



## **Ocean Youth Trust Scotland – CashBack for Communities**

### **On Course with CashBack**

### **Year 1 – 2017/18**

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## An Introduction by CEO, Nick Fleming

For 2017; the first year our Phase 4 “On-Course with CashBack” programme, we have built on our highly successful Phase 3 programme to deliver even better outcomes for disadvantaged young people across Scotland. A total of 108 young people completed our “On-Course with CashBack” Programme in 2017. 12 groups from Local Authorities from all corners of Scotland from the Western Isles to Fife and Shetland to the Borders sailed on our CashBack voyages.



“On-Course with CashBack” is having a very positive and lasting impact. Young people are completing this programme with new skills and qualifications and a new found confidence and aspirations for the future. We have continued to build strong partnerships with Local Authority CLD Youth Work departments and other organisations and agencies. On Course with CashBack has enabled OYT Scotland to build capacity in a number of areas, including increased opportunities for young people at risk, up-skilled staff and volunteers, increased profile and credibility with funders and improved marketing and reporting abilities.

We are very proud to be part of the Scottish Government’s CashBack for Communities family, helping to make a real difference to young people throughout Scotland.

## Background

Ocean Youth Trust Scotland (OYT Scotland) is a leading youth work development charity that delivers an annual programme of residential sail training voyages to let young people discover their true potential through the experience of adventure under sail. We believe that all young people, regardless of circumstance or ability should have the opportunity to realise their true potential in order for them to live healthy, fulfilling lives -- making a positive contribution to their community and to society in general. We exist to inspire young people through the challenging residential voyages aboard our fleet of sail training vessels. Each voyage provides a uniquely powerful and extremely effective environment for the personal development of young people from a diverse range of backgrounds. We have been doing this through our award winning programme of residential voyages since 1999 and previously as the Ocean Youth Club since 1961.

For the ‘On Course with CashBack’ programme, OYT Scotland aims to draw on the expertise gained from 56 years of delivering its unique brand of youth work at sea—adventure under sail and to build on the success of its previous partnership with CashBack for Communities, involving 108 young people from across 11 Local Authorities.

## Project Summary

OYT Scotland has built strong partnerships with Local Authority CLD Youth Work departments and other relevant organisations and agencies. On Course with CashBack has enabled OYT Scotland to build capacity in the following areas;

- Increased opportunities for young people at risk, to sail with the Trust
- Up-skilled staff and volunteers
- Up-skilled Local Authority referral staff
- Increased profile and credibility with funders
- Improved marketing and reporting abilities

## Organisational Update

In Year 1, there were two staffing changes in the fundraising team at OYT Scotland. In June 2017, Pam Shaw, the fundraising officer responsible for reporting during Phase Three and the application for Phase Four, left the organisation and Fundraising Officer, Amanda Carlisle has been tasked with management of the CashBack programme at OYT Scotland, including reporting. In October 2017, OYT Scotland hired a new Fundraising and Communications Officer. Part of her remit, is to assist the organisation in promoting the CashBack programme and events surrounding this programme. She has been meeting the boats at the end of a CashBack voyage to speak with the young people and take pictures to post on our social media accounts in order to promote this work, writing press release for CashBack voyages, and maintaining OYT Scotland's social media accounts.

In February 2018, OYT Scotland held its annual Volunteer Training Seminar at the 2018 at the Inverclyde National Sports Training Centre in Largs. The volunteer training seminar is the largest training event of the year for OYT Scotland. At this year's two day seminar, OYT Scotland led courses in sailing and youth work. In preparation for the 'On Course with CashBack' voyages, we held training sessions to familiarise our volunteers with the CashBack logbook developed especially for these voyages and SQA qualifications as well as what we would be asking of them as far as follow up after the voyages. For this seminar, added to the programme a course on conducting pre-voyage preps, as a way for OYT Scotland volunteer sea staff can connect and engage with CashBack voyage participants.

OYT Scotland has received match funding for this quarter's CashBack for Communities voyages from The Dulverton Trust, RBS Skills and Opportunities Fund, the Barcapel Foundation, and The Whirlwind Charitable Trust. This was our first partnership with the Dulverton Trust, who provided match funding for our voyage with Scottish Sports Futures.

## Voyage Reports

From April to September 2017, OYT Scotland ran 12 voyages as part of On Course with CashBack, welcoming 108 young people from 11 Local Authorities.

### April 2017 – Scottish Borders

Our first voyage, in April 2017, welcomed aboard eight young people from Scottish Borders. The group set sail on 17 April and spent five days exploring the waters of the Upper Clyde, departing and returning into James Watt Dock in Greenock. The young people, who come from the Connect Berwickshire Youth Project (BYP) threw themselves into the experience and worked hard to achieve the goals they set themselves. One young crew member commented that he had learned about team work and being responsible for others whilst on board, and another said that learning to cook for a big group was “a great experience” and that she now feels confident to make meals at home for her own family. “The best bit for me”, said another crew member “was getting to know the others well. I also learned new skills, including bosun’s duties. I’d love to come back and train to be a volunteer.” The weather was mixed for the first-time sailors as they took on all the challenges of sailing the 72ft yacht, Alba Explorer. They learned to navigate and steer the boat, hoist and drop the sails, tie knots and cook for the whole crew. They sailed nearly 150 nautical miles, calling in at Holy Loch, Tarbert, and Campbeltown.



### May 2017 – Midlothian (1<sup>st</sup> voyage)

Nine young people from Midlothian took part in a five day OYT Scotland voyage joining the boat on 1 May. The group explored the waters of the Upper Clyde, departing and returning into James Watt Dock in Greenock. The weather was kind to the first-time sailors as they took on all the challenges of sailing the 70ft yacht, Alba Venturer. They learned to navigate and steer the boat, hoist and drop the sails, tie knots and cook for the whole crew. They managed to travel an impressive 137 miles, calling at Rhu marina, Lamlash Bay and Tarbert. All the young people threw themselves into the experience and worked hard to achieve the goals they set themselves. One young person said, “The boat is amazing and it was great fun meeting new people- Awesome!”

### May 2017 – Fife

A group of eight young people from across Fife, were “happy and proud” of their five day long voyage around the River Clyde with Ocean Youth Trust Scotland which began on 8 May. They sailed from Greenock to Lamlash Bay in Arran and back again, learning how to crew the yacht, Alba Explorer and having fun at the same time. Many of the group had never met each other before the CashBack funded trip but were great friends by the end. One young person said that “making new friends was the best part!” The young people threw themselves into the experience and worked hard to achieve the goals they set themselves. One crew member said “It’s an amazing time and you get a lot of laughter” whilst another stated “It was a great experience!” Some of the young people commented that the best parts were the games with the crew but that they also learned cooking skills, working in a team and taking initiative which will help them in the future. The



The weather was kind for the first-time sailors as they took on all the challenges of sailing the 72ft yacht. They learned to navigate and steer the boat, hoist and drop the sails, tie knots and cook for the whole crew whilst sailing 107 nautical miles.

### May 2017 – Enable

“So good that you want to go back!” was the exclamation as ENABLE Scotland finished their five day voyage on the beautiful West coast in May 2017. Eight excited young people set sail on the 8<sup>th</sup> May, visiting Rhu, Largs and Tarbert before returning the James Watt Dock in Greenock exhausted yet beaming! The young people threw themselves into the experience and worked hard to achieve the goals they set themselves. During the five day voyage, they learned to navigate and steer the boat, hoist and drop the sails, tie knots and cook for the whole crew whilst sailing almost 106 nautical miles. One crew member said that steering the 72ft yacht was a highlight for many of the young people and commented that one of the best parts of the voyage was “our small team working together”. The crew were proud to say that they learnt to “overcome their fears” and “that you don’t need a phone to talk to people.”

### June 2017 – Scottish Sports Futures

In June 2017, nine young people from Scottish Sports Future spending five days sailing around the Firth of Clyde. The young people learnt to navigate and steer the 70ft sail training yacht, Alba Venturer, hoist and drop sails, tie knots and cook for the whole crew. Leaving Greenock’s James Watt docks on Monday morning, 5 June, the crew sailed a total of 135 nautical miles, visiting Holy Loch, East Loch Tarbert and Lochranza (Arran). New skills were developed throughout the week long voyage which they can now take back and use in their daily lives. One crew member explained, “My experience with OYT Scotland was amazing. I

learned a lot about sailing as well as everyday personal and social skills. The experience was a once in a lifetime opportunity and I am unbelievably lucky to have been a part of it.” The weather was very good for the first-time sailors with sunshine, clear views and fair winds. On day three of the voyage, the crew were graced by a visit from a 10 foot Minke whale right beside the boat! Seeing the wild sea creature that close “was one of the most breath taking moments of my life” said one of the young people on board, showing that OYT Scotland voyages help young people to understand more about the natural world and encourage conservation.



