

EXAMPLE

One stakeholder talked of how the project had supported a young man transitioning from children's services to adult services. He was looking for alternative options to mainstream education. Through taking part in the course the stakeholder saw him become more confident, more relaxed and make more eye contact, and he could see a real sense of achievement in the young man. He was also calmer and more tolerant, and there was less conflict at home.

- It equips him with the knowledge that he is able to do things, with the right support."

CASE STUDY

Background

Sarah* found out about the CashBack Gateway to Employment opportunity through her support worker. She wasn't doing anything before she started with the programme, and wanted support to help her go to college or get a job.

Impact – confidence and aspirations

Sarah was very badly bullied at school and wasn't able to think about her future, as she found it very difficult to think about anything other than the bullying she had been through. Since taking part in the Gateway to Employment course, she feels her attitude has completely changed. She felt able to concentrate, do things she wasn't able to before, and build her confidence and self-esteem.

●● I feel like I can communicate more and my self-esteem is much more higher than you could ever expect."

Impact – health and wellbeing

Since taking part in Gateway to Employment, Sarah has become much more active. She now regularly attends a gym, which she didn't do before. Her diet has also improved and she drinks far fewer energy drinks.

More broadly, Sarah feels she has people to support her mental health and anxiety issues. She has met new people and feels happier in her life. Sarah has also learned new techniques to try to control her emotions.

●● I feel more positive."

Impact – employability

After completing the six week course, Sarah continued to attend drop in sessions to discuss employment options. The team discussed opportunities at the Celtic warehouse, and supported her to apply for the position – completing an application form and attending an interview. She was successful in gaining the post and started a full time job at the Celtic warehouse which she really enjoys. She also hopes to volunteer at the Foundation when she is not working.

CASE STUDY

Background

Christopher* found out about the CashBack Gateway to Employment opportunity through the Job Centre. He had left his job because of a pressured environment and a culture of bullying which was affecting his mental health.

Impact – confidence and aspirations

Christopher really enjoyed the course. He became much more relaxed being around people, more talkative and more sociable. He is more confident and more comfortable in groups of people. He also feels able to speak to his family more.

Impact – health and wellbeing

Since taking part in Gateway to Employment, Christopher has become much more active. He goes to the gym, goes swimming and feels much more energetic. He is more willing to try out new sports and activities.

Christopher feels his mental health has improved a great deal. One to one sessions with the counsellor have helped with this.



I used to cry a lot, think bad thoughts. It stopped when I started coming here.”

Overall Christopher is happier and less angry. He feels brighter about the future and more hopeful.

Physical and personal skills

The numbers

In total, 205 young people achieved accredited learning and skills development. All young people reported feeling that their skills were developing, and stakeholders agreed. The proportion of participants gaining accreditation for learning and skills development increased each year – from 15% in the first year (during the pandemic) to 96% in year three.

	Year 1	Year 2	Year 3	Total/Average
Young people gained accreditation for learning and skills development	7	96	102	205
Young people report their skills are increasing	100%	100%	100%	100%
Stakeholders report young people's skills are increasing	-	100%	100%	100%

* Just one stakeholder was received in Year 1

Views and experiences

Young people reported that they had learned new skills and developed their existing skills. This included:

- Team work
- Communication
- Working online
- Interview skills
- Sporting skills – football, tennis, boxing, yoga, abseiling
- Job search skills
- Time management
- Managing emotions and breathing
- Developing a routine
- Hospitality skills
- Cooking on a budget
- Budgeting
- Taking care of yourself
- Learning about sexual health
- Learning about hate crime
- Independent travel
- Coaching
- First aid and CPR skills (cardiopulmonary resuscitation).

A few young people felt that they had become better at problem solving, planning and making decisions.



It's helped me solve stuff more and plan stuff more, like my journey there and that, I have to do stuff before and after, I can plan my whole day.”

Young person

Some young people talked about how the skills they had learned had helped to develop them as a whole person.

●● They have helped me become better and learn new skills to take the next big step in my life.”

●● Made me a better person.”

A few said they had become better at asking for help, and feeling comfortable about this.

●● They take you from being lost to being found.”
Young people

All stakeholders felt that young people had improved their physical or personal skills to a great extent since working with the Celtic FC Foundation CashBack programme. Participants learned life skills like finance and budgeting, leadership skills, nutrition, fitness, gambling awareness, coaching and football skills.

●● My client before Celtic has had very limited experience with exercise, now he is leaving the house to exercise and it has become a key part of his week .”
Stakeholder

All of the stakeholders felt that young people’s aspirations were increasing.

●● My client now has a sense of purpose, he believes in himself now as he's managed to complete the Celtic programme. He is open to the idea of volunteering and group based activities in the future.”
Stakeholder

Family members mentioned that these new skills were improving the family environment at home. For example, young people were more mature, didn’t have outbursts, managed their emotions, were more patient and bonded more with family members.

●● He has more patience, so I can ask him to keep an eye on the younger ones.”
Parent

CASE STUDY

Background

Sharon* found out about the CashBack Gateway to Employment opportunity through the Job Centre.

Impact – skills and learning

Sharon had not had a good experience at school, and learning in the school environment had always been difficult for her. She left school with no qualifications. Sharon felt much more able to learn at Celtic Foundation, due to being supported in different ways. She discovered that a member of staff at Celtic Foundation learned in similar ways to her, and she felt that he understood and knew how to support her.

- It was good to meet someone who could think like me a bit, cause I think a bit differently to everyone and I see the world differently.”

This meant that Sharon could develop her skills around maths in particular. She also became much more open to trying new things.

- I’m a very different person from where I was last year. You know, this year I now have qualifications that I didn’t have, skills, friends, people to turn to.”

Impact – confidence and wellbeing

Sharon also became more confident and learned how to interact with other people. She had never spoken to anyone about her mental health and when she tried to talk about feeling different from other people, she felt others didn’t listen. The one to one counselling sessions have been invaluable, allowing her to speak at her own pace, in her own way with no pressure or judgement. For the first time in her life, Sharon felt listened to. As a result she spoke with health professionals and now has access to wider support.

- Having the confidence to actually seek help and be able to speak about these things has probably been the biggest change... Now I’m getting the help I should’ve got years ago.”

Sharon now feels more in tune with her physical and mental health and feels more able to recognise when she needs to look after herself. Sharon also spends a lot more time out of the house and seeing friends.

