



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

**New Horizons**

**Year 3 – 2016/17**

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Scottish Charity No. SC 029531



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## **An Introduction by CEO, Nick Fleming**

I can hardly believe how quickly the last three years have flown by- it seems like only yesterday we were preparing to welcome our first CashBack group of young people from Midlothian. I feel we have grown considerably as a charity from the work we have undertaken in Phase 3, with the 2016 season being the culmination of all we learned.



I am proud to say that this year we had 147 young people taking part in our 2016 New Horizons CashBack programme, groups hailing from all corners of the country. Whilst on board, the young people achieved a fantastic 558 qualifications. We have also seen an upturn in young people's interest in sailing with us again and a marked increase over last year in wanting to be a volunteer on board. A full summary of this year's evaluation can be seen in Section 15 of this report.

Working with CashBack for Communities has opened doors for opportunities, including new funding for us. Last year we supported several groups of young carers through CashBack funding. The difference we made to these worthy young people was enough to demonstrate that there was a need for an entire project to be funded. I am pleased that we were awarded funding for our CORAL Project from the Big Lottery to partially fund 27 groups of young carers over the next three years. CashBack has also enabled us to build better relationships with local authorities and volunteer groups, which further enhances our sustainability.

We are so pleased to have been awarded funding for a further three years from Phase 4 of the CashBack for Communities fund. This award confirms that what we are doing is recognised to make a real difference to the young people with whom we work. The additional qualifications the young people will achieve will give them a measurable outcome and will hopefully be an impetus for further learning or employment.

We look forward to welcoming our first Phase 4 CashBack group from the Scottish Borders in April 2017.

## **Background**

Ocean Youth Trust Scotland's vision is that young people can realise their true potential and live healthy, fulfilling lives and make a positive contribution to their community. Ocean Youth Trust Scotland (OYT Scotland) aims to inspire young people through the challenge of adventure under sail. It has been doing this through its award winning programme of residential voyages since 1999 and previously as the Ocean Youth Club since 1961.

For the CashBack New Horizons programme, OYT Scotland aims to draw on the expertise gained from 55 years of delivering its unique brand of youth work at sea— adventure under sail and to build on the success of previous projects; namely a pilot national project supported by COSLA involving 96 young people from across all 32 Local Authorities, and 15 regional YouthLink Scotland CashBack voyages.



### Project Summary

OYT Scotland has built strong partnerships with Local Authority CLD Youth Work departments and other relevant organisations and agencies. CashBack New Horizons 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

### CashBack Outcomes

In 2016, CashBack New Horizons focused on delivering the following CashBack outcomes;

- Increased opportunities for new experiences or activities for participants **(outcome 3)**
- Increased opportunities for continued participation by linking up and signposting to other provision **(outcome 5)**
- Greater confidence and self-esteem among participants **(outcome 8)**
- More participants have achieved accreditation for their learning **(outcome 10)**
- More participants progress into further learning, training and personal development opportunities **(outcome 20)**
- Increased horizons and improved outlook amongst participants **(outcome 21)**

## **Project Reach**

Our “CashBack New Horizons” project set out to work with 320 young people in total. In year 3, we welcomed 147 young people 34 group leaders. Over the entire three year project, we worked with 283 young people and 64 youth workers

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 15 Local Authorities in 2015 and 13 in 2016.

## **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.

These young people primarily derived from communities that fall within the top 15% of social deprivation as identified through the Scottish Index of Multiple Deprivation (SIMD). A combination of research using the SIMD, a partnership approach with Apex, and other identified referral agencies ensure we reach out to the appropriate disadvantaged groups.

## **Eligibility**

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

- Aged 16 – 25 at the time of the voyage
- Living in Scotland
- Not in full time education or training
- Are signed up to an Activity Agreement under Opportunities for All
- Unemployed or working under 16 hours per week at time of selection
- Have offended or are at risk of offending

## **Access and Selection Process**

The project worked with the key practitioners in each Local Authority, including the Opportunities for All Coordinator, the CLD Youth Work Manager, and consulting other appropriate person or practitioner as appropriate, to identify the right young people who have expressed an interest in participating in a voyage. OYT Scotland provided detailed guidelines for the selection and preparation of young people. It was expected that the Opportunities for All Coordinator and accompanying Local Authority Youth Workers (Group Leaders) would play a key role in selecting the right young people.

It was essential that the young people were fully committed and have “bought into” their voyage from the outset, and that they had realistic expectations. OYT Scotland Development Officers conducted a pre-voyage preparation session for each group and provided direct support and advice to the Group Leaders to fully prepare the young people for their voyage.

## **Role of Group Leaders (Accompanying Youth Workers)**

The Group Leaders performed a critical role in the project by helping to select and prepare the young people before the voyage, supporting them during the voyage alongside OYT Scotland Sea-Staff and after the voyage helped young people make the most of their experience by transferring the learning and personal development from the voyage onwards to their lives back on dry land. The sharing of the intensive experience of the voyage aimed to strengthen the relationships between the young people and the Group Leaders. OYT Scotland offered appropriate training for the accompanying youth workers so that they were best placed to prepare and support the participants before, during and after the voyages.

## **Role of OYT Scotland Sea-Staff**

The Sea-Staff team consisted of Skipper, 1st Mate, two Watch Leaders, and a Bosun. The Skipper was ultimately responsible for the safety and well-being of the vessel, volunteers and crew. The 1st Mate managed the daily routine of the vessel delegating tasks and jobs to the Watch Leaders and was also the “co-pilot”. The Watch Leaders each led a watch (or team) of 5 young people and supported them directly in all activities and dimensions of the voyage.