#### June 2017 – Highland Highlife (1<sup>st</sup> voyage)

In June 2017, a group of ten young people, along with their two group leaders, spent their five day voyage working together to sail the yacht as well as cook for each other and live in very close quarters. Continuing the Scottish weather tradition, the young crew encountered all four seasons while on board – sailing through wind, rain but also enjoying clear skies and sunshine. Clocking up a total of 83 nautical miles, the crew visited Ardtornish Bay, Loch Drambuie, Tobermory, and the beautiful Calgary Bay on Mull before returning to Oban to complete their voyage. One Highland person summed up the whole adventure – declaring “It was the best week of my life.” Another young person said “I learned how to work as a team and to stay strong and confident.” During the week, the group made a trip onshore at Loch Drambuie. A mighty shot put competition took place upon the beach much to the enjoyment of everyone involved. Another highlight for certain crew members was the short trip to Tobermory, where hot showers were available. The voyage definitely made the young people appreciate their home comforts, however they did unanimously agree that “We want to do it all again!” Group leader Cara Cameron commented “For me, I am amazed at the transformation in the young people. They arrived very quiet and looking anxious but left with heads high and great big smiles and just full of confidence. A parent spoke with me afterwards and commented they thought I had returned the wrong person home as he was

normally very quiet and never spoke about things but they could not get him to be quiet the whole weekend after the voyage. ”

### July 2017 – Highland Highlife (2<sup>nd</sup> voyage)

OYT Scotland welcomed another group from Highland Highlife on 17 July 2017. Nine young people and their two group leaders set sail for the first time from Kyle of Lochalsh, stopping at Loch Kenra, Tobermory and Oban, clocking up a total of 90 nautical miles whilst having many adventures under sail on the way. Sunshine at the beginning of the week resulted in shorts and T-shirts for all the crew and even a spot of sun bathing on the deck. It wasn't all sitting back and relaxing though. The young people had to hoist sails, coil ropes, steer the ship, fill in log books, cook for the whole crew, clean and tidy the yacht (affectionately known as "Happy Hour"), and learn about knots and navigation. The wind did pick up throughout the week causing lots of excitement as the yacht tilted far over. One young person said "The boat literally went on its side! It was cool but scary." Whilst another said "We went through some really rough waves and it was awesome!" The excitement wasn't only restricted to time at sea. When the boat was docked up in the evenings, there were games involving chocolate pudding, a dingy race around the yacht, and even a birthday party with cake baked in the boat's own galley. "The experience opened them up" said group leader, Anthony Hinchliffe. "The most striking thing to me was how the young people changed over the five days, from wary and hesitant teenagers to being part of a team and getting things done."





### September 2017 – North Lanarkshire

Pupils from St Aidan's and Clyde Valley High Schools in Wishaw joined a five day sailing voyage from Greenock on the 4 September. The group called in at Holy Loch, East Loch Tarbert, and Rothesay before returning to Greenock, covering 87 nautical miles on their voyage aboard the 72 foot yacht, Alba Explorer. 'Watching my group of young people rise to every challenge during the voyage, I was awestruck by what the experience brought out of them,' said Simon Knight, a group leader. "We talk about moving youngsters out of their 'comfort zone' through adventure. Our Ocean Youth Trust voyage expanded what my kids expected of themselves and each other. What they can now do is simply light years ahead of where they were before setting sail." In a busy week aboard, these young people learned to navigate and steer the boat, hoist and drop the sails, tie knots, and cook for the whole crew.

### September 2017 – South Lanarkshire

Ocean Youth Trust Scotland welcomed ten young people from South Lanarkshire as they took part in September 2017. The young people learnt to navigate, hoist and drop sails, tie knots, and cook for the whole crew aboard the 70ft sail training yacht, Alba Venturer. Setting sail from Greenock on Monday, 4<sup>th</sup> September, the crew sailed a total of 100 nautical miles, visiting Holy Loch, Tarbert, Loch Fyne, and Largs. One crew member said "It was an experience that helped me to make new friends and do something different" whilst another stated "The week helped me to build my confidence."



### September 2017 – Barra and Shetland

On the 11 September, eight young people from Barra and Shetland took part in a five day sailing voyage with Ocean Youth Trust Scotland. Sailing the 72ft yacht, Alba Explorer, this voyage took them from Greenock through the Firth of Clyde, stopping in Holy Loch, Tarbert and Lamlash on the Isle of Arran. It gave them the chance to see a stunning region of Scotland many had not witnessed before. The trip was only possible due to the OYT's "On Course with CashBack" project and the commitment of staff, parents and pupils involved. It was greatly appreciated by everyone who took part and the young people said the voyage was "*magic, best time ever*", "*absolutely brilliant*", "*the confined living space took some getting used to!*" and "*no peer pressure, only fun!*"

OYT Scotland enables young people from all over Scotland with the opportunity to sail, building skills such as teamwork, confidence, and resilience. This project is transforming 288 young people's lives over three years thanks to an award from the "CashBack for Communities" scheme - the Scottish Government's proceeds of crime fund. Cabinet Secretary for Justice Michael Matheson said: "*Through CashBack we are supporting many of Scotland's most disadvantaged young people to reach their full potential in life, helping them to learn new skills, boost their confidence and develop as responsible citizens.*"

### September 2017 – North Ayrshire

Last month, a group of 10 young people from North Ayrshire set sail on an exciting 5 day voyage around the west coast of Scotland. Setting sail on the 25<sup>th</sup> September, the group threw themselves into the experience which one young person described as "a great adventure I'd love to do again." On board the 72ft yacht Alba Explorer, the young people had the chance to steer the boat, navigate, and cook for the crew of 18, all whilst gaining valuable skills and qualifications. The group sailed from Greenock, stopping off at Holy Loch before making their way down the Firth of Clyde to Lamlash on the Isle of Arran. From there, they travelled to Tarbert before ending their voyage back in Greenock. Despite some rough seas and challenging conditions, all of the young people had a wonderful adventure that a young person felt was "pretty special to me, making new friends, discovering new skills and just having fun!" OYT Scotland enables young people from all over Scotland with the opportunity to sail, building skills such as teamwork, confidence, and resilience. Another young person who sailed on the voyage said that "it's helped me gain valuable skills, meet lovely people and made new friends, and have made great memories for the future."

### September 2017 – Midlothian (2<sup>nd</sup> voyage)

On 25 September, Ocean Youth Trust Scotland welcomed aboard 10 young people from Midlothian as they took part in a five day sailing voyage. Sailing on the 70ft yacht Alba Venturer, the young people sailed 136 nautical miles, setting off from Greenock and making their way to Rhu, Portavadie and Holy Loch, before arriving back in Greenock. Despite facing some strong winds, the first-time sailors took on all the challenges of sailing Alba Venturer. They learned to navigate and steer the boat, hoist and drop the sails, tie knots and cook for the whole crew. Stephen Din, one of the group leaders said of the voyage, "I enjoyed the whole experience, the sailing, the banter and the scenery encountered, the OYTS couldn't do any more for us... I would definitely recommend getting involved with OYTS as they involve you and keep you safe as well as having fun along the way".

## PR, Marketing, and Communications

In Year 1, On Course with CashBack voyages were featured in a number of publications, including the Berwickshire News, Fife Today, The Shetland Times, and twice in Yachting Life. In January 2018, OYT Scotland CEO, Nick Fleming and cadet, Molly Whitney were interviewed on STV News about the On Course with CashBack programme and its impact on disadvantaged young people.

Following each of the CashBack voyages, OYT Scotland posts a picture and story about the voyage on our Facebook page. We also send a tweet about the voyage tagging @CashBackScot in the tweets. We share any of the groups' Facebook posts about their voyage and retweet any Twitter posts made by the groups about their voyage. The target audience is made up of OYT Scotland Facebook friends and Twitter followers, which are OYT Scotland staff, volunteers, young people who have sailed with us and their family members, schools and youth organisations who work with us, funders and individual donors, among others.

## CashBack Outcomes

In 2017, On Course with CashBack focused on delivering the following mandatory CashBack outcomes:

- Outcome 1: Young people build their capacity and confidence
- Outcome 2: Young people develop their physical and personal skills
- Outcome 3: Young people's behaviours and aspirations change positively
- Outcome 4: Young people's wellbeing improves

In addition to the above outcomes, OYT Scotland also selected the following optional outcomes:

- Outcome 6: Young people participate in activity which improves their learning, employability and employment options (positive destinations)
- Outcome 7: Young people participate in positive activity
- Outcome 9: Young people contribute positively to their communities

In Year 1, outcomes were determined by pre and post-sail surveys, achievement of RYA certificates and SQA qualifications, and feedback from volunteer sea staff, group leaders, volunteer centres, and other stakeholders.

### Pre and Post Sail Surveys

Pre and post sail surveys were used to collect data on confidence (outcome 1), aspirations (outcome 3), positive changes in behaviour (outcome 3), and wellbeing (outcome 4), and all outcomes as part of Outcome 6, young people participate in activity that improves their learning, employability, and employment options. Pre-voyage surveys were used to determine who was new to the activity (outcome 7). During Q1, OYT Scotland was collecting

information on these outcomes from the young people participating in CashBack voyages by having them fill in pre-voyage surveys at the pre-voyage prep meetings and post-voyage surveys in the weeks following their voyage. We found during the first quarter that not all of the young people were filling in pre-voyage surveys, as some young people dropped out of the programme after the pre-voyage prep meeting and new young people were added shortly before their voyage without enough time to fill in the pre-voyages surveys. There were also issues with getting the young people to fill in the post-voyage surveys in the weeks following their voyage.

