

Scottish Sports Futures

Evaluation of Phase 4 CashBack funded activities

Final Year One Report

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Executive summary

About this report

This evaluation report reviews the reach and impact of Scottish Sports Futures (SSF's) CashBack funded activities during year one of Phase four of CashBack funding. The report has been prepared by Research Scotland.

About SSF and CashBack for Communities

SSF is a Glasgow based charity which delivers 'Sport for Change' activities across Scotland. It uses inclusive sport and physical activity as a tool to engage with young people, and support them to learn about physical and mental wellbeing, goal setting, teamwork and active citizenship.

CashBack for Communities is a Scottish Government funding programme which takes money seized from criminals under the proceeds of crime legislation and invests it into community programmes, facilities and activities largely for young people.

SSF receives Phase four CashBack funding to support several of its programmes: Shell Twilight Basketball; Jump2it; Education Through CashBack (ETC); Active East; and Rocks Community Clubs.

Evaluation method

Year one evaluation work by Research Scotland involved:

- working with SSF to develop research tools and improve data collection;
- reviewing monitoring data collected by SSF;
- analysing responses to outcome focused surveys with 244 school pupils, 500 other participants, and 62 stakeholders;
- telephone interviews with six partner organisations;
- face-to-face interviews with SSF staff leading on the development of each programme; and
- developing two case studies focused on partnership working.

Participation in 2017/18

During 2017-18 SSF engaged 8,368 young people in its CashBack funded activities. Data collected by SSF shows that:

- SSF engaged with slightly more young men than young women across its CashBack funded programmes, with more pronounced differences in programmes outside school.

- Most SSF participants come from Scotland's most deprived communities – 71% of participants lived in or attended school in the 20% most deprived communities in Scotland.
- Most SSF participants identified as White Scottish or White British, but a significant proportion identified as a minority ethnicity.
- A small proportion of SSF participants identified as having a disability.
- SSF delivered activities in twenty local authority areas during 2017-18.

Outcomes

Evidence suggests SSF is bringing about the types and scale of positive change it hoped during its first year of Phase four. Survey evidence suggests that it is supporting young people to improve their capacity, confidence, physical and personal skills, positive behaviours and aspirations. It exceeded its targets in these areas.

Many young people involved in SSF have experienced positive learning, employability and employment outcomes. SSF is largely on track or ahead of its targets in relation to young people taking part in learning and volunteering, and the total number of volunteering hours.

It is behind its targets with the number of people moving into employment and training, achieving accreditation or community awards.

Importantly, SSF is well ahead of its targets in relation to the number of young people participating in a positive activity, and young people participating in these kinds of activities for the first time. There is strong evidence from surveys to suggest young people are making positive contributions to their local communities.

Partnership work

Partners interviewed were very positive about their experience of working with SSF. They emphasised key strengths about SSF:

- a strong, Sport for Change model;
- its use of role models, and links with the Glasgow Rocks and its professional basketball players;
- its inclusive approach to working with young people, and focus on the needs of young people;
- its commitment and supportive approach with its partners; and
- the positive impact it has on young people.

Conclusions and recommendations

SSF is largely on track (or ahead) with its delivery and targets during its first year. Recommendations focus on:

- continuing to work to understand equalities barriers and overcome these;

- discussing plans to meet its Phase 4 targets in areas where it is currently behind;
- working with national fora involved in Sport for Change to identify opportunities; and
- building on recent improvements to monitoring and evaluation.

1. Introduction

About this report

1.1 Scottish Sports Futures (SSF) commissioned us (Research Scotland) to evaluate the impact of its Phase 4 CashBack funded activities. This report reviews the impact of the programmes during the first year of Phase 4, April 2017 to March 2018.

1.2 This report will:

- explore the reach of SSF's CashBack funded activity;
- consider developments and progress; and
- explore the impact of SSF programmes, during the funded period.

SSF

1.3 SSF is a Glasgow based charity which delivers 'Sport for Change' activities across Scotland. It uses inclusive sport and physical activity as a tool to engage with young people, and support them to learn about physical and mental wellbeing, goal setting, teamwork and active citizenship.

1.4 SSF programmes are focused at different stages of development and target communities that are vulnerable or at-risk.

1.5 CashBack funding supports the delivery of the following SSF programmes:

- Shell Twilight Basketball – This is an evening basketball programme for young people which includes weekly sessions incorporating "Educational Timeouts". Running across Scotland, sessions, tournaments and an Ambassador programme encourage leadership and development among young people.
- Jump2it – This programme is targeted at primary school pupils. It involves educational roadshows in primary schools delivered by professional athletes as role models and associated tournaments with pupils. It includes a network of community based clubs (Rocks Community Clubs, or RCCs) designed to widen access to, and encourage regular participation in, basketball for primary school children.
- Education through CashBack (ETC) – This training and development programme is specifically designed for staff and volunteers who work with young people.
- Active East¹- A partnership and volunteering based approach to supporting young people in the East End of Glasgow, including a range of development programmes for young people.

¹ The Active Champions element of this programme is funded by CashBack.

CashBack for Communities

- 1.6 CashBack for Communities is a Scottish Government funding programme which takes money seized from criminals under the proceeds of crime legislation and invests it into community programmes, facilities and activities largely for young people.
- 1.7 Phase 4 of the CashBack programme runs from 1 April 2017 to 31 March 2020. It has a stronger focus on helping tackle Scotland's inequalities than previous phases and emphasises the importance of raising the attainment, ambition and aspirations of those young people across Scotland who are disadvantaged by:
- living in areas of deprivation;
 - being unemployed, not in education or training;
 - being excluded, or at risk of exclusion from school; or
 - being at risk of being involved in antisocial behaviour, offending or re-offending.
- 1.8 In 2017-18 SSF's CashBack expenditure was £469,048.

Year one programme development

- 1.9 SSF significantly reviewed its programmes in preparation for its Phase 4 CashBack application process. Staff worked to explore how best to improve the reach and impact of existing programmes, and work towards longer term sustainability of activities.
- 1.10 Here we discuss key developments and achievements during 2017-18, as identified by SSF staff.

Shell Twilight Basketball

- 1.11 The Twilight staff team has continued to review its portfolio of existing sessions, to identify opportunities to reduce input or handover sessions with local partners or volunteers. While this has been successful in some places, there have also been real challenges in other areas, often where there aren't local youth work resources to support handover. Of the current Twilight network five sessions are now fully run by local volunteers or the community:
- Bellahouston, Glasgow;
 - Whitehill, Glasgow;
 - Levenmouth, Fife;
 - Nairn, Highlands; and
 - Dingwall, Highlands.
- 1.12 SSF reports that a transition format is in place for:
- Irvine, North Ayrshire;
 - Dalry, North Ayrshire; and
 - Raploch, Stirling.

- 1.13 There are also plans in place to transition sessions in Wellhouse, Glasgow and Aberdeen during year two of CashBack funding.
- 1.14 SSF reports it has been much more difficult to secure local delivery support in some areas, even though outcomes have been very positive, and attendance figures high. SSF has been unable to secure local support to transition sessions in Fife (Lochgelly and Dunfermline), or in Dundee (for the Kirkton session).
- 1.15 Where transitions have worked well the local authorities have provided support and staff, and met overhead costs from the start of delivery. SSF now actively seeks this kind of support before establishing sessions, so that transitioning is assumed from the beginning.
- 1.16 Twilight has launched two more Girls Only sessions in 2017-18. The session in Wellhouse has been adapted to incorporate a 'girls only hour', and another session in Govan focused on black and minority ethnic women. It is hoped lessons will be learned about the barriers faced by young women participating in sports based programmes, and minority ethnic young women in particular, which can then be shared across the Twilight network. Securing investment from Spirit of 2012 for these sessions and other funding for the Ambassadors programme has been a real achievement for the team this year.
- 1.17 Twilight has been encouraging the use of different models of the programme – which rely less on core staff – to progress existing clubs, aid sustainability and free up resource to develop new sessions. Its Ambassador programme is also supporting better use of resources, with young people progressing well and taking on new responsibilities.
- 1.18 The team has also developed and launched a web resource – Coach Learn Connect – to provide resources and guidance for volunteers and coaches.

Education through CashBack

- 1.19 SSF successfully piloted its SCQF accredited training in June 2017 and subsequently rolled this out in September 2017. This development allows participants to get recognition for the level of their learning, and credit for their participation.
- 1.20 SSF have continued to build links between their CashBack funded programmes. For example, young people involved in Active East have developed ETC modules, and now deliver these at Twilight tournaments and with other groups of young people.
- 1.21 To strengthen delivery, ETC has been rolling out tutor training. This supports people who work directly with young people in a sport context to deliver accredited ETC training. As with developments on other programmes, it is hoped that this will support longer term sustainability and reach of the programmes.

Jump2it

- 1.22 Jump2it has continued to deliver its work in primary schools. Targeting continues to prioritise schools in the most deprived areas, but there have been challenges with securing match funding and financial buy-in from education to the wider programme. This is discussed further under sustainability.

Active East

- 1.23 During 2017-18 the CashBack funded Active Champions programme has continued to engage young people in personal development and volunteering. Young people participating in the programme have continued to play an active role delivering sessions with other young people in their communities. Young people directly led a successful funding application for the Year of Young people. The Mini-Mentors programme has continued to involve young people in leading activities with others – including residentials, enterprise activities, and peer research.
- 1.24 The wider Active East programme has been drawing to a close this year. The team successfully secured new funding from Children in Need and the Big Lottery to support a new Mini-Mentors programme. Phase 2 of Active East just launched in April 2018.
- 1.25 SSF has introduced a new referral programme called Chance:2:Be, which actively works with schools to identify young people at risk, and engage them in a personal development programme, and potentially ETC.
- 1.26 Girls only Judo continues to grow and is now delivered in six sites across Glasgow. The programme has been more popular than ever expected, and is engaging young women effectively through sport.

Monitoring and evaluation

- 1.27 SSF committed to streamline its data collection and evaluation for Phase 4. Research Scotland worked with SSF to design new surveys for all participants and stakeholders. SSF also developed a new recording system which gathers consistent registration details for all participants, and supports recording of participation in training, learning, volunteering and work for participants.
- 1.28 Staff felt the new approach was generally working well. The process has evolved during the year, as staff have become used to it, and put the new approach into practice.
- 1.29 Jump2it has secured a much lower completion rate of its surveys online, compared with the previous paper based version, but the sample was still of a good size and much less resource intensive to manage. There are some challenges with engaging schools in the survey, and SSF plans to work with Research Scotland to agree the best way of overcoming this.

Sustainability

- 1.30 SSF has begun charging for some activities, such as for ETC training where participants don't meet the CashBack funding criteria. The wider Jump2it

programme also now requests match funding and financial investment directly from schools. Although the amount is small (£200), this has in some cases been challenging to secure, partly because schools are receiving many more match funding or charging requests now that they have access to PEF budgets. Twilight Basketball has also encountered some negative feedback about requests for match funding or investment as part of the transition process, where SSF seek to make activities sustainable in partnership with the local community.

