



ANNUAL IMPACT REPORT

ON BOARD WITH CASHBACK YEAR 2





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OUR PROJECT

On Board with CashBack is Ocean Youth Trust Scotland's intensive personal development programme for young people who are most at risk of antisocial behaviour, offending, or have been impacted by Adverse Childhood Experiences (ACEs) and trauma.

Funded through Phase 6 of the Scottish Government's CashBack for Communities programme, it combines land and sea-based learning to build confidence, develop life skills, and inspire positive change.

In Year 2, 94 young people from across Scotland took part in the programme. Many of them came from challenging circumstances, and the programme has had a significant impact on their attitudes, behaviours, and overall wellbeing. Participants reported greater self-belief, improved relationships, and a stronger sense of purpose.

A growing number of young people who took part in Year 1 also returned this year as volunteers and peer mentors, highlighting the lasting effect of the programme and the strength of its person-centred, youth led ethos.



OUR TEAM

On Board with CashBack is delivered by a small staff team, and supported by the Trust's pool of over 200 skilled volunteers.



Hazel Wiseman
Chief Executive Officer



Conor McNamara
Youth Development
Worker



Sian McCluskey
Fundraising and
Communications Officer



Craig Hodgart
Youth Development
Worker



Gillian McDiarmid
Senior Youth Development
Worker

THE YEAR IN NUMBERS

94

YOUNG PEOPLE
ENGAGED

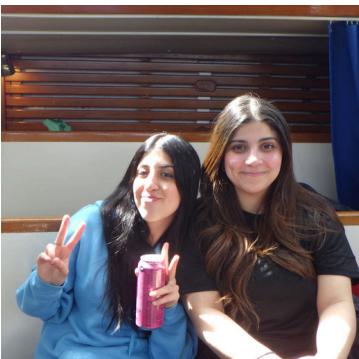
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CASHBACK FOR
COMMUNITIES
GROUPS



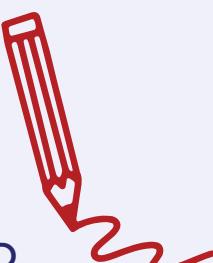
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RYA START
YACHTING
AWARDS
ACHIEVED



570

SQA LEVEL 3 CORE SKILLS
QUALIFICATIONS ACHIEVED



21

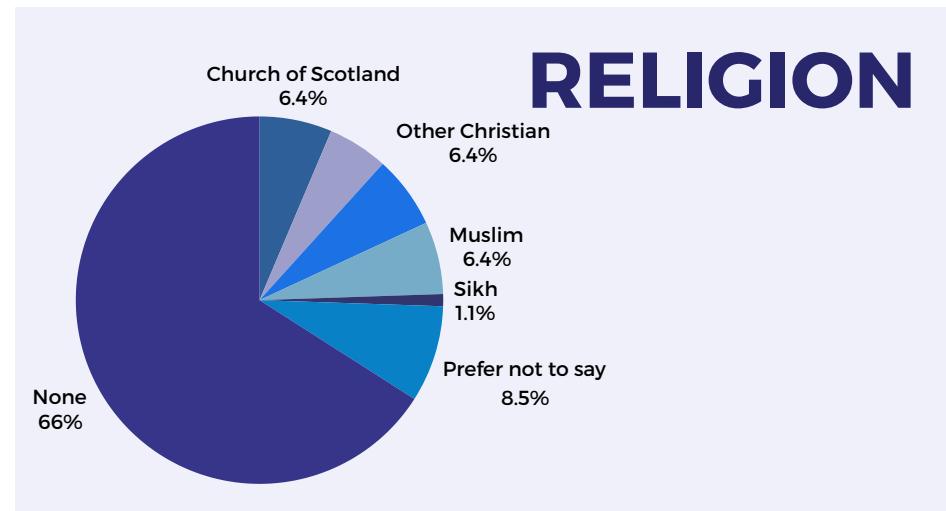
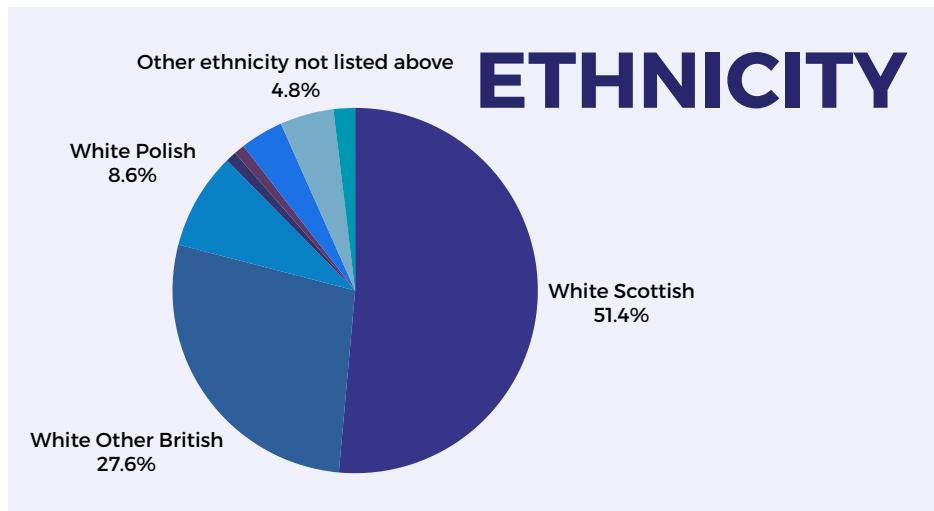
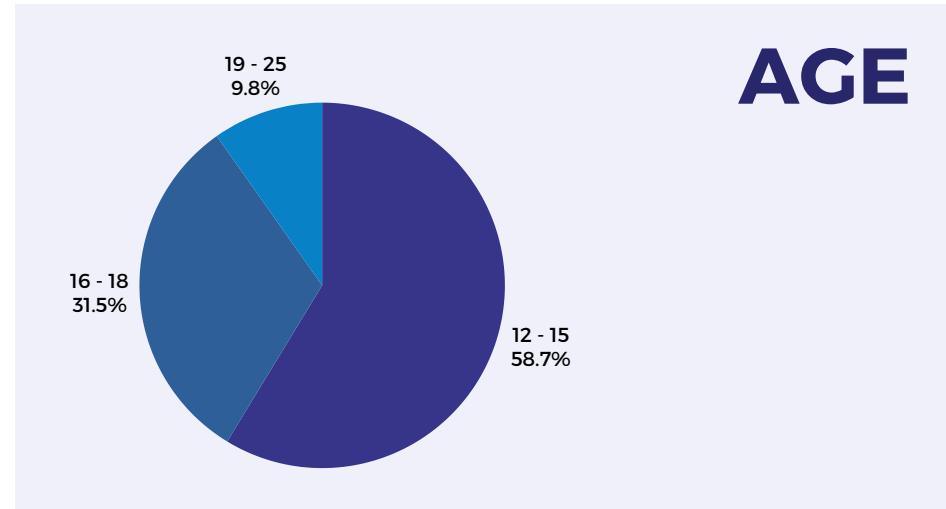
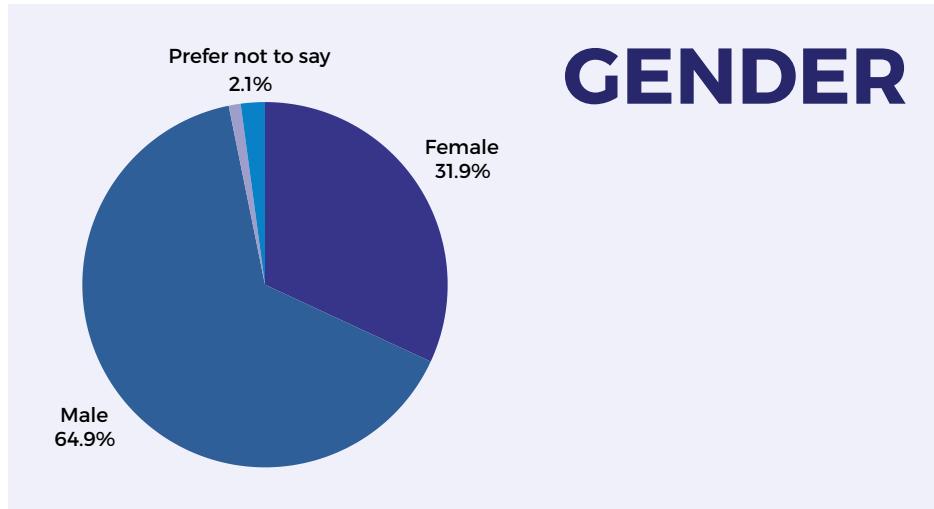
OUTDOOR
ACTIVITY
SESSIONS