Because of the nature of the young people that we target for this programme, following up after the voyages proved difficult. These young people tend to have unstable or transient home environments and are difficult to engage, so it was difficult to get in contact with them following their voyage to administer the post-voyage surveys. Additionally, because some of these groups have been brought together specifically for their CashBack voyage and are not part of a larger programme that can support them, it was difficult to get them together again following the voyages. Group leaders on the voyages lost track of the young people after the voyage because there was no motivation to bring them back together as they were not being supported outside of the CashBack voyage. This led to a gap in the data for the first quarter. We have changed our methodology in data collecting now the young people fill in the pre-voyage surveys on the boat at the start of their voyage and then fill in the post-voyage surveys at the end of the voyage before leaving the boat. With the help of our external evaluator, Catch the Light, we were able to collect 21 post-sail surveys from the Scottish Borders, Fife, Scottish Sports Futures, and first Highland voyages that were not reported back on in previous quarters. This brings the total post sail surveys collected to 73.

### [RYA, SQA, and OYT Scotland Qualifications](#)

Outcomes regarding increasing of skills (i.e. The ability to do new things [outcome 1], increasing personal skills, achieving accredited learning, and increasing skills, and number of non-SCQF qualifications/accreditations [outcome 2], and number of young people who took part [outcome 4]) were determined by achieving RYA Start Yachting certificates, SQA qualifications, and OYT Scotland voyage certificates. Every young person who completed the voyage received a RYA Start Yachting certificate and an OYT Scotland voyage certificate. Those who completed the exercises in the OYT Scotland voyage logbook, created especially for the CashBack programme, received SQA Level 3 qualifications in in Listening, Reading, Speaking, Writing, Measuring, Calculation, Using Graphical Information, Problem Solving, and Working with Others.

### [Volunteer Centres](#)

In order to determine Outcome 9, 'young people contribute positively to their communities', OYT Scotland contacted local Volunteer Centres before and after the CashBack voyages to determine which young people registered on the Saltire website, which young people claimed their Saltire award for participation in the voyage, and which young people were volunteering locally following the voyage. OYT Scotland also contacted the local Volunteer Centres before each quarterly report and before the annual report to see how the young people were progressing in their volunteering.

## Stakeholder information

Post-sail surveys were sent to volunteer sea staff following each CashBack voyage in order to gather stakeholder's feedback on the young people's progress in relation to Outcome 1 (Other stakeholders report increasing confidence in young people), Outcome 2 (Other stakeholders report skills increasing in young people), Outcome 3 (Other stakeholders report increased aspirations in young people), and Outcome 4 (Other stakeholders make positive comments about wellbeing against one of the relevant SHANARRI indicators). The post-sail survey was sent to each volunteer sea staff member following the CashBack voyage they volunteered on and collated by Catch the Light.

## Outcomes 1 – 9

### Outcome 1: Capacity and Confidence

In Outcome 1, OYT Scotland was asked to determine how many young people who participated in the CashBack voyages increased their confidence and who reported that they were able to do new things. The annual target for both of these subheadings is 77 young people. In their post-sail surveys, 68 young people who participated in this programme in Year 1 said that their confidence had increased following their voyage, out of the 73 young people that completed their post-sail survey (93.15%). In Year 1, 105 five participants out of 108 overall participants (97.22%) received their RYA Start Yachting certificate, demonstrating the ability to do new things, which surpassed the annual target by 28 young people. Of the stakeholders that responded to the post-sail survey following the CashBack voyage they volunteered on, 100% responded that they observed increases in confidence in the young people during the voyage.

**108**

Participants

**101**

New to the Activity

**105**

Received RYA Qualifications

**102**

Received SQA Qualifications

## Outcome 2: Physical and Personal Skills

In Outcome 2, OYT Scotland was asked to determine improvement in young people's physical and personal skills from participating in the CashBack programme. The annual target for the two subheadings within this outcome is 77 young people. The first subheading in Outcome 2 addresses increases in personal skills and achieving accredited learning. This was determined by calculating which young people filled in their CashBack logbooks, thereby achieving SQA qualifications during their voyage. In Year 1, 102 young people out of the 108 overall participants achieved SQA qualifications (97.14%), surpassing the annual target by 25. The second subheading in Outcome 2 reports increases in participants' skills during the voyage. This was measured by those young people who were awarded a RYA Start Yachting certificate. In Year 1, as mentioned previously, 105 out of 108 overall participants (97.22%) received their RYA Start Yachting certificate, surpassing the annual target by 28. Of the stakeholders that responded to the post-sail survey following the CashBack voyage they volunteered on, 100% of the volunteer sea staff noted that the young people developed their personal and/or physical skills during their voyages.

*'They all learned to be useful members of a crew on a sailing yacht. This includes learning to cook and clean as well as the specific skills associated with sailing.'* –Volunteer Sea Staff Member

## Outcome 3: Behaviours and Aspirations

In Outcome 3, OYT Scotland was asked to determine improvements in aspirations and whether behaviours had been positively changed. The annual target for the subheading increased aspiration is 77 young people and the annual target for positively changed behaviours is 67. The post-sail surveys indicated that 64 young people of the 73 post-sail surveys (87.67%) received, reported increased aspirations. The post-sail surveys indicated that 64 young people of the 73 post-sail surveys (87.67%) received, reported positively changed behaviours. Once again, 100% of the stakeholders surveyed following volunteering on the voyages reported that the young people's aspirations and behaviours changed positively following the voyage.

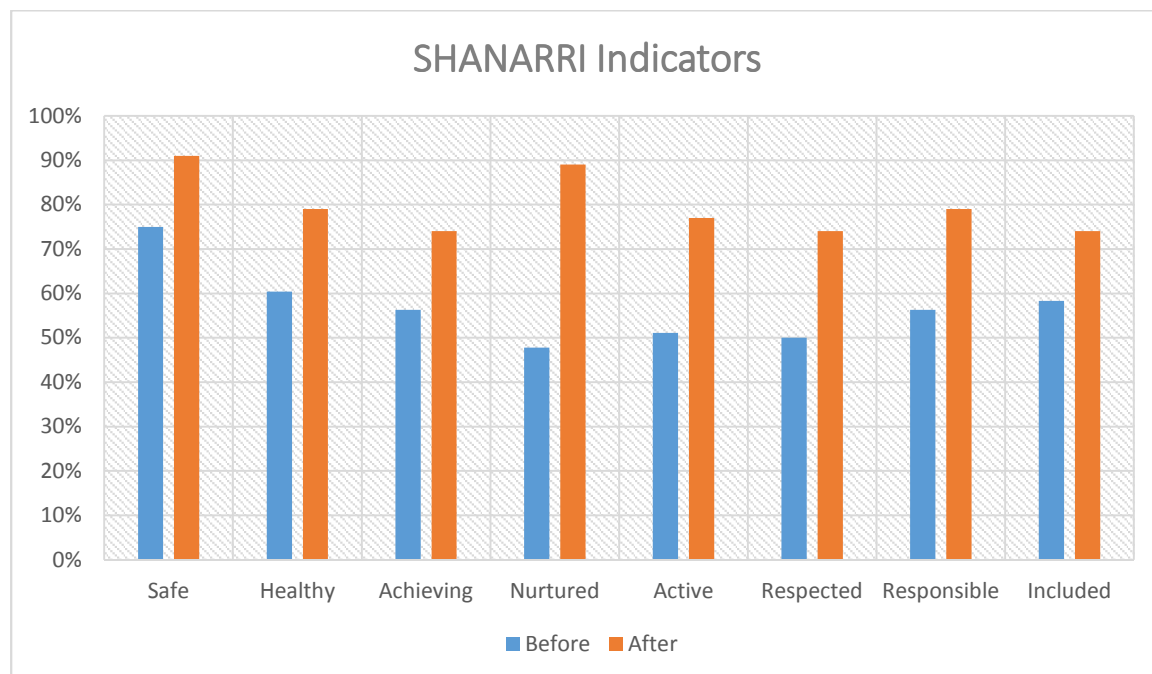
Volunteer sea staff described multiple examples of increasing aspirations and improving behaviour. Some of their feedback includes:

*'Initially one girl was the quietest member of my watch. As her confidence grew she started challenging herself more in her daily goal setting; eventually volunteering for tasks including meal prep, completion of the Captain's Log and housekeeping.'*

*'We were able to informally discuss future-plans and opportunities with most of the crew and actively encouraged them to increase their aspirations.'*