Impact – aspirations

Sharon didn't feel hopeful about the future before joining the programme. She couldn't see a clear path ahead for what she could achieve. Now, she feels she can see the different possible paths available to her. She has started another training programme, and is now much more hopeful about the future. She feels ready to get a job, and knows how to go about it.

- It really is life changing, and it's amazing, it gives you a whole different viewpoint on life."

CASE STUDY

Background

Mick* found out about the CashBack Gateway to Employment opportunity through his support worker at a third sector organisation. He had left school and hoped it would help him to get a job.

Impact – skills and learning

Through Gateway to Employment, Mick had the opportunity to talk to people he wouldn't normally engage with. Before he would have been anxious about this and wouldn't have communicated much, but now he feels able to talk to new and different people. Overall, Mick feels a lot more confident.

- I was talking to people who are completely different from me...before I would have sat in a corner on my phone, but now I feel I could try and chat tae some of them."

Mick has leaned a lot about understanding other people, and has become more tolerant, patient and less judgemental.

- It's helped me see in other people's eyes, what they're seeing. Everyone has something different going on. So I'm less judgemental about people, and I won't say something that might hurt someone."

Impact - employability

Through Gateway to Employment Mick learned important skills for employment. He learned how to plan, travel, solve problems and cope with challenges. He feels like he can solve problems better now because he plans his days out. He also knows that he can ask for help if he has a problem, and who to talk to.

●● "I can plan my whole day."

Mick used to work as a cleaner, which he did not enjoy at all. While on the Gateway to Employment project one of the Celtic FC Foundation staff mentioned an opportunity to apply to work as a coach. He liked the sound of it, as it fitted with his interests of working in sports and with young people. He applied for the job and was very happy to be successful in achieving a one year contract. Through his role, he will also be completing some coaching qualifications.

The Gateway to Employment staff continued to support Mick when he started his coaching role. He was pleased to see them, and knows that if he needs any support he can get in touch. Longer term, Mick would like to work in the sport sector as a coach or personal trainer. He is feeling very positive about his future and the opportunities available to him. Mick feels that without the Gateway to Employment project, he'd still be in his old role at the supermarket and trying to look for a job.

●● "Without GTE, Mick* would probably be unemployed now and still working out what he wanted to do."

Parent

Impact - health and wellbeing

The Gateway to Employment programme has encouraged Mick to think more about his health and wellbeing. He started doing a lot more exercise and became more conscious of what he eats and drinks. He has started thinking about healthy food, reduced his consumption of junk food and started making his own meals. He feels he has become fitter and has built more muscle.

●● "It helped my fitness. I started going to the gym because of GTE. And it's all healthy stuff there, so it helped me to get a better diet."

●● "I used to always eat junk food. I never touched a healthy meal. Now I've started making my own meals and asking my mum to get fruit and stuff for my lunch."

Mick used to vape cannabis and nicotine. He now doesn't vape cannabis and has cut down on his vaping of nicotine.

●● I feel pretty good. It's helped me with my fitness and breathing. It just makes you feel better."

Before the Gateway to Employment programme Mick would play on the PlayStation and go out with friends in his spare time. Mick's family was concerned that he had fallen into a bad friendship group, was vulnerable to exploitation and was at high risk of getting into trouble with the police.

Now he still sees his friends and plays PlayStation, but he also makes time for exercise and training at the gym. He also feels he has a better routine now and a good physical activity schedule.

●● I wanted to go to the gym before and be active...but I was never really motivated to do it. But going there [GTE] made me feel like I could just do it."

Mick's family believe he is more focused, mature and able to control his emotions. At home, he has bonded more with family members and siblings, with more patience and tolerance.

**Name changed to protect identity.*

Wellbeing

The numbers

All of the young people and stakeholders felt that their wellbeing had improved as a result of taking part in the programme.

	Year 1	Year 2	Year 3	Total/Average
Young people report increases in SHANARRI indicators	100%	100%	100%	100%
Stakeholders report perceived increases in SHANARRI indicators	-	100%	100%	100%

* Just one stakeholder was received in Year 1

Views and experiences

All young people felt that the project helped them to feel active, responsible and included. Almost all said the project helped them feel safe, cared for, successful and respected. Some young people said that they felt healthier and fitter.

The project has helped me feel:	Year 1	Year 2	Year 3	Average
Safe	100%	100%	100%	100%
Active	100%	100%	100%	100%
Responsible	100%	100%	100%	100%
Included	100%	100%	98%	99%
Cared for	96%	100%	100%	99%
Successful	100%	97%	100%	99%
Respectful	100%	97%	98%	98%

Young people also talked about the difference that the project had made to their mental health. In particular, the project helped young people to find themselves and enhance their mental health in a supportive environment.

- Absolutely recommendable specially for people that found themselves a little bit lost or does not know what to do next in their lives... it gives you a routine, a commitment, new friends, fun, physical activity which also improves your mental health and all of these benefits.”

Young person

Young people appreciated the dedicated counselling support, and felt that this made a difference to how they felt about themselves, and their mental health. Young people felt able to talk about their emotions, work through anxiety, develop strategies to avoid overthinking. A few mentioned feeling able to talk to people about traumatic events, which was very valuable for them as they had previously felt isolated and alone.

●● It settled my mind. And I felt that having a mental health problem is nothing to be ashamed of.”

●● I felt quite good that I could actually open up to somebody...kinna let it all out.”

●● I've told stuff to (the counsellor) that I wouldnae tell to anybody else in the world.”

Young people

Young people said that they learned techniques to control anxiety and anger, understand emotions and deal with grief and trauma. A few said that they had been supported and encouraged to seek medical help for issues such as depression or anxiety, which they did. Young people emphasised that they felt safe and supported at Celtic Foundation.

●● Celtic Foundation gave me somewhere to go, a wee safe place... See just the feeling of being in the environment and being safe and having a sociable place to go... I loved all that.”

●● I've came to that point where I feel like I'm in a safe enough space just to speak and speak in front of everybody.”

Young people

Young people also highlighted that they were doing much more exercise, became physically fitter and were more conscious of what they eat and drink. A few young people mentioned doing a fitness test at the start of the programme and at the end, and feeling pleased to have improved their fitness quite a bit.

●● It helped my fitness. I started going to the gym because of GTE. And it's all healthy stuff there, so it helped me to get a better diet.”

●● You come in here and it makes you feel fresh and then when you go hame you actually feel a lot better cos you've actually went out and done something.”