OYT Scotland Sea-staff are all highly trained and qualified for their relevant roles and follow a code of conduct and set of values to ensure they act as positive role models to the young people and take every opportunity to promote the personal development of the participants during the voyage.



## **Voyage Delivery**

Each voyage was designed to challenge and stretch the participants in a safe, fun and supportive environment. The voyage was managed by the Skipper using a “Plan – Do – Review” model to ensure the group were progressively “stretched” to the appropriate level. As the voyage progressed, the young people were encouraged and empowered to take on more responsibility and be actively involved in the decision making processes.

The young people were strongly encouraged to and were supported to participate fully in all aspects of the voyage including planning, risk assessment and safety management, problem solving, cooking, cleaning, maintenance, sail handling, watch-keeping, steering, navigation and pilotage.

## SHANNARI Indicators

The Children and Young People (Scotland) Act 2014 is about improving the wellbeing of children and young people in Scotland. The Act is wide ranging and includes key parts of the *Getting It Right for Every Child* approach, commonly known as GIRFEC. Wellbeing sits at the heart of the GIRFEC approach and reflects the need to tailor the support and help that children, young people and their parents are offered to support their wellbeing. A child or young person’s wellbeing is influenced by everything around them and the different experiences and needs they have at different times in their lives.\*



The eight wellbeing indicators are commonly referred to by their initial letters - SHANARRI. Outlined below are examples of how OYT Scotland demonstrates meeting these indicators, and which support the CashBack outcomes:

**Safe:** OYT Scotland maintains an excellent safety record in vessel operations and child protection. We teach in real situations, how to assess and manage risk.

**Healthy:** Life aboard is relatively simple – sailing the boat from A to B is the common goal but it needs physical, emotional and mental participation – a ‘whole person’ approach. Life aboard is extremely healthy, plenty of fresh air and exercise, learning to plan and cook a balanced nutritious menu. The experience is mentally, physically and emotionally challenging and inspirational. For many young people it is genuinely life changing.

**Achieving:** The huge range of tasks needed to run a happy ship means everyone will find something they excel at and take satisfaction in doing well and grow in confidence and self-esteem.

**Nurtured:** The challenging environment means strengths and weaknesses are identified quickly by the sea-staff. Individual strengths and talents are encouraged by one to one and group mentoring, motivating young people to set and achieve goals; Weaknesses are supported and individual action plans are agreed with the young people.

**Active:** Sailing a big boat is a genuinely physical challenge. There are no labour-saving devices: (hoisting, reefing and stowing the sails is heavy work for the entire crew) and even simply moving about and resting at sea requires more energy than normal due to the constant motion of the vessel in the waves.

**Respected:** In this small, alien, challenging open-plan space, trusting relationships based on respect are formed very quickly. Everyone learns to be mindful and tolerant of their shipmates. Learning to respect themselves and their achievements and learning to value and respect others is key to the successful outcomes of a voyage.

**Responsible:** Young people are progressively empowered to make decisions and take on more responsibility throughout the voyage. They are trusted with key roles such as safety checks, keeping anchor watch through the night, navigating and steering the vessel into harbour. Towards the end of the voyage, if conditions allow, the young people are given the opportunity to take command of the vessel (under the supervision of the Sea-Staff)

**Included:** Working with partners to identify young people in their communities who are at risk of turning to crime and anti-social behaviour. Engaging them and their families in the project. Helping them to be part of pro-social peer group. Young People are included in all aspects of the voyage from planning and decision making to sailing, watch-keeping, navigating, cooking and cleaning to reviewing and goal setting.

\* <http://www.gov.scot/Topics/People/Young-People/gettingitright/wellbeing>

## Essential Maintenance: Winter Refit

The funding we receive from CashBack for Communities not only covers the work we do with young people; it also supports the vital work we undertake each wintertime to ensure that the boats are running smoothly during the sailing season.

Each November, Alba Explorer and Alba Venturer are put through a vigorous programme of cleaning, painting, and refitting broken or worn parts, as well as getting new equipment. Each March, following sea trials, the boats are launched, fit and ready for another season.

In 2016, along with the regular maintenance, our winter refit included new bunks and seat covers for Explorer, whilst Venturer had new davits to store the dingy and a new storage area built for the life rafts.





## **Accreditation**

During the voyage young people had the opportunity to complete the following nationally accredited qualifications;

- SQA Core Skills Units (Level 3) in Communications including Listening, Speaking, Writing and Reading
- Duke of Edinburgh's Award Gold Residential
- Royal Yachting Association Start Yachting Certificate

The young people also kept a personal logbook of their individual achievements and experiences and were awarded an OYT Scotland End of Voyage Completion certificate on successful completion of their voyage.

## **Safety Management**

OYT Scotland complies with the Merchant Shipping legislation through the Maritime Coastguard Agency Code of Practice. Our vessels are surveyed by an MCA approved surveyor annually to ensure ongoing compliance. The Trust places the utmost importance on the safety of all who go to sea on its vessels and has recently implemented an IMO Safety Management System similar to that used by commercial shipping industry. The System is designed to ensure that safety is the main concern and responsibility of all involved in the organisation from the young Trainee on his or her first voyage to the Skipper, Senior Management and Board. All incidents are reported and reviewed and the appropriate changes made to Operating Procedures or equipment and lessons learnt and disseminated through Safety Notices and training events. Various internal audits ensure we are complying with the System.

