



Changing childhoods.
Changing lives.

HEAD2WORK through CashBack Impact Report



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The first year of our Phase 6 delivery has had a huge impact on young people (YP) across Scotland. The ability to work creatively has been vital in allowing us to reach young people and encourage them to have a positive view of themselves and their local community.

For most of these young people CashBack is the first step they make on their employability journey. However, this first step is often the hardest one to take. HEAD2WORK successfully engages them to build confidence, routines and skills that will help them for years to come.

Cliff Graham

Barnardo's Head of Operations for Scotland (Employment Training and Skills)



YP in Dundee creating a film to promote volunteering



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Barnardo's were fortunate to have two funded programmes the Anchor Project and HEAD2WORK. This report focuses on the impact of the HEAD2WORK delivery across Scotland.

Key highlights -

- 110 Young people have been supported in year one
- 67% of participants are from the 30% most deprived areas of SIMD
- Delivered in six areas: Aberdeen, Dundee, Perth, Paisley, Inverness and Edinburgh



HEAD2WORK



Barnardo's HEAD2WORK delivers an integrated personal development, health and employability focussed project that meets the aim of diverting young people from anti-social/criminal behaviour.

Our tailored activities/interventions have been co-designed with Young People to address these barriers through intensive 1:1 support and an interactive 8-week programme for YP aged 14 – 21, across 6 local authority areas.



Inverness group on a mental health and wellbeing walk

HEAD2WORK focuses on:



Health and Wellbeing – Young people participate in a range of activities that promote their wellbeing. This includes a range of fun activities that promote healthy lifestyles that are developed in conjunction with participants.

Money Management – We use the money management programme MyBnk, developed alongside Hymens Robertson to support YP.

Personal Development – Activities that build the skills of YP and that include:

- Volunteering opportunities
- Early stage employability work
- Accreditations including Youth Achievement or Personal Development Awards

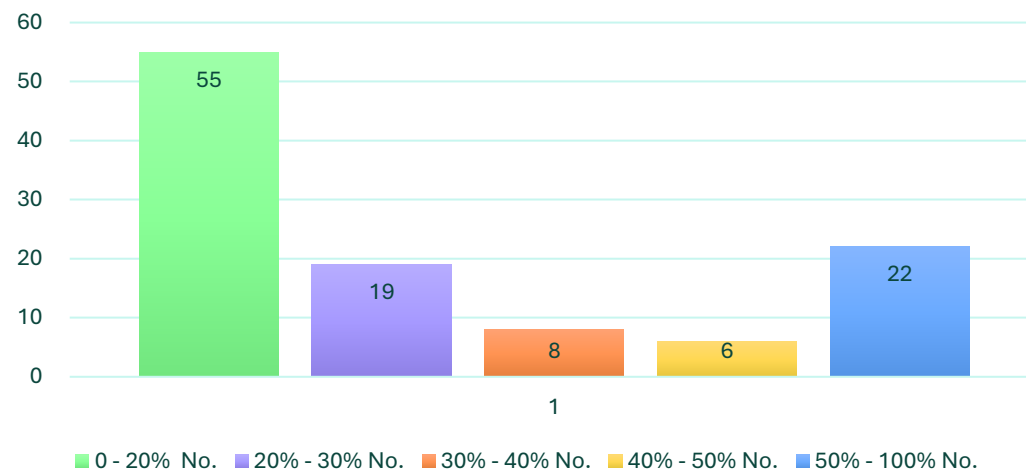
Our Reach



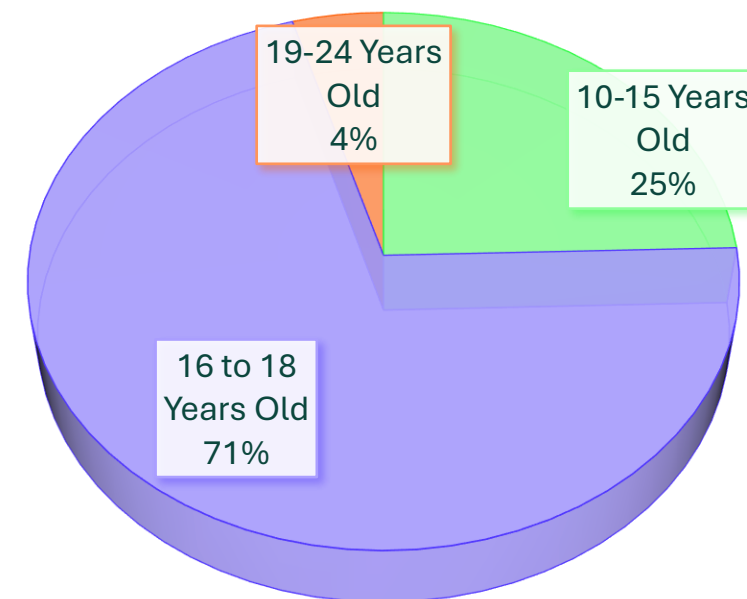
This year we have supported 110 starts across Scotland on the HEAD2WORK Programme.