Young people

A few had begun to develop active travel routines, walking or using a bike more.

●● Now I ride my bike there 5 days a week. When I started, we got a taxi. Then they said we've to get public transport, so I started getting a train and bus...then I started riding my bike there."

●● I exercise more and I feel better for it."

Young people

Young people also highlighted changes in:

- cutting down vaping of nicotine
- stopping vaping of cannabis
- making their own meals
- stopping eating junk food
- using apps to help them with eating and activities
- developing healthier routines
- reducing alcohol and cannabis use
- developing strategies for managing problems or issues
- healthy body weight.

●● I have joined a football team as I'm more confident in groups."

●● I have been cooking my own food now."

Young people

For a few young people, taking part in the course gave them time away from caring responsibilities at home and a chance to do something for themselves.

●● I feel like the Celtic Foundation has helped me become more socially, physically and mentally active."

Young people

Stakeholders also emphasised the importance of the project in supporting wellbeing through enhancing mental health and engaging with society.

●● This program has helped us get him back into society and interacting with people of his own age, something he really struggled to do after lockdown."

Stakeholder

All stakeholders felt that the programme had helped young people to a great extent with feeling nurtured, respected, safe, included and having a sense of achievement. Most stakeholders said that the programme built a sense of responsibility and increased physical activity and health. Stakeholders talked of young people now having gym membership, being more interested in health and healthy eating, being more active, and having improved mental health.

- Sleep and eating issues apply to 95% of my young clients. Celtic Foundation tackle these issues head on.”

Stakeholder

EXAMPLE: WORKING WITH A LOCAL BOXING CLUB

Participants are supported to take part in a local boxing club, and learn about boxing, discipline, listening and how to defend themselves. The people who run the club grew up around people involved with the justice system, and feel they can relate well to the participants. Over time, participants grow in confidence, energy and stamina.

EXAMPLE: UNDERSTANDING WELLBEING

One parent talked of how her daughter had explored her grief and her wider health and wellbeing through talking to the counsellor on the programme. She felt her daughter had increased her confidence, opened up and mixed more with others as a result of taking part.

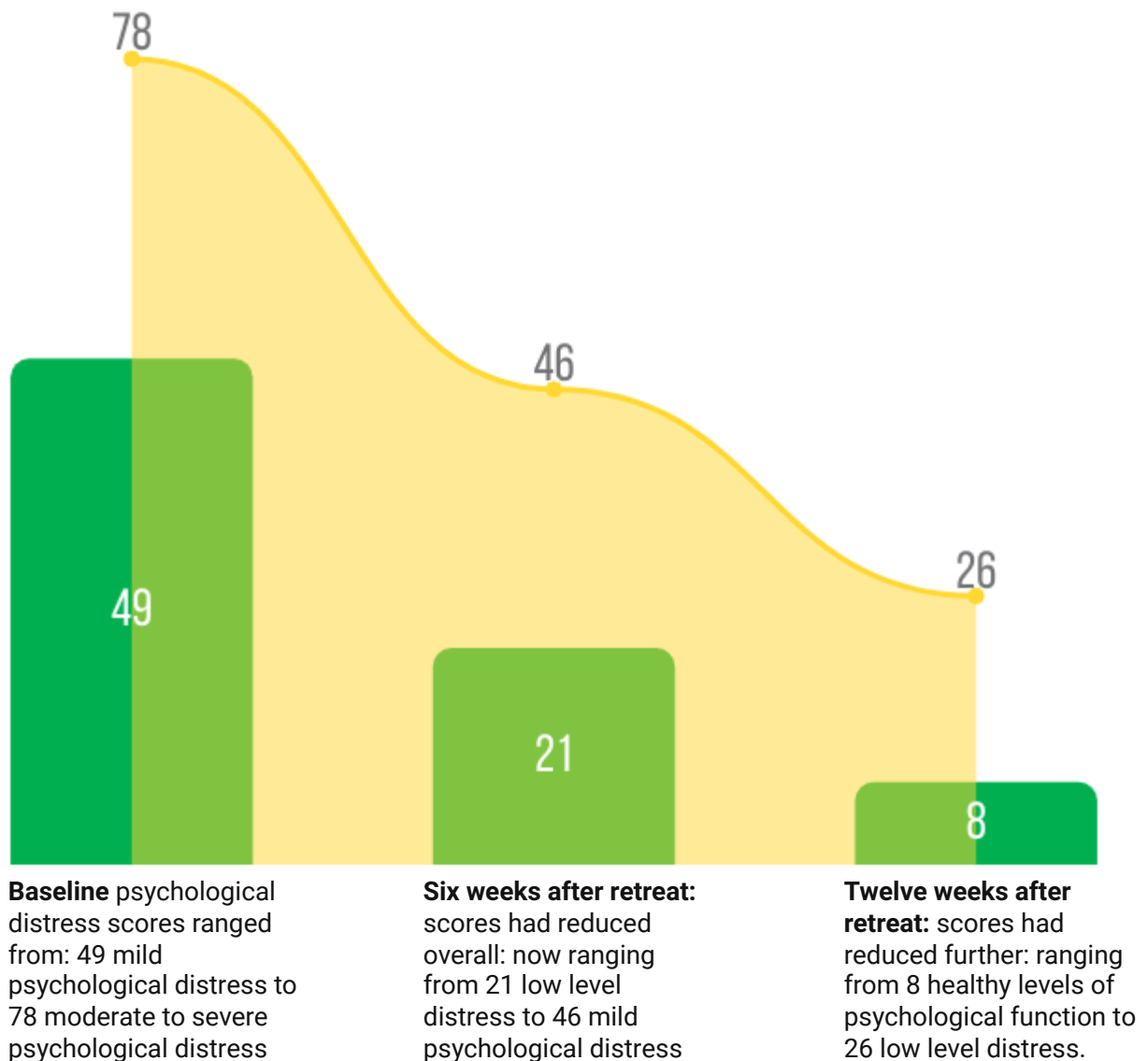
- She has come back to herself again... It's good to see her coming out her shell.”

Parent

EXAMPLE: WELLNESS RETREAT

In 2022, Celtic FC Foundation identified that many participants would benefit from the opportunity to engage in a wellness retreat to work intensively on their personal development. The retreat involved yoga and breath work, experiences such as abseiling and cold water therapy, a digital detox and healthy vegan meals. Participants were also supported to set goals for themselves, and learned new skills to help deal with stress, anxiety, low mood and low motivation.