## **Post Voyage Support, Referrals and Signposting**

### **On-going participation with OYT Scotland**

Each young person who completed a New Horizon's voyage received one year's complimentary membership of OYT Scotland and concessionary membership rates there-after until they reach full time employment.

They may receive a recommendation from their Skipper to apply for our Young Leaders or Bosun's Training Programmes which are two pathways for young people to become volunteers with OYT Scotland. This in turn could lead to a Cadetship and future employment with OYT Scotland as a 1st Mate or Skipper.

All participants were encouraged to join OYT Scotland's active social media community and their local OYT Scotland Shore Group. OYT Scotland have also identified a number of partner organisations to provide ongoing opportunities and support for young people after their voyage.

## **Regional Sailing Clubs**

RYA Scotland agreed to coordinate their network of regional sailing clubs to provide a local point of contact for New Horizon's participants to join their local sailing clubs. Having reviewed this at the end of 2015, we felt this referral system could have worked better, and we met with the RYA in June 2016 to seek improvements and strengthen the procedures. Disappointingly, despite our best efforts, our plan to work with RYA's "Focus Clubs" in a pilot programme to develop a positive

destination for those wishing to continue sailing did not take off as expected. We will continue to work on this referral system going forward to Phase 4.

### **The Prince's Trust Development Awards and Duke of Edinburgh's Award**

OYT Scotland already has a well-established partnership with The Prince's Trust. New Horizons' participants, where appropriate are signposted to the Prince's Trust CashBack Development Awards or other Prince's Trust programmes. This was discussed at the pre-voyage preps, and more information included in the dedicated Cashback logbooks each individual uses during their week aboard.

For New Horizons participants already signed up for the Duke of Edinburgh's Award (DofE), their voyage will count for the Residential element of the Gold Award. For those not yet signed up for DofE, they will be encouraged to do so and issued with an "Access Certificate" and credited for the Gold Residential element.

Whilst both of these awards have considerable merit, we found that most group leaders felt that the qualifications we offered from the SVQ were more relevant to those young people whilst on board during the week. In Year 3 of New Horizons, we continued to encourage group leaders to consider the benefits of Prince's Trust and Duke of Edinburgh Awards. We did this at the pre-voyage preparation meetings to give them the time to establish and develop a pathway, however, no groups took up this opportunity and instead focused on the SVQ qualifications.

### **Evaluation**

An evaluation action plan was developed that described the intended outcomes and how progress towards these were monitored and demonstrated. The project was monitored on a voyage by voyage, monthly and quarterly basis to ensure that it met its agreed objectives and outcomes for the young people involved.

Routine monitoring included the number of participants proceeding onto positive destinations, demographic information (age, gender, ethnicity etc.), participant outcomes, levels and types of support provided.

Monitoring and evaluation tools include;

- Participant evaluation surveys
- Personal young person action plans
- Physical fitness training
- Exit interviews and follow up interviews (longitudinal studies)
- Partner agency surveys and interviews
- Hard data collection – attendance lists, qualifications achieved, participant numbers, volunteer numbers etc.
- Others that may be identified throughout the life of the project

The Sea-staff team self-evaluated each voyage and provided recommendations to the Management Team on how to develop and improve future New Horizons Voyages. This was recorded in the young people's log books and "watch leader" review sheets.

Our Development Officers arranged with the Group Leaders to meet with the group three months after their voyage to measure some of the short term outcomes and ensure the appropriate post voyage sign-posting and referrals have been actioned.

We tracked the young people at 6, 12, and 18 months after their voyage in-order to evaluate the remaining short term and the medium term outcomes. This is done with a range of Survey Monkey questionnaires and phone interviews with the young people and their youth workers and parents and through our external evaluators.

The overall project evaluation was conducted externally by an independent evaluation contractor and we appointed Research Scotland to focus on the outcomes and indicators described above. At every stage of implementation and delivery young people we were formally consulted and programmes refined and redeveloped to take account of expressed needs and wishes.

Research Scotland have now completed their annual evaluation report with a summary following.

### **Summary of External Evaluation**

This report is intended to provide an overview of delivery of CashBack funded activity to date and progression against CashBack outcomes. It also makes recommendations for the future development and evaluation of the programme. The full evaluation report is available from Ocean Youth Trust Scotland.

#### **Programme reach**

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

**Recommendation:** OYT Scotland sets a more realistic target for the number of young people on an average voyage, as planned for Phase 4.

1.2 Available evidence suggests that 60% of participants were male and 40% were female. RS would suggest this is broadly in line with what would be expected, as the programme has actively targeted young people experiencing particular challenges – such as those at risk of offending. The ethnicity profile of young people is broadly reflective of the wider population.

1.3 In practice, the programme has reached a significant proportion of young people outside its eligibility criteria, although there are good reasons for this. OYT Scotland extended its reach beyond the initially agreed eligible age group, to 50 younger participants (under 16) that were particularly vulnerable or at risk of poor outcomes. Partly as a result of this, a relatively high proportion of participants were already in school (in other words, did not meet the eligibility criteria of not being in education, training or employment). We have explored these issues in depth with those involved in delivery, and understand that all the young people involved were identified as being vulnerable or disadvantaged, and eligibility criteria were adapted to take account of these needs. Rather than adapt their target group, it may be beneficial to review the eligibility criteria to ensure this reflects the people the programme most wants to reach.