The voyage has made me feel a lot more confident in myself.
I would definitely come back if I got the opportunity.

Young Person



WHO WE ENGAGED WITH



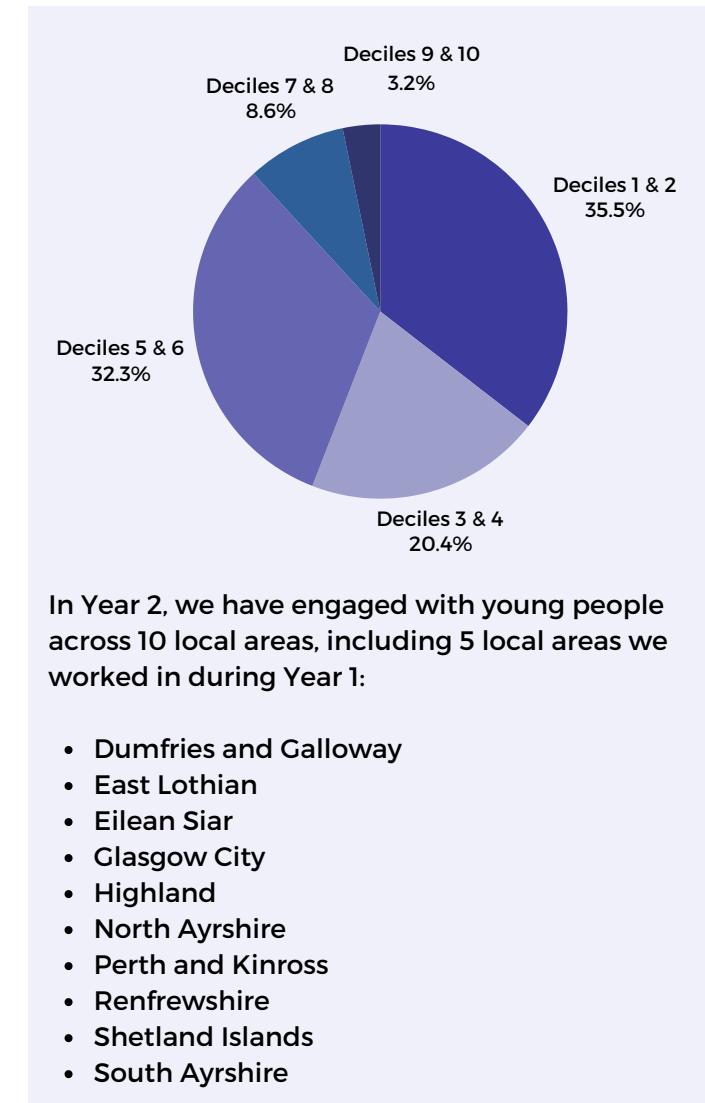
WHO WE ENGAGED WITH

SIMD PROFILE

During Year 2, we continued to prioritise reaching young people from areas of high deprivation, as measured by the Scottish Index of Multiple Deprivation (SIMD).