1.31 As previously discussed, Active East, ETC and Shell Twilight Basketball are all working with volunteers and partners to maximise resources, and hand over responsibilities to partners for delivery where they can. The new strategic approach involves agreeing exit strategies and local “buy-in” from initial discussions with local partners.

Partnership work

1.32 SSF has worked to build on existing partnerships and establish new relationships during the first year of Phase 4 funding. SSF reports these have included links with local government, national representative organisations, other CashBack partners, and third sector organisations to develop programmes, or identify opportunities to refer and join up support for young people.

1.33 The views of partner organisations are explored in Chapter 4 of this report, which includes two case studies on partnership working.

Evaluation method

Evaluation planning

1.34 Directly following appointment Research Scotland worked with SSF to:

- review the logic model, outcomes and targets set out in its Grant letter, and agree data sources and respective responsibilities for data collection;
- develop a standard set of participant survey questions, which could be used across funded programmes, through an online survey administered by SSF;
- identify data SSF would collect directly, and report on or provide to Research Scotland for analysis; and
- identify outcomes and indicators which Research Scotland would be responsible for reporting on.

Review of SSF data

1.35 In developing this report, Research Scotland reviewed the following information provided by SSF:

- balanced scorecards – which provide key data collected by SSF and reported to Inspiring Scotland (who administer CashBack funding on behalf of the Scottish Government) on a quarterly basis;
- data on participants – a spreadsheet provided by SSF which includes equalities data on new participants from year one; and
- existing case studies – which explore examples of successes from year one.

Surveys with participants and stakeholders

1.36 Research Scotland designed a core set of participant survey questions, and a stakeholder survey, based on workshop discussions with SSF. SSF then transferred the surveys onto its online survey tool, surveymonkey. A slightly adapted version of the participant survey was set up for use with primary school pupils involved in the Jump2it programme, to allow staff to gather additional data.

1.37 The tables below provide an overview of how many people completed the participant and stakeholder surveys, and which programmes they said they had experience with. In total, 744 participant survey responses were received, and 62 stakeholder surveys.

Table: Number of survey responses to the participant survey involved in each programme					
Programme	TBB	Active East	ETC	Jump2it	Total survey responses
Main participant survey	266	58	204	12	500 ²
School pupil survey	-	-	-	244	244 ³
Total participant survey responses	266	58	204	256	744²

Table: Number of stakeholder survey responses and their programme involvement					
Programme	TBB	Active East	ETC	Jump2it	Total survey responses
Stakeholder survey responses	43	9	8	27	62²

² This represents the total number of distinct responses to the survey, rather than a row total. Respondents were able to select more than one programme they were involved with.

³ This survey was just for Jump2it school programme participants.

Interviews with SSF staff

1.38 In April 2018 Research Scotland interviewed a lead from each of the programmes. The interviews explored key developments during 2017-18. A short summary of the key points from these discussions is provided earlier in this Chapter.

Interviews with partners

1.39 Six telephone interviews were conducted with stakeholders with a range of experiences of working with SSF. The interviews explored the benefits and strengths of working with SSF, what could be better, and the outcomes of the partnership work for young people, partner organisations and wider communities. An analysis of these interviews is provided in Chapter 4 of this report. Two interviews were used to develop two case studies, which have been agreed with the partners involved.

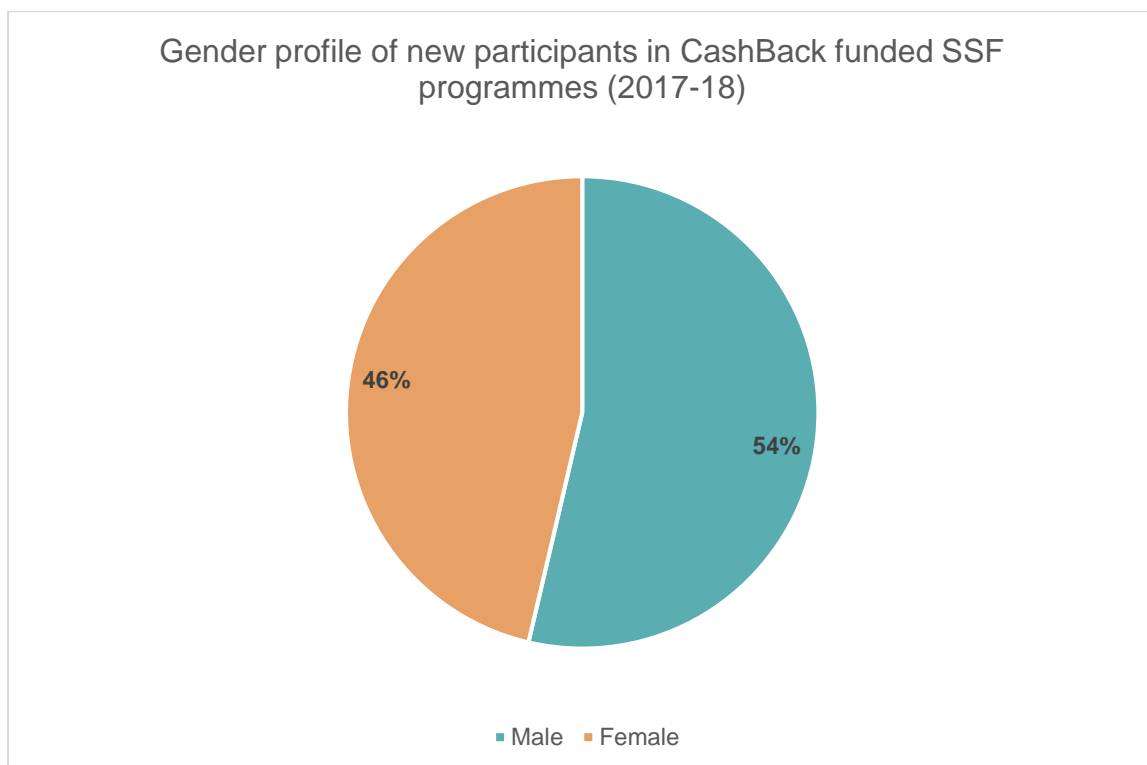
2. Participation in 2017/18

Introduction

2.1 During 2017-18 SSF reports it engaged with 8,368 young people in its CashBack funded activities. This chapter provides an overview of the number and profile of new participants in SSF programmes during the first year of Phase 4, based on available data⁴. SSF broke down data on the two elements of the Jump2it programme (the schools based element and the Rocks Community Clubs) to better understand the profile of the different elements, and this analysis reflects that.

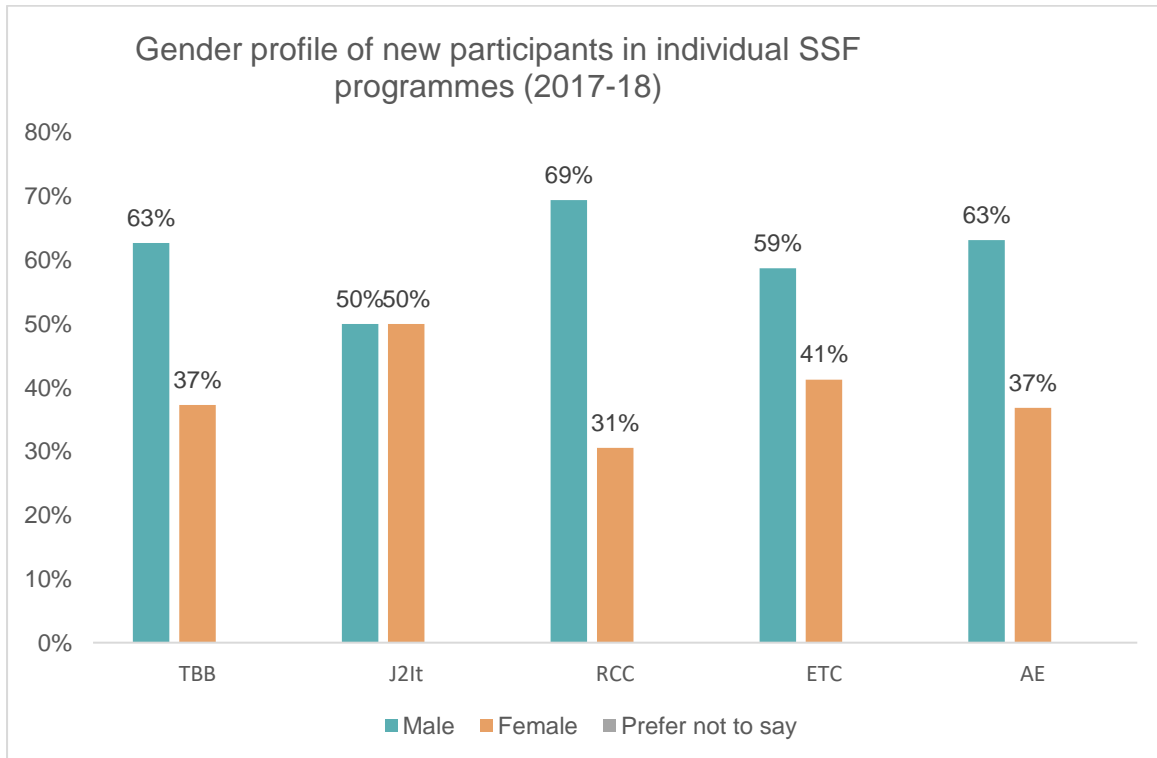
Gender profile of participants

2.2 Data was available on the gender of 7,323 new participants from 2017-18. The chart below provides a summary of the gender breakdown, across all programmes. As it illustrates, 54% of participants were male, with the rest identifying (or being identified) as female.



⁴ For Shell Twilight Basketball, ETC and Active East, this data was gathered directly from participants as part of the registration process. Because of the nature of Jump2It delivery, and the age of pupils, data was collected on some equalities aspects during delivery, with further data collected from teachers. In relation to SIMD, the postcode of the school was used for all pupils participating, as a proxy for individual postcodes.

2.3 The overall programme data includes a large number of Jump2It school participants (which by nature reflects the even gender split of most primary school classes), so it is useful to look at the profile of the individual elements of SSF's CashBack funded work, as shown in the chart below. From this we can see that the profile of Shell Twilight Basketball, Rocks Community Clubs, ETC, and Active East is predominantly male.



2.4 We discussed this profile with SSF, and they explained that in Active East the profile has been affected by different progress made by males and females. The female participants previously engaged in SSF have moved onto positive destinations, whereas the male participants have tended to remain.

2.5 Female participation has been a particular focus for the Twilight programme, and SSF has been actively reviewing what does and doesn't work in encouraging female participation in the programme. The programme has made significant progress, moving from 78% male participation in the last year of Phase 3, to 63% in 2017-18. SSF attributes this progress to: establishing 'Girls Only' provision two locations; targeted peer recruitment through two female Twilight Ambassadors; strong female leaders; and the balance between youth work and sports approaches during some sessions.