**Recommendation:** OYT Scotland works with Inspiring Scotland, to review and adapt its eligibility criteria to better reflect its target group for Phase 4.

- 1.3 The programme is reaching people from a wide range of geographical communities across Scotland. It has increased its geographic reach from 14 to 17 local authority areas during the delivery period. It has also engaged young people from rural and island regions.
- 1.4 OYT Scotland has already identified the need to gather accurate postcode data for participants and groups for Phase 4, in order to meet SIMD reporting requirements.

### Views on the approach

- 1.5 Participants and stakeholders were generally very positive about the approach, and young people clearly enjoyed their participation. Group leaders provided very positive feedback regarding OYT Scotland staff and the value of OYT Scotland voyages for young people. Support from OYT Scotland staff before and after voyages was greatly appreciated, and further development of this would be welcomed. There was broad agreement that the programme works best as part of a wider package of support to young people.

**Recommendation:** OYT Scotland continues to work with partners to secure adequate resources (where possible) to extend 'wrap around' activities.

### Outcomes achieved

- 1.6 The programme has delivered positive outcomes in relation to each of the selected intended outcomes under the CashBack logic model. Evidence was strongest for outcomes relating to new experiences, increasing confidence, gaining accreditation and personal development:
- **CBO3:** Increased opportunities for new experiences or activities for participants - The programme provided new experiences and activities for 283 participants. Participants were extremely positive about their experience and said they would recommend it to others. The voyage supported participants to develop a range of skills. This included practical sailing skills and soft skills around teamwork, communication and leadership.
  - **CBO8:** Greater confidence and self-esteem among participants - Almost all participants (97%) involved in this research said their confidence had improved as a result of the voyage. Increased confidence had a significant impact on young people's lives, at school, home and work. It enabled them to step outside their comfort zone, try new things and realise their potential.
  - **CBO20:** More participants' progress into further learning, training and personal development opportunities - There is qualitative evidence to show that young people made positive choices by staying at school, moving into college or starting employment. Young people indicated that the voyage supported their personal development by helping them achieve goals, reflect on their experience and take on leadership roles. Many participants commented that they felt more capable and more aware of their abilities. Increased confidence, skills and capacity gained through the voyage played a significant role in personal development. However, of the young people we interviewed, 87% told us they were already in education, employment, training or volunteering prior to the voyage, with 73% stating that they were in education. In essence, while the programme may have prevented young people from falling into a negative destination, this makes it difficult to demonstrate progress towards this outcome in a quantitative way.
  - **CBO10:** More participants have achieved accreditation for their learning - All 283 participants completing the voyage received an OYT Scotland completion certificate, SQA Core Skills Units, and a Royal Yachting Association certificate. OYT Scotland staff have emphasised the

importance of this accreditation for these young people – many of whom would otherwise leave school with no qualifications at all.

- **CBO5** Increased opportunities for continued participation by linking up and signposting to other provision - OYT Scotland signpost all participants to further opportunities around sailing and volunteering with OYT Scotland, and to a range of wider support, through the log book. There is evidence that some young people have progressed onto other participation in OYT Scotland. During Phase 4, OYT Scotland wants to further strengthen its approach to signposting, and monitoring of follow-up activity and take-up of other provision.

**Recommendation:** OYT Scotland does, as planned, review its approach to delivery and monitoring or sign-posting activity.

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

#### **Development during Phase 4**

- 1.7 Overall, Research Scotland evaluation has found very positive feedback about the model, and OYT Scotland's approach to delivery. A range of evidence demonstrates the significant outcomes being delivered for young people through the New Horizons programme.
- 1.8 Research Scotland has found very few issues with the delivery of the programme, which may reflect the established nature of the approach. Their recommendations have mainly focused on small changes and strengthening the eligibility criteria and associated monitoring of the programme. OYT Scotland has been actively reviewing and improving its approach to delivery, monitoring and evaluation during Phase 4, based on experience and evaluation learning. Work is already underway to embed the learning and recommendations from Research Scotland's evaluation report.

#### **Equalities**

The project was planned so that no groups of people are excluded through religious or cultural reasons and staff will be trained in equalities to ensure that they have an awareness of different cultures, religions and equalities groups.

The project collected and monitored equalities information for all participants to ensure people from all sectors of society are accessing the programme and regularly conducted surveys to ensure that participants feel their needs have been addressed.

An equalities impact assessment has been completed describing the actions that will be undertaken to ensure the Project is fully inclusive and open. The action plan was monitored as part of the monitoring and evaluation plan to ensure that identified actions were completed as agreed and that the programme was fully accessible wherever possible.

When selecting groups to work with us on this project we ascertained that they have an equal opportunities policy in force.

## Sustainability and Exit Strategy

Our fundraising strategy aims to secure a diverse portfolio of sustainable income streams. Our fundraising team continues to investigate and apply to a variety of sources including;

- Statutory Grants
- Trusts and Foundations
- Events and Community
- Corporate and Major Donors

The relationship that we have built with local authorities has been strengthened as a result of individual reports and press releases for each of our New Horizons partners. We also have developed a three year project called CORAL Project, funded by the Big Lottery's Improving Lives Awards which focuses on young carers, a group we initially worked with in the CashBack Phase 3.

Our exit strategy for young people on the existing project will be to move them into positive destinations, such as, volunteering, training or further education and to track their progress at 6, 12 and 18 months stage. Longitudinal case studies have been identified and the sustainability of these positive destinations will be monitored and incorporated into project evaluation.