While a considerable proportion of participants this year were not from the most deprived SIMD areas, this is largely due to the high number of care-experienced young people supported through the programme. Many of these young people – whether in kinship, foster, or residential care – are technically associated with high SIMD areas, even though these may not reflect where they grew up, or where the family home is. This can create a disconnect between recorded SIMD status and their actual lived experience of disadvantage.

Additionally, a number of groups supported in Year 2 came from particularly rural areas, including remote island communities. These areas often do not score as highly on SIMD rankings, despite young people there experiencing significant social isolation and limited access to opportunities.



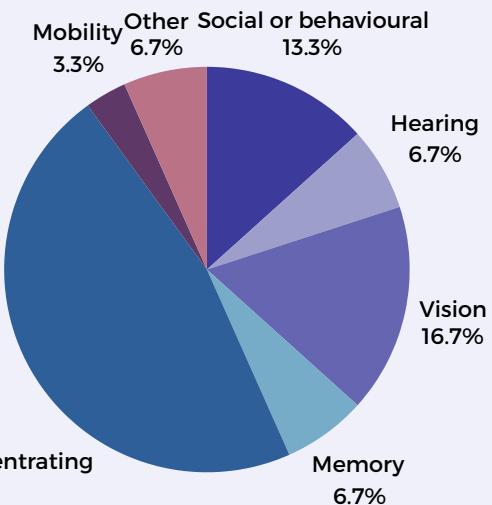
WHO WE ENGAGED WITH

DISABILITY

In Year 2, **22** of the 94 young people involved in our project disclosed having one or more disabilities. The most common category was learning or understanding or concentrating, which encompasses conditions such as Attention Deficit Hyperactivity Disorder (ADHD), dyslexia and Auditory Processing Disorder (APD).

To create a safe and inclusive environment, we took a relaxed, person-centred approach to learning. A key part of this was the Pre-Voyage Preparation Presentation, which introduced young people to the sights, sounds, and routines of life on board. This helped reduce anxiety and build confidence ahead of the sailing experience, making it easier for participants to engage fully and challenge themselves through youth work on the waves.

Learning or understanding or concentrating
46.7%



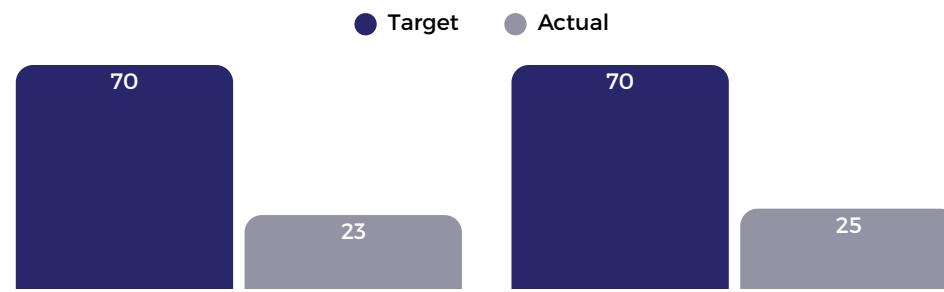
OUTCOME 1

Young people are diverted from anti-social, criminal behaviour and involvement with the criminal justice system

In Year 2, we worked with several groups of young people who are already engaged in the criminal justice system, as well as many more who were at risk of entering the system.

For those with prior experience, our focus was on building a relationship with the young person, so that they felt comfortable enough to disclose their true level of anti-social behaviour. With this trust, we could start discussing the impact their behaviour was having on the local community, including those they cared about, and different ways to divert their energy and emotions.

Almost a third of the young people we worked with in Year 2 consistently reported their level of anti-social behaviour as “Not Often” or “Never”. With these young people, our focus was instead on reinforcing positive behaviours, and helping them find positive and productive ways to engage with their local community.



Young people report that their own participation in antisocial and/or criminal behaviour has reduced

Young people report that they feel less inclined to participate in antisocial and/or criminal behaviour

I was getting into trouble with the police, now that I have done [the programme] I haven't been in trouble since.

Young Person



*For a full breakdown of our impact data, please see appendices.

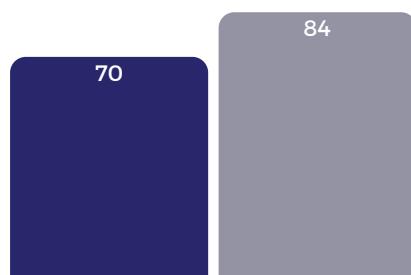
OUTCOME 2

Young people participate in an activity which improves their learning, employability and employment options (positive destinations)

Through informal learning both at sea and on land, On Board with CashBack improves young people's relationship with learning - encouraging them to reengage in school or consider college, university, or an apprenticeship.

To facilitate these next steps, the programme equips young people with confidence, resilience, accredited qualifications, as well as both soft and practical skills. The programme also helps young people identify and record these skills and qualities, which is useful for when they may prepare CVs and cover letters.

● Target ● Actual



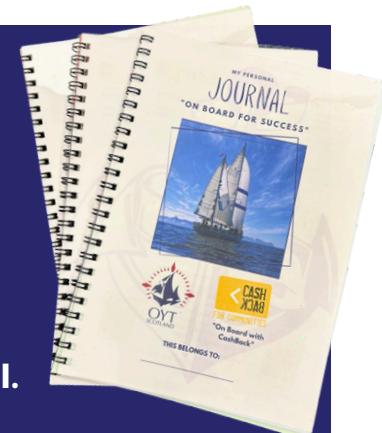
Young people gain an accreditation for a new skill



Young people gaining/taking up volunteering

PERSONAL JOURNALS

As part of their involvement in the programme, each young person is provided with a Personal Journal.