50% of participants were from SIMD 0 to 20% and a further 17% were from SIMD 20% to 30%. This indicates that the core of our delivery was targeted in local areas that needed additional support.

SIMD Profile



AGE PROFILE OF NEW PARTICIPANTS



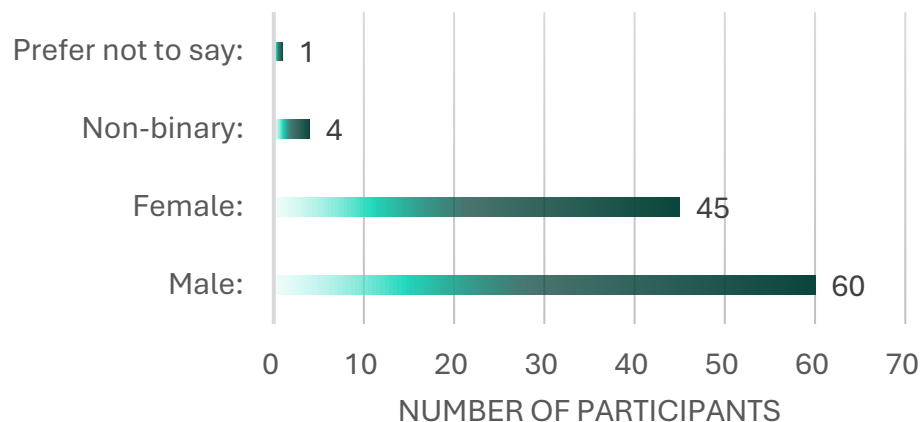
Inclusion

Our provision had a good balance of participants this year.

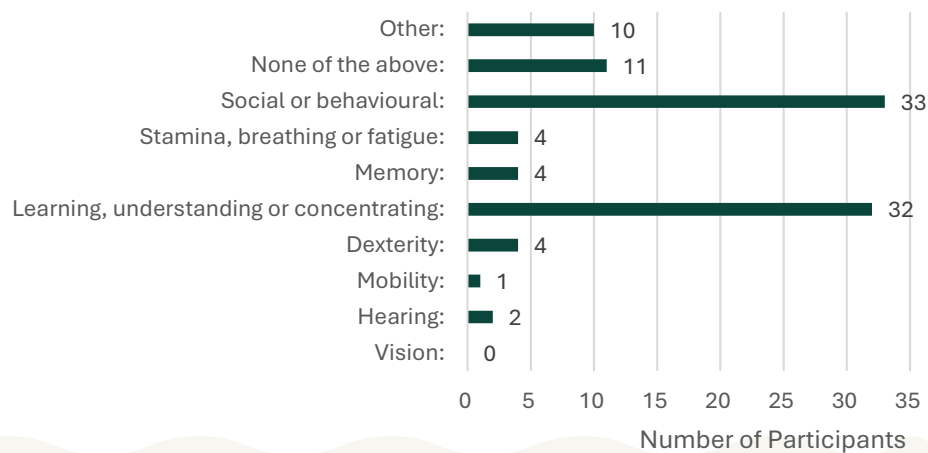
54% of our participants were male and 41% were female and 4% non-binary.

One young person disclosed that they had changed their gender identity since birth.

SEX IDENTITY



Disability



Disability

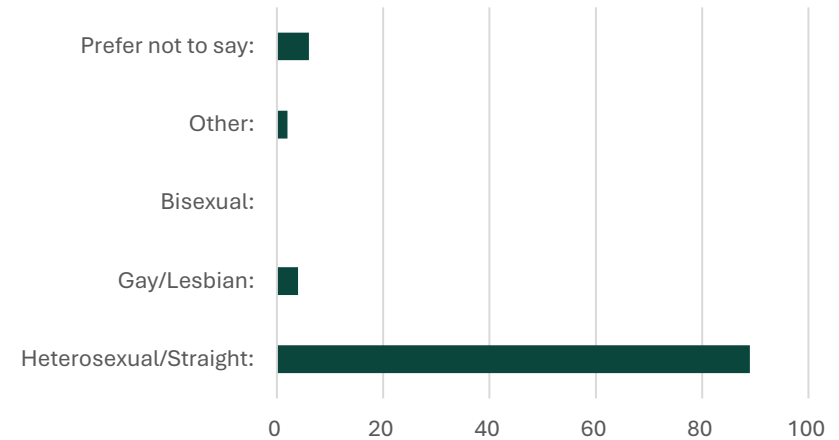
A high proportion of our young people disclosed social and behavioural difficulties. There was also a large proportion who disclosed having learning and concentration barriers.

Ethnicity - of new participants

91% of participants were white.

9% of our participants were from mixed, Chinese, Pakistani, African and Black backgrounds.