## Local Authorities Engaged with the New Horizons project 2016/17

Midlothian  
East Dunbartonshire  
East Dunbartonshire  
Fife  
East Renfrewshire  
Argyll and Bute  
Highland  
Highland  
North Lanarkshire  
South Lanarkshire  
Inverclyde  
South Lanarkshire  
East Renfrewshire  
Edinburgh, City of  
Glasgow City  
Scottish Borders  
North Ayrshire



## Preparation in the 3<sup>rd</sup> Year

- All 32 local authorities were sent the selection criteria with details of the project along with the expected outcomes. 13 local authorities expressed an interest in the project for 2016 (4 authorities supporting 2 voyages). All 17 voyages took place as expected.
- Each local authority was asked to provide two group leaders that would be involved with the young people from the start of the project, sail on the week long voyage and then provide after care and support to help them achieve their stated goals. (We felt that the success of the project would be increased greatly by having a long lead in time for the group leaders to work with the young people and allow time to gauge how to interact with them to maximise their potential).
- Ahead of their voyage, OYT Scotland designed a weekend on our vessels specifically for the group leaders. This provided them with an insight into the challenging environment the young people would experience during their week-long voyage. The syllabus gave us the opportunity to demonstrate directly to the group leaders how life on the boat is structured and how to allow each young person to take responsibility for tasks, and stretch their learning experience whilst remaining safe. Two 'CashBack Group Leader' weekends were run in the 2016 season. During the weekend the group leaders were equipped with skills that allowed them to select suitable young people for the project.
- Accreditation -
  - i) OYT Scotland is accredited through the Institute of Outdoor Learning which enables us to provide CPD points to the group leaders on our training weekends- Course title: "Facilitating Group Development through Sail Training"
  - ii) We also became an SQA Accredited Centre, to allow us to deliver, assess and verify SQA Core Skills Level 3, during the project.
  - iii) Youth Work Tool Kit designed and delivered to our Sea Staff.
- The Development Officers at OYT Scotland set up meetings with the Group Leaders to assist in the selection of the young people by providing presentations and answering direct questions about the project.
- Once the young people were selected, further more in depth presentations took place going through the finer details of the project. This included the new Log of Achievement diaries which outline feedback, evaluation, sign-posting, qualifications, and team building.



2016/2017 - Finance

Year 3: 1/4/16 - 31/3/17.

	<u>ACTUAL</u>	<u>FORECAST</u>	<u>V</u>
<b>Charts</b>	857	936	79
<b>Communications</b>	558	607	50
<b>Harbour Dues</b>	2,271	2,775	504
<b>Fuel</b>	1,991	2,144	153
<b>Food</b>	7,038	7,744	705
<b>Chandlery</b>	521	597	76
<b>In Service repairs</b>	2,073	2,321	249
<b>Insurance</b>	2,150	2,508	358
<b>Refit</b>	6,766	0	-6,766
<b>Cost for use of vessels</b>	8,142	6,333	-1,809
<b>Total Vessel running costs</b>	32,366	25,965	-6,400
<b>Staff Costs</b>	11,851	11,851	0
<b>Travel</b>	18,400	24,480	6,080
<b>Certification</b>	3,596	3,917	321
<b>Management &amp; Marketing</b>	7,464	7,464	0
<b>Evaluation</b>	5,612	5,611	-1
	46,922	53,323	6,400
<b>Total Expenditure</b>	79,288	79,288	0



## 2016/2017 – Outcomes

Outcome Number	Outcome	Progress in Year Three
3	<p>Increased opportunities for new experiences or activities for participants</p> <p><i>“The young people thoroughly enjoyed the experience. It was great to see them stepping out of their comfort zone and pushing themselves to learn new skills and really flourish in a challenging environment.”</i> Group Leader Gemma, Fife</p>	<ul style="list-style-type: none"> <li>• 17 groups (147 young people and 34 group leaders) took part in voyages in 2016.</li> <li>• Ahead of their voyages, 12 Group Leaders have taken the opportunity to sail with us over a weekend.</li> </ul>
5	<p>Increased opportunities for continued participation by linking up and signposting to other provision</p> <p><i>“I had a chance to see how the boat worked and I got to do some of the daily checks on the engine. I definitely want to come back and learn to be a bosun.”</i> Crew member from East Dunbartonshire</p>	<p>On all the CashBack voyages , we aimed to continually improve the young persons’ experience whilst on the voyage through various opportunities, by offering:</p> <ul style="list-style-type: none"> <li>• Connections, where appropriate, with local sailing clubs, in partnership with the RYA.</li> <li>• Another voyage as crew, or to train up as a member of our voluntary sea staff as bosun. Referrals by our skippers will be passed to our Development Team for processing.</li> <li>• Other signposting (college, modern apprenticeships, volunteering for other groups and employment), was facilitated by key workers and Group Leaders sailing with the group.</li> <li>• Four CashBack young people from 2015 were recommended and have taken up places on the 2016 Young Leaders Development Programme (YLDP) voyage. Sadly one young person, Dean hurt his back prior to the voyage, but will be taking part in the programme in 2017. YLDP is a leadership programme which develops the skills of young people, the successful completion of which results in the SQA Level 5 Leadership award. The aim is for them to then become volunteers with the Trust to help train</li> </ul>