## Outcome 4: Wellbeing

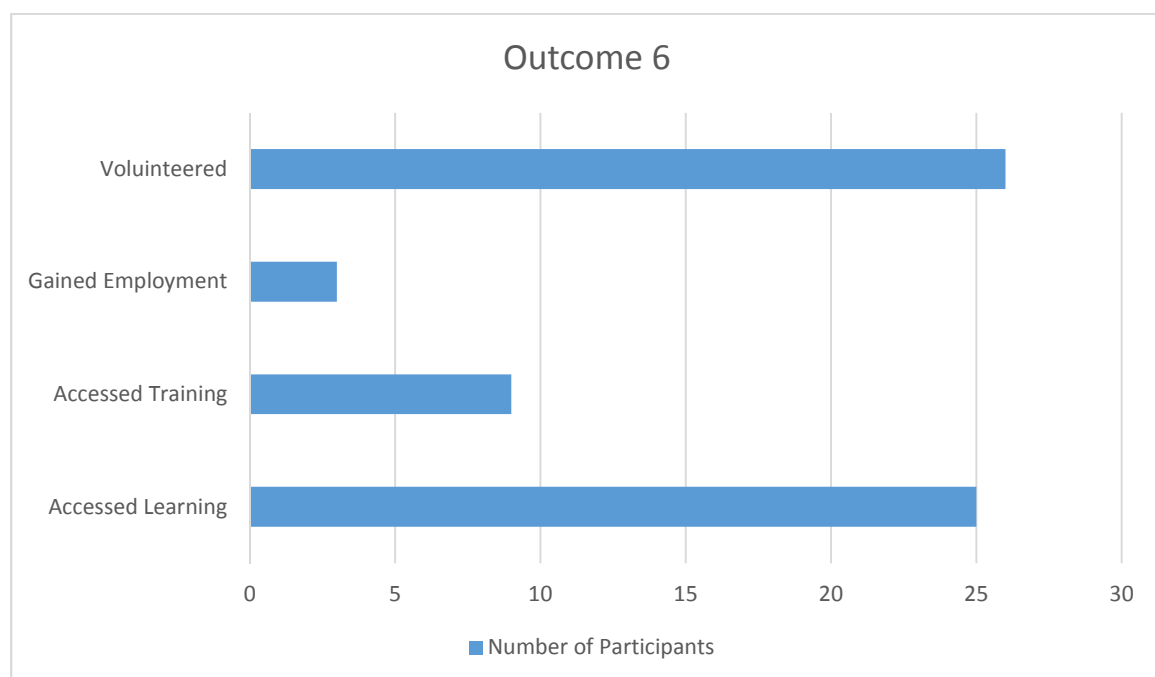
In Outcome 4, OYT Scotland measured improvements in wellbeing. The first subheading in this outcome measured the positive comments about wellbeing against one of the relevant SHANARRI indicators (Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, and Included). All 73 (100%) of the young people who returned the post-sail survey noted increases in at least one SHANARRI indicator for wellbeing. The second subheading in this outcome measured how many young people took part in this programme. In Year 1, 108 young people participated in the programme, surpassing the annual target of 96 by 12. Stakeholders were asked their perceptions of increased wellbeing and 100% of the volunteer sea staff who answered the post-sail survey indicated improvement on at least one indicator of wellbeing. One volunteer sea staff member said, 'There were several excellent examples of young people considering their own personal safety whilst completing tasks aboard. The most memorable was the care and compassion shown to those suffering from seasickness.' Another volunteer found that 'They all noticeably improved in behaviour after a couple of days without energy drinks and lots of chocolate/sweets and with lots of fresh air and exercise.'



## Outcome 6: Learning, Employability, and Employment Options

In Outcome 6, OYT Scotland was asked to measure how the activity improved participants' learning, employability, and employment options. More specifically, within this outcome are the subheadings: young people will access learning, young people will progress to training, young people find employment, and young people volunteer following completion of the programme. This outcome was determined by six and ten month follow ups conducted by our external evaluators, Catch the Light. In Year 1, 25 participants accessed learning (including staying on in school), nine participants accessed training, three participants gained employment and 26 participants volunteered following their participation in the programme.

Some examples of achievement within this outcome include two young people from the Fife voyage who accessed training and two young people who accessed further or higher education. One young person is engaging with Fife Employment Access Trust, an organisation that helps people with mental health issues find and sustain employment. Also, from the second Highland Highlife voyage, three participants accessed training and four participants accessed higher education. Of these young people, one young person is completing a Community Sports Leader Course through Inverness High School which includes a work experience placement in Inverness Leisure Centre. He has been attending weekly sessions as a volunteer at the Leisure Centre since November. In addition, he volunteered as a helper for a Primary Triathlon Festival in December and he is helping to run a Lunchtime Futsal activity at the high school. Additionally, the South Lanarkshire voyage, all ten young people accessed higher education and four accessed training. Nine of the young people are sitting National 5 and Highers this year.



### Outcome 7: Positive Activity

In Outcome 7, OYT Scotland calculated young people’s participation in a positive activity. The first subheading of this outcome concerns the number of young people who take part in a positive activity. The second subheading measures how many young people are new to the activity. The annual target for these subheadings is 96 young people participate in a positive activity and 81 young people are new to that activity. As mentioned previously, 108 young people participated in the CashBack programme, surpassing the annual target by 12. Out of the 108 participants, 101 (93.52%) were new to the activity, surpassing the target by 20.



## Outcome 9: Contribute Positively to Communities

In Outcome 9, OYT Scotland was asked to measure which participants contributed positively to their communities. The first subheading in this outcome concerns the number of participants who went on to volunteer following their voyage, with a target of ten. After speaking with the Volunteer Centres within each Local Authority, we found that 26 young people went on to volunteer within their local communities in Year 1, which surpassed the target by 16.

Each young person who completed an On Course with CashBack voyage received one year's complimentary membership of OYT Scotland and concessionary membership rates there-after until they reach full time employment. All participants were encouraged to join OYT Scotland's active social media community and their local OYT Scotland Shore Group. At the end of each CashBack voyage, the OYT Scotland Volunteer Coordinator met the boat and spoke to the young people about the opportunity to volunteer with OYT Scotland, however, to date, none of the participants have volunteered with OYT Scotland. In Year 2, OYT Scotland plans to be more proactive in encouraging participants to volunteer with our organisation following their voyage, by contacting them in the weeks following their voyage, by email and/or phone to let them know about upcoming induction weekends. In addition, in the run up to our 2018 sailing season, we have contacted local sailing clubs to encourage participation in sailing following the voyage. To facilitate this, during the pre-voyage prep meeting, a representative from the local sailing club will talk to the young people about opportunities to join the sailing club. The representative will arrange a taster day at the sailing club for the young people on the voyage and stay in contact with them following their voyage.

Some examples of achievement within this outcome include two young people from North Lanarkshire who were involved in the Summer Jam Film Project in conjunction with Wishaw Community Learning and Development (North Lanarkshire Council). Both earned a Saltire Team Challenge Award for their involvement. Additionally, two young people from the second Highland Highlife voyage volunteered with the Rock Challenge performance group, one helping with the dance choreography and the other helping to design the sets for this year's production. Also, from the Barra and Shetland voyage, all six participants from Barra went on to volunteer within their community. Suzanne Forman, a teacher at Castlebay School in Barra, said 'All of our students totally engaged with the project and volunteer/have volunteered in the local community.'

## Summary of Evaluation Work

### Project Reach

With On Course for CashBack, OYT Scotland set out to work with 288 young people in total, over three years. In Year 1, we welcomed 108 young people and 24 group leaders. Of the 108 young people who participated in Year 1's voyages, 64 were male and 44 were female. In terms of voyages, each Local Authority was offered a bespoke five day residential voyage for 10 young people and two accompanying youth workers. We worked with 11 Local Authorities in 2017.

## Eligibility

The project focused on working with young people who fell within the following categories:

- Living in areas of deprivation
- Being unemployed, not in education or training
- Being excluded or at risk of exclusion from school
- At risk of being involved in antisocial behaviour, offending/re-offending

## Target Group and Referral

This project supported young people living in Scotland aged 16 – 19 at the time of the voyage. Included last year were those at risk of poorer outcomes, such as school leavers who had not moved into employment, training or further education or were at risk of antisocial behaviour or had offended or were at risk of offending.

In Year 1, the participants fell into the following deciles of SIMD:

<b>SIMD Decile</b>	<b># of participants</b>
0 - 20% (Datazones 1 to 1,395):	42
0 - 30% (Datazones 1 to 2,092):	25
0 - 40% (Datazones 1 to 2,790):	11
0 - 50% (Datazones 1 to 3,488):	9
50% - 100% (Datazones 3,489 to 6,976):	21

The young people that did not fall exclusively in the top twenty percent of SIMD exhibited other types of disadvantage beyond economic disadvantage. The additional categories that OYT Scotland used to determine disadvantage were Other Disadvantage, Care Experienced, Truanted, Illness/Disability, Identifies as LGBTQ, Key Worker, and Additional Support Needs. From the Enable Scotland voyage and the Highland Highlife voyage, nine young people were identified as having other disadvantage, three were truanted, nine have an illness or disability, one is part of the LGBTQ community, four have been assigned a key worker, and ten need additional support. From the North Ayrshire voyage, one young person lives in a rural area, two have either a social worker, key worker, or support worker, and two are young carers. As well, nineteen of the participants in the programme either live in a rural area or island community. All eight of the young people from the Barra and Shetland voyage fall in this category, however, each one fell either 41-50% or 50%+ bracket for SIMD.