Sexual Orientation of New Participants





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“My anxiety has gotten so much better, my parents have told me I’ve changed so much. It’s surprised me as I didn’t think it (the course) would help with the social side of life so much.”



Paisley Young People creating Kites as a creative activity

Outcomes

“I was talking to the young person's social worker, and they told me that when the HEAD2WORK Group finished he decided to go back to School.

He is due to leave school next May. He is wanting to want to come back and get more support which is obviously fantastic.”

Project Worker in Renfrewshire



Outcome 1: Young people report that they feel less inclined to participate in antisocial and/or criminal behaviour

Across Scotland a wide range of approaches were used around the theme of anti-social and criminal behaviour.

This is included:

- Informal discussions
- Workshops
- Developing links with local police
- Encouraging young people to reflect and change their behaviour by engaging in a positive activity

84 Young people reported that they would be less inclined to participate in antisocial behaviour.

Edinburgh Young people enjoying being out on a visit.



Outcome 1: Young people report that they feel less inclined to participate in antisocial and/or criminal behaviour

“He is still on curfew and about to go to court and he has been involved in what has to be exploitation. He's been drawn into organised crime effectively. But not anymore. But that's what was happening.”

Feedback from CashBack Review session



Kite Flying in Paisley

Outcome 1: Young people report that they feel less inclined to participate in antisocial and/or criminal behaviour

“He has excelled since he started working with us. Massively excelled. He's been making friends.

He has been volunteering at the moment. He is loving it, really enjoying it, really thriving. I think it's given an opportunity and a choice.”

- *Project Worker discussing a Young person who was referred to HEAD2WORK whilst being supported through Prevent.*

“Two young people had pending convictions, so we were having discussions around what impact that has within the work environment, and what they have to disclose to an employer.”

- *Inverness Project Worker*



Feedback from Inverness young people using Mentimeter

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

A broad range of activities were delivered that improved the options for young people and helped them into positive destinations. There is a bit of delay in getting a clear picture of the impact of this work due to the delivery of work that started in Q4 that continued into the following year.

- 20 young people improved relationships or reengaged with school
- 9 have moved into an apprenticeship or employment
- 23 young people moved into training or volunteering
- 7 moved into College



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

32 Young people achieved an accreditation during the first year of the programme. This number will increase as we move through the year. Some examples of these are:

- Emergency First Aid
- MyBnk – Money Management
- Employability Award
- Dynamic Youth Awards
- John Muir Award



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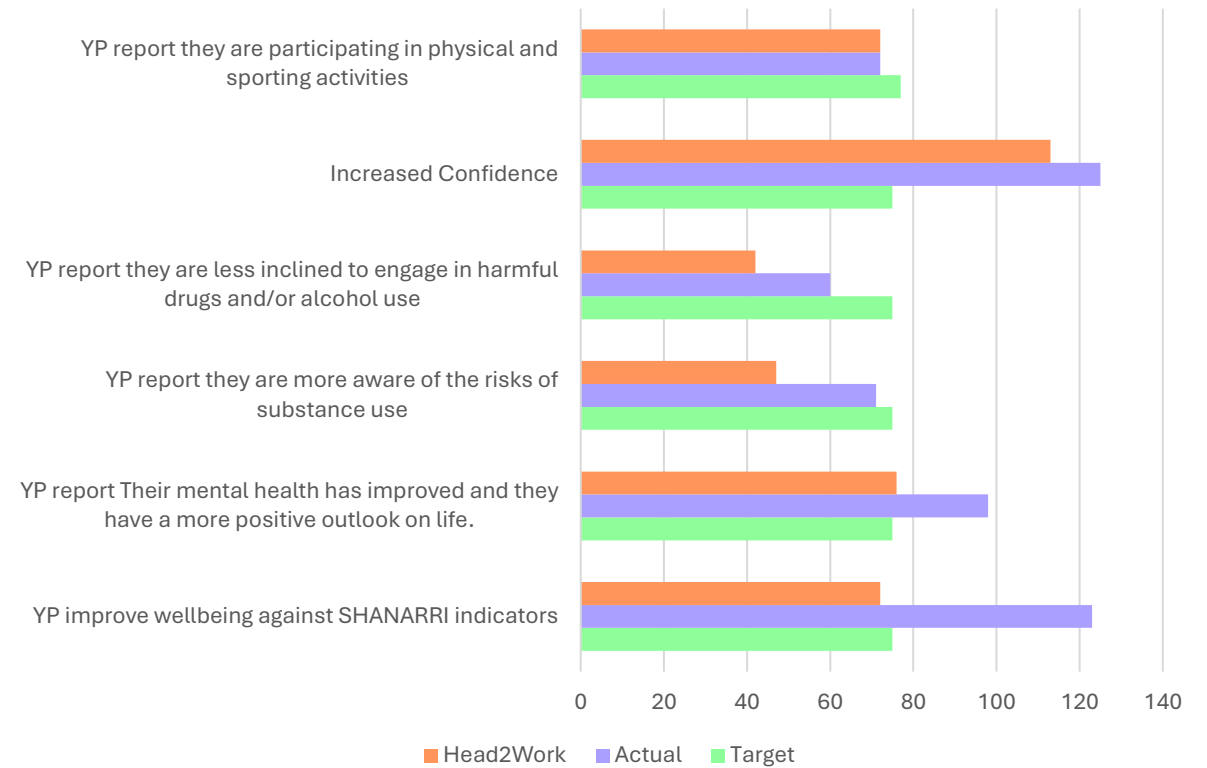
Outcome 3: YP health and well-being improves