2.6 SSF has carried out additional gender analysis of individual Twilight sessions to identify learning:

- The session in Dalry engages the highest proportion of female participants, with 50% identifying as female in this session. Dalry is seen by SSF as the preferred model for Twilight, with a strong established focus on youth work and joint delivery with local authority

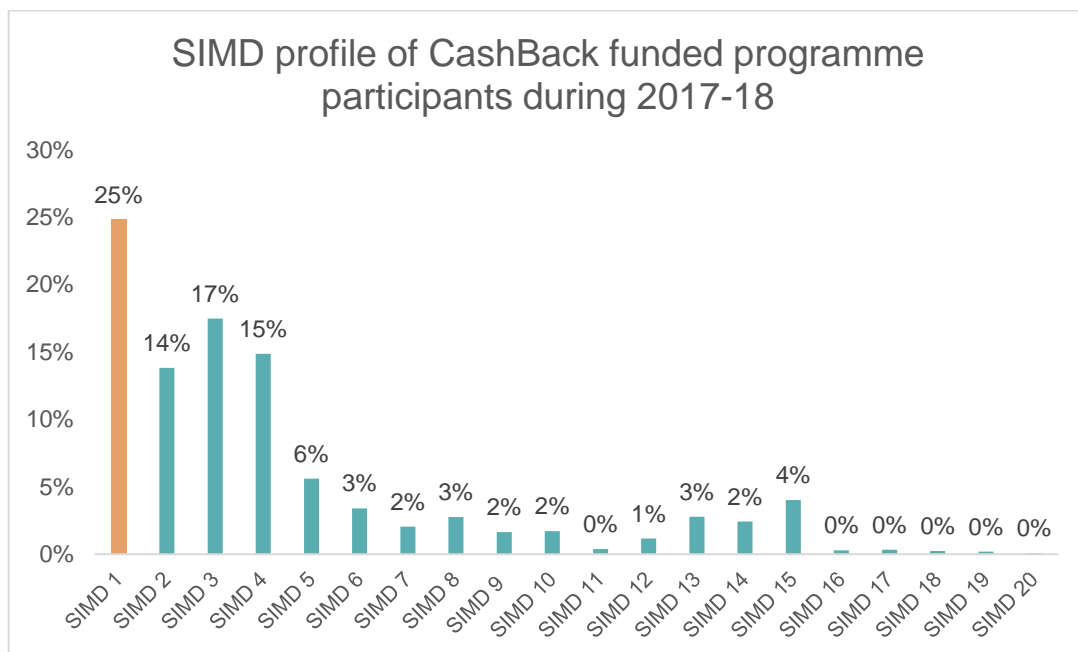
staff. There is also a strong female Ambassador attached to the Dalry session. More information on Twilight in Dalry is available in the case study section.

- In Dunfermline, where female attendance is 38%, SSF consulted with female participants and changed sessions in response to their feedback.
- In Glasgow, Wellhouse there is 33% female participation. In this session there has been a strong female coach who has actively widened the variety and style of activities offered to encourage female participation.

2.7 SSF's analysis also shows that female participation is lowest in Twilight sessions that have been running for a long time. These sessions tend to have been historically more sport focused, have less input from youth work staff, and are often more competitive in nature. For example, the session in Bellahouston follows this model. However, it is also worth noting that this session was originally designed to combat territorialism and promote integration – and has successfully attracted a strong mix of people from different ethnic minority backgrounds.

SIMD profile of participants

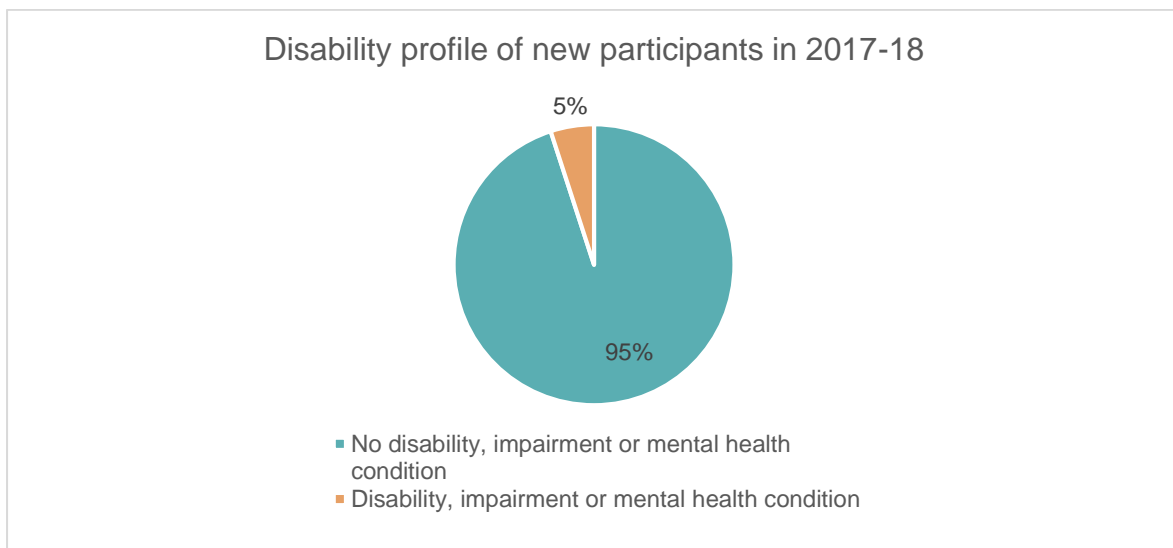
2.8 SSF gathered postcode data on as many participants as possible during the delivery period. Where individual data could not be gathered, for example in relation to Jump2It participants, the school or club location postcode was used as a proxy. This postcode data allows an analysis of deprivation based on the Scottish Index of Multiple deprivation (SIMD). Analysis of postcode data shows most (71%) came from the 20% most deprived communities in Scotland. The chart below shows the profile of participants based on the areas they came from (or attended activities in), and illustrates that SSF is predominantly working with participants from deprived areas.



2.9 Of the individual elements, the Rocks Community clubs had the highest proportion of participants (74%) coming from the 20% most deprived areas. ETC had the lowest proportion of participants (58%) coming from the 20% most deprived areas, but the profile of participants was still fairly deprived. ETC has also widened its access criteria to remove as many barriers as possible - for example to engage with young people who have been identified as likely to leave school with no qualifications but may not always live in a postcode which indicates a deprived community.

Disability profile of participants

2.10 Data about disability was available on 6,033 participants during the delivery period. The available data suggests that just 5% of participants identified as having a disability, impairment or mental health condition.

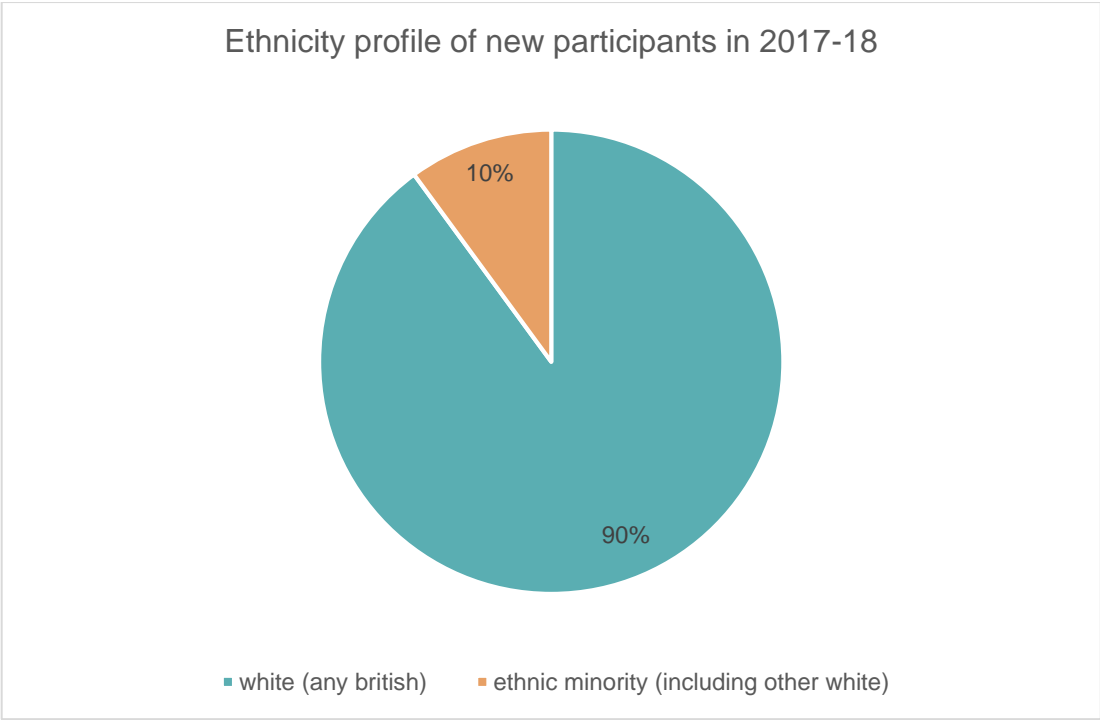


Ethnic profile of participants

2.11 Data was gathered on the ethnicity⁵ of 6,438 new participants. As shown on the chart below, 10% were identified as being part of a minority ethnic group. Overall this suggests the programmes are reaching a relatively high proportion of people from ethnic minorities, based on the most recent available data which suggests approximately 4% of the Scottish population is from a minority ethnic group⁶.

⁵Participants were asked to identify as one of the following categories during registration: White (any British); White (gypsy/traveller); White (Polish); Asian Indian; Asian Bangladeshi; Asian Chinese; Asian Pakistani; Black Caribbean; Black African; Chinese; Filipino; Arab; Other mixed background. For analysis purposes we have grouped all categories other than “White (British) as ethnic minority.

⁶ <http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid/Ethnicity/EthPopMig>



2.12 Shell Twilight Basketball had the highest proportion of ethnic minority participants of all SSF programmes, with 14% identifying as being part of a minority ethnicity. The lowest proportion was observed within the ETC programme, where just 2% of participants identified in a similar way.



Geographic reach

2.13 During 2017-18, SSF reports delivering sessions in the following twenty local authority areas of Scotland:

- Aberdeen;
- Argyll and Bute;
- Dumfries and Galloway;
- Dundee;
- East Ayrshire;
- East Dunbartonshire;
- East Renfrewshire;
- Edinburgh;
- Falkirk;
- Fife;
- Glasgow;
- Highland;
- Midlothian;
- North Ayrshire;
- North Lanarkshire;
- Perth and Kinross;
- South Ayrshire;
- South Lanarkshire;
- Stirling; and
- West Dunbartonshire.

3. Outcomes

Introduction

3.1 This chapter explores the extent to which SSF has delivered its identified outcome focused targets for 2017-18. These targets were set at the beginning of the grant period, by SSF and Inspiring Scotland. This chapter uses data from surveys with participants and wider stakeholders (as percentages of survey respondents), as well as other information gathered by SSF, to report on agreed indicators. Appendix one provides additional analysis which includes estimates of the number of young people affected by outcomes measured and reported on by the summary. This allows readers to review SSF's indicative performance in terms of target numbers, as well as percentages of people surveyed.