The Foundation used a self-reported questionnaire (CORE 34) in which each participant responded to 34 questions about how they have been feeling over the past week. It results in scores ranging from healthy, through low, mild, moderate and severe psychological distress.



Participants reported lower levels of stress, as well as coping more effectively with anxiety and feeling their mood had improved generally. Participants had also begun to incorporate exercise into their daily routines, meet with friends and reduce screen time. Participants felt better able to cope with daily stressors, had a care network of support around them and felt they were living a more fulfilling life.

- The stone circle and campfire stood out for me - it was so emotional letting go of the things that held me back.”
- Learning to breathe has been important for me - def. Helps with my anxious times.”
- I'm more giving. What I mean is I am kinder to the people around me and I want to help other people.”
- It was like I had lots of pain, and this [the retreat] was my medicine.”



CASE STUDY

Background

Kai is 20 and was referred to the Gateway to Employment programme by his support worker. Kai needs daily support with decision making and life planning.

Before taking part in Gateway to Employment Kai was spending most of his time at home. His full time college course had stopped due to the pandemic. Although he was able to do some remote learning at home, for almost two years Kai had spent most of his time with adults in his support team.

Kai's support team felt that Gateway to Employment would be a good opportunity for him to be more involved with people of his own age. Kai was very keen to get involved in the Gateway to Employment programme. He felt it would be a good opportunity to establish a new routine, make friends and help him get a job. Kai is also a football and Celtic fan, which was another big draw for him.

Impact – confidence

Kai felt his confidence had improved a little since attending Gateway to Employment. He said that he really enjoyed getting up in the morning, getting ready for the project and driving there with his support worker. He felt his attitude towards his support team was better since attending Gateway to Employment. Lockdown was very difficult for Kai, so he felt much better having something to focus on and having the opportunity to spend time with new people.

●● I liked taking the course and meeting new people, having experience and just having fun.”

Impact – skills and learning

Kai enjoyed the presentations from staff and visitors on different subjects including gambling addiction, drugs, alcohol misuse and sexual health. He took part in a hospitality day, which he enjoyed. And he learned about internet safety and fraud from the police.

Kai said he learned about gambling addiction during the programme. Previously he was quite keen on buying scratch cards, but now he recognises that this is not a good habit.

During his time on the GTE programme he had the opportunity to develop computer skills and learn a little about working in the hospitality sector. He learned more about searching for jobs online and how to dress for an interview. He felt these were all useful skills for the future.

Kai's support team said that he had learned about budgeting, finance and social etiquette during the programme, all of which they felt were valuable life skills. The support team felt that it was useful for Kai to have positive interactions with the police and other people delivering the sessions. They felt that he took on board the messages more so than when they tried to speak to him about certain things. And, now that he has taken on board some of these lessons, the support team will continue to reinforce the things that he learned.

Impact – health and wellbeing

Kai's support team felt that participating in the programme gave him a new focus and enabled him to establish a better daily routine. He loved interacting with people and looked forward to going to the programme two days a week.

Kai and his support workers felt that his health and wellbeing improved as a result of participating in the programme. Due to the repeated lockdowns in the pandemic he had become very isolated and lost touch with his friends. He felt better, had a focus and purpose while he was attending Gateway to Employment. He very much enjoyed spending time with the other young people and listening to their stories.

●● Gateway to Employment was really good, he got back into a routine and had to be at a certain place at a certain time.”

Support staff

Kai enjoyed the physical activities he participated in at GTE. He said that before he started the programme he had to be pushed to get of bed and would spend time playing on his Xbox. Since his time at GTE he has continued to play football for Stirling and Milton All Stars. He trains with the team once a week and plays in several tournaments throughout the year.

Next steps for Kai

Kai is keeping in touch with the team at Gateway to Employment. He would like to go to college to do another life skills course. Longer term, he would really like to work in a care home.

*Name changed to protect identity.

Employability and learning

The numbers

Over Phase Five of CashBack Gateway to Employment, **195** young people achieved a positive destination.

	Year 1	Year 2	Year 3	Total/ Average
Young people achieve a positive destination	32	89	74	195
Young people improve attendance	78%	100%	90%	89%
Young people improve attainment	81%	91%	86%	86%
Young people feel more confident starting employment, training or education	89%	100%	100%	96%

Positive destinations included remaining at school, returning to school, going into further education, going on to training, employment and volunteering.

Young people progress to...	Year 1	Year 2	Year 3	Total
Further education (including remaining at or returning to school)	20	24	11	55
Training	8	35	38	81
Employment	4	26	20	50
Volunteering	-	4	8	9
Total	32	89	74	195

In addition to achieving positive destinations in terms of training, learning or working, young people moved forward positively with their life through engaging with support services to support them with mental health, addiction, housing issues, family environment or criminal behaviour.

Views and experiences

Almost all young people felt that their attendance at school, college or training had improved, and most felt that they were doing better at school or college since taking part in the programme. Many of the young people on the programme did not attend school regularly, but they attended the programme because they found it fun. Some also went on to complete work placements, or undertake volunteering.

Through the programme, young people highlighted that they learned about CV preparation, applications for college and jobs, interview skills and job search skills. Young people also said that they gained skills such as coaching badges, first aid and CPR which they could add to their CV, as well as wider qualifications.

●● "I am more confident at applying for jobs."

●● "Helping build C.V. and applying for jobs."

Young people

Young people talked about the programme being a starting point for thinking about their future.

●● "Being at Celtic was the start of where I am now...They said nothing will stop you if you have the right attitude and mind set. That helped, because sometimes I get into a bad headspace. They help you to believe."

●● "Before Celtic, I'd never ever think about trying to look for a job never mind applying for one or applying for a college course...I realise that I'm not at school anymore...and it's down to me to do the right thing and get out there and work."

●● "Helped me decide ma future."

●● "It has helped me to achieve my goals and take things slow. A lot of life lessons and more career options."

Young people

●● "Without GTE, he would probably be unemployed now and still working out what he wanted to do."

Parent

Many said that they now felt much more positive about the future, and aware of the options available to them.

●● I can see a lot more options...I went down a lot of wrong paths... but now I've got options, I can go do my cookery, or I can go do my community work, my football coaching, there's all different areas for me to go into now."

●● It helped me become a better person and better at planning for the future."

●● It has helped me gain a focus on my future. I want to try change my life."