This unique resource has been designed with On Board with CashBack young people in mind, and provides a non-formal approach to the achievement of accredited qualifications. Completing the logbook allows young people to achieve up to nine SQA Level 3 Core Workplace Skills in Numeracy (Graphical Information, Measuring, Calculation), Communication (Reading, Writing, Speaking, Listening), Problem Solving and Working with Others, as well as their RYA Start Yachting.

The Personal Journal also supports young people's personal development by allowing them to reflect on their thoughts, feelings and experiences throughout the programme. As they face challenges and work as a team, the journal helps them document their achievements, track their personal growth, and apply what they've learned in real-life situations.

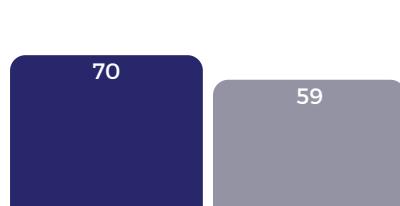
Beyond their time on the programme, these journals become a lasting record of the challenges which young people have overcome, the skills they've developed, and the accomplishments they have made - key knowledge for job, college and university applications. It's not just a moment, but a useful resource for young people as they move forward in life with their newfound skills, qualifications, and confidence.

OUTCOME 3

Young people's mental health and wellbeing improves

The voyage aspect of our programme gives young people an important opportunity to leave their local area, and the routines and pressures which may exist there. At sea, young people develop better sleeping and exercise habits, spend their days without their mobile phones, and are encouraged to prepare and eat nutritious meals with a variety of fresh ingredients. By the end of their week at sea, this results in young people who are better able to look after themselves and make positive choices.

● Target ● Actual



Young people report their confidence has increased



Evidence of participation in physical and sporting activities

Yasmin has gone from being quiet and standing back to someone taking the lead, organising and contributing to tasks and going on in school to take leadership roles.

Group Leader



OUTCOME 4

Young people contribute positively to their communities

From exploring Belbin's team role theory to earning an SQA certificate in Working with Others and taking part in the Giving Back to the Community session, On Board with CashBack is a journey rooted in community and active citizenship from beginning to end.

In Year 2, five participants from the previous programme returned to the vessels as mentors. One young person who joined in April 2024 progressed so quickly that just five months later, they sailed as bosun on a subsequent voyage. These inspiring young leaders guided the new cohort through On Board with CashBack, offering a powerful and positive example of what can be achieved through the programme.

● Target ● Actual



Young people feel their contribution, links with communities and social interaction are improving



Hours of volunteering contributed by participants

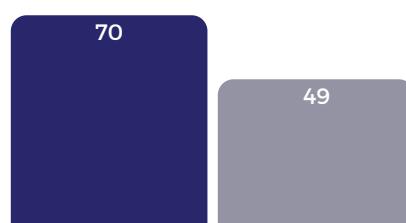
OUTCOME 5

Young people build on their personal skills, resilience and benefit from strengthened support networks and reduce risk-taking behaviour

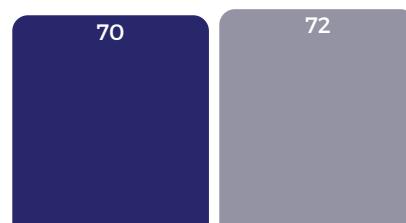
From helming in the face of fierce waves to giving a presentation on a topic of their choice, On Board with CashBack encourages young people to step outside of their comfort zones in a safe and controlled manner. By working through these challenges, young people gain a better understanding of how to respond to stressful situations – an important skill at school, at home, and in the workplace.

By facing many challenges as a team, young people also gain a sense of self-worth, boosting their confidence, and an understanding of how beneficial good teamwork and support networks can be. Long-term, this results in young people who are more willing to engage in school, to embrace opportunities, and who understand that they don't have to face challenges alone.

● Target ● Actual



Young people report feeling more resilient



Young people report positive changes in their behaviour



EVALUATION

Over the last two years, On Board with CashBack has had a profound positive impact on young people and communities across Scotland.

To measure this impact, we have followed a rigorous evaluation framework that measures the efficacy and impact of our project through both qualitative and quantitative data. This framework is designed with the National Youth Work Outcomes and Skills Framework in mind, and takes a person-centred and trauma-informed approach to data gathering.

Self-Evaluation

At three key stages in the programme – two weeks before their voyage, a week after, and three months post-voyage – young people complete self-evaluation in the form of a short survey. This survey, which sits within each young person's Personal Journal, gives young people the opportunity to reflect on their behaviour and attitudes throughout the programme, and see for themselves the difference their involvement has made. At the end of the programme, young people are able to keep these resources, offering a reminder of the significant growth they've achieved, and the positive changes they've made.

Reflection Prompts

For young people who have experience with

social services or other support systems, completing forms can be a reminder of uncomfortable or traumatic memories. As such, the Personal Journal is designed to organically produce evidence by encouraging young people to regularly reflect on their thoughts, behaviours and experiences. These reflections are supported by sea staff and youth worker comments, which provide young people with positive feedback about their development, and serve as supplementary evidence for monitoring and evaluation.

Group Reflections

Throughout On Board with CashBack, young people are encouraged to share how they feel about the programme. These discussions are formalised at several points – the Pre-Voyage Preparation, at the end of their voyage in a round-table discussion, and during their Post Voyage Review Session. Offering young people regular opportunities to discuss their feelings in experiences in a safe and constructive environment allows us to ensure that young people feel consistently able and willing to challenge themselves through the programme. It also allows Youth Development Workers to organically gather data on confidence, inclusion, resilience, positive destinations, and other key indicators.



JOSEPH'S STORY

Tell us about the young person...

Joseph was nominated for the programme as he had faced a number of challenges over his time at high school. He transitioned from female to male in 4th year and struggled to fit into the school, and wider society. He was constantly at the back and trying not to be noticed.

