



2024/25 Annual Report

Year Two Access to Industry:
Passport CashBack Report



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1 – Foreword

As we look back on **Year Two** of our **Phase 6 CashBack Polmont Project**, it is always humbling to note how well this project continues to develop and deliver high quality engagement. It is striking to see the young people grow and gain in confidence and skills, leading to them achieving their goals and progressing into further training, education and employment.

This year we have supported 140 young people (85 new engagements; 55 continued from Year 1), with 85 of the young people achieving 171 accredited skills-based certificates, two progressing onto college courses and six into employment.

Our work in Year Two has built on community engagement, with increased referrals coming from Fife, Tayside, Glasgow and Inverclyde. Within HMP & YOI Polmont, our staff have expertly managed to adapt to the increasing and compounding complexities they faced in managing and maintaining the young people on our work programmes.

Our partnership with the Scottish Prison Service has gone from strength-to-strength, with the embedding of the Barista Skills Training and the building of relationships within the wider employability areas known as 'Work Sheds'. This solidifies a skills pathway for our young people as they progress through their employability journey – from residential, into programmes, and then to work parties leading to Bricklaying, Joinery and Plumbing apprenticeships. This approach is nothing short of life changing for our young people.

The Construction Hub is embedded as the pre-stage for the work parties and pre-apprenticeship levels. The programme delivery model consists of CSCS (Construction Skills Certification Scheme) training programme, culminating in a REHIS Health and Safety qualification and a practical test before gaining your card to ensure you are competent to work on a building site. The young people then progress into the Central Training Scheme skills-based accredited programme of PASMA (work at height training/certification) and training in Abrasive Wheels and Vehicle Marshalling (accredited by NEBOSH – a construction industry training accreditor), before gaining work party placements within Bricklaying, Joinery and Plumbing.

Our 1:1 casework model of person-centred care is focused on a relational approach. We build trust and focus on creating goals and action plans with our young people, both within and out of custody. Having this consistent approach allows our young people to know that they have support when they need it, for as long as they need it. We aim to remove barriers and build their confidence, resilience and skills to ensure that they are further removed from the justice system. We support our young people to progress into meaningful and sustainable futures, to live safely and healthily in society.

1 – Foreword contd.

This year our partnership with Celtic FC Foundation continued to thrive. Celtic delivered a series of Wellbeing and Employability courses to the young people in HMP & YOI Polmont. We continue our relationship with Rangers Charity Foundation through their delivery of Mental Health First Aid.

We were also fortunate to partner with Cranhill Development Trust. In cooperation with their staff, local police, the headteacher from the local school, youth workers, and Youth Link Scotland (who will be providing training to teachers, other workers, and to the parents before the programme starts), we developed an 8-week pilot programme. This programme worked with young people at risk of offending who have been identified by the police. The focus of the programme was preventive work for those seen as being at risk of involvement in the justice system.

We have also achieved a full complement of staffing for this project, with a full-time coordinator in HMP & YOI Polmont and three caseworkers working in the community. We have clear evidence of the growth in our young people through the increased support received within the community, post-liberation. With more young people engaging within the community, we are seeing increased progression into meaningful positive destinations.

2 – Year Two Performance

Our CashBack Polmont Project has been focused on engaging with young people within HMP & YOI Polmont. The project provides young people with the skills, confidence and qualifications they require to gain employment upon liberation. We have also built strong links with community justice teams across Fife, Tayside, Glasgow, Renfrewshire and Inverclyde to support young people on community sentences.

Our work this year has focused on embedding our Hospitality Hub and Construction Hub into the core employability delivery within HMP & YOI Polmont. We now have a solid delivery plan that works on a 12-week rotation and delivers all aspects of Construction skills and qualifications. Within our Construction Hub we deliver CSCS card; Abrasive Wheels; PASMA (work at height) and REHIS Health and Safety at Work.

Within our Hospitality Hub we have worked closely with the Scottish Prison Service to create and embed the Barista Skills Training programme and have seen 16 young people achieve Barista Skills Training at SQA level 5.

One of the main successes of Year Two has been the work we have begun in Fife. Fife justice services were limited in resources and planned pathways for young people leaving custody. With numbers returning to North and South Lanarkshire reduced (and both council areas having defined programmes for young people), we felt it would be a good use of our resources to move our caseworker support to Fife. This project has been well received within Fife justice and referrals are strong, both for young people engaging post-custody and for engagement with community referrals.

Year Two has also seen an increase in community referrals and we hope for this to continue into Year Three.

Securing employment for our young people has always been a challenge, as young peoples' lives are complex. Although they engage well and gain the confidence and accreditation to progress into the workplace, factors out with our control – like housing and relationships – can be a barrier to achieving their positive destination. However, this year we have seen six people gain employment – some as a direct link to the accredited skills achieved, and some interest-based, but having the skills and relevant qualifications on their CV enabled them to gain the employment.

2 – Key Achievements

Key achievements within Year Two have been:

- Success of our delivery within HMP & YOI Polmont
- Sustained partnership working, and building of new partnerships
- Level of reach and achievements of the young people
- Success of Hospitality Hub and SQA Barista Skills qualification
- Strength of relationship-building with young people in the community
- Increased community reach
- Embedding the service within Fife
- Progression for our young people
- Finishing the year with a full staff team



3 – Year Two Outcomes

Throughout our three-year funding outcome, the CashBack Polmont project has outputs against the five CashBack Outcomes for Phase 6. Below is the definition of our five CashBack Outcomes and the outputs we are measured against.