Young people

Some were successful in going on to further learning, jobs or volunteering, while others continued to work with Celtic Foundation to explore their plans and options.

●● My goal was to get work, which I've got, through the course, so I'm now working at Celtic Park in the warehouse, so I have actually achieved a goal already just through doing the course."

●● Got a new job... These skills will help me to thrive in my new job opportunity and to become a better person overall."

Young people

Stakeholders also indicated that the young people they worked with now had a better outlook on life and were looking to the future, because of the project.

●● My clients have a renewed sense of ...something is possible. Change is possible. Celtic Foundation staff show young people that so much is possible if they believe in themselves."

Stakeholder

An important part of this was young people getting a taste of opportunities available to them, and building an interest in learning and achieving.

- He has a new lease of life and a new appreciation of himself due to the skills he has learned on the programme.”
- All in, I feel the GTE program provides young people with essential information and opportunity to improve and grow as young adults.”

Stakeholders

EXAMPLE

One partner gave the example of a prisoner who had been referred to Celtic FC Foundation. On completion of the ten week programme he went on to set up his own small business. He is now about to employ two more prisoners shortly due for release from prison, and is providing mentoring support to a young offender in the community.

Community contributions

The numbers

Overall, young people participating in CashBack Gateway to Employment found that their perception of their neighbourhood improved, they felt more of a sense of belonging to a community, were more motivated to influence their community and felt their contribution to and links with their community were improving.

Volunteering within community organisations was impacted by the pandemic, with opportunities limited or not available due to the restrictions in place. In years 2 and 3, nine young people went on to volunteer in a community organisation, contributing 138 hours of volunteering in total.

	Year 1	Year 2	Year 3	Total/ Average
Young people's perception of their neighbourhood improves	93%	97%	94%	95%
Young people have a heightened sense of belonging to a community	100%	97%	92%	96%
Young people have increased motivation to positively influence their community	93%	97%	94%	95%
Young people feel their contribution and links with communities are improving	93%	94%	92%	93%
Young people take on a volunteering or leadership role in community organisations	-	4	5	9
Hours of volunteering	-	58	80	138
Young people gain community focused awards	-	-	52	52
Stakeholders perceive contribution and links are improving	-	100%	100%	100%

* Just one stakeholder was received in Year 1

Views and experiences

Most young people felt more involved in their community, like they belonged and felt proud of their community.

●● "Feel a part of something."

●● "It gave me a place where to go, make me felt I was doing something useful with my time, something for me. Also it gave me new skills for life and boosted my confidence and wellbeing in general."

Young people

A few young people highlighted that they now volunteered or coached – at Celtic Foundation, other third sector organisations or local sports clubs. A few said they wanted to volunteer in the future and have the opportunity to give back to the Celtic Foundation. A few said they had more connection with the community through joining local clubs, such as sports clubs.

Stakeholders highlighted that young people had become more interested in volunteering, helping others in the community and contributing to the local area.

●● "Celtic has encouraged young people to consider volunteering as part of their journey to wellbeing and paid work."

Stakeholder

Stakeholders felt that young people were more connected to their community, including the Celtic FC Foundation family, through feeling they have somewhere they belong and people they can rely on.

●● "They feel part of something, they have purpose and leave the project with tangible skills and knowledge allowing them to be able to contribute to their own homes, families friends and society."

Stakeholder

CASE STUDY

Background

Carly was new to Scotland when she got involved with the Celtic Foundation. She wasn't sure about it, as she was very shy and English was not her first language. After speaking to staff she agreed to try one session, which she liked, so she continued to attend the programme. Being new to Scotland she hoped the programme would help her to navigate her way to college, university or part time work.

Impact – community connection

Through the programme, Carly felt her self-confidence improved and she became more positive. She realised that she had personal freedom, and so many things she can do out and about in her community. She has tried lots of new things since being involved in the programme. She used to stay at home a lot, but now she goes out in the local area more – regularly walking outside and going to the gym to do yoga. Being part of the programme helped her to feel more of a connection to the local community. She feels part of a family at Celtic and feels a sense of loyalty to the team. Carly would love to go on to work at Celtic.

Next steps

Carly plans to go to university to study computer science, once her ESOL classes are completed as she must have a formal English qualification to be able to apply for a university place.

Diversion

The numbers

Evaluation evidence shows that almost all young people taking part in the CashBack Gateway to Employment project felt less vulnerable to being exploited or manipulated by others. Almost all participants felt less likely to take part in risk taking behaviour or antisocial and criminal behaviour.

	Year 1	Year 2	Year 3	Total/ Average
Young people's report reduced antisocial and/or criminal behaviour	74%	87%	92%	84%
Young people feel less inclined to participate in antisocial and/or criminal behaviour	78%	88%	98%	88%
Young people are less likely to participate in risk taking behaviour	74%	94%	98%	89%
Young people report they are less vulnerable to being exploited or manipulated by others	96%	100%	100%	99%
Young people take part in behavioural change sessions and activities	45	132	102	279
Young people have a risk assessment and risk reduction plan	45	132	84	261
Stakeholders indicate young people are less inclined to engage in antisocial behaviour	-	100%	100%	100%

* Just one stakeholder was received in Year 1

Views and experiences

Young people felt that the project helped them to understand risk taking behaviour and make better decisions. Some said that they now spent time with more positive role models, and reduced contact with friends that they previously got into trouble with.

●● I learned about keeping myself safe.”

Young person

Some said that they were reassured that there were a lot of people going through the same issues, which helped them feel more supported.

A few felt that they were spending their spare time more positively – for example training, playing football and boxing – rather than getting involved in anti-social behaviour, drinking or taking drugs.

- I've not been involved in anything and I've cut down on my cannabis use. I went from smoking loads a week to one a day, so I think it must have been the Foundation that's helped me way that...I've managed to tell myself I don't need it."

Young person

Young people felt that the projects helped them to build relationships with Police Scotland.

- I would go out and drink a lot with my mates, and then the polis would get called. It would normally end with everyone bolting. Now I'm more chilled with the polis, I can talk to them. I don't really mind then, they're just doing their job."

Young person

- It gave me a different insight about what the polis actually do. When I was younger I thought they were just out to arrest people, but they're no, they're putting their lives on the line to save yours."

Young person

One young person felt that the programme helped him to develop the skills he needed to prepare for taking the stand at court, provide a good account of himself and receive a positive outcome from the trial.