What was the On Board with CashBack programme like for Joseph?

At first, Joseph was trying hard to go unnoticed, and he was unsure if the group would accept him. However, he quickly recognised that the group was going to be supportive, and that everyone was going to have fun.

Building up to the voyage, Joseph was already stepping out of his comfort zone. Despite being scared of water, Joseph gave dinghy sailing his all, and quite literally threw himself in the deep end at the end of the session!

These activities ensured that Joseph was less apprehensive about the voyage and ready to challenge himself through sailing. On the first night, he was worried about whether the toilets were gendered like at school, and if the group would be split into gendered dorms. However, Joseph was happy to find that the

toilets (heads) were gender neutral, as was the sleeping accommodation – everything was for everyone.

How did the programme impact Joseph?

Since the voyage, Joseph has developed into a confident young person who will put themselves forward.

He is now studying barbering at college, and is happy to help in the local community centre through his youth group. With his newfound confidence, he is helping other young people who feel excluded or isolated to take part.

Joseph took part in all the activities, from helming the boat, through to taking part in the talent night.

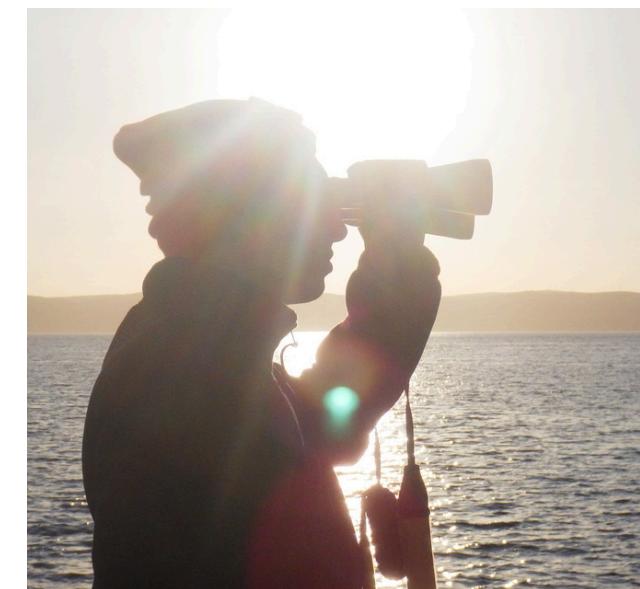
There was no end to the acceptance that he felt, even from the boys who were labelled as more challenging. The whole group had ensured that Joseph felt accepted and no different from anyone else. He had never wanted to put his gender at the forefront, and onboard it was not an issue. He felt nothing but acceptance.

Joseph would say that he knew that he could do it, but that he was waiting for someone else to accept him. His knowledge that he can do anything he tries his hand at, has been enhanced by both the sea staff and volunteers time and dedication spent with him.

OYT Scotland has helped transform Joseph's attitudes to the world and he wants to share it with others.

Group Leader

‘‘



COMMUNICATIONS

- **May 2024** The HIVE group from North Ayrshire hit the local news in an article titled 'Ayrshire youngsters gain their sea legs and new skills'.
- **June 2024** We shared our reflections from the CashBack for Communities Partner Learning Day in Edinburgh.
- **August 2024** As part of a news article in the West Coast Today, one young person from On Board with Cashback said: "This was something different that I have never done before. It was an amazing experience. I feel like I have changed because I'm now confident in myself."
- **October 2024** The advert for a new Youth Development Worker goes out across the Trust's social media platforms and website.
- **December 2024** Young volunteer and previous On Board with CashBack, Ryden, shares his experiences through a blog on the OYT Scotland website (excerpt on right).
- **February 2025** The Western Isles group take part in OYT Scotland's Seachdain Na Gàidhlig (World Gaelic Week) social media campaign.
- **March 2025** We made the decision to archive our platform on X and make the shift to Bluesky. This new platform better reflects our commitment to fostering positive, inclusive communities, and creating a space where people of all backgrounds and experiences feel safe to engage with our content.

RYDEN'S BLOG

DECEMBER 2, 2024

I first got involved with the Trust when I applied to be enrolled in the Cashback for Communities programme in 2024.

Throughout my week on board Alba Explorer during my first voyage, I noticed after the first few days on the trip that everyone on board came together and managed to form such a special and strong relationship that wouldn't be possible to build in such a short time on land. I thoroughly enjoyed being on the boat and getting to know the new people it had introduced me to.

The Skipper on board suggested that I come back as a volunteer after I'd said I would be upset to leave – this is what encouraged me to look into volunteering and it's the reason that I am here volunteering with the Trust today.

The main reason I love volunteering with the Trust so much is because I know how much of an influence I get to make in a young person's life.

Meeting the group at the start of the week is such a special moment and it is always an emotional time for me when we have to then say goodbye. Volunteering with the Trust is so special to me because I know first-hand how positive the experiences on the boat can be to a young person, and knowing that the work we do on the boats is so influential to each young person.





OLIVIA'S STORY

Tell us about the young person...

Olivia is 15 years old. She lives in SIMD 1 of a rural island community. Olivia rarely attends school and is part of a group of young people labelled “bullies and troublemakers” by the community.

As Olivia’s parent is at work a lot of the time, she regularly invites the rest of the group to her house to spend the day taking drugs. She has been involved with the police and social work on a number of occasions for petty crimes and anti-social behaviour.

Olivia was referred to her council youth work services for extra support and has been receiving both one-to-one support and group work support from staff. The main aim of this youth work department is to support young people who are not achieving academically and to offer non-formal education options.

What was the On Board with CashBack programme like for Olivia?

Olivia attended all of the pre-voyage sessions, including an introduction to OYT Scotland, a team coasteering activity, and a pre-voyage preparation meeting. During these sessions, Olivia was difficult to engage with and struggled to focus on what was happening. As a result, she was disruptive to the group and negatively impacted the behaviour of other young people.