The improvement in wellbeing outcomes has been very significant. This is not surprising given the focus on personal development in the work that is undertaken. We have exceeded our SHANARRI, improved mental health and confidence indicators.

There is some work to be done in fully capturing our impact around alcohol and drugs use and this will be a focus of our work in year two.



CashBack Impact on Wellbeing

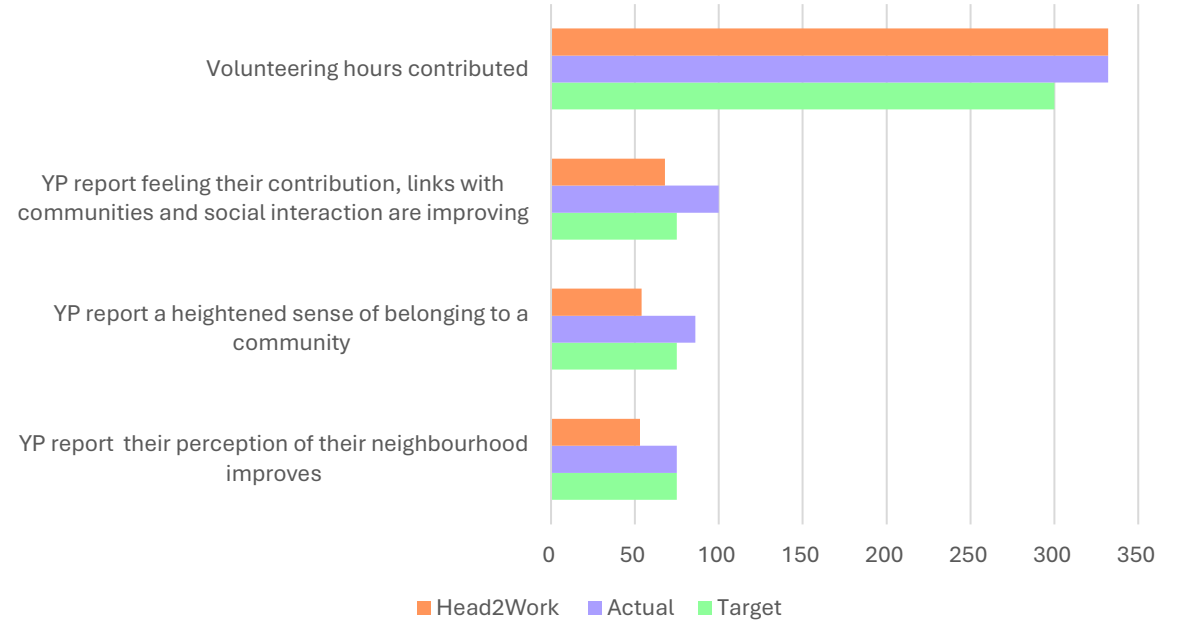


Outcome 4: YP contribute positively to their communities

To further support our YP contributing positively to their communities, the aim will be to take the young people into their communities and linking in with community organisations, gardens, employers in the coming year.

Our young people have increased their volunteering hours this year on HEAD2WORK, and contributed hugely to achieving our targets, which is down to them pushing their comfort zones and wanting to give back to their communities.