## Plans and Priorities

During the 2018 sailing season, OYT Scotland will have volunteer sea staff run some of the pre-voyage preps for CashBack groups, then they will sail on the CashBack voyage. Following the voyage, the volunteer sea staff member will stay in touch with the young people from the voyage as a mentor. Our goal is to connect our volunteers more closely to the CashBack voyages and serve as role models to these young people throughout the process.

Also in Year 2, OYT Scotland plans to be more proactive in encouraging participants to volunteer with our organisation following their voyage, by contacting them in the weeks following their voyage, by email and/or phone to let them know about upcoming induction weekends. In addition, in the run up to our 2018 sailing season, we have contacted local sailing clubs to encourage participation in sailing following the voyage. To facilitate this, during the pre-voyage prep meeting, a representative from the local sailing club will talk to the young people about opportunities to join the sailing club. The representative will arrange a taster day at the sailing club for the young people on the voyage and stay in contact with them following their voyage.

## Local Authority Financial Breakdown

<b>Local Authority</b>	<b># of Young People</b>	<b>Funding</b>
Scottish Borders	8	£5,704
Midlothian	16	£11,407
Fife	9	£6,417
Glasgow City	11	£7,843
Edinburgh, City of	1	£713
North Ayrshire	13	£9,268
Stirling	2	£1,426
Highland	20	£14,259
North Lanarkshire	10	£7,130
South Lanarkshire	10	£7,130
Eilean Siar	6	£4,278
Shetland Islands	2	£1,426

# Case Studies

## Case Study #1

### Fife Regional Council Youth Service

#### Overview

Under the 'Opportunities for All' policy, the 16 Plus programme in Fife is part of the Government's commitment to offer a place in learning or training to every 16-19-year-old who is not currently in employment, education, volunteering, or training. It requires the organisations delivering the programme to support those at risk of disengaging, and those who have already done so. In Fife this is run by the Council's youth services with a range of organisations providing different elements to different groups across the towns and villages. The OYT Scotland voyage is therefore made up of a selection of individuals from across different groups in the 16+ programme. They have not met before or worked as a group. They have been supported locally to overcome issues and barriers to employment and to develop their personal, social and employability skills. Therefore, the OYT Scotland voyage is an enhancement to the wider programme for those selected to take part.

This case study describes the experience and circumstances of one participant, whose name has been changed to 'Sarah' to protect her identity. The support workers names have been removed and are simply referred to by their roles of Senior Youth Worker or Youth Worker. The participant and support workers gave full consent to use of this case study for the CashBack for Communities funding evaluation. It should not be used for any other purpose without additional consent. One of the support workers was on the journey with the group from Fife, the Senior Worker is directly involved in working with the participant, but was not on the voyage. There was another worker that was on the voyage, however they have no other contact with the participant and have therefore not been included in this individual study. The voice of the interviewer is recorded in blue and the voice of interviewees is recorded in black.

#### Senior Youth Worker – 16 Plus Programme

##### Describe your role in the 16 Plus Programme

We (FRC youth team) used OYT Scotland last year and many of the young people that took part really benefited from it. It offers young people a unique experience, something they may never do again. It takes young people out of their comfort zone and sets different challenges to what they'd face in their communities. The hope is that what they experience and the learning they gain can be transferred to other parts of their life. I know 'Sarah' from working with her in her youth work role and from her involvement in 16+. As a 16+ programme we work with young people who haven't done well at school, who leave school with no qualifications. So, I work with young people to get them CV's and qualifications up to Level 4. We try to get them into college or work placements. The young people on the programme have a lack of experience and a variety of other challenges to face such as family problems. So, we work with partner organisations like OYT Scotland to help move them on in life.

## Support Worker – 16 Plus Programme

The role of the support worker is to meet with young people to assess their needs and ensure they meet the requirements of the programme that aims to help with building self-confidence, gaining qualifications, exploring opportunities and providing support.

The young people who come on to the 16 + programme have left school with no or very few qualifications. The school system hasn't worked for them and the majority feel that they have failed at school. We would normally engage a person for 3 months but this can be extended to 9 months. It normally runs 3 days a week and they must do 14hrs.

We work with those on the programme in small groups (we work with group of between 8 and 10) and in 1:1 sessions so we can afford them the time they need to explore and develop their strengths. Many have extenuating circumstances to face such as poverty, mental health issues, self-harming, drug and alcohol problems, homelessness, trouble with the police and many feel that they're lost and don't know where they're going to go next.

So, when they come to us the process of development is slow. It's important that we create a safe space and build a trusting relationship with the young people to help facilitate discussion so they can express themselves

For this voyage, we initially had 5 people [in my own group] who'd shown an interest. However, 1 absconded from their care home to other the other side of the country. Another was placed in a secure unit and one young person didn't submit his forms due to trouble in the family home.

I should say that for many of these young people the process to apply for this opportunity is challenging: things like filling in forms is difficult for some family members.

## Sarah

### Try to describe what life was like for you before the voyage?

Before I went on the OYT Scotland voyage I was in quite a dark place. I was self-harming almost every day. I tried to kill myself a couple of times. I didn't want to be here anymore. Every day was a struggle. I felt low, didn't want to do very much and just wanted to be on my own. My state of mind had a negative impact on my job as a volunteer youth worker. My life was about being with my blade. I always had it [my blade] on me. I literally wouldn't go anywhere without it. It was the only thing I could turn to and trust. It was always there for me. I cut myself off from all my friends. I'd always come up with an excuse about not going out. I just wanted to be with my blade. It was my best friend. I suppose the boat was like rehab something an alcoholic would experience. It gets you away from everything and you must face your fears.

### What was it like for you on the boat?

On the boat, I felt safe with the people and with what I was doing. I was away from the people (peers and family) that caused many of the problems I was facing. I had space to be myself and met some amazing people that are now my friends. This experience made me stronger on the inside and I feel that I can stand up to people that hurt me.

### What would you say has changed for you since returning from the voyage?

Going on the boat has totally changed me. I went the whole week not thinking about self – harming. I had no negative thoughts about what was happening at home. Even now, two weeks after returning I have touched my blade, but only to throw it away. I've stopped self-harming...well...I say I've stopped [pause] I am continuing to try a stop. I haven't relapsed yet.

I have a more positive outlook on life. I still have some of the same issues, fears, and problems I had before I went away but I feel that I can deal with these problems better by working out preventative strategies and talking more to my CPN (Children's Psychology Nurse) worker. I am more open with her, talking to her about problems and issues. I am enjoying my youth work. I am becoming more independent. Since coming back (6 weeks ago) I applied and got a place at college starting in September. So yeah, things are looking up.

However, I do realise that I am still quite vulnerable (with my blade) and my fear is that if something pushed me overboard I may go back to it. But I know how hard it was to stop, so I am determined that won't happen.

### Senior Youth Worker

#### What was it like working with Sarah before the voyage?

Sarah was in foster care. She started on her 16+ programme in January [2017]. When she started she had low self-esteem, she was self-harming and had various mental health problems. There are several agencies working to support her. She currently works a youth volunteer. Before the voyage Sarah was very quiet when she was asked a question, she would only give a minimal answer and she demonstrated several anxieties.

#### Has anything changed since returning from the voyage?

The difference in her is amazing in only a week. She has come back a more confident person with a can-do attitude. I see a lassie that had hit rock bottom because of the impact of her foster care experience, self-harming and negative thoughts about her family and peers. Now she has a more positive attitude about life and her prospects if fact she is applying for jobs and determined to better herself.

### Support Worker

#### You went on the voyage. What would you say it was like for the group?

When young people come back from the voyage the immediate impact is the reduction in the fear factor and the sense of achievement. The experience is something their peers haven't done, no one in their family would have done it. Some of the young people we work with haven't been on a train to go to Edinburgh or out of Fife. So, the thought of being in a confined space, with a bunch of strangers, in the middle of the sea, taking on responsibility, working a shift is terrifying.

#### And for Sarah?

For Sarah, I think the experience was the thing that gave her the final push about going to college. But the fact she'd applied for college before the voyage she probably would have ended up there anyway, but the experience definitely helped.

As her support worker, what would you say Sarah was like before the voyage?

Sarah was withdrawn and lacked confidence. She had lots of issues relating to family problems, bullying, her mental health and this included self-harming.

And did you notice any change in her during or after the voyage?

When she came back it looked like a weight had been taken off her shoulders. Self-belief seemed to be percolating through her and everyone in this office commented on the change in her. The experience gave her something to talk about, stuff that wasn't about things that were oppressing her. People would ask her questions about the trip and her confidence built up every day through sharing her experience. It made her feel valued and trusted and I think her horizons have been expanded.

I don't want to say that this experience would work for every young person but for Sarah I think she's been given a bit of hope. Because she was in a dark place, with very negative thoughts and actions. The lights have gone on in her eyes. She looks invigorated, her motivation levels increased and have been sustained. Interestingly since she came back she seems to be having a positive influence on others in the group.

She's found her Mojo and she's running with it and she won't be needing me for much longer.

#### Other Feedback from the Support Worker

One of the things we need to do for the evaluation is check out how things are further down the line, to see if there's a lasting impact. How feasible is a 6 and 10 month follow up?

Unless the young person has a continuing relationship with CLD (say through volunteering) I'd say in general terms for the young people we are working with on the 16 + programme it's not going to happen. Once we've finished our input with them and they pick a path [like Sarah going to college] we don't hear from them and have no connection with them.