However, as soon as Olivia arrived on the boat, her behaviour shifted. Olivia was positive, interested in the tasks at hand, and made a real effort to understand and engage with other members of the crew. Olivia also found that she took easily to any maths-related work and was able to support other young people.

How did the programme impact Olivia?

After the voyage, Olivia’s support workers met to discuss the impact of the voyage. The teachers were surprised to hear about the positive changes in her behaviour, and her desire to pursue a career in construction – a desire which she hadn’t before shared with an adult. This level of openness shows a real development in Olivia’s trust in adults. Her youth workers hope that, with this improved trust and engagement, Olivia will feel able to share her thoughts and support staff can provide more appropriate advice and support in return.

I think I was one of the hardest working on the boat and I’m proud of that. I feel like I have learned a lot from this trip and I am happy I got offered to come.

Olivia



CLIMATE CHANGE ACTION PLAN

On Board with CashBack equips young people with the green skills and attributes to build a better, more sustainable future for themselves and the planet.

Travel

OYT Scotland is proud to be a flexible working organisation, offering staff condensed working hours, as well as the flexibility to work from home when needed. These accommodations help reduce unnecessary travel, cutting down on fuel use, energy consumption, and associated emissions.

For the delivery of On Board with CashBack, we encourage participating groups to car-share or use public transport whenever possible, including travel to and from voyages. We promote the use of free or concessionary transport through the Young Scot National Entitlement Card to help young people access the programme in a cost-effective and environmentally friendly way. Where possible, we also schedule sessions to be delivered in condensed formats, ensuring full programme access while minimising travel demands for participants, Youth Development Workers, and group leaders.

The Outdoors

Nature and the outdoors are central to every part of On Board with CashBack—from the voyage itself to outdoor learning and community engagement.

At sea, young people don't just experience nature—they rely on it. They work with the wind, tides, and waves to navigate their journey, learning firsthand how powerful and interconnected our environment is. These experiences foster a deep connection to the marine environment and often spark a lifelong appreciation for nature. Encounters with wildlife—such as minke whales, dolphins, puffins, and gannets—help reinforce a sense of awe and responsibility to protect our ecosystems.

This connection is deepened during the Giving Back to the Community session, where participants take part in local environmental action. This includes activities such as beach cleans, building wheelchair-accessible paths to bird hides, and installing water refill stations to reduce single-use plastics.

Together, these opportunities inspire young people to think critically about their impact on the environment and empower them to become agents of change. Through practical,

hands-on experience, they develop green skills such as environmental stewardship, sustainable building practices, and sustainable land management.

By embedding sustainability into every part of the programme, On Board with CashBack supports Scotland's Climate Change Action Plan and helps prepare young people to lead the transition to a greener, fairer society.

Food

While at sea, young people are supported by sea staff to cook a variety of nutritious meals with fresh ingredients. This task allows young people to develop key life skills, as well as an understanding of healthy eating, meal planning and measuring portions, recognised in their achievement of the SQA Numeracy (Measuring) unit.

For many young people, cooking is a skill that they express an interest in continuing once back on land, and many are proud to report their family's feedback from their "Bosun's Bolognese". With this learning, young people are able to make better choices for themselves and the planet, by focusing on reduced food waste and using a variety of fresh, seasonal ingredients.



BEST START, BRIGHT FUTURES

Aligned with the ambitions of Best Start, Bright Futures, On Board with CashBack offers meaningful and inclusive personal development opportunities which help young people overcome barriers, realise their true potential, and achieve positive destinations.

Supporting the Next Generation to Thrive

On Board with CashBack contributes directly to the goals set out in Best Start, Bright Futures by investing in young people's learning and development, highlighting their skills and attributes, and empowering them to be more optimistic and self-confident individuals.

To achieve this, we deliver a blend of group work sessions, outdoor activities, and a youth work voyage. In a safe and trauma-informed environment, young people are supported to build their confidence and resilience, gain accredited qualifications, and develop essential skills for life, learning and work.

Our unique youth work approach also allows young people to develop strengthened relationships with the support networks in their local area, such as youth groups and social workers, providing young people with vital stability during a key period of transition in their lives. This strengths-based approach to learning and development ensures that all young people are encouraged to make positive choices that will improve their long-term prospects, and that No One is Left Behind.

Maximising the support available for families to lead dignified lives and meet their basic needs

On Board with CashBack supports young people to build core skills that strengthen family life, improve health and wellbeing, and reduce the long-term impacts of poverty.

Young people face a range of challenges during their time on the programme, from scaling a climbing wall to delivering a presentation in front of their group. These challenges allow young people to develop their ability to stay calm under pressure, and recognise when it's time to ask for help. This learning is supplemented by land-based youth work sessions in Communication and Roles within a Team. By the end of the programme, young people have an improved understanding of how their behaviour can impact others, and how to work well as a team.

These outcomes contribute to sustained improvements in educational engagement and family relationships. At school, young people are more confident approaching exams and extra-curricular opportunities; at home, young people benefit from improved relationships with their parents/carers and siblings.

Our programme also supports young people by giving them the practical skills to take care of themselves. While at sea, young people are removed from the pressures and habits which may exist at home. They are unable to consume energy drinks or use their mobile phones, and instead spend their days on-deck and active. Young people are also encouraged to prepare healthy, nutritious meals for the full crew using a variety of fresh ingredients, and maintain a clean and tidy vessel through a cleaning rota. By the end of their week at sea, these small changes have a significant impact, with young people reporting that they feel healthier, have a more positive outlook on life, and are sleeping better.

Altogether, these changes result in young people who are more able to look after themselves, access appropriate support, and make positive choices for their future.

UNCRC

From the Personal Journals to the sessions, outdoor activities and voyage, we have woven the UNCRC into all aspects of On Board with CashBack.