Stakeholders felt that young people were less inclined to engage in anti social or risk taking behaviour, to a great extent, as a result of taking part in the CashBack programme. Stakeholders talked of the football match between participants and Police Scotland staff, feeling it was a good example of breaking down barriers between young people and the police, building relationships and ending stigmas.

Stakeholders also felt the programme helped young people to better understand risks, and the opportunity to engage in something positive in their community, allowing them to reduce risk taking behaviours.

●● I think my client has a better understanding of the social risks and issues which arise in their community and due to undertaking this programme now has the skills to avoid getting caught up in this."

●● I feel the course provides great alternatives for people involved in antisocial behaviour."

Stakeholders

Stakeholders felt that young people learn how to manage their behaviour better and understand risk taking behaviour. A few also mentioned that by engaging in positive activity, it provided a sense of purpose and positive role models, which then reduced risk taking behaviour.

●● I refer young people from prison, who often reoffended. A huge part of what Celtic do are to help promote positive citizenship, which has resulted in some never returning to custody."

●● Through Celtic many become aware of their communities, and the difference they can make by partaking in positive choices. I've seen young people stop engaging in high risk behaviours which not only benefit themselves, but their communities."

Stakeholders

EXAMPLE: BUILDING A RELATIONSHIP WITH POLICE SCOTLAND

Police Scotland run five sessions with the young people, ten hours over the ten week programme. The sessions involve hate crime awareness, appropriate conduct, internet safety and being a responsible citizen. Young people get the opportunity to visit a police station and offices to break down stereotypes. They also encourage young people to give back to their communities by facilitating litter picks in local areas. At the end of the programme, participants play a game of football against Police Scotland.

EXAMPLE: WORKING WITH PRISONS

A partner in the justice system talked about working closely with Celtic FC Foundation through referring prisoners who are due for liberation, to get involved in the outreach support sessions in the prison and then get involved in the training programme at Celtic Park once they are released. The young people in prison get to meet the team while they are still in prison – from September 2021, when the prison opened to outside visitors after the pandemic restrictions.

Celtic FC Foundation hold drop in sessions to showcase what they can offer prisoners on release, through the ten week course. This helps young people in prison to feel able to trust them and buy in to the offer. The partner observes the young people become relaxed and comfortable around the Foundation staff and become more confident speaking with them. This is valuable as many of the young people in prison don't trust people from authority or that they don't know.

The partner highlighted the impact of early chats between young people in prison and Foundation staff. Some became confident to go to the gym in prison. Some came back to the prison Hub to get involved in other activities, reflecting the positive experiences they have had. Some also now recognise that staff in authority in prison can be trusted and are there to help them.

The partner now receives requests from prisoners to get involved in the outreach sessions in the prison, and there is lot of interest in the course once people are released.

- The 10-week course is tremendous, it provides routine and structure for the guys once they are released. Having the Foundation coming in has been a godsend for us. They quickly establish good relationships with prisoners that helps to get them involved.”
- This is totally unique for us. It helps the guys get into work once they are back in the community.”

Stakeholder

CASE STUDY

Background

Paul found out about Celtic Foundation through a support worker. He wanted to join the programme to stay out of trouble, as he had a lot of involvement in the justice system. He wanted to stay busy, stay out of trouble and eventually go to college and support his family.

Impact – diversion and wellbeing

Taking part in the programme helped Paul to establish a routine, socialise with new people and focus on his future.

Through the programme, Paul learned about mental health, the effects of trauma and wider health and wellbeing skills. He is working with the trauma counsellor to work through his anger issues and how to control this. He feels more able to speak to people without having to take drugs, which was a very big step for him.

Paul says the changes in him are baby steps, because he still has a lot on his plate and lots to work on. He continues to work with the counsellor and is hopeful he can become more confident and make better decisions in the future. He says while he finds it difficult to recognise the changes in himself – and he is very much “work in progress” - his friends have started to say they see a change in him.

Paul feels clearer about what he wants to achieve. He has identified a few options that he would like to study at college, and continues to work on achieving his goals. Paul feels that if he wasn't on the course, he would have been in prison more, in a cycle of offending.

4. Learning during 2020 to 2023

Learning about delivery

Young people indicated that they hugely enjoyed the CashBack Gateway to Employment programme. Young people said that the sessions were fun while being well structured and informative. Many talked about having a laugh with the staff and their peers. Young people loved the social aspect of the sessions, enjoying that they were not alone.

●● I liked taking the course and meeting new people, having experience and just having fun.”

●● They were all superb and good at keeping people engaged.”

Young people

Young people felt that everyone was treated fairly, and that staff were very supportive, welcoming and encouraging.

●● It seemed like they wanted the best for everyone there.”

●● The people at Celtic always had my back.”

●● Enjoyed it, feeling in a safe and welcoming environment.”

Young people

Young people also said that they could ask staff for help with anything, and they would try to support them.

●● They really do move mountains and they really did everything for us, like genuinely everything.”

●● Just the positivity in the full place is amazing, it really does have an effect on you.”

Young people

Other stakeholders, including parents, referral agencies and delivery partners felt that the staff team was caring, encouraging, engaged well with the young people and made the programme a success.

- I think they're encouraging, the way they speak to him. Rather than telling him what to do, they're encouraging and uplifting."

Parent

- They're very good at making sure the young people don't feel intimidated."

Stakeholder

- They just work really well with the young people and recognise the need to value them and be in their corner."

Stakeholder

Young people, parents and wider stakeholders felt that the supportive environment was critical to the success of the programme. Young people said that they felt part of something, included and a sense of belonging.

- It's a caring, loving, compassionate environment. The staff are very approachable. And you can see that in the young people."

- ...they were great with the kids. They showed an interest, they were really positive, gave them some good chats, good advice, an arm round the shoulder when they needed it."

- The environment created by the CashBack team at Celtic Park is wonderful."

Stakeholders

Young people liked that the approach was person centred and flexible, tailored to their own needs. They liked that they could get support when needed. Stakeholders also said that the programme was flexible and adapted to individual needs, and that there was an ethos of reflecting, learning, adapting and improving the programme.

- The staff are very willing to adapt."

Stakeholder

- They understand the different needs of young people.”

Stakeholder

- Young people develop and design the timetables. It is truly person centred, people led.”

Staff

- They make the young people feel like they’re part of that team.”