		and mentor other young people on future voyages.
8	<p>Greater confidence and self-esteem among participants</p> <p><i>“I feel like this voyage has prepared me for real life. It’s really improved my confidence and my teamworking”</i> Crew member South Lanarkshire</p>	<ul style="list-style-type: none"> <li>• A specifically designed ‘Log of Achievement’ was utilised by each young person.</li> <li>• In this log there are evaluation tools that can show the progression of the participant’s confidence and self-esteem.</li> <li>• During 2016, we re-evaluated the logbooks and updated them following feedback from sea staff, crew, and group leaders.</li> </ul>
10	<p>More participants have achieved accreditation for their learning, training and personal development opportunities</p> <p><i>“The young people have shown the eagerness to develop and number of softer skills including increased confidence, willingness to push themselves out with their comfort zone and also establishing routines around sleep patterns, cooking and also maintaining a pleasant working environment i.e. cleaning. These skills will without doubt enhance opportunities in the future and have already set aspirations for a number of them including progression into further education, employment and also undertaking other training with the OYT Scotland.”</i> Group Leader Paul, Inverclyde</p>	<ul style="list-style-type: none"> <li>• We awarded 558 Level 3 qualifications in Level 3 Core Skills in Communication (reading, writing, listening and speaking).</li> <li>• SQA accreditation has been granted to OYT Scotland, enabling the Trust to provide SQA Qualifications to participants wishing to work towards achieving them.</li> <li>• Staff have been trained as SQA Assessors and Internal Verifiers.</li> <li>• 147 young people achieved their RYA Start Yachting certificates</li> <li>• 147 young people achieved an OYT Scotland “End of Voyage” Certificates.</li> </ul>

<p>20</p>	<p>More participants progress into further learning, training and personal development opportunities</p> <p><i>"I hope to do my bosun training so that I can come back and help other people learn the skills and gain qualifications I have gained with my time on board."</i></p> <p>Crew member North Lanarkshire</p>	<ul style="list-style-type: none"> <li>• Details of partners and sailing clubs websites are now part of the Log of Achievement.</li> <li>• Group Leaders and OYT Scotland have collated a list of signposting destinations. This includes further sailing opportunities, training organisations, colleges, apprenticeship schemes, other charity partners.</li> <li>• A total of 23 young people sailed with OYT Scotland again as crew members following voyages in 2015/6.</li> <li>• Seven young people took on bosun's training with the Trust.</li> </ul>
<p>21</p>	<p>Increased horizons and improved outlook amongst participants</p> <p><i>"I learned to listen to others better, which will help me get along better with my family and at school when I get home."</i></p> <p>Crew member South Lanarkshire</p>	<ul style="list-style-type: none"> <li>• Youth Work Tool Kit designed and delivered to our Sea Staff and are to be used in conjunction with the Log of Achievement.</li> <li>• Follow up post voyage meetings have taken place with all groups that have sailed in 2016 and further evaluation dates have been set. Feedback has been very positive and many have found the voyage they participated in has given them structure back into their lives.</li> </ul>

## **2016/2017 – Communications**

### **Communications – Website and E-Communications/Social Media Presence and Engagement**

OYT Scotland’s website incorporates our Twitter, Facebook, Linked In and YouTube Channels. This enables the promotion of the Cashback New Horizons Programme will be available on all of our social media simultaneously.

We promoted and publicised the CashBack New Horizons Programme as widely as possible, with a PR plan including press releases for every voyage to the relevant regional newspapers and also through social media. In addition, each local authority who have supported a voyage received their own report back.

In September 2015, we created a CashBack for Communities film which charted the physical and emotional journey of the participants and captured many of the outcomes. The film was premiered at the Parliamentary Reception in February and was also featured on our website, Facebook and YouTube. We hope to undertake another filming session in 2016/2017 where possible and with the agreement of the group.

### **PR**

We continue to work closely with our local newspaper, the Greenock Telegraph. We also have a presence with national Scottish newspapers like the Herald and the Scotsman. Ocean Youth Trust Scotland provided background to the project to the press through standard press releases and the Local Authority will take responsibility for providing individual content. We also encourage groups to use our press releases and photos on their own social media platforms and internal/external publicity.



## Impact of the New Horizons Programme

Looking back over the three years of the involvement with CashBack, there is a definite impact on the Trust and the way we work, including improved processes and improved relationships. We look forward to further development within Phase 4.

Local Authority Reports	Local authority reports have been an excellent way to develop the relationships with individual councils. The reports have allowed the Trust to demonstrate the effectiveness of the work we do. Paul Ross is a Youth Worker with Inverclyde council and took part in a CashBack voyage in 2016. He selected the 10 young men on the voyage specifically because they were taking part of a bigger CLD programme. The report from the voyage was helpful to him as it explained how the skills acquired on board would enhance opportunities in the future progression into further education and employment. He commented that “the young people have shown the eagerness to develop and number of softer skills including increased confidence, willingness to push themselves out with their comfort zone and also establishing routines around sleep patterns, cooking and also maintaining a pleasant working environment.”
Log Books	Log books have played a critical part in CashBacks voyage in that they are a vehicle to enable young people to self-evaluate and allow us to collect evidence for qualifications and outcomes. The diary pages ask for a daily goal and whether skills acquired during the day could be used back home. It is a living document that has, over the years, been amended and refined as we receive feedback from young people and sea staff.
Volunteering	One challenge for us has been being able to trace the journey of young people once they leave the boats. We have worked with Research Scotland in Phase 3 to understand this, but feel we could do more ourselves, particularly when tracing the pathway of those young people who wish to volunteer with OYT Scotland. To that end, for Phase 4, we have developed a process that will record recommendations and requests to volunteer as a bosun or young leader. Externally, we have built new relationships with Voluntary Action Scotland representatives across the country. Each individual Third Sector Interface (TSI) Volunteer Co-ordinator has been contacted and has agreed to meet with the group once they have returned from their voyage to discuss with them how to become more involved within their community. This could include working towards a Saltire Award.