Outcome 1

Young people build their capacity and confidence

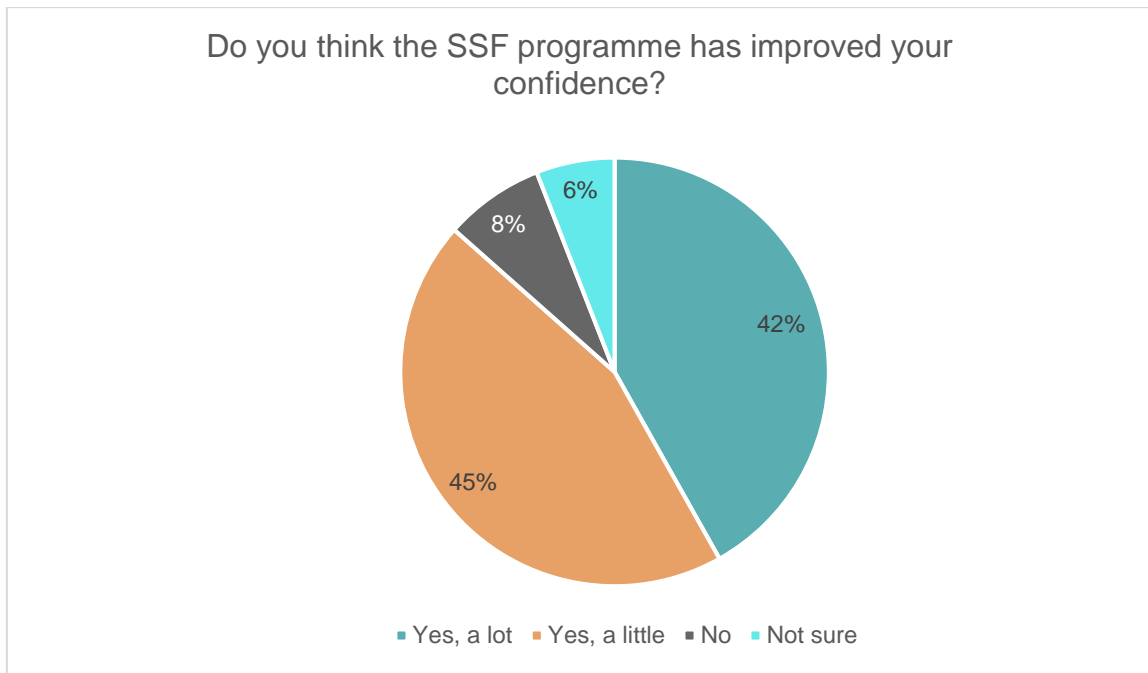
3.2 To understand progress in relation to this outcome, SSF used the following indicators:

- young people report their confidence increasing;
- young people feel able to do new things;
- other stakeholders report perceived increases of confidence and ability to do new things among young people; and
- young people go on to do new things after their initial involvement in CashBack.

3.3 SSF has exceeded its targets in terms of improving the confidence of young people, according to the views of participants and stakeholders. When asked to rate their confidence, almost all participants (87%) surveyed said the programme or programmes they were involved in had improved their confidence a little or a lot.



3.4 The chart below provides an overview of responses to this question. School pupils involved in the Jump2it programme were most likely to say a little, rather than a lot, which likely reflects the less intensive nature of the Jump2it programme compared with other programmes.

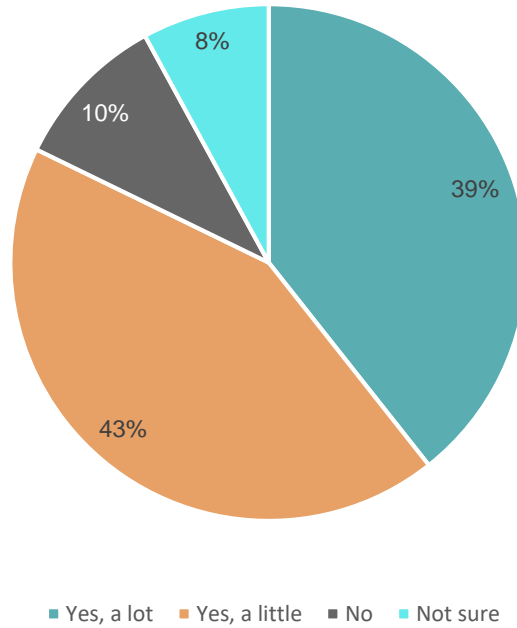


3.5 Young people were also asked if their capacity to do new things had improved as a result of the programme, and again SSF exceeded its targets in relation to this, with most participants surveyed (82%) feeling they were more able to do new things.

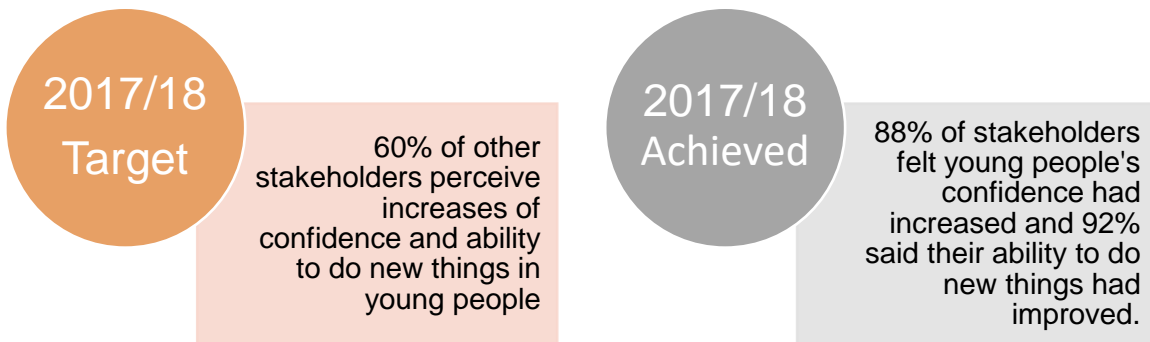


3.6 The chart below shows how young people responded when asked about how the programme had influenced their ability to do new things. A large proportion (43%) thought the programme had helped 'a lot' with this.

Do you think you are more able to do new things because of the SSF programme?

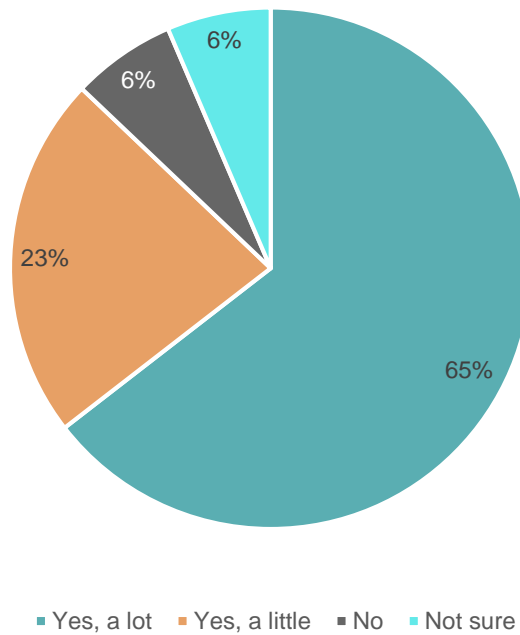


3.7 When stakeholders were asked about how the confidence and capacity of young people had changed as a result of SSF programmes, they were very positive, which meant SSF exceeded its targets in relation to stakeholder views.

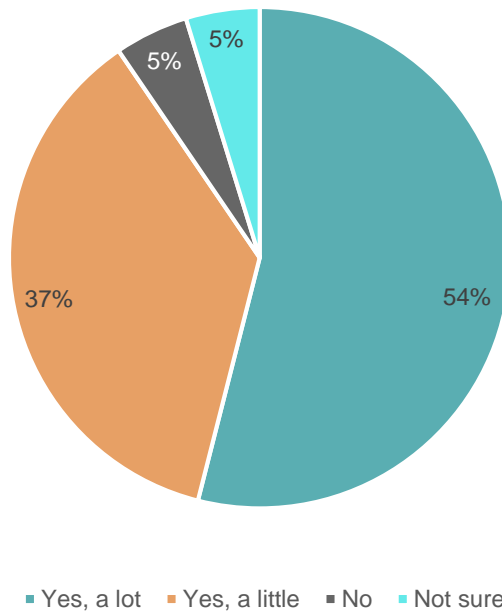


3.8 The following charts show how stakeholders responded to the two questions they were asked about confidence and capacity. Most stakeholders felt that SSF programmes had improved confidence and capacity 'a lot'.

Do you think SSF programmes have improved the confidence of young people?



Do you think young people are more able to do new things as a result of SSF programmes?



3.9 To understand the new things young people have become involved with as a result of the programmes, the participant survey asked young people to select which new activities they had become involved with. Almost eight out of ten young people who responded identified at least one new thing they had done as result of their involvement.



3.10 The schools survey and participant survey asked about different new things in relation to this indicator. But the most common new things for people to move onto were: joining a sports or other club; getting involved in training or learning; and taking part in more activities at school. Some school pupils also said they listened more in class, and behaved better.

Outcome 2

Young people develop their physical and personal skills

3.11 SSF used the following indicators to understand progress in relation to outcome 2:

- young people gain accreditation for learning and skills development (SSF was responsible for recording this);
- young people report their skills are increasing; and
- other stakeholders report skills are increasing.

3.12 During 2017-18 SSF reports that 536 young people gained accreditation, falling slightly short of its target.



3.13 SSF staff believes it is behind with this target largely because of a significant proportion of young people engaging on more than one course, which has in turn limited the number of new individuals. Other reasons given related to delays to some accredited programmes, and volunteers choosing to spend more hours than originally anticipated on practical delivery, rather than participating in accredited courses. SSF reports that a structured approach to fulfilling the phase 4 target is already in place and includes the introduction of Hi-5 awards at Rocks Community Clubs.

3.14 Accredited courses covered a wide range of topic areas. They included the ETC courses levelled as SCQF level 4 or 5, or offered as Continuous Professional Development programme, in the following topic areas:

- Communication;
- Working with Young People;
- Benefits of Physical Activity;
- Human Connection;
- Goal Setting; and
- Conflict Resolution.

3.15 Other accredited courses included:

- Basketball Make It Happen;
- Duke of Edinburgh Awards Scheme;
- Hi5 Awards;
- SFA Level 1;
- ETC Tutor Training;
- Basketball refereeing;
- Ultimate Frisbee Award;
- Dodgeball Leaders;
- Disability Inclusion Awards;
- UKCC Level 1 Badminton;
- Community Achievement Awards; and
- First Aid.

3.16 The participant surveys asked young people to select specific skills they felt that SSF programmes had helped them improve. The participant and school surveys gave slightly different options, partly to reflect the age groups of participants. Around nine out of ten young people (91%) reported at least one skill they had improved as a result of SSF involvement.



3.17 Skills identified by young people were varied, but highlighted most often were:

- teamwork;
- communication skills;
- sports skills;
- leadership skills; and
- respect for others.