Review of Children's Rights and Wellbeing Impact Assessment

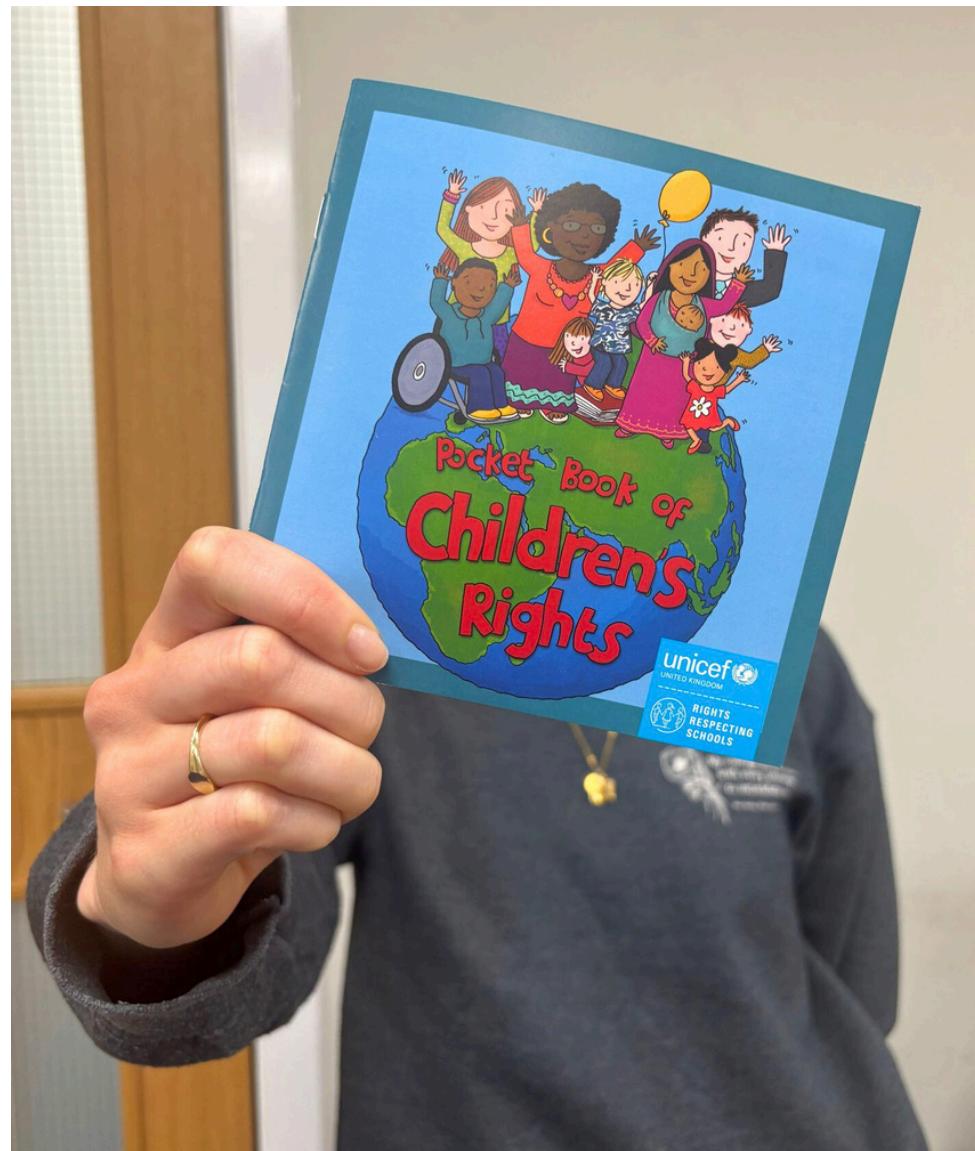
We have undertaken a thorough review of our projects, policies, and procedures to ensure alignment with the principles of the UNCRC. This included assessing the potential impact of our activities on the rights and wellbeing of children and young people. By embedding a rights-based approach into our planning and decision-making processes, we aim to uphold the rights of all participants involved in our programmes.

Staff Training

To ensure that we are appropriately equipped to promote and protect children's rights effectively, our On Board with CashBack staff team completed the Introduction to Children's Rights through NHS Education Scotland. This learning has been supplemented by additional training, including CashBack Learning Sessions on topics such as Supporting Asylum Seeking and Refugee Young People, delivered by the Scottish Refugee Council.

UNICEF's Pocket Book of Children's Rights

At the end of Year 2, we began introducing UNICEF's Pocket Book of Children's Rights to our groups. While our Personal Journals include a page on the UNCRC, the books are held by OYT Scotland for a period for SQA marking. As such, this new resource will provide young people with an easy-to-digest booklet of their rights which is theirs to keep, both during the programme and beyond.



FAIR WORK FRAMEWORK

Ocean Youth Trust Scotland is committed to championing the principles of the Fair Work Framework. This is achieved by fostering an inclusive, supportive and empowering working environment where staff are well-equipped to deliver life-changing youth work on the waves.

In 2025, Ocean Youth Trust Scotland became a Living Wage Accredited Employer, reaffirming our long-standing commitment to fair and equitable pay across all roles, both at sea and ashore. Our pay structures remain under regular review to ensure fairness, transparency, and recognition of the exceptional work our team delivers.

The Trust is also proud to offer a competitive annual leave package, as well as generous employer pension contributions of at least 5%, and matching up to 7%. We also invest in staff by providing a health cashback scheme through HSF Health, which provides support towards important health services and check-ups including wellbeing support.

OYT Scotland remains firmly committed to the principles of effective voice, opportunity, security, fulfilment, and respect. We recognise that the Fair Work Framework is an evolving journey rather than a fixed destination. As the framework's vision aims to be fully realised by 2025, we are proud of the sustained progress we have made over the past decade and remain dedicated to continuing that journey.