- The feedback from the participants I've spoken to has been phenomenal. They felt seen, understood, heard and cared for in a safe place which some have not been lucky enough to have in their lives. This experience will change the trajectory for many of them I am sure as this is something that will stay with them forever.”

Stakeholders

Young people and partners felt that the course was about right in terms of the level of commitment. It provided young people with stability and routine, helping them to get into the mindset of leaving the house and establishing a routine, particularly after the disruption of lockdown and restrictions.

Learning about wellbeing support

Young people indicated that the wellbeing and mental health component of the project was important to them. Young people appreciated the support available, and that it was available when needed.

Young people liked that there was a separate space, when needed to be away from noise or activities. Young people also liked the approach taken by the counsellor, and appreciated that they were not forced to speak about themselves or their issues, but talk about things that help them feel less anxious – family, pets, plans and other more general things. Young people also valued that they could contact the counsellor directly, including on the phone, and keep in touch if they needed to.

●● You don't want to talk about what's going on inside your head. It gets a bit dark. So we talked about other things, things that I can focus my life on."

●● She really, really made me feel I could talk about things, no judgement, I could talk about anything. She always had you in mind. They got to understand you, they let you speak."

Young people

Staff felt that the offer of a trauma counsellor was an important way of attracting young people to participate in the project. Celtic FC Foundation is very aware that young people's mental health has suffered during the pandemic, and the counselling is a core part of the offer to young people through the programme. The counsellor has developed a 'pick and mix' range of topics for young people to select from. The most popular three options are focused on for group work, and one-to-one support is provided to pick up other issues.

●● It is not just one thing. It is employability, health, mental health. We are taking care of the whole person."

Staff

Staff welcomed that they were able to expand the counselling offer using underspend from year 1, allowing them to offer additional counselling time.

●● We are creating good conditions for a person to feel really safe."

Staff

EXAMPLE: WIDER SUPPORT WITH WELLBEING

Celtic FC Foundation noticed a knock on effect of the cost of living on personal hygiene for some participants. Staff responded by setting up a new personal care workshop and developing a care pack with toiletries. Staff also set up a new partnership with Glasgow Dental Care to come in and do a workshop involving brushing, flossing and demonstrating how to check teeth are clean.

Learning about aftercare

The CashBack Gateway to Employment programme has been developed over time, and now includes a clear offer to participants in relation to aftercare. These opportunities extend beyond the ten week course.

Firstly, each participant receives follow up support and tracking, through monthly contact. The level of support each participant requires is logged, and intensive support is provided dependent on needs. Generally, participants are moving on from this one-to-one support between two and five months after finishing the ten week programme.

In year 2, Gateway to Employment piloted weekly drop-in sessions for participants who had completed the ten week programme, for six weeks. These drop-ins enabled provision of employability guidance, mental health support or an informal catch up. These sessions worked well, and Celtic FC Foundation worked with participants to design new weekly sessions to visit local attractions and increase social and community connections.

- They say you can always come back and have a chat. They're always sort of there for you. They give people chances and they've never leave people out to dry. They're very understanding."
- That's what I was quite glad about, the continued support afterwards. When I got into the habit of coming here, the thought of having to leave it scared me a lot."
- The coaches and the trainees they're all a family for us all...they definitely became more than coaches for us, they definitely became like a big extended family for us."

Young people

Stakeholders indicated that this support was unique and valuable, for the young people they worked with.

- They have that onwards support. They remain committed to him even though he's not completed the course which is impressive. I don't know any other agency that would do that."

Stakeholder

Learning about working in partnership

During the pandemic, Celtic FC Foundation has worked hard to maintain connections and relationships with prisons, who refer young people due for liberation into the Gateway to Employment programme. Relationships were affected during the pandemic, due to not being able to access prisons, and it can be hard to link with prisoners of the right age and stage, just as they are due for liberation.

Staff have begun to diversify their range of referral partners further to include secure care settings, youth work organisations and addiction focused organisations and others – to build a bank of referral organisations with strong connections and relationships. Open days for stakeholders have helped to build the referral network for the programme, as well as wider social media activity.

Celtic FC Foundation has also worked with other CashBack partners, including Access to Industry and National Autistic Society, to refer participants. Joint work with CashBack partner, the Princes Trust has helped programme participants to access support through Development Awards.

The Gateway to employment programme is delivered in partnership with a wide range of organisations. Having a network of partners provides a bank of expertise. It means that staff can work with the young people, explore their interests, and see what they provide. It also helps to create opportunities for young people to move on to something else, as they get to know other partners through the programme, and it builds confidence for young people to connect and move on to other things.

●● It really helps develop the opportunities for young people.”

Staff

Partners indicated that they enjoyed working in partnership, and found the environment to be friendly, welcoming and caring. Young people enjoyed the range of partners, providing interest and enthusiasm.

●● Celtic continue to be an exceptional partner, offering real life changing opportunities to those who engage in their service.”

●● They’re really good at communication and partnership working.”

Stakeholder

Young people enjoyed the range of partners, providing interest and enthusiasm.

●● Different people came in to talk to us, and it kept the interest going.”

●● I wanted to get a job. And I’m not gonna lie, I wanted to play the polis in a football match.”

Young people

Young people also receive certificates for partner input sessions, which helps to top up their self-worth and start them on their learning journey.

EXAMPLE: WORKING IN PARTNERSHIP

SFA deliver a one day Introduction to Coaching course, which young people receive a certificate for completing. Participants are supported in advance and on the day by staff from Celtic Foundation, which helps to ensure that young people receive the practical and emotional support they need. An important part of this involves support to complete e-learning beforehand. This results in higher engagement in e-learning in advance of the course, and more young people receiving their completion certificates.

Learning about creating a supportive atmosphere

Many young people and stakeholders mentioned that the positive, supportive and welcoming atmosphere created at Celtic FC Foundation was key to its success. Staff highlighted a range of ways that they build this atmosphere:

- **The space** – Activity takes place in a large open plan area, with a TV playing music, table tennis, consoles, bean bags and games. Tea, coffee and snacks are available, and lunch is provided. This helps participants to feel safe within the space, and able to talk and build confidence.
- **The pace** – Activities are relaxed and not rushed. Over the first few weeks, there is a strong focus on games, getting to know one another and building relationships.