3.18 Other stakeholders also felt very positively about the skills young people had developed through SSF programmes, with almost all (94%) identifying at least one skill that had improved for young people as a result of the programmes.



3.19 Stakeholder responses emphasised:

- sport skills;
- teamwork;
- respect for others;
- leadership skills; and
- communication, concentration and commitment.

Outcome 3

Young people's behaviours and aspirations change positively

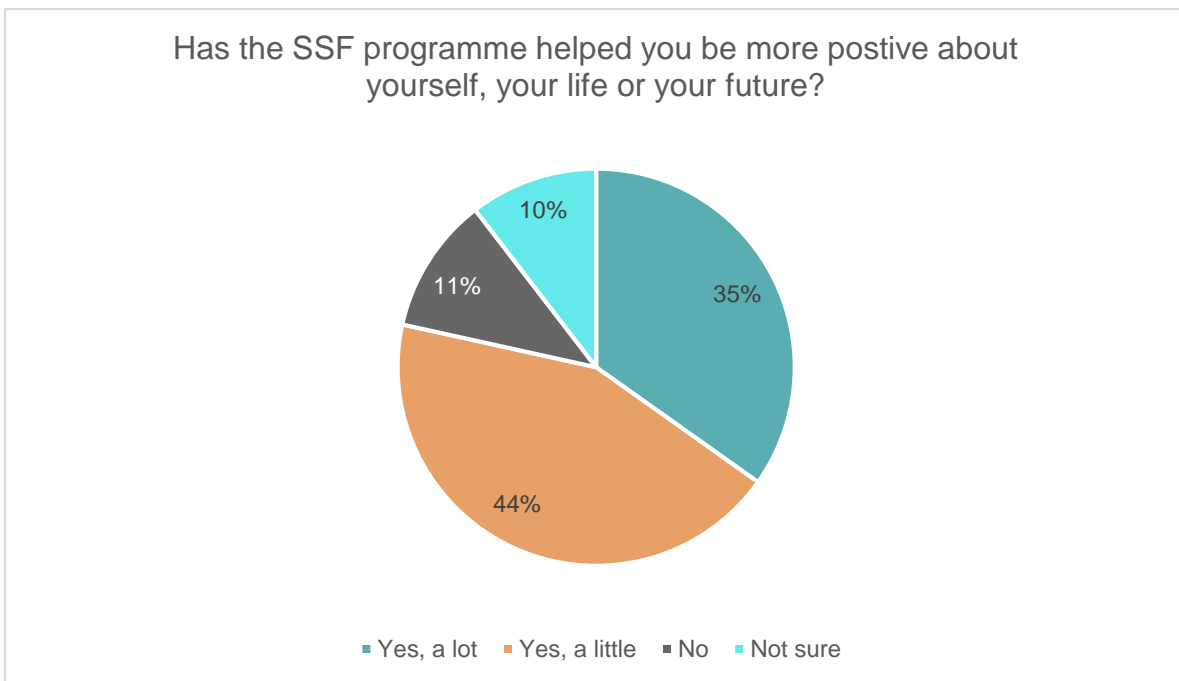
3.20 SSF tracked progress for this outcome with the following indicators:

- young people report increased aspirations;
- other stakeholders report perceived increased aspirations in young people;
- young people report positive changes in behaviour; and
- other stakeholders report perceived positive changes in behaviour.

3.21 When asked about how SSF programmes had changed participants' aspirations, young people responding to the surveys were again very positive, with almost eight out of ten respondents feeling it had brought about a positive change in how they felt about themselves, their lives or their futures.



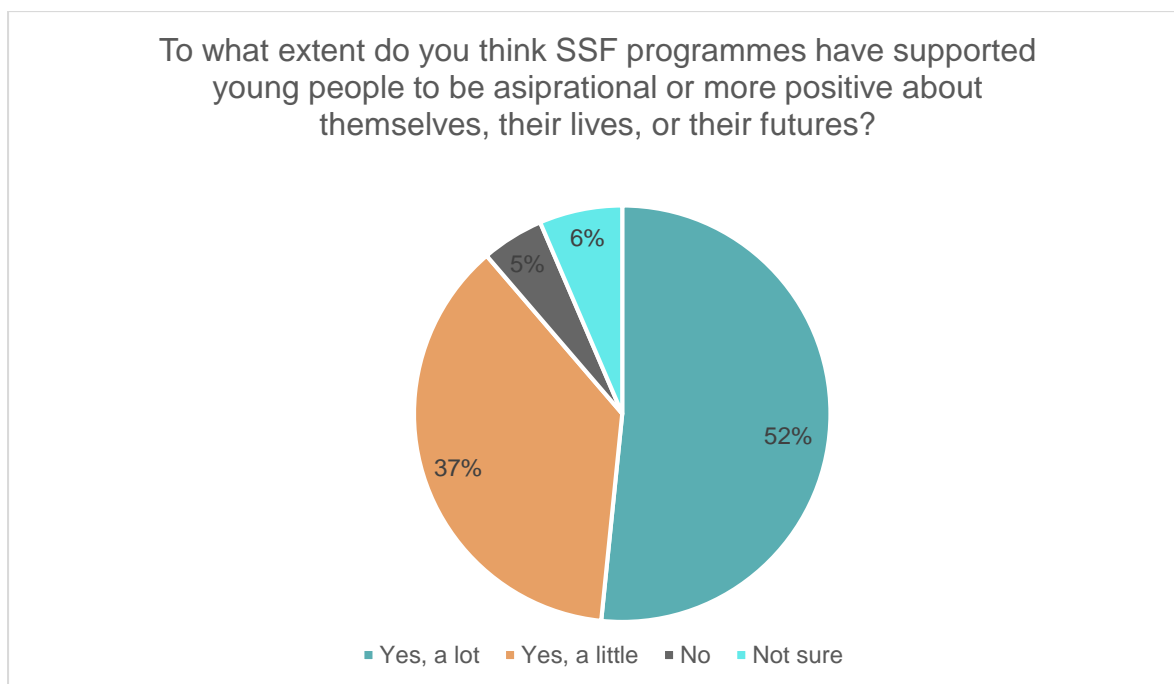
3.22 The chart below shows how young people responding to the surveys answered the question about aspiration. Most of those who felt programmes had improved their aspirations, felt this was by ‘a little’ but over a third felt they had improved a lot.



3.23 Stakeholders surveyed were even more positive than young people about how the programme had improved aspirations, with almost nine out of ten saying programmes had positively impacted on how people felt about themselves, their lives or their futures.



3.24 The chart below shows how stakeholders answered the question about aspiration, with most of those who thought SSF had an impact on aspirations suggesting this was 'a lot'.



3.25 Young people and stakeholders responding to the survey were also very positive about the impact programmes have had on young people's behaviour. SSF exceeded both its targets in relation to this. More than eight out of ten young people identified at least one positive behavioural changes as a result of their participation.



3.26 In the participant surveys young people were offered a list of possible changes, and asked to identify all those they had experienced. They identified a wide range, but those most commonly identified were:

- getting on better with other people (including family and friends);
- making healthier choices;
- taking on more responsibility or helping out more (at school, home or other places); and

- being more active in school activities.

3.27 Stakeholders were also very positive about behavioural change for young people, with 84% identifying at least one behavioural change.



3.28 Stakeholders emphasised the same behavioural changes as young people surveyed.

Outcome 4

Young people's wellbeing improves

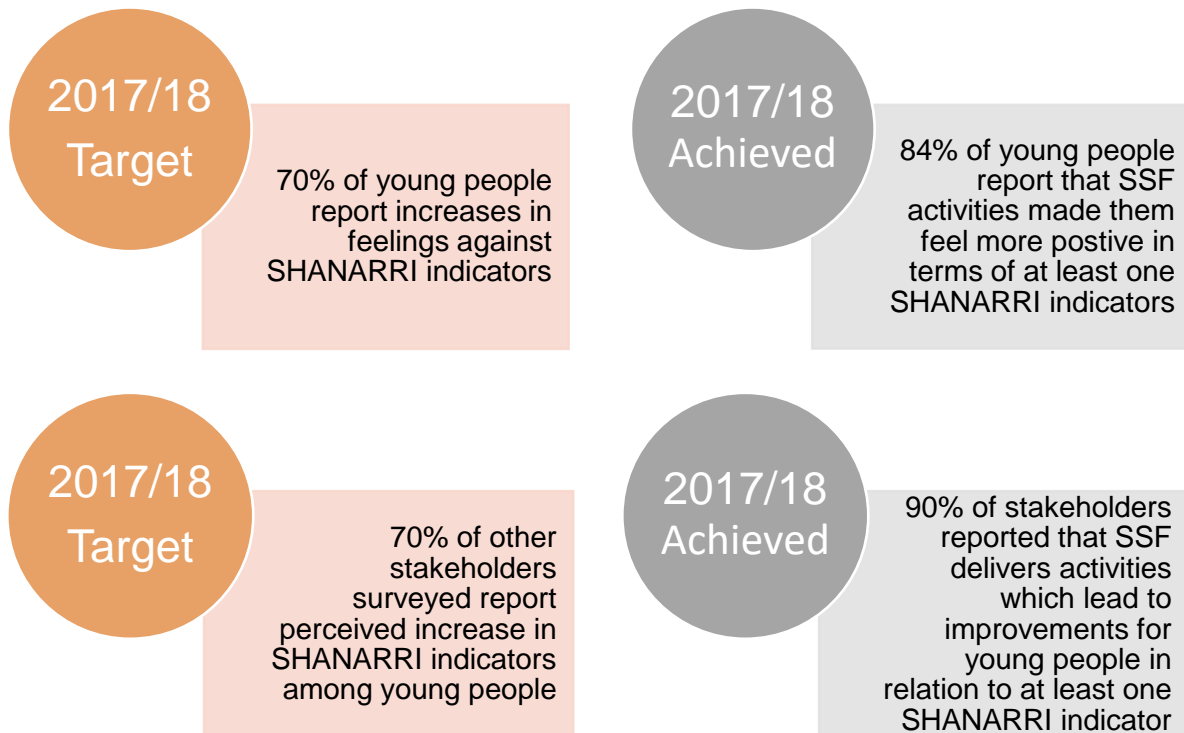
3.29 SSF used the following indicators to understand progress in relation to this outcome:

- young people report increases in feelings against SHANARRI⁷ indicators; and
- other stakeholders report perceived increase in SHANARRI indicators among young people.

3.30 Surveys with participants and stakeholders asked slightly different questions about SHANARRI, but all listed SHANARRI indicators, and asked about SSF's activities and impact in relation to these. Survey participants also had the opportunity to say they weren't sure, or it hadn't impacted on these areas.

3.31 The survey data shows that most young people and stakeholders surveyed felt that SSF activities had led to improvements in at least one SHANARRI indicator.

⁷ <http://www.gov.scot/Topics/People/Young-People/gettingitright/wellbeing>



3.32 “More active” was the most commonly identified SHANARRI indicator SSF activities impacted on. But at least a third of young people and stakeholders selected each SHANARRI indicator.