PRIORITIES FOR YEAR 3

As we approach our final year of On Board with CashBack, we look forward to supporting the final cohort of young people through the programme and helping them make positive changes for themselves, their communities, and the planet.

Ocean Youth Trust Scotland is proud to publish its updated strategy for 2025 - 2030. This strategy aims to ensure that OYT Scotland continues to provide safe, transformational outcomes for young people for many years to come and continues to build its expertise and maintain its reputation as a leading provider of youth work at sea.

It sets out the direction of the Trust over the next 5 years in the form of 5 key themes. For each theme, a number of outcomes define what the Trust aims to achieve by 2030.

Underpinning all aspects of the Trust's work is the desire to have a safe, effective and efficient organisation providing adventurous residential youth work for young people.

This strategy will cover five key areas:

- Developing our youth work
- Investing in our people
- Building a sustainable organisation
- Investing in our infrastructure
- Raising our profile and reputation

We also look forward to rolling out UNICEF's Children's Pocket Book of Rights to all groups in Year 3, and getting their feedback on the efficacy of this tool.



I have become a lot more confident in speaking to people which I usually hate.
Young Person

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CUMULATIVE SPEND

Project Activity	Year 2 Target	Year 2 Actual	Total Year 1 & Year 2 Claimed
Staff Costs	£88,656	£88,656	135,760
Vessel Costs	£44,739	£44,739	66,327
Travel Costs	£9,101	£9,101	13,822
Workshops, Sessions and Certifications	£22,500	£22,500	33,609
Management Costs	£18,332	£18,332	27,724
Total Expenditure	£183,325	£183,325	277,242

*The total grant awarded to OYT Scotland over three years is £475,000.

This experience helped Calum to talk to different people that he wouldn't usually talk to. This has allowed him to be successful when interviewing for jobs without the worry of having to answer questions from someone unfamiliar to them. This young person is now in a full-time post with a local timber company, he follows a structure of having to be on time, be ready and put a lot of hard work into his job.

On Board with CashBack really has been life changing for this young person, with the skills he has developed he has been able to get out of a situation that was making him unhappy and has now moved on to the next stage in his life. Not only this but fears have also been conquered.

Group Leader



SPEND BY LOCAL AUTHORITY

Local Authority	Group	Number of Young People	Spend
Dumfries and Galloway	Dumfries and Galloway CLD	10	£16,006
East Lothian	Musselburgh Grammar School	10	£16,006
Eilean Siar	Western Isles	8	£15,333
Glasgow City	Govan Youth Information Project, St Paul's Youth Forum	19	£31,675
Highland	Highlands	6	£14,661
North Ayrshire	New Scots, HIVE	17	£31,000
Perth and Kinross	REACH	6	£14,661
Renfrewshire	Kibble Education	4	£13,989
Shetland Islands	Shetland Islands CLD	8	£15,333
South Ayrshire	Z1 Girvan Youth Trust	6	£14,661
TOTAL		94	£183,325

APPENDICES

Outcome 1: Young people are diverted from anti-social, criminal behaviour and involvement with the criminal justice system

Outcome Indicator	Year 3 Target	Actuals to Year 2	Percentage on Target
Young people report that their own participation in antisocial and/or criminal behaviour has reduced	174	60	35%
Young people report that they feel less inclined to participate in antisocial and/or criminal behaviour	174	62	36%

APPENDICES

Outcome 2: Young people participate in an activity which improves their learning, employability and employment options (positive destinations)

Outcome Indicator	Year 3 Target	Actuals to Year 2	Percentage on Target
Young people gain an accreditation for a new skill	174	135	78%
Young people report an improved relationship with their school	174	45	26%
Young people's attendance at school improves	174	36	21%
After completion of the programme, the number of young people gaining a placement at college/university	15	6	40%
After completion of the programme, the number of young people gaining employment (including a modern apprenticeship)	25	5	20%
After completion of the programme, the number of young people undertaking formal volunteering	124	80	65%
After completion of the programme, the number of young people undertaking work experience, where it is part of a recognised course or programme (including training)	25	12	48%

APPENDICES

Outcome 3: Young people's mental health and wellbeing improves

Outcome Indicator	Year 3 Target	Actuals to Year 2	Percentage on Target
An increase in feelings against SHANARRI indicators: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, Included	174	75	43%
Their mental health has improved and they have a more positive outlook on life	174	67	39%
Young people are more aware of the risks and impacts of harmful substance use	174	55	32%
Young people are less inclined to engage in harmful drugs and/or alcohol use	174	54	31%
Young people's confidence has increased	174	96	55%
Evidence of participation in physical and sporting activities	174	138	79%

APPENDICES

Outcome 4: Young people contribute positively to their communities

Outcome Indicator	Year 3 Target	Actuals to Year 2	Percentage on Target
Young people's perception of their neighbourhood improves	174	32	18%
Young people have a heightened sense of belonging to a community	174	82	47%
Young people feel their contributions and links with communities and social interactions are improving	174	116	67%
Young people feel an increased motivation to positively influence what happens in their community	174	91	52%
Number of participants going on to volunteer, coach, mentor, support or take a leadership role in community organisations	174	58	33%
The number of hours of volunteering contributed by participants	4030	2482	62%
The number of community focused awards gained by participants	162	140	86%

APPENDICES

Outcome 5: Young people build on their personal skills, resilience and benefit from strengthened support networks and reduce risk-taking behaviour

Outcome Indicator	Year 3 Target	Actuals to Year 2	Percentage on Target
Young people report feeling more resilient	174	78	45%
Young people report positive, supportive networks - including improved relationships with family, friends and peer mentors	174	51	29%
Young people report increased access to appropriate services	174	54	31%
Young people report positive changes in their behaviour	174	106	61%



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