YP contribute positively to their communities

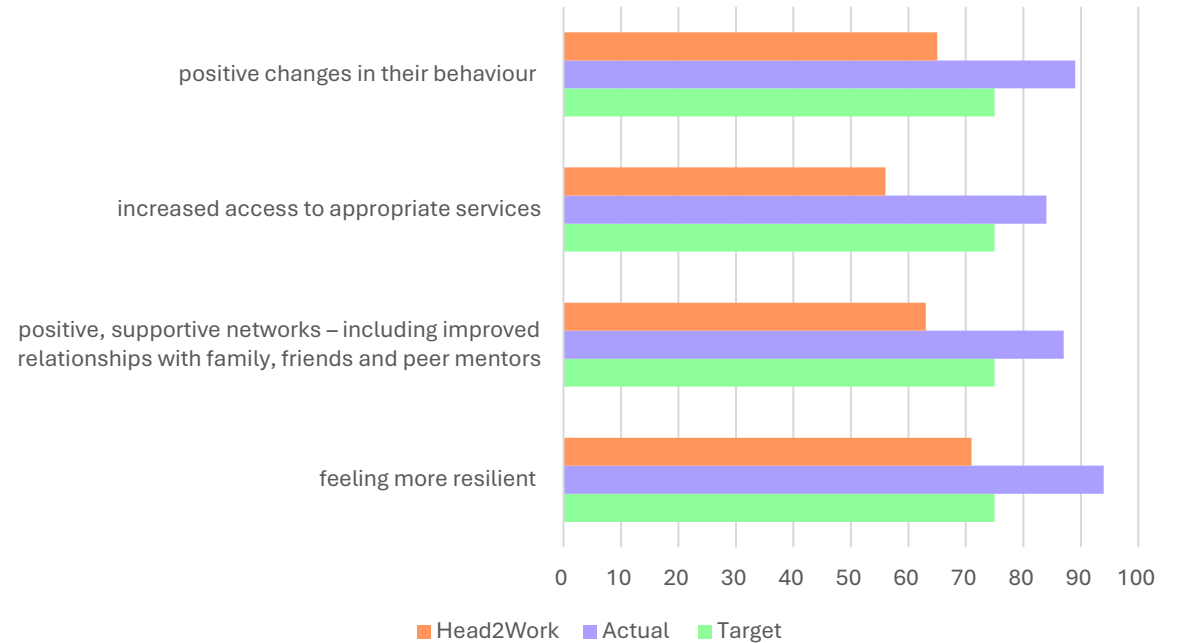


Outcome 5: feeling more resilient (e.g. believing in yourself, taking things in your stride, being determined, being self-disciplined, being optimistic, adapting to different situations)

We have surpassed our targets for fostering resilience in young people. This achievement is evident in their enhanced self-belief, determination, and adaptability. The participants have demonstrated an increased ability to take things in stride and handle various challenges effectively.

This is a key aim when supporting our young people and this will be a continued focus in the coming year.

YP feel more resilient



“I’ve learnt a lot about employment, and more about practical work and how important teamwork is. I definitely found that I enjoyed this a lot more than I thought I would.”

YP from Inverness



CASE STUDY

Our service in Inverness ran a HEAD2WORK course that was themed around introducing some construction-based employability skills with a group of young people who were at risk of leaving school without a destination. This was a successful course with 8 of the 10 young people completing the course.

All the young people had been identified as potentially leaving without a positive destination or had already started disengaging from education. The idea was for the group to get a taster of the construction industry by designing, planning, and building a bench that would be donated back into the community.

Over the 9 weeks, the group worked on self-awareness, employability and working together to successfully build 2 benches. 1 of which was donated to Balfour Beatty for use at the HMP Highland site. Of the 8 young people who completed the course, 1 moved into employment, 1 into construction training course, 2 applying for apprenticeship and 4 have moved back into education with improved attendance and specific goals towards employment.

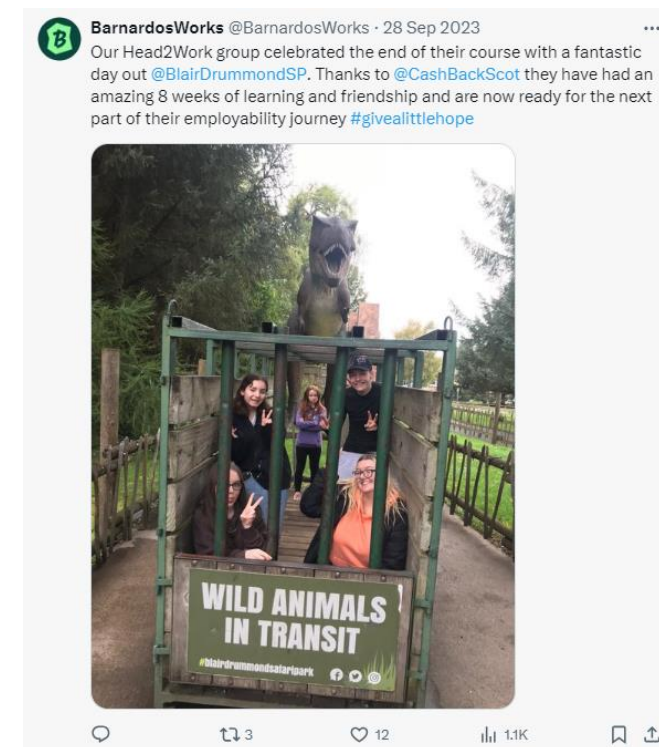
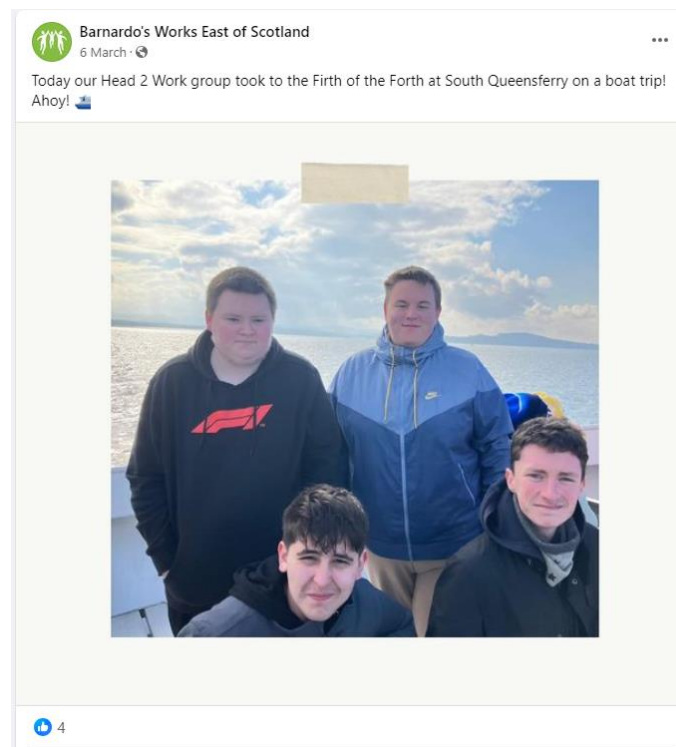
The feedback from both the young people and the partners indicated the course was a success, and the feedback from the project worker highlighted the flexibility of HEAD2WORK allowed the course to be successful, as it was adapted to the needs of the group, but still had its own structure.