Even for Sarah this would be difficult. Six months is a long time for these young people and as far as 10 months you're as well saying never. With Sarah going to college in September she'll be in a full-time education. If that goes well she's going to be busy and feel that she's moved on and it becomes difficult to reconnect with her.

## Case Study #2

### Ocean Youth Trust Scotland Case Study: North Lanarkshire

#### Overview

North Lanarkshire Council's Community Learning and Development (CLD) section is part of Learning and Leisure Services. The service offers learning opportunities in a range of settings, including community centres, schools, nurseries and libraries. CLD's informal way of working seeks to make learning relevant, interesting and enjoyable for all participants.

As part of developing services for young people, CLD workers work in partnership with local schools and other providers. It was through partnership with two local schools: Clyde Valley High School and St Aidan's High School that the crew for this particular Ocean Youth Trust Scotland voyage were assembled.

Clyde Valley High School is a six-year co-educational, non-denominational comprehensive secondary school. The school serves the main districts of Wishaw. St Aidan's High School is a six-year catholic comprehensive and co-educational school covering areas from Wishaw in North Lanarkshire to Lanark in South Lanarkshire.

This case study describes the experience of one participant, aged 17 from an area of multiple deprivation (decile 2). His name has been changed to James to protect his identity. Likewise, the support workers are referred to by their role rather than their names. The Home School Partnership Officer, was not on the voyage and gives her testimony based on her knowledge of 'James' before and after the sailing experience. There were 2 CLD workers that accompanied the group on the OYT Scotland voyage, however they had no prior or post relationship with the participants. The voice of the interviewer is recorded in blue. The interviewees' voices are recorded in black. The interviews are shaded in blue, for staff and green for young participants.

#### Home School Partnership Worker Clyde Valley High School

##### Describe your role with the OYT Scotland participants from your school?

My role [as a Home School Partnership Officer] is to work with young people and the wider community. Within the school I support young people who are generally disengaged helping them to develop their inter-personal skills thereby assisting them to make a positive contribution to society when they leave school.

##### ...And how did you go about selecting participants for the trip?

Our selection process involved targeting S6 pupils, pupils who wouldn't normally be given the chance, who wouldn't have the confidence or don't have the financial resources to take up this type of opportunity. Because of my knowledge of the young people I could identify those pupils I thought would benefit most from the experience. We looked at elements such as:

- The communities they lived in referenced through SIMD index
- Their family background / situation
- Their levels of confidence to put themselves forward
- The young people who were under the radar in school in terms of willingness to get involved in volunteering etc.



The selection also recognised a rationale based on individual need. For example, we had a young person who had a difficulty making relationships with others. Others had levels of confidence that held them back from participating and some due to personal circumstance were prone to health and wellbeing challenges.

#### Did you do anything to prepare participants for the voyage?

Prior to the voyage we'd organised a few meetings with the group, their parents, [the 2 CLD workers] who accompanied the group and OYT Scotland staff. Following these familiarisation meetings, we had 7 young people from here (Clyde Valley High School) and 3 from St Aiden's High School. Whilst there were some fears expressed about the experience - being outside their comfort zone - the group realised that this was a unique opportunity to do something different.

One of the things that helped ease the fears was the openness of [the CLD workers] who shared their personal feelings regarding what was expected and how they would handle the whole experience.

#### What differences have you observed since the group members have returned to school?

As a group they're more task focussed, they take responsibility on without being asked. I see and this as different to the approach and attitude of their peers who haven't had this experience. [Those that haven't been on the voyage] tend to wait to be led instead of taking on the task and the responsibility. Individually, the OYT Scotland group have developed and changed. One young person had engagement issues with school. The fact he is still here, I believe is down to his experience on the voyage. The impact of the voyage continues. The group are preparing a presentation to share their experience with the whole school. They will talk about their achievements and how they overcame the challenges they faced.

I feel that this was a life changing experience.

#### James' Story

##### Home School Partnership Worker

#### What can you tell us about your experience of 'James' before the voyage?

James stays in Gowkthrapple, one of the most deprived areas in the authority (SIMD decile 2). He would always be in the background, he'd never put himself forward for things. He'd never volunteer to do things.

#### Has anything changed since James' has returned to school?

Now he's working with 1<sup>st</sup> years on an environmental project, with the nurturing group. He's doing individual work with one of our young people who's on the Autistic Spectrum. As I watch James with this boy who has high functioning autism and is incredibly challenging, he is dealing with him beautifully. I believe that if James hadn't had this OTY Scotland experience this wouldn't have happened. The main reason for this was this experience took him and others right out his comfort zone and had a fundamental impact on how he interacts with others.

James, aged 17

### How did you get involved in the OYT Scotland voyage James?

I found out about the opportunity through the school and to be honest I thought it would be good for my CV and a good way to test what I could do and what I was capable of. I was a bit scared to start with because I had no sailing experience and I wasn't sure how I'd cope being away from my family. I stay with my Mum, Step Dad and I have an older brother, who's moved out.

### Can you say a bit about what life was like for you before going on the yacht?

[I'd say] before going on the voyage I totally depended on my Mum, like she irons my uniform...(laughs)... I know that's terrible for someone in sixth year to say but that's how it was. I was a serial procrastinator and I was lazy, like I would keep putting off making decisions about everything.

### What has changed for you since coming back?

Now when I know a job has to be done I get on and do it and my decision-making skills are much more advanced than they were. I can time manage tasks much better. Now I am more independent I will do things for myself and I now realise that this attitude will benefit me when I go to college and maybe move out.

Since coming back, I feel I am on time a lot more. Being on the boat showed that this is important because if you are late to carry out a task or not up and ready for breakfast it has a knock-on effect on other people and there were consequences to that. Being responsible for my time management is important especially when I start looking for work.

Being with people I didn't know and coming to terms with the realisation that we were all in this together has helped my social anxiety about making friends and I now find I'm more confident when meeting new people, helping them and being nice to them.

Since being on the boat I feel that I have developed my personal qualities. I am kinder to people and more understanding of where people are coming from. I'd say that the most significant change has been in my resilience. For example, when I felt ill I couldn't just stop what I was doing. I had to finish the task and ask for 5 minutes out. Now if something doesn't go my way or I experience a challenge I can deal with it much better.

### Has anyone else noticed this change?

The impact of the voyage has been commented on by my Mum and Step Dad. They say I help more, I cook meals, help tidy up because basically I now know how to do it. Me helping has made life a lot easier for everybody, it's a lot better.

### What was it about this experience that you think made that difference?

The volunteers were great and helped extend my vision and view of what opportunities are out there. They encouraged us and pushed us to be outside of our comfort zone and that made me realise that life isn't just about what you see. It's what's under the surface of what you can find in yourself.

Apart from the changes at home you've mentioned are there any other ways this has impacted on you?

Since coming back I've been working with the 2<sup>nd</sup> year nurture group on a project called the 'One Planet Picnic' this is working with the kids where they make lunch made out of sustainable food and they decide on which teachers they want to invite. To be honest if I hadn't been on the boat I wouldn't have done it. The boat showed me there are loads of opportunities in life, but you've got to get involved in things and go and actively look for them. For example, if I was on the boat now and saw a winch handle that needed turned I would get up and do it. That's not a quality I had before. This level of raised awareness has been something I put into practice in school and when I am at home. I love going into Peer Education classes and helping out the teachers and the experience of being on the boat has shown that you do need to take on responsibility rather than wait to be asked.

What would you say to others that were considering going on an OYT Scotland voyage?

"If I was telling others about it, I'd say it's an amazing experience. I'd go back in a heartbeat. It was so amazing that I am thinking of going back to volunteer with OYT Scotland in the summer".

The Home School Partnership Worker and James were asked if the OYT Scotland experience was different to other opportunities available at the school. This is how they responded:

Home School Partnership Worker

What makes the OYT Scotland experience different?

We have many [outdoor learning] courses that take young people to Loch Eel and various other places. We also have courses such as Fire Reach. I would say the OYT *Scotland* experience is different from other out of school opportunities on offer. OYT *Scotland* is a more intense experience. The living space, where they eat, sleep and work are such that in many ways they all need to get on. If they don't work together they understand the implications that has for others and the trip in general.

Listening to what the young people say, the alternative residentials are about getting involved in team building and personal and social development activities then going back to a base to sleep and eat. The feedback I'm getting from the OYT *Scotland* group is that on the boat it didn't feel like that. On the boat it was constant: they were constantly together, they were constantly a team, they were all out their comfort zone, they were all sea sick (even the leaders) and that was a great leveller. Also facing levels of adversity and challenge together builds relationships and is something you won't necessarily get from other development opportunities.

The experience also created unique situations for example when a Nuclear Submarine suddenly surfaced, they had to work together to change direction, this was a real bonding experience.

Another element that young people shared in terms of what makes this experience different concerned the crew, the volunteers. One member of the crew was 18 and the group could relate to her in terms of what she had achieved and that acted as an inspiration. Other

volunteers had a wealth of life experience and could engage with young people in a non-judgemental way.