Evaluation	<p>Prior to CashBack funding, OYT Scotland had not had the funding or opportunity to employ an external evaluator to collate information about the young people. The annual reports collated by Research Scotland have provided essential and insightful information to be used in future funding applications. As an example, early in 2017 we successfully applied to Big Lottery Medium Grants to fund a three year “CORAL” project working with young carers. The CashBack research was used to evidence. Moving forward in Phase 4, we have partnered with Catch the Light evaluators and along with the required evidence for selected outcomes, we are gathering increased stakeholder feedback, and more in-depth case studies.</p>
Strengthened Relationship with Inspiring Scotland	<p>An unexpected outcome of the CashBack partnership has been a relationship with Inspiring Scotland which has extended out with of the CashBack remit. We were introduced to Elaine Crichton and have benefited from pro-bono assistance in finding a new Board Member, as well as a short-term contract with a fundraising officer.</p>
Strengthened Relationship With CashBack Partners	<p>There has been encouragement to work internally with other CashBack partners. Though we had limited exchanges with other partners initially, we have now developed good working relationships going forward in Phase 4. We are welcoming a group of young people from Scottish Sports Futures on board in June. We also have accessed funding from Princes Trust to support our cadets, and we will continue our affiliation with YouthLink Scotland. We will also be recommending our young people to contact partner organisations upon completion of a voyage.</p>

## Group Case Study: Midlothian

OYT Scotland first worked with Midlothian and their Community Learning and Development team in 2011. Bruce Fraser, Development Worker, organised the group's first voyage in the Tall Ships race. He was full of praise in the way that the voyage made a difference to the young people with whom he worked. He commented post-voyage it was an "eye-opening" experience for some, which would enable him as a group leader, to work more closely with them to provide further opportunities. It was not all smooth sailing though, as some of the young people on board were disruptive and didn't engage with the experience. Bruce commented for these individuals they would be "reviewing their approach to working with them." Lessons were learned on the selection process, but the value of the experience was seen and a further COSLA voyage was booked in 2013.

In 2014, one of the young participants Katie, was brought back on board as a group leader. Making the switch from a member of the crew to group leader was a challenge for her. "It was difficult being someone who was in charge, vs just taking part. However, it was a great experience, and really helped me in my job as a youth worker, as well as my relationship with the young people on board."

The voyage in 2014 was such a success, that the group were able to have 24 young people on board on 2015, and Katie returned again as a group leader. These voyages were part of the CashBack funding, and there was a greater emphasis on selecting young people who were disengaged, and in fact, all came from "chaotic" home situations, with 3 in foster care. The feedback from the young people was very encouraging. Before he came on the voyage, Ayden had issues with anger. "I used to get into a lot of trouble at school because I got angry, When I was sailing, I had a chance to think about why that was, and learned how to control it. There was a couple times when I was about to lose it, but I talked to the watch leaders and calmed down. It was good working as a team, and I will work hard to control my anger when I get home."

Luke James also joined as a group leader in 2015. Following his voyage he commented: "It has been an incredible experience watching the young people develop their team work skills, gain confidence and learn how to sail the Alba Venturer. Each individual pushed themselves out of their comfort zones and made the most of the five days at sea. Now we plan to keep their momentum going and support the young people in their next steps whether that be applying for employment, college or volunteering."

In 2016, Midlothian took the season's first CashBack voyage. It was another successful voyage; indeed feedback from the young people included: "It was great getting to know everyone, and I don't want to go home!" and "I was unsure when I first came on board, but our awesome watch leader really looked after us, and I'd love to come back again."

**We are pleased to have 2 further Midlothian groups on board in 2017 as part of our "On Course with CashBack" programme.**

## Appendix 1 – Evaluation Model

Action	Responsibility	Timescale	Status
Initial scoping meeting with external Evaluators	OYT Scotland	December 2014	Completed
Evaluation programme meeting and planning meeting with Safer Communities Directorate and Inspiring Scotland	OYT Scotland	January 2015	Completed
Develop evaluation tools	OYT Scotland	February 2015	Completed
Establish baseline assessment methods	OYT Scotland	March 2015	Completed
Agree monitoring and evaluation timetable	OYT Scotland, Safer Communities Directorate External Evaluator	March 2015	Completed

### Data Collection

Each young person nominated to the programme had their details entered and recorded using Microsoft Customer Relationship Manager database (CRM). This system allows us to track and monitor the young people as they work through the programme. This database is updated by the Development Team and forms the basis of our evaluation system. We tracked;

- Participation – monitored the number of young people involved in the programme, retention and completion.
- Profile – monitored how many young people are from specific target groups.
- Development – collected data which was be used to evaluate the skills young people develop such as confidence; working with others; goals setting; communication etc.
- Outcomes – collected data from young people which showed the outcomes achieved three, twelve and eighteen months after they finish the programme.