Communications

This year, we've significantly increased our use of local service Facebook accounts to promote the work being completed. As a result, we're reaching more local community members, who are now more aware of the services provided in their areas through HEAD2WORK.

We remain active on our Barnardo's Works 'X' page, which continues to engage a broader audience with a national and business focus.

These dual channels enable us to effectively target both local communities and a wider professional network, enhancing our overall outreach and impact.



“I’ve learnt how to build a bench from scratch and the process needed to build basically anything.”

A HEAD2WORK group from Inverness donated this bench they made to HMP Highland that is currently under construction nearby.



Organisational Updates

SQA and Quality Lead – Shaun Sinclair

We are pleased to announce the appointment of Shaun as the SQA and Quality Lead for ETS Scotland. In this role, Shaun will be dedicated to ensuring that we maintain the highest standards in delivering our contracts, while also exploring avenues for continuous service improvement.

Shaun brings valuable experience from his background in HEAD2WORK delivery, which provides him with a thorough understanding of our contracts. This expertise will be crucial in his collaboration with project workers and young people to achieve and exceed our desired outcomes.

Shaun's appointment underscores our commitment to excellence and our ongoing efforts to enhance the quality and impact of our services for the benefit of all stakeholders.

Scotland's 2018 -2032 Climate Change Plan



Sustainability

Our ambition is to become a net zero organisation by 2050, or as soon as possible

As a charity, we are committed to reducing our environmental footprint to help preserve the planet for the children and young people we support. The climate crisis affects children and young people and their future. Barnardo's has an important role to play in reducing the burden for them and ensuring their voices are heard. Our [Sustainability Strategy](#) launched in 2021 outlines our vision to build a culture where we implement sustainable business practices to achieve substantial and positive changes to make Barnardo's a sustainable organisation.

Within our HEAD2WORK delivery we supported:

- Volunteering opportunities that promoted sustainability through clothes recycling and reuse
- Workshops in Paisley within a community garden that built bird houses
- Promoted healthy travel such as cycling and walking to events
- Promoted the use of public transport and supported young people to get travel cards when they did not have one

Application of the Fair Work Framework



Barnardo's has been committed to paying all staff at least the Real Living Wage for many years. We have recently agreed an annual pay award with UNISON that includes an uprating of all staff so that they are paid the living wage across all age ranges.

Barnardo's does not use any inappropriate zero-hour contracts. We support all staff to have permanent contracts with agreed shift patterns where desired. All staff for this service will have permanent contracts.

Barnardo's has a formal recognition agreement with UNISON and all colleagues are able to become members. Union membership is included in our induction process to build awareness of all team members.

Barnardo's publishes its Gender Pay information on an annual basis. Our most recent figures (April 2022) show a Median Gap (5.69%) and Mean Gap (12.29%) in favour of men. Our current workforce is 85% female, with 40% of our Corporate Directors and our Executive also female. Our Mean Gap is below the national average of 14.9% and has reduced by 2% since 2021. This year we published our first ever Diversity Pay Gap report.

This year we published our first ever Diversity Pay Gap report. This report brings together data and analysis on our pay gaps across the charity

In relation to gender, ethnicity, and disability in 2022-23. While reporting our gender pay gap is a statutory requirement, expanding beyond this to include disability and ethnicity isn't. But we were committed to taking this step, to ensure we continue to deliver on our EDI (Equality, Diversity & Inclusion) Action Plan and our promise of making Barnardo's as inclusive a workplace as possible.