### **James**

I have been on an [outdoor] course before. Whilst it was enjoyable, for me the difference is it was like they forced you into doing things and sometimes I'd prefer to be lying about doing nothing. With the OYT Scotland experience you quickly realised that if you didn't get involved, the boat doesn't move. So, if I don't help hoist the sail we won't go anywhere. If I don't make the dinner no one will eat. You have to take individual and joint responsibility to make things happen. There's also a sense that we are all in this together young people, adults, the crew, and the volunteers.

### **Follow-up**

When asked what they plan to do to support participants to build on the learning and experience gained with OYT Scotland, both CLD workers commented on the planned presentation that participants will make to the whole school. They also noted that all participants have achieved their SQA in yachting. There is no indication that they will have any future involvement with the participants, as the group was formed specifically for this trip. The Home School Partnership Worker noted that it will still be possible to follow-up participants for the 6-month review, but they will have left after 10-months.

## Case Study #3

### Midlothian - Cash Back Case Study

#### Overview

##### Describe your role with the OYT Scotland participants?

I am a Life Long Learning Employability worker within Midlothian Council's Life Long Learning Department. I oversee the delivery of youth provision across Midlothian. In Newbattle, there was a problem with young people drinking in the afternoon after school. They would head up to the park and get drunk. So, we put on youth clubs for P1 to S6, so every child had an opportunity to get involved in different activities. This include targeting the seniors who were the ones involved in the drinking. The activities for the older ones included opening a skate park, a football park and a creating a Duke of Edinburgh (DofE) group that I ran on a Friday afternoon.

##### How did the group that went on the voyage come about?

This OYT Scotland group developed from the DofE group. All the young people on the trip were at various stages of engagement in the DofE programme. However, these pupils weren't your 'normal' DofE participants. Generally young people selected to take part in DofE would be those who the school expected to move into a positive training, employment destination and even go on to University.

Through the work I do I saw a gap in the provision of opportunity for young people that I tapped into and created an open DofE group. The focus was to target young people who wouldn't normally be given the chance to be part of this award. The OYT Scotland opportunity was used as an incentive to encourage sustained commitment to the DofE programme. This was a very challenging group. More than half the group are looked after and accommodated, and all presented a variety of needs in terms of their attitude, attendance in the school which was erratic and their offending behaviour in wider community. Through the work I oversee we identified a problem with young people who would go to the park after school to drink.

##### Did you do anything to prepare participants for the voyage?

To overcome financial barriers to participation (many of the young people couldn't afford to buy what was required) we had support from Midlothian Outdoor Learning who supplied equipment, rucksacks, sleeping bags and wellies. In fact, anything the young people needed was supplied.

I met the group every weekend and we held several information sessions that included young people, parents, foster carers, guardians and OYT Scotland staff.

##### What differences have you observed since the group members have returned to the community?

The impact of the voyage has been great, with young people who were disengaged for the DofE programme now participating fully and others have now completed their Bronze Award. Some young people have been enthused to undertake their Silver award.

I can't believe the change in R and how she looks. The confidence and eye contact she gives me, the change is amazing. I asked her if she wanted me to come in with her when you're talking to her and she said no, that would never have happened before she went on this voyage.

#### Is OYT Scotland different from other experiences?

The difference between the OYT Scotland experience and other similar outdoor / residential programmes is when young people are on the boat they have nowhere to go. They must face their demons so to speak. On other programmes if they are out in the hills they can storm away. On the boat they have to deal with whatever comes up. For me for this group that was amazing, and my reaction has been confirmed through the positive feedback from OYT Scotland.

#### Guidance Teacher, Newbattle High School

##### What can you tell us about R before the voyage?

R is a girl who falls into a category of wondering how she'd manage sustaining her time at school and how she'd manage when she leaves school. There are a few reasons for these concerns.

There's a small group R goes about with. However due to under developed social skills, difficulty managing conflict, and a lack of confidence she's struggled to deal with peer relationships. She finds the academic element of school challenging. There's been situations in school where R was a girl that we could have lost in 4<sup>th</sup> year and would be someone who wouldn't have gone on to a positive destination. However, it was crucial she didn't just drift, and it was important we sustained her time at school because we believed she needs that extra time here before she was ready to move on.

##### What, if anything has been done to support R's progress?

As part of a support package we set up several programmes for her. Over and above Ocean Youth Trust Scotland, she's involved in the PX group (Confidence Building Course) and she was part of the Turnaround project (a project that works with horses and disabled children). Because the OYT Scotland opportunity is so different my fear was she wouldn't have the confidence to turn up. So, for her to get herself on the voyage was great. When I caught up with her when she came back her feedback was positive, and I think she surprised herself how much she enjoyed it.

##### Has anything changed since R has returned to school?

I'd say the biggest thing for R is she has extended her social circle and is now friends with people she didn't know prior to the trip. That will be great for her when it comes to do a work placement or go to college because she's had experience of being with and getting on with people out with her normal circle of pals. When I asked if she felt more confident she did say she was happy and had a sense of achievement for doing it. For R, that positive response is huge.

### What do you think the future holds for R?

I think R is in a much better place and stronger within herself to move on to college or employment and OYT Scotland has given her that wow moment that she will remember as she gets older and has made a positive contribution to where she is now.

### R Aged 16

#### Tell us a little bit about yourself?

I live with my mum and dad and have an older sister and a younger brother and sister. I don't do much in my spare time. I just go out with my friends or sit in the house and help my mum and dad.

I am in 5<sup>th</sup> Year at school. I'd say it's okay but sometimes it's a struggle. I found 4<sup>th</sup> year hard and I'd say my confidence isn't that good. I don't know what I want to do when I leave.

#### How did you get involved in the OYT Scotland voyage?

My Guidance teacher suggested that it might be good for me to go on the voyage because although I was doing okay at school I wasn't doing as good as I should be. My work rate wasn't good, and I did lack confidence.

At the start I wasn't keen on it because I can't swim but my mum and dad persuaded me to go. I used to be close to three of the girls on the trip, but we drifted apart a bit as we moved up the school and our subjects changed and we're not in the same classes. I sort of knew the other people on the trip but had never really spoke to them.

My fear about going continued up to when I got on the boat. But the first day was quite scary being in the middle of the sea, but I was able to get over that and it was all right.

#### What was it that made it alright for you?

You quickly got into a routine. You were up at 6.30 for breakfast and everyone took a turn at cooking. This was a change for me because in the house I'd only make my own breakfast.

On the boat you had to do everything. I even got a chance to steer; that was really good. I'd say doing things like that has helped my confidence a wee bit. When I was on the boat it did increase but I went back it decreased again.

#### Would you do something like this again?

I don't know if I would go back on the boat again. Because when I was away I missed my family especially my younger brother and sister. It was hard because I haven't been away from home for as long and I also missed my sister's birthday. Although there were people to talk to I just kept how I felt to myself.

The crew were great, and they were all really nice and helpful. V and S (Youth Leaders) were nice as well.

#### What were the benefits of taking part?

I think meeting new people and being able to talk to them is a good thing because it should help my confidence when I leave school. I definitely work better in a team.

Since coming back I'd say my concentration in class has improved and my Guidance teacher thinks my work is getting better. I also feel more settled in school than I did before.

This change in my attitude is definitely down to the OYT Scotland experience. I think that is down to just getting away, being independent, and knowing you need to get on with new people. It all helps you to find out who you are.

My attitude in the house has definitely changed for the better as well. I used to argue with my mum and dad a lot, and have shouting matches with them all the time. Now that doesn't happen, and it's made things a lot better in the house because we don't argue.

### R's Mum

#### What was it like at home for R before going on the yacht?

Before she went on the voyage, she was dreading it. The main reasons for this was she couldn't swim but also, she wouldn't be able to speak to her sisters. She struggles with some subjects at school and that knocks her confidence a bit.

#### And what's it like now that she's returned?

Since R's been back we have seen a big difference in her. The biggest change is in her attitude and her confidence. She's not arguing with us now. She was always arguing with her dad, mainly about her staying out late, not keeping in contact. Now anytime she goes out she'll keep in contact and that's made things a lot easier for everybody. I think that because she more confident she was able split up with people she used to hang about with and who were a bad influence on her, which is brilliant.

Another change in her is she's helping to cook meals in the house. I make a lot of things from scratch and she wants to know EVERYTHING I put in them and then she has a go herself.

### Lifelong Learning & Employability Worker (On the Boat)

**NOTE:** At the start of the interview the worker shared the fact that she had accompanied the Midlothian group that had been on a voyage earlier that year. There were a number of challenges with this group and her role on the first voyage is referred to in this transcription (highlighted in blue)

#### Describe Your Role

My remit covers delivering generic youth work and working with young people who for a variety of reasons are in danger of leaving education without a plan to go into further education, training, or employment (negative destination). We work on a referral system from schools, social work, health practitioners, Skills Development Scotland and young people can self-refer. The reason for referral is varied and includes being bullied, not engaging with school, mental health issues or a challenging family situation. We aim to work with young



people and based on their individual needs support them to access one of our Learning Pathways

*Learning Pathways is a programme of opportunities for young people to build confidence and progress to employability. It introduces young people to the area of employment that interests them. All Pathways lead to a guaranteed interview at entry level college courses or employment.*

### What Was Your Role with the Ocean Youth Trust Scotland Group

Apart from one meeting I'd arranged to introduce myself and answer any questions, I had no ongoing contact with the group or relationship with them. Because leaders pulled out, I was called in to accompany the group. The fact I'd been on the first voyage it was deemed appropriate given that experience that I should go on the trip. Also, part of the problem within our department is releasing staff for the whole week and a lot of staff don't want to do it.