- **Boundaries** – Staff work to create a relaxed atmosphere, with a sense of respect and young people championing and supporting one another. However, there are clear boundaries too, with young people and staff working together to create group rules at the start of each cohort.
- **The team** – Staff love what they do, and are caring and invested in supporting the young people. The team is also a good mix of male and female staff of different ages and experiences, providing a range of positive role models.
- **Listening** – The programme is shaped by young participants, and based on what they need. Participants ‘pick n mix’ what topics they want to focus on, and provide regular feedback.
- **Removing barriers** – Staff wear casual clothes, sit together with the young people while working and eating, get to know participants and emphasise that they are all on this journey together.
- **Learning** - The approach is constantly refined based on what the cohort of young people wants and needs. Staff are able to be quick on their feet and adapt based on what is working or not working for each group and individual.

EXAMPLE: LISTENING TO PARTICIPANTS

Recently one person said he'd like to know more about mood and food. The counsellor learned about this and gave one to one support on the topic. She has also now booked onto a training session so that in the future participants can learn more about this topic.

EXAMPLE: ACCESS TO COUNSELLING

The counsellor is integral to the staff team, and spends time with the participants listening to music, eating and taking part in group activities. This helps to build confidence of young people to take up the offer of counselling. Participants can get involved in counselling during the 10 week course period, or afterwards – depending on when they feel ready.

EXAMPLE: LEARNING IN DIFFERENT WAYS

Instead of doing a CV workshop on computers, young people are supported to imagine a scenario where they have £1 million and they have to create their own business. They think about the business and who they want to have working for them, and what their characteristics would be. They then think about how their own characteristics fit with this, and explore CV development from there. For a job search activity, one approach is to take young people outside and they have to try to find as many different jobs as they can out in the community. This helps people to learn in different ways.



Appendix 1:

Progress against targets

PHASE FIVE	TARGET	YEAR 1	YEAR 2	YEAR 3	TOTAL/ AVERAGE	MEASUREMENT
Overall number or participants	1,296	45	832	393	1,270	Celtic FC Foundation records
Participant in 10 week course	-	45	134	106	285	
Outcome 1: Confidence and resilience						
Young people demonstrate increased confidence	85%	96%	100%	100%	99%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Young people feel able to do new things	85%	100%	100%	100%	100%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Young people feel more resilient	85%	100%	97%	100%	99%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Young people report positive support networks	85%	100%	100%	100%	100%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Young people report positive changes in their behaviour	85%	96%	97%	100%	98%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Stakeholders report perceived increases in confidence and resilience	85%	-	100%	100%	100%	Survey (Yr1:1/Yr2:6/ Yr3:9)
Stakeholders report perceived positive changes in behaviour in young participants	85%	-	100%	100%	100%	Survey (Yr1:1/Yr2:6/ Yr3:9)

PHASE FIVE	TARGET	YEAR 1	YEAR 2	YEAR 3	TOTAL/ AVERAGE	MEASUREMENT
Outcome 2: Physical and personal skills						
Young people gain accreditation for learning and skills development	85%	7 people = 15%	96 people = 727% of 134	102 people 96% of 106	250 people 72% of 285	Celtic FC Foundation records
Young people report their skills are increasing	85%	100%	100%	100%	100%	Survey (Yr1:1/Yr2:6/ Yr3:9)
Stakeholders report skills increasing	85%	-	100%	100%	100%	Survey (Yr1:1/Yr2:6/ Yr3:9)
Outcome 3: Health and wellbeing						
Young people report increases in wellbeing against SHANARRI indicators	85%	100%	100%	100%	100%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Stakeholders report perceived increases in SHANARRI	85%	-	100%	100%	100%	Survey (Yr1:1/Yr2:6/ Yr3:9)
Outcome 4: Learning, employability and options						
Young people achieve a positive destination	85%	32 people = 71%	89 people = 66% of 134	74 people = 70% of 106	195people = 68% of 185	Celtic FC Foundation records
Young people improve attendance	85%	78%	100%	90%	89%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Young people improve attainment	85%	81%	91%	86%	86%	Survey (Yr1:27/Yr2:33/ Yr3:49)

PHASE FIVE	TARGET	YEAR 1	YEAR 2	YEAR 3	TOTAL/ AVERAGE	MEASUREMENT
Outcome 5: Community contribution						
Young people volunteering or leadership in community organisations	3%	-	4 people 3% of 134	5 people 5% of 106	9 people 3% of 285	Celtic FC Foundation records
Hours of volunteering contributed by participants	366	-	58	80	138	Celtic FC Foundation records
Young people gain community focused awards	15%	-	-	52 people 49% of 106	52 people 28% of 185	Celtic FC Foundation records
Young people's perception of their neighbourhood improves	15%	93%	97%	94%	95%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Young people's have a heightened sense of belonging to a community	85%	100%	97%	92%	96%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Young people's have increased motivation to influence their community	85%	93%	97%	94%	95%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Young people feel their contribution and links with communities are improving	85%	93%	94%	92%	93%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Stakeholders perceive contribution and links are improving	85%	-	100%	100%	100%	Survey (Yr1:1/Yr2:6/ Yr3:9)

PHASE FIVE	TARGET	YEAR 1	YEAR 2	YEAR 3	TARGET/ AVERAGE	MEASUREMENT
Long term outcome: Diversion from involvement in the justice system						
Young people report reduced anti-social and/or criminal behaviour	85%	74%	87%	92%	84%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Young people report feeling less inclined to participate in anti-social and/or criminal behaviour	85%	78%	88%	98%	88%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Young people are less likely to participate in risk taking behaviour	85%	74%	94%	98%	89%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Young people report they are less vulnerable to being exploited or manipulated by others	85%	96%	100%	100%	99%	Survey (Yr1:27/Yr2:33/ Yr3:49)
Young people take part in behavioural change sessions and activities	85%	45	132	102	279 people 98% of 285	Celtic FC Foundation records
Young people have a risk assessment and risk reduction plan	85%	45	132	84	261 people 92% of 288	Celtic FC Foundation records

Appendix 2:

Method

This evaluation involved:

Desktop review

A review of relevant background information, quarterly reports and annual reports to inform the production of this report.

Survey of young people

An online survey was issued to participants, and 109 responses were received. This includes 27 in year 1, 33 in year 2 and 49 in year 3.

Survey and interviews with stakeholders

An online survey was issued to stakeholders, and 15 responses were received. We also held interviews with 15 stakeholders including family members or partner organisations working jointly with Celtic FC Foundation, including organisations within the justice system and third sector organisations.

Anonymised case studies

We held in-depth discussions with 20 young people to explore the impact of the project on their lives.