Barnardo's has a flexible working policy in place and supports a range of working patterns. Within our Works service this includes term time working that supports parents, part time work, compressed hours and a range of hybrid working arrangements.

We nurture talent by investing in skilled and experienced staff who are supported to fulfil their potential through training, support and workforce development. We are committed to supporting employees' Continuous Professional Development (CPD) and support and promote opportunities for progression and development – including through our Emerging Leaders programme and Women's Mentoring Network.

Promoting Children's Rights



Promoting Children's rights is at the core of what we do. We support young people to explore these rights whilst attending our sessions. In order to ensure this is central to our role we conduct service level self-assessments, deliver staff training and provide fun opportunities for young people to learn more about UNCRC and their rights throughout their journey with us. Link to our Children's Rights Impact Assessment [Barnardo's CashBack CRWIA](#)

Barnardo's Scotland Children's Rights Self-Assessment



Service Children's Right Self Assessments

All services in Scotland undertake Children's Rights Self assessments.



ETS Conference, Edinburgh

Young People's Rights

Selwyn McCausland – National Children's Rights & Advocacy Manager
Rebecca Rees – Rights Development Worker

Registered Charity Nos 216220 and 50037605

Training at Conference

A workshop was delivered by our National Rights and Developments Team at our Employability conference to promote the UNCRC and upcoming legislative changes.

RIGHT OF THE MONTH

Artwork needs to be submitted by the 25th of each month and the draw will be done on the last day of the month

All artwork will be used to create a resource for young people across Barnardo's Scotland to learn about their own rights

FEB	Article 24: I have the right to good quality health care
MAR	Article 27: I have the right to have a proper house, food and clothing
APR	General Principle: Participation, You have the right to say how you feel, be listened to and to be taken seriously
MAY	Article 40: I have the right to legal help and to be treated fairly if I have been accused of breaking the law
JUN	Article 1: Everyone under the age of 18 has these rights

Right of the month

Each month we explore a different right and what it means for our young people and practice.



Best Start, Bright Futures. The Scottish Government's Tackling Child Poverty Delivery Plan 2022 – 2026

Our CashBack funded activity is focused on supporting young people who are in negative destinations who require a supportive intervention to help them move out of poverty. Often these young people have had a negative experience of education and require support to build routine and raise their aspirations to improve their circumstances.



Improving Financial knowledge

Delivering the MyBnk Qualification to learners to raise awareness of Financial Capability.



Targeted interventions in areas of need across Scotland

50% of our participants were from the 20% most deprived SIMD areas. 67% were from the 30% most deprived.



Links to local support

Our teams promote local referral routes around issues such as debt, income maximisation through benefits or energy advice where specialist knowledge is required.



Building hope and a plan for the future

Our HEAD2WORK programme leads to a range of progression opportunities that help young people improve their skills and raise future aspirations.

Local Authority Breakdown

Our services worked in six Local Authority areas in the first year of Phase 6 of CashBack.

Our delivery in the Highlands includes the Spend on the Anchor Project and HEAD2WORK.



LA Spend

Area	Number of Young People supported	Spend
Aberdeen City	10	£17,226
Dundee City	22	£37,896
Edinburgh City	22	£37,896
Highland	146	£140,393
Perth & Kinross	8	£13,781
Renfrewshire	20	£34,451
Totals	228	£281,643

Financial Spend- Combined HEAD2WORK and Anchor Project

- Staffing costs have slightly increased due to the cost of living
- Property and Energy costs are slightly higher than budgeted
- Payments to learners are slightly less due to some young people carrying into the following financial year
- More invested on equipment and resources due to the start up costs of the Anchor Project
- Forecast and actual variance related to recruitment delays for the Anchor Project. The underspend was reprofiled in November across the remainder of the Phase and will be spent on the Anchor Project staffing primarily to meet full phase performance targets.

Barnardo's CashBack spend in 2023-2024

Grant request from CashBack for Communities		Forecast	Actual	
Request from CashBack Programme £328 089				
Service Manager (HTW 100%)		11,031	11,771	
Project Coordinator (AH 100%)		17,960	16,354	
Fit For Work Mentor (s) (HTW 100%)		120,765	118,765	
Project Worker (s) (AH 100%)		86,742	48,332	
Administrator (HTW 51% / AH 49%)		11,532	11,338	
Staff Travel Expenses (HTW 29% / AH 71%)		5,600	3,520	
Staffing Project delivery costs sub-total		253,630	210,080	
Food / Activities (HTW 12% / AH 88%)		4,100	2,460	
Payments to Learners / Allowance (HTW 89% / AH 11%)		18,000	13,471	
Equipment & Resources (HTW 88% / AH 12%)		8,000	5,441	
Telephone, Stationery and Other Office Costs (HTW 52% / AH 48%)		3,755	3,509	
IT and Property Costs (HTW 51% / AH 49%)		17,997	26,473	
Non Staffing Project delivery costs sub-total		51,852	51,354	
Capital expenditure sub-total		0	0	
Total Project Activity		305,482	261,434	
Management Charge (HTW 38% / AH 62%)		22,607	20,209	
Management and Marketing sub-total		22,607	20,209	
Total Expenditure	£	328,089.00	£	281,643.00