I was in the same position with the first group in the sense that I had no ongoing involvement with them before we went on the voyage.

This group were much more settled and motivated than the first group, mainly because they had already bonded, and they were known to the school and youth work staff. Whereas the first group were randomly put together without any prior preparation. So, what you had were individuals coming together who all had different issues and needs, and it just didn't work. For me that highlighted that we need to be careful about who we put on these trips.

The group was identified by my colleagues who work with them on things like the Duke of Edinburgh Award and know through going to youth clubs.

As part of the preparation, OYT Scotland came and delivered an information session in the school.

### What Makes OYT Scotland Experience Different from Similar Outdoor / Residential Experiences

Being on a boat is such a different thing for these young people. First, I'd say it is a totally different experience. I think it's because they're living, working, eating, and spending their leisure time in a restricted space and I think that the lack of space creates barriers to how people behave. It's about the young person having responsibility, planning, communication and working as part of a team to make the boat move. It was amazing that after a couple of days it just all fits together. The crew play a vital part in making the experience different. They are assertive in a friendly way and the young people respected what they were told to do in terms of carrying out tasks and duties. Unlike other types of experiences as a worker you are doing the same tasks as the young people. You're one of them when on the boat.

### Young People Building Confidence & Capacity

The young people were happy, they were smiling. When I first met them, they were grumpy. The difference when they were on the boat was like black and white. Every wee bit they did you could see their confidence grow. I saw it with just basic tasks like, tidying up, putting their clothes away, cooking. They wanted to take things on and be successful.

### Young People Develop Physical & Personal Skills

On the physical side, they are working all the time and constantly using up energy. At the start one young person who needed more encouragement to get involved was supported by staff and the young people to take part and at the end of the voyage he was one of the most popular members of the group.

### Young People Make Positive Changes to Behaviour and Attitude

Not knowing the group before makes it difficult to comment on this. But when I went back to one of the youth centres after the voyage three girls who were on the trip were shouting over to me really enthusiastically and were happy to see me and said they were on their way to a DofE group. They just seemed more motivated and committed.

### Young People's Wellbeing Improved

Linking this back to the SHANARRI indicators there were improvements across the board. They're food routine and habits changed. They didn't have sweets, sugary drinks, or rubbish. They ate breakfast (most never had breakfast at home). At the start some objected to some food however being active all day changed that, and everyone ate what was there.

One girl in particular was a bit timid and struggled at the start but the crew encouraged her and supported her, and she grew in confidence as the voyage went on.

By giving the young people responsibility, they acted responsibly and respected the crew and others.

What is amazing is seeing the change in the young people in just a week.

### Transferable Skills

Their communication and teamwork skills developed during the trip. Having to focus on a task that required effort from others was the key to this. They had to talk to each other, listen to instructions, and compromise to reach a successful outcome. A couple of the young people demonstrated good leadership skills. Other things that developed were getting into a routine and being organised

I don't know if any of this learning is being sustained as I don't have any contact with the group, and that's down to the fact that these aren't young people I work with and me being pulled in so quickly.

Based on the experience of the first group, and even if they were more like the second group. I would say is that if there's another opportunity to take this up. We would need to find a way of bringing them together before they go to do teambuilding with them so there is a relationship there with each other and the leaders. Because with the first group it was just so bad. It was a group where individuals had mental health issues and it just didn't work.

### R (Observations by Evaluator)

**NOTE:** when I asked V about R she was unsure of who she was. V justified this by the fact she had no relationship with the group. Her only comment was I think she enjoyed it.

The worker thought it would be useful to have a document similar to what we discussed (leader's log book) so comments and observations could be recorded during the trip.

## Case Study #4

Scottish Sports Futures - Stirling

6 month Follow Up Interview with 'V'

Date of interview 17<sup>th</sup> November 2017

Date of Voyage June 2017

### Describe your role and work in Scottish Sports Futures

We are employed as youth workers by Stirling Council. We have a generic youth remit however, our role with this group is to support Scottish Sports Future's (SSF) Ambassador Programme.

The focus of the SSF's Ambassador programme is using basketball to build confidence, responsibility and give young people access to accredited training (Community Achievement Award). We normally have around 20 young people attend on a Friday night. Our specific role is to lead Educational Time Outs. These are normally based around a specific subject e.g. Drugs or Alcohol, Internet Safety. They don't happen every week. We do them when it's appropriate (raised by young people). The sessions last approximately 10 minutes and are delivered in a 'basketball' setting i.e. while playing we'd work on communication, teamwork, and behaviour.

The young people on the programme come from a range of backgrounds. Some would be termed hard to reach and challenging where as others function well.

### What was it like working with V before the voyage?

I have been working with V, the young person you're going to be talking to for 4 years (since he started) and he has some confidence issues and talks himself down a lot. He sat his National 5 exams last year and he didn't do as well as he and others expected to do, so his confidence took a knock. As a result, we had to have a long chat with him to convince him to stay on at school, which he did. Also, he came from an area where it's easy to get in with the wrong crowd and V doesn't want that; he wants to make a success of his life.

This is how we check in with the young person and see what's going on with them and find out if they need support with anything. The time outs are based on the needs of the individual, so we'll let them come to us if they need to chat, we won't necessarily approach them.

### Has anything changed since returning from the voyage?

I thought he was very young (15) to be going on the trip.

When he got back he seemed more mature it's like he changed from a wee boy to a young man. Since he's come back he's taken on more responsibility. Before he'd take a back seat and let the other Ambassadors do everything. When he came back he was pushing himself to the front and taking responsibility for planning and doing a lot more. And a big part of this change was down to the OYT Scotland experience. In fact, V says that himself. When we speak to him about the trip and he says that he's grown up because of the responsibility he had to take on the boat.

Generally, the positive impact has continued, there's been a couple of hiccups, but his progress has continued.

### 'V' Age 16

It's been 5 months since the trip and I feel I've changed. The trip was an experience that I'd never have thought I'd have the opportunity to do. So, it's increased my self-esteem because I did lots of things I've never done before. The fact I couldn't swim meant I was scared but I was able to overcome that. And that's helped me take on other challenges like running sessions here.

#### Social Skills

The main improvement is in my attitude, trying new things, and my confidence. For example, last week I was leading a coaching session and I wasn't getting the reaction I wanted. So, I stopped the session and got them to do fun stuff when they settled down we got back on track. Before I would have lost it and got angry. That change is definitely as a result of being on the boat. My pals have said they've seen a difference in my attitude. I used to be aggressive, but now I can control my feelings and emotions much better.

An example is I used to hang about with these people that used to do vandalism and stuff and I went along with them, but I was able to recognise that what they were doing was wrong and I've been able to walk away. When I walked away I felt such a relief and less stressed.

#### Employability Skills

There's be a big change in my punctuality. I now take responsibility for making sure I get to places on time.

I also noticed a change in my attitude to following instructions or being told what to do. At school I hated being told what to do. On the boat 24/7 you are being told what to do and when to do it by people I didn't know. It was difficult at first especially given what I've gone through, but I eventually trusted them, and I realised that being told what to do was just part of adult life so it changed my attitude towards school and I realised they're just trying to help me.

#### Practical Skills

My cooking skills really improved. On the last day I had to cook mince and tatties and it was the BEST thing I've ever eaten. Now in the house I help my mum and dad with the cooking instead of sitting in my bed watching TV or playing games. I'd say I am able to make up my own mind about things since being on the boat.

#### Overall change since the voyage

Now I feel welcome wherever I go. Going back to the coaching when I took the youth team, some people thought because I was young it wasn't going to work out. The first session went really well, and people realised what I could do if I put my mind to it and I really felt loved.

## Progress against outcomes grid

### Has consistently demonstrated increased confidence

Yes

### Is able to do new things

Yes. When it comes to the sessions he's more willing to get involved. He'll put himself forward and come in with plans prepared to lead and coach sessions

### Has demonstrated increased skills

Yes

### Has increased aspirations

Yes definitely, he's actively looking for jobs. I did his CV with him this week. Before he went on the trip he was really scared. When he's realised he was able to overcome that fear he feels that it will help him overcome other challenges

### Has demonstrated positive changes in behaviour

Yes. He's had negative influences around him with things like smoking. But now he's been able to put that behind him and focus on keeping fit and healthy.

### Has accessed training

Although he hasn't accessed training, yet I know he's actively looking at college as an option.

### Has accessed higher or further education

He's been able to maintain his place in school and is actively looking at further education / employment opportunities.

### Has got involved in volunteering with OYT Scotland

No

### Has done voluntary work in school or wider community

He was a founding member of Raploch's Big Noise Project. He's applied to volunteer for Active Stirling who run sports coaching sessions in the community.