Outcome 6

Young people participate in activity which improves their learning, employability and employment options

3.33 SSF used the following indicators to understand progress in relation to this outcome:

- as part of the programme, the number of young participants taking part in training; learning; employment; and volunteering (SSF to record and report quarterly); and
- progression outcomes after completion of the programme, the number of participants: remaining at or returning to school; taking a course of further or higher education; understanding a SDS funded training programme; engagement in an activity agreement; participating in learning or training offered by identified providers; volunteering; work experience; where it is part of a recognised course or programme; Community Jobs Scotland; being employed or a Modern Apprenticeship (SSF to record and report quarterly.)

3.34 The table below provides an analysis of available data for this outcome. It shows the target numbers for 2017/18. Data from year one suggests SSF has

achieved particular success with volunteering, and is ahead with targets relating to learning. The number of young people taking part in training and in employment is lower than planned, and these areas need to be focused on over the next two years if the phase 4 targets are to be met.

Target for 2017-18	Number achieved in 17-18	Performance for 2017-18
930 YP take part in training	812	-88 YP (87% of target no.)
890 YP taking part in learning	1,002	+112 YP (113% of target no.)
60 taking part in employment	44	-16 (73% of target no.)
290 taking part in volunteering	431	+149 YP (149% of target no.)

3.35 Finally in relation to this outcome, SSF reports 189 young people have moved onto education, training or employment following engagement, which exceeds its annual target by 39 young people.



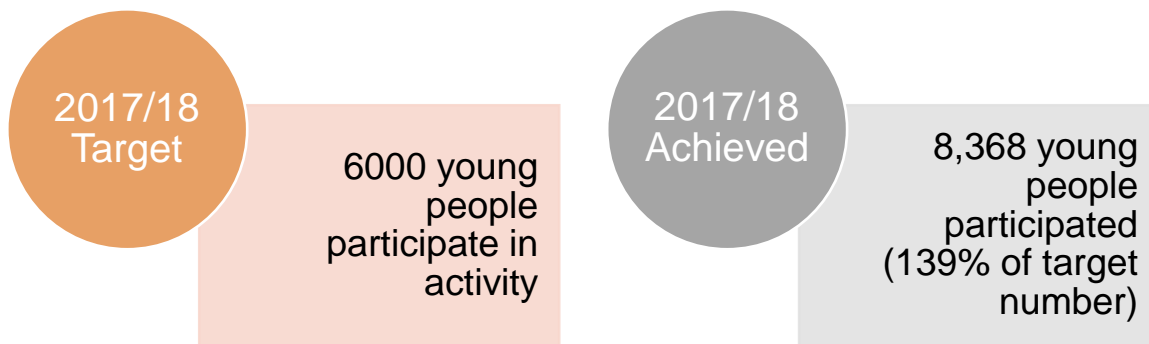
Outcome 7

Young people participate in positive activity

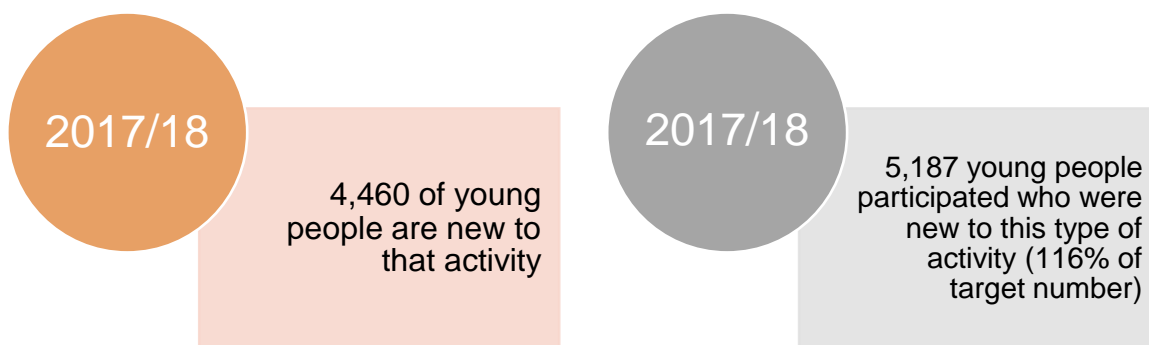
3.36 This outcome is measured through:

- the number of young people participating in SSF activities; and
- the number of young people who are new to this type of activity.

3.37 SSF recorded figures demonstrate it engaged with almost half of its target number of young people for the phase, in its first year. It exceeded its annual target by 2,368 young people.



3.38 It also exceeded its targets in relation to young people new to this type of activity, by 727 young people.



Outcome 9

Young people contribute positively to their communities

3.39 SSF uses the following indicators to understand progress in relation to this outcome:

- the number of participants going on to volunteer or take a leadership role in community organisations (SSF records and reports on this directly on a quarterly basis);
- the number of hours of volunteering contributed by participants (quarterly reporting);
- the number of community focused awards gained by participants (quarterly reporting);
- young people feel their contribution and links with communities are improving;
- other stakeholders perceive that young people's contribution and links are improving; and
- young people are undertaking coaching mentoring or supporting roles (quarterly reporting).

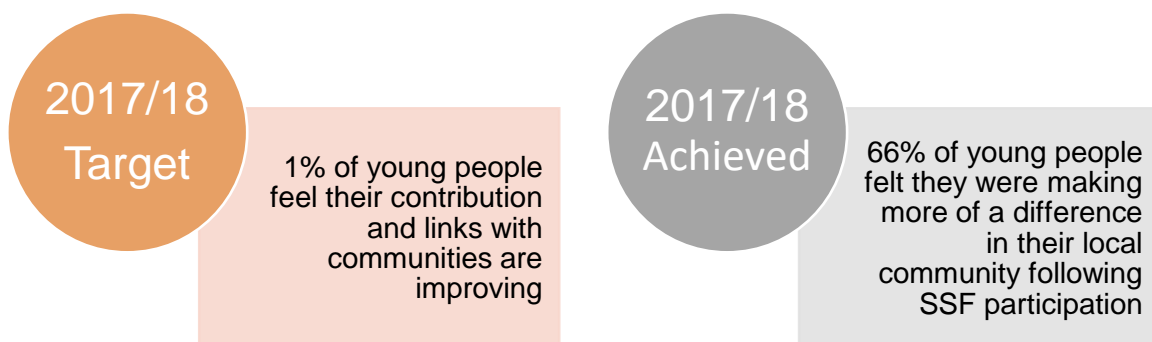
3.40 The table below provides an overview of available monitoring data gathered by SSF, along with its annual targets relating to this. The data shows SSF has

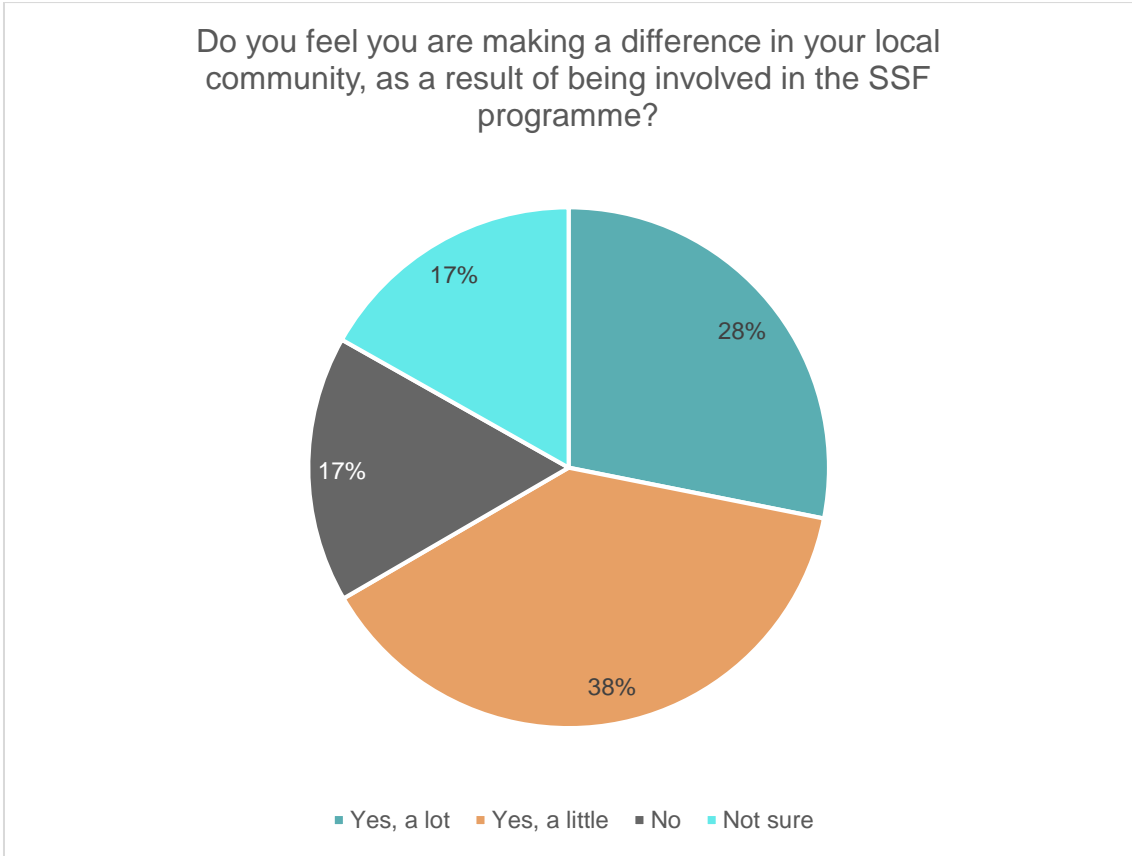
made very good progress in relation to young people undertaking volunteering or leadership roles; and total volunteering hours. It is on track with its target for young people undertaking coaching, mentoring or supporting roles. However, the number of young people undertaking accreditation is less than planned, and the number of community awards is significantly less than hoped.

Target for 2017-18	Number achieved in 17-18	Performance for 2017-18
280 young people undertake volunteering or leadership roles	448	+168 YP (160% of target no.)
6000 hours of volunteering	12,184	+6,184 hours (203% of target no.)
145 undertake community awards	49	-96 YP (34% of target no.)
230 young people undertake coaching, mentoring or supporting roles	249	+19 YP (108% of target no.)

3.41 SSF notes that its volunteering support focuses on individual people’s needs and interests, and individual interests have resulted in a lower than expected number of community awards. It has plans in place to promote community awards in years two and three.

3.42 The surveys asked young people and stakeholders if they felt SSF activities had led to them or the young people they work with making a difference in their local community. Across surveys, most respondents felt programmes had, at least a little. Most young people (66%) felt they were making more of a difference in their communities, with most of these (38% of those who answered the question) saying “a little.”