In addition to the above, we gathered qualitative feedback;

- Case studies to complement the data already being gathered
- Feedback from parents, youth workers and guardians
- Feedback from OYT Scotland staff and volunteers





<b>Description</b>	<b>Deadline</b>	<b>Action</b>	<b>Who will do this?</b>	<b>Evidence</b>
Case Studies	1 month after each delivery quarter	2 Case studies per quarter	Research Scotland/OYT Scotland	Qualitative case studies/reports on the short term impact of the voyage.
Annual Audit and Report	Two months after the end of the sailing season	Annual audit of all voyages and participants	Research Scotland/OYT Scotland	Check all data captured, questionnaires completed, participant numbers, ethnic diversity and delivery stats.
Initial External Evaluation	Two months after the end of the sailing season	Following annual audit, carry out annual external evaluation	Research Scotland	Scope of work and plan of evaluation to be agreed between OYT Scotland, CSU and Inspiring Scotland
Mid-term External Evaluation	Two months after the middle of the sailing season (July)	Following annual audit, carry out annual external evaluation	Research Scotland/OYT Scotland	Scope of work and plan of evaluation to be agreed between OYT Scotland, CSU and Inspiring Scotland
End Of Project External Evaluation	Data forwarded to evaluation partner two months after the end of the project.	Following annual audit, carry out annual external evaluation	Research Scotland	Scope of work and plan of evaluation to be agreed between OYT Scotland, CSU and Inspiring Scotland

Outcomes	Indicators	How this will be measured	Who will do this?	When and where will this information be collected
<p>Short Term:</p> <p>More participants have achieved accreditation for their learning. <b>(Outcome 10)</b></p>	<p>Young people will have the opportunity to complete SQA Core Skills.</p>	<p>Microsoft CRM database will record;</p> <ul style="list-style-type: none"> <li>• The number of young people registering for the qualification.</li> <li>• The number of young people completing the qualification</li> </ul> <p>The number of young people achieving the award.</p>	<p>OYT Scotland</p>	<p>The 'Development Team' will collect this information and run a report quarterly via the CRM database.</p>
<p>Short-term:</p> <p>Increased opportunities for new experiences or activities for participants. <b>(Outcome 3)</b></p>	<p>Number of young people taking part in a new experiences or activity.</p>	<p>Microsoft CRM database will record;</p> <ul style="list-style-type: none"> <li>• The number of young people engaged in the project.</li> <li>• The number of young people on a boat for the first time.</li> </ul>	<p>OYT Scotland</p>	<p>The 'Development Team' will collect this information at the end of each voyage and run a report quarterly via the CRM database.</p>
<p>Short Term:</p> <p>Increased opportunities for continued participation by linking up and signposting to other provisions (sailing clubs, volunteering, further education and training). <b>(Outcome 5)</b></p>	<p>Number of young people being signposted to other provisions.</p>	<p>Microsoft CRM database will record;</p> <ul style="list-style-type: none"> <li>• The number of young people signposted to sailing clubs, volunteering, further education and training.</li> </ul>	<p>OYT Scotland</p>	<p>The 'Development Team' will collect this information and run a report quarterly via the CRM database.</p>

<p>Short Term:</p> <p>Greater confidence and self-esteem among participants. <b>(Outcome 8)</b></p>	<p>Young people when asked will make positive comments about their future aspirations and the confidence they have gained through the project</p>	<p>CashBack-specific questionnaires will ask young people if they have;</p> <ul style="list-style-type: none"> <li>• Increased confidence in themselves as a result of their voyage</li> <li>• Increased ambition/aspiration for the future as a result of their voyage</li> </ul>	<p>OYT Scotland/ Research Scotland</p>	<p>Research Scotland will collate this information from their contact with young people</p>
<p>Intermediate:</p> <p>More participants progress into a positive destination; such as learning in a non-school setting, further and higher education, pre-employment training, volunteering, personal development opportunities and employment. <b>(Outcome 20)</b></p>	<p>Young people when asked will comment on their progression into a positive destination.</p>	<p>CashBack-specific questionnaires will ask young people if they have;</p> <ul style="list-style-type: none"> <li>• Participants have progressed into a positive destination; such as learning in a non-school setting, further and higher education, pre-employment training, volunteering, personal development opportunities and employment.</li> </ul>	<p>OYT Scotland/ Research Scotland</p>	<p>Research Scotland will collect this information during their contact with young people</p>
<p>Intermediate:</p> <p>Increased horizons and improved outlook amongst participants <b>(Outcome 21)</b></p>	<p>Young people when asked will comment on improvement their outlook and of possibilities open to them.</p>	<p>CashBack-specific questionnaires will ask young people if they have; Increased horizons and an improved outlook</p>	<p>OYT Scotland/ Research Scotland</p>	<p>Research Scotland will collect this information during their contact with young people</p>

## Local Authority Financial Breakdown

	<b>Voyage No</b>	<b>£</b>	<b>No of young people</b>
<b>Midlothian</b>	1	4,011	10
<b>East Dunbartonshire</b>	2+3	8,023	14
<b>Fife</b>	4	4,011	8
<b>East Renfrewshire</b>	5	4,011	8
<b>Argyll and Bute</b>	6	4,011	8
<b>Highland</b>	7+8	8,669	19
<b>North Lanarkshire</b>	9	4,657	8
<b>South Lanarkshire</b>	10+11	9,315	20
<b>Inverclyde</b>	12	4,657	10
<b>South Lanarkshire</b>			
<b>East Renfrewshire</b>	13	4,657	5
<b>Edinburgh, City of</b>	14	4,657	8
<b>Glasgow City</b>	15	4,657	9
<b>Scottish Borders</b>	16	6,975	10
<b>North Ayrshire</b>	17	6,975	10
<b>Total</b>		<b><u>79,288</u></b>	<b><u>147</u></b>