Outcome 1 – Young people are diverted from anti-social behaviour and involvement within the justice system

We work towards this outcome through our close engagement with young people. We build safe and trusting relationships, engage them in planning for their future, and introduce them to new opportunities to reduce the risk of them feeling inclined to participate in negative behaviours. This sets them on a positive progression and future.

Outcome Indicator	three year target	Year One	Year Two	% against target
Young people report that they feel less inclined to participate in anti-social/criminal behaviour	196	120	85	105

3 – Year Two Outcomes

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

This outcome is measured through the activity we provide within HMP & YOI Polmont and in the community, to upskill people and increase the likelihood of them sustaining a positive progression at the end of the project.

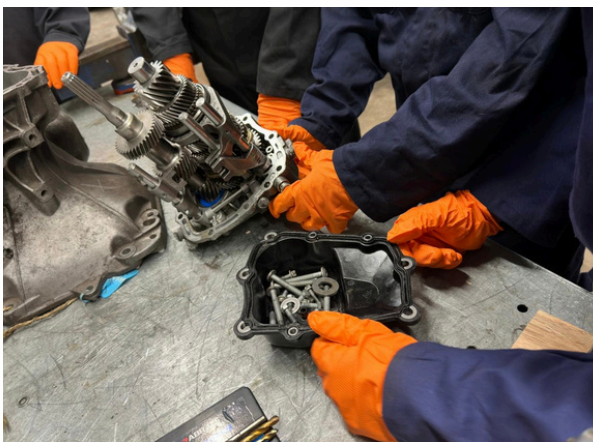
For some of our young people they are still in custody, and for others they are focusing on their wellbeing and resettlement into their community post-liberation or through community engagement.

Our engagement with our young people is not time-limited – the young people are not moved on from the project, but instead they move on from us. Therefore, the young people achieve their progression routes when it is right for them.

This year 85 young people achieved 179 accredited learning certificates in:

- 32 completed CSCS training and passed their test;
- 53 achieved REHIS Health and Safety;
- 17 achieved PASMA (work at height);
- 26 achieved NPORS Abrasive Wheels;
- 10 achieved Plant and Vehicle Marshalling certification;
- 16 achieved SQA 5 Barista
- 2 achieved REHIS First Aid;
- 1 achieved REHIS Food Hygiene;
- 14 attended Celtic FC Foundation course achieving accreditation in CPR;
- 6 gained day 1 jobs;
- 1 sustained for 26 weeks;
- 2 progressed into further education.

We have anecdotal evidence of two young people who disengaged from the service but gained employment on liberation within family businesses, and one young person who progressed onto an Engineering course. However, as they disengaged from the service, we were unable to gain evidence, so these outcomes are not recorded.



3 – Year Two Outcomes

The table below evidences our target against outcome indicators over the past two years. Our focus in Year Three will be working with our clients who are being supported in the community, to work towards volunteering and work placements. Alongside this, we will investigate opportunities for education and employment that meet their needs and interests.

Outcome Indicator	Year Three target	Year One	Year Two	% against target
Young people gain accreditation	196	120	85	105
Young people progress into college/university	20	0	2	10
Young people progress into employment or Modern Apprenticeship	25	2	6	32
Young people progress into Volunteering Opportunities	56	0	3	5
Young people undertake work experience	30	0	0	0

3 – Year Two Outcomes

Outcome 3 – *Young peoples' health, mental health and wellbeing improves*

This outcome is measured through engagement with our young people throughout their journey on the programme. At their initial engagement we do a baseline assessment of SHANARRI indicators, and this is then reviewed between their 8th and 10th session, where we demonstrate changes against the SHANARRI indicators.

During training, we discuss the use of substances within an employability context and inform people that sample drug testing happens on construction sites. We also discuss implications on work roles when under the influence. This makes our young people think differently about the use of substances and their impact on employment and their goals. As part of our evaluation at the end of each training session, we ask about how people feel now that they have these skills and has it made them more confident.

Outcome Indicator	Year Three target	Year One	Year Two	% on target
Young people report increase in feelings against SHANARRI wellbeing indicators	196	68	85	78
Young people report improvements in mental health	196	75	85	82
Young people are more aware of the risk involved in substance use and less inclined to participate in substance use	196	75	85	82
Young people feel their confidence has increased	196	104	85	147

3 – Year Two Outcomes

Outcome 4 – Young people contribute positively to their community

For this outcome we look at the community in which the young person is currently living, during the time of their initial engagement. For many of our young people, this is Polmont. Through observations and 1:1 support, we can build a profile of how young people are thriving in their communities and how their engagement and connections are improving. We also measure how many services are engaging with the young people and how many of them have taken on, or participated in, additional activities and volunteering roles. Our young people are peer listeners; peer mentors; they have specific roles within their environment and take on additional work-based roles.

Outcome Indicator	Year Three target	Year One	Year Two	% on target
Young people report their perception of their neighbourhood improves	196	59	94	107
Young people report their contribution links with communities and social interactions are improving	196	87	94	135
Young people report increased motivation to positively influence what happens in their community	196	58	94	123
Young people go on to volunteer, coach, mentor, support or take up leadership roles in community organisations	196	68	58	97
Volunteering hours are achieved	1000	1916	1176	2033

3 – Year Two Outcomes