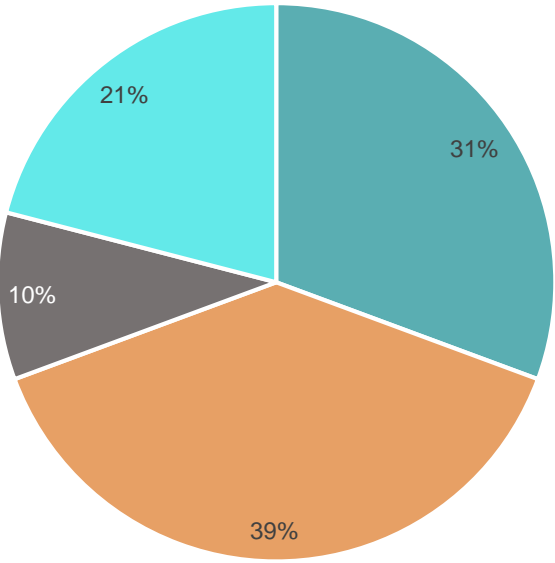
3.43 Stakeholders were similarly positive about the impact of the programmes on community involvement, with over two thirds (69%⁸) suggesting SSF made a difference in this way.



3.44 As the chart below shows, most stakeholders who agreed with this (39% of those who answered the question) said this was “a little.”

⁸ This figure is lower than the addition of the two “yes” segments on the pie chart, due to rounding.

Do you feel young people are making a difference in your local community, as a result of being involved in SSF?



■ Yes, a lot ■ Yes, a little ■ No ■ Not sure



4. Partnership work

Introduction

4.1 This section reviews evidence from six telephone interviews with partners identified by SSF, which explored the impact of partnership working undertaken by SSF, its strengths and areas for improvement. It includes two short case studies which illustrate two partnership relationships with SSF.

Strengths in partnership working

4.2 During interviews we asked partners what they thought worked well about SSF's approach to working with them, and the programmes it delivers.

A strong model

4.3 Stakeholders with experience of different SSF programmes commented on the uniqueness of SSF's programmes for young people. They felt that the 'Sport for Change' approach was really effective and beneficial for young people. Some said that the programmes were quite different to what their own organisations could deliver.

"The [Shell Twilight Basketball] programme is unique. It is not a sports programme . . . it isn't youth work . . . but a combination. It combines the best elements of youth work, but uses basketball."

"Lots of organisations offer volunteering, but they don't do it the way SSF does."

"There are other organisations that do sport [in this area], and do it well, but co-design with young people is unique to them."

Use of role models

4.4 The link with the Glasgow Rocks was seen as a real strength. Partners felt this role model approach was unique, and inspirational for young people. Having players work directly with young people made them listen, they felt. Being able to attend Rocks games was also seen as really encouraging young people and their families to take an interest in sport – many of whom would never have done so before.

“Going to Rocks games . . . getting players to come to you . . . it is a really big draw for the young people.”

“The fact that kids have links to professionals is quite unique . . . and amazing.”

Inclusive approach

4.5 Interviews highlighted the inclusive nature of SSF’s approach to working with young people. Some stakeholders highlighted that even young people who aren’t interested in sport seemed to engage really well in programmes. This was put down to the non-competitive nature and approach, which emphasises team work, improvement and commitment. This could be seen in sessions and tournaments in different programmes.

“It is all very inclusive . . at no point do children feel overwhelmed.”

4.6 One stakeholder spoke of a young man who had no interest in sport who attended a session run by SSF, immediately loved it, and has continued to attend, with life changing results.

“To our surprise he came along . . . he really enjoyed it . . . he was very shy and withdrawn but [SSF] has completely changed his confidence.”

Focus on the needs of young people

4.7 Partners emphasised the way in which SSF puts young people first. They felt activities were designed with and for young people. This had benefits for the way activities were delivered, and for the young people involved in design or delivery.

“They look at what’s of benefit to young people.”

“They really do put young people first. It is so obvious.”

Committed and supportive partner

4.8 SSF was viewed as a good partner. Stakeholders remarked on their commitment to working with others. Through Active East they have brought a range of different partners together around common goals. The levels of engagement, commitment and attendance at Active East meetings was seen as evidence of their success in this.

4.9 Partners gave examples of SSF sharing resources, being there for them when they needed support or advice, and generally being willing to help wherever they could.

“They are very willing to help.”

“As the needs of the community change, they change with it.”

4.10 Some stakeholders emphasised the strong value set of SSF and its staff, which made them a valuable and trustworthy partner. As well as putting young people first, they felt they also respected different partners and actively worked to bring them together.

“[They] have been excellent . . . [their] ethos. . . [they] appreciate the need for a safe space.”

“There is no ‘their’ young people and ‘our’ young people with SSF.”

4.11 Others emphasised the passion, commitment and drive of individual staff they had worked with.

“The people that work there have passion.”

“The enthusiasm of the people is really good. . . they definitely want to make a difference . . . they aren’t just paying lip service.”

Impact

4.12 Stakeholders felt that SSF has a strong impact on young people, bringing about a wide range of benefits. The very fact young people turn up week after week was felt to be a big achievement - with many of the young people SSF programmes target.

“They are turning up every week.”

4.13 Partners emphasised that SSF activities developed young people’s confidence. Those interviewed also mentioned improvements to other skills like, improved interest in sport, and staying out of trouble. The raising of aspirations was also emphasised by some.

“Confidence levels have massively improved.”

“I see an increased level of confidence . . and I see a difference in terms of wanting to do better.”

“[Young people] take away an aspiration of what is possible.”

Areas for development

4.14 Generally, partners had very few suggestions about how SSF should change its approach. In fact, most emphasised the organisation’s positive aspects, and their own commitment to continue working with them.

“Everything I’ve seen from [SSF] has been so positive.”

“We would work with them on anything. It is tried and tested.”

4.15 It was suggested that SSF needs to be careful not to expect too much of volunteers.

4.16 It was also suggested that SSF might be in a good position to play a role in delivering national policy, with the increased emphasis on Sport for Change at a national level, with organisations like **sportscotland** and Scottish Governing Bodies for Sport now actively becoming involved in this approach.

“They are in the right place.”

Case Study: The Young Leaders Squad – A partnership with Scottish Swimming

4.17 SSF works with a range of national and local organisations in different ways. This case study explores the relationship and joint work with Scottish Swimming, the National Governing Body for Swimming, to plan and deliver a pilot training programme for young leaders. It is based on an interview with a representative from Scottish Swimming and the draft findings of an independent evaluation of the pilot.

Context

4.18 In swimming (as with all sports), there is a particular challenge around retention. A significant proportion of young people stop actively participating in swimming between the ages of 13 and 16. A representative from Scottish Swimming contacted SSF because they knew the organisation worked with young people on leadership development.

What they did

4.19 The two organisations designed and delivered the Young Leaders Squad pilot together – a residential training weekend in Inverclyde for young swimmers from across the West of Scotland. SSF provided staff for the residential, and delivered ETC modules with young people participating. Young people received a Dynamic Youth Award (year one and two), and SCQF (year three) recognition.

4.20 The Young Leaders Squad specifically aimed to:

- increase the understanding of why young people drop out of swimming;
- increase young people’s voice in clubs; and
- reduce the number of young people dropping out of swimming from clubs engaged in the programme.

What worked well

4.21 The representative from Scottish Swimming was very positive about the experience of working with SSF. They highlighted a number of areas which made SSF an effective partner on this project:

- Effective delivery – SSF staff ‘get things done’. This was also reflected in the independent evaluation findings.
- Enthusiasm and commitment of staff - SSF staff bring an enthusiasm and passion to their work, which makes them a good partner, and makes a difference to the way young people see them.
- Content of training and accreditation – it was felt that the training worked very well for the young people involved, and the accreditation recognised their achievement.

“It actually gave them something to put on their CV.”

“The enthusiasm of the people is really good.”

4.22 The independent evaluation highlighted that the residential was well planned and run, and that clubs involved in that evaluation felt it offered excellent value for money.

Impact

4.23 Findings from the independent evaluation emphasised that the pilot had delivered the following outcomes for young people:

- they made new friends;
- they developed new skills;
- increased confidence;
- improved ability and ambition to make positive improvements at their own club;
- feeling more involved in their club and community; and
- feeling happier.

4.24 The evaluation also found that almost all of the young leaders have been more active in their own clubs since attending the residential. Examples range from organising social events, training, mentoring, getting involved in the club committee meetings or working with leadership teams for the first time.

4.25 The pilot has generated learning for Scottish Swimming, which now plans to role the pilot out more widely.

Case Study: Shell Twilight Basketball with North Ayrshire Council

4.26 SSF works with a range of national and local organisations in different ways. This case study explores the relationship with North Ayrshire Council. It is based on an interview with a representative from the Council's youth services.

Context

4.27 North Ayrshire Council and North Ayrshire Alcohol and Drugs Partnership (NAADP) identified a need for diversionary activities for young people in Dalry. Both organisations had worked with SSF in the past, and knew about its approach. They wanted something 'a bit different', and felt that SSF could provide that.

What they did

4.28 With funding from NAADP, SSF worked with youth workers within the Council to establish a service. This involved training a Council officer to become a coach. Initially the Twilight sessions included time to play basketball and separate 'educational timeouts' (workshop time on educational issues). But as the sessions evolved, this was adapted so that educational topics were covered on a one-to-one basis, more informally.

What has worked well

4.29 The representative from North Ayrshire Council interviewed for this case study was very positive about working with SSF. In particular, they emphasised that the following aspects worked well:

- Using basketball as a 'hook' – having basketball provision is a great draw for young people, even those not particularly interested in sport. This then provides a space for other conversations with young people.
- Similar values and messages – SSF and youth services have a similar approach to working with young people, and can provide consistent messages.
- Staff skills and approach – SSF staff brought a great ethos to the project and created a genuinely safe space for the young people.
- Link with the Glasgow Rocks -using players as role models was seen as effective and unique.
- Running the programme in the evening and over holidays – which is when young people need diversionary provision.

“The programme is unique . . . it combines the best elements of youth work, but uses basketball.”

“Not everyone is sporty . . . some just want to come along.”

Impact

4.30 Those involved felt the programme has had a really positive impact on the young people in Dalry. It has improved their confidence, skills and engagement with youth services. A group of young people have actually developed another drop-in session locally, as a direct result of their involvement in Twilight. In this sense, they are having an impact on other young people and their wider community.

5. Conclusions and recommendations

Participation

- 5.1 SSF has worked to improve its equalities profile during 2017/18 – particularly with young women, and to continue its strong focus on deprivation. In terms of gender, SSF continues to engage slightly more with young men than young women across its CashBack supported programmes. The gender imbalance is pronounced for activities outside schools. Importantly, SSF is actively monitoring this and initiating work to understand and improve this imbalance – such as Girl’s Only Twilight sessions. SSF has made progress in relation to its Shell Twilight programme, which now engages a higher proportion of young women than last year, and has generated interesting learning on what works well.
- 5.2 The SIMD profile of SSF’s participants demonstrates a continuing strong focus on deprived communities, with 71% of participants coming from Scotland’s 20% most deprived communities.
- 5.3 Data on disability and ethnicity shows that SSF is working with small numbers of young people who identify as minority ethnic or disabled.
- 5.4 SSF has a dedicated staff member focusing on equality for 2018/19 and beyond. Understanding barriers for equality groups, and challenges with securing a gender balance, would be valuable areas of work.