Outcomes for Year 1



Outcome and indicators	Target	Actual	Head2Work
	Outcome 1: YP are diverted from criminal behaviour or involvement with the criminal justice system		
YP feel less inclined to participate in anti-social and/or criminal behaviour	75	101	77
Outcome 2: YP participate in activity which improves their learning, employability and employment options (positive destinations)			
	Target	Actual	Head2Work
No of Young People Gain an accreditation	75	32	32
Improved Relations with School	0	14	14
No of YP who improve school attendance	0	6	6
YP Taking up Apprenticeship or Employment	25	8	8
YP taking up Training/ Work Experience	13	20	20
YP taking up College/ Uni Place	12	7	7
YP taking up Volunteering	25	2	2

Outcomes for Year 1



Outcome and indicators	Outcome 3: YP health and well-being improves			
		Target	Actual	Head2Work
	YP improve wellbeing against SHANARRI indicators	75	123	72
	YP report Their mental health has improved and they have a more positive outlook on life.	75	98	76
	<i>YP report they are more aware of the risks of substance use</i>	75	71	47
	<i>YP report they are less inclined to engage in harmful drugs and/or alcohol use</i>	75	60	42
	Increased Confidence	75	125	113
	<i>YP report they are participating in physical and sporting activities</i>	77	72	72
Outcome and indicators	Outcome 4: YP contribute positively to their communities			
		Target	Actual	Head2Work
	YP report their perception of their neighbourhood improves	75	75	53
	YP report a heightened sense of belonging to a community	75	86	54
	YP report feeling their contribution, links with communities and social interaction are improving	75	100	68
	Volunteer Hours contributed	300	332	332

Outcomes for Year 1



Outcome and indicators	Outcome 5: feeling more resilient (e.g. believing in yourself, taking things in your stride, being determined, being self-disciplined, being optimistic, adapting to different situations)	Target	Actual	Head2Work
	YP feel more resilient		75	94
YP report Positive Networks		75	87	63
YP report Increased access to Services		75	84	56
YP report Positive changes to Behaviour		75	89	65

EDI Impact

Age profile - of new participants	
10 - 15 years	27
16 - 18 years	78
19 - 24 years	5
Over 24 years	0
<i>Age profile to total participation</i>	110
SIMD profile - of new participants	
0 - 20%	55
20% - 30%	19
30% - 40%	8
40% - 50%	6
50% - 100%	22
<i>SIMD participant profile matches starts</i>	110
Sex identity - provide actual number of new participants	
Male:	60
Female:	45
Non-binary:	4
Prefer not to say:	1
Don't know:	0
<i>Total (check this matches starts)</i>	110

Gender reassignment - does participant gender differ from that assigned at birth - provide actual number of new participants	
Yes:	1
No:	108
Prefer not to say:	0
Don't know:	1
<i>Total (check this matches starts)</i>	110
Disability - what disability types affect participants. Multiple selection where appropriate. For new participants	
Vision:	0
Hearing:	2
Mobility:	1
Dexterity:	4
Learning, understanding or concentrating:	32
Memory:	4
Stamina, breathing or fatigue:	4
Social or behavioural:	33
None of the above:	11
Other:	10
Prefer not to say:	2
Don't know:	0



EDI Impact

Ethnicity - of new participants	
White - Scottish:	91
White - Other British:	2
White - Irish:	1
White - Gypsy/Traveller:	0
White - Polish:	3
White - Other:	2
Mixed or Multiple ethnicity:	3
Pakistani:	1
Indian:	0
Bangladeshi:	0
Chinese:	0
Other Asian ethnicity:	0
African - African, African Scottish or African British:	3
African - Other African ethnicity:	0
Black - Caribbean:	0
Black - Black, Black Scottish or Black British:	2
Black - Other Black ethnicity:	0
Arab, Arab Scottish or Arab British:	0
Other ethnic group:	1
Prefer not to say:	1
Don't know:	0
Total (check this matches starts)	110

Religious beliefs - of new participants	
None:	97
Church of Scotland:	
Roman Catholic:	1
Other Christian:	6
Muslim:	2
Buddhist:	0
Sikh:	0
Jewish:	0
Hindu:	1
Pagan:	0
Other religion:	0
Prefer not to say:	3
Don't know:	0
Total (check this matches starts)	110
Sexual orientation - of new participants	
Heterosexual/Straight:	89
Gay/Lesbian:	4
Bisexual:	0
Other:	2
Prefer not to say:	6
Don't know:	1
Total (check this matches starts)	102



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