<p>We recommend SSF continues to actively work to understand equalities related barriers for its activities, and continue to develop approaches to improve equalities across its programmes.</p>
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Impact

- 5.5 SSF has exceeded most of its annual outcome focused targets. The survey evidence available suggests it is bringing about the types and scale of change it hoped. In particular, SSF’s CashBack funded activities are improving the capacity, confidence and skills of young people. Young participants and stakeholders were able to directly attribute these changes to SSF.
- 5.6 SSF is largely on track or ahead with its targets relating to the number of participants engaged, and the number of people new to these types of activities. Monitoring information also suggests that young people involved in SSF programmes are moving on to positive destinations, ahead of expectations. SSF is slightly behind its targets for young people moving into training and employment. It is important to recognise that SSF does not provide employability support, and a wide range of factors (including the age and demographic profile of participants, and availability of jobs) is likely to influence the number of young people moving into training and work. It may

be that these are unrealistic targets for the programme. Or, staff may feel that with focus and adjustment there is scope to meet these within the next two years. Importantly, SSF is exceeding its targets in relation to positive destinations.

- 5.7 The numbers of young people in volunteering and undertaking volunteering or leadership roles, and the number of volunteering hours is on track or ahead of targets.
- 5.8 The number of young people gaining accreditation is slightly behind target, and the number achieving a community award is significantly behind target. SSF emphasises that a relatively high proportion of young people are undertaking multiple courses – and it has far exceeded the number of courses undertaken. Other factors – such as developing work with Polmont – have influenced the capacity to deliver more courses.
- 5.9 SSF will need to focus on the promotion of community awards and accreditation during year two and three to ensure it meets its Phase 4 targets in relation to these. SSF already has plans in place to promote these opportunities, and develop a new award for younger people.

We recommend SSF should work with Inspiring Scotland to discuss their role in relation to training, employment, accreditation and community award related targets, and review its approach on this basis.

- 5.10 It is important to recognise that the survey evidence is based on perceptions, and that the sample may not reflect the views of wider participants. While the percentage figures provide a helpful indication of progress, they are not perfect measures. There may be fairly large variations in these figures each year, which may be related to the sample and methods used, rather than reflective of a real difference of impact. That said, the participant sample secured this year has been fairly large, and views from participants surveyed from different programmes and from stakeholders often reinforced each other.

Delivery and partnership approach

- 5.11 The partners interviewed for this study were very positive about their experience of working with SSF, and the outcomes it brings about. They emphasised the key strengths they felt SSF has – its Sport for Change approach, use of role models and links with the Rocks, inclusive approach, and its strong commitment to young people and partnership. As SSF continues to develop its approach and activities it will be important to build on these strengths.
- 5.12 The increased profile of Sport for Change at a national level and amongst sporting organisations in Scotland may offer significant opportunities for SSF. This may usefully complement work with local authorities.

We recommend SSF continues to work through national fora involved in Sport for Change to strengthen its profile and identify opportunities for work, including with Scottish governing bodies of sport.

Monitoring and evaluation

- 5.13 SSF has made significant progress with streamlining and improving the consistency of its monitoring systems for equalities and outcomes. Using a single question set for survey questions has enabled Research Scotland to effectively report outcomes for all the programmes together.
- 5.14 Individual teams have approached the survey and monitoring slightly differently, and it would be helpful to ensure everyone is using the same approach in years two and three. While it may be useful to allow programmes to add a few extra questions to the survey for their own purposes, it will be important to maintain a completely identical question set across programmes and between years to ensure consistent evaluation reporting. Thought should be given to the length of the survey too – adding more questions is likely to affect the quality and scale of response, so should only be done where this really adds value.

We recommend SSF works to ensure all programmes are using its equalities spreadsheets consistently.

We recommend SSF maintains a consistent question set across programmes. Small anomalies between the school and the other participant survey should be addressed in advance of 2018/19 roll out.

We recommend SSF promotes the surveys in a similar way during 2018/19, to secure a good response level, which was high for most programmes in 2017/18. SSF should consider actively promoting the surveys with some programme elements not well represented in the participant surveys – in particular, the Rocks Community Clubs.

We recommend SSF works to promote the stakeholder survey more widely during 2018/19, and work with Research Scotland to review the profile of respondents at key points, with a view to boosting responses from groups which are poorly represented.

Appendix 1: Table of year one targets and indicative performance

The table below brings together data recorded by SSF for individual participants, with survey data. To allow reporting against the target numbers, the table makes projections about the likely number of young people affected, based on the survey sample. These figures should be treated with caution, as the survey sample may not be representative of the overall population of participants, but it does give a broad indication of how well SSF is doing in terms of the number of young people likely to be affected.

As discussed in the body of the report (which mainly explores actual recorded figures, and percentages from the surveys), SSF has performed well across all outcomes. It should be noted that the projected performance in relation to target numbers (the last column) is strongly affected by the much higher than anticipated number of young people engaged in year one.

	Three year target	Annual target (from Scorecard)	Evaluation evidence for 2017-18	Equivalent to . . . ⁹	Indicative performance in relation to target numbers ¹⁰
Outcome 1: Young people build their capacity and confidence	10,800 (60%) of YP report increased confidence	3600 YP	87% of young people reported an increase in confidence in the survey	Estimated 7,280 (87% of 8,368 participants)	Suggests ahead of target number: +3,680 YP (202% number target achieved)
	13,140 (73%) of YP feel able to do new things	4380 YP	82% of young people reported feeling able to do new things in the survey	Estimated 5,970 YP (82% of 8,368)	Suggests ahead of target number: +1,590 YP (136% of target number achieved)
	60% of stakeholders	60%	88% of stakeholders surveyed report perceived	-	-

⁹ For targets based on the participant survey data, this column shows the projected number of the 8,368 participants in year one which might have experienced this outcome, if we assumed the survey sample was broadly representative of all participants. However, the sample may not be representative in terms of its profile of participants. For targets based on actual recorded data, this column shows actual figures.

¹⁰ This column brings together actual recorded data on participant outcomes, with figures projected based on the survey.

	surveyed report perceived increases in confidence and ability to do new things among young people		increases in confidence and 92% said their ability to do new things had improved		
	12,600 (70%) go on to do new things after their initial CashBack involvement	4200	At least 79% of young people identified new things they can do as a result of SSF programme in the survey	Estimated 6,611 YP (79% of 8,368)	Suggests ahead of target number: +2,411 YP (157% of target number achieved)
Outcome 2: Young people develop their physical and person skills	1950 (11%) of young people achieve accreditation	650	SSF recorded that 536 young people gained accreditation		Behind target: -114 YP (82% of target achieved)
	12,600 (70%) self-reporting increased skills	4200	At least 91% of young people surveyed reported one or more new skills as a result of SSF programmes	Estimated 7,615 YP (91% of 8368)	Suggests ahead of target number: +4,985 YP (181% of target number achieved)
	70% of other stakeholders surveyed report skills are increasing	70%	94% of other stakeholders surveyed reported at least one skill that had improved for young people	-	-
Outcome 3: Young people's behaviours and	13,140 (73%) YP report increased aspirations	4380	79% of young people reported increased aspirations in the survey	Estimated 6,360 YP (79% of 8368)	Suggests ahead of target number: +1,980 YP (145% of target number achieved)

aspirations change positively	70% of other stakeholders report perceived increased aspirations in young people	70%	89% of other stakeholders perceived increases in the aspirations of young people	-	-
	12,600 (70%) YP report positive changes in behaviour	4200	81% of young people surveyed identified at least one positive behavioural change	Estimated 6,778 YP (81% of 8368)	Suggests ahead of target number: +2,578 YP (161% of target number achieved)
	70% of other stakeholders surveyed report perceived positive changes in behaviour of young participants	70%	84% of stakeholders identified at least one positive behavioural change	-	-
Outcome 4: Young people's wellbeing improves	12,600 (70%) YP report increases in feelings against SHANARRI indicators	4200	84% of young people surveyed reported that SSF activities made them feel more positive in terms of at least on SHANARRI indicator	Estimated 7,029 YP (84% of 8368)	Suggests ahead of target number: +2,829 YP (167% of target number achieved)
	70% of other stakeholders surveyed report perceived increases in SHANARRI	70%	90% of stakeholders surveyed reported that SSF delivers activities which lead to improvements for young people in relation to at	-	-

	indicators among young people		least one SHANARRI indicator		
Outcome 6: Young people participate in activity which improves their learning, employability and employment options (positive destinations)	2790 (16%) YP accessed training	930 YP	SSF recorded 812 YP participated in training	Actual 812 YP	Behind target: -88 YP (87% of target number achieved)
	2670 (15%) of YP accessed learning	890 YP	SSF recorded 1,002 YP participated in learning	Actual 1,002 YP	Ahead of target: +112 YP (113% target number achieved)
	180 YP accessed employment	60 YP	SSF recorded 44 YP entered employment	Actual 44 YP	Behind target: -16 YP (73% of target number achieved)
	890 YP accessed volunteering	290 YP	SSF recorded 431 YP volunteered	Actual 431 YP	Ahead of target: +141 YP (149% of target number achieved)
	450 (2.5%) YP progressed into further education, training or employment	150 YP	SSF recorded 189 YP progressed to a positive destination	Actual 189 YP	Ahead of target: +39 (126% of target number achieved)
Outcome 7: Young people participate in positive activity	18000 (100%) YP participated in the activity	6000 YP	8,368 YP participated in SSF activities	Actual 8,368 YP	Ahead of target: +2,368 (139% of target number achieved)
	13,380 YP (75%) were new to that activity	4460 YP	SSF recorded 5,187 young people participated who were new to this type of activity	Actual 5,187 YP	Ahead of target: +727 (116% of target number achieved)

Outcome 9: Young people contribute positively to their community	840 (5%) of YP undertake volunteering or leadership roles	280 YP	SSF recorded 448 YP undertook volunteering or leadership roles	Actual 448 YP	Ahead of target: +168 YP (160% of target number achieved)
	18,000 hours of volunteering	6000 YP	SSF recorded 12,184 volunteering hours	Actual 12,184 hours	Ahead of target: +6,184 hours (203% of target number achieved)
	435 (2.5%) undertake community awards	145 YP	SSF recorded 49 YP undertook community awards	Actual 49 YP	Behind target: -96 YP (34% of target number achieved)
	210 (1%) YP who feel their contribution and links with communities are improving	70 YP	66% of young people surveyed felt they were making a difference in their local community following SSF participation	Estimated 5,523 YP (66% of 8368)	Suggests ahead of target number: +5,313 YP (7,890% of target achieved)
	60% of other stakeholders surveyed perceive that young people's contribution and links are improving	60%	69% of stakeholders reported that young people were making more of a difference in their local community as a result of SSF involvement	-	-
	690 (4%) of YP undertaking coaching, mentoring or supporting roles	230 YP	SSF recorded 249 YP undertook coaching, mentoring or supporting roles	Actual 249 YP	Ahead of target: +19 (108% of target number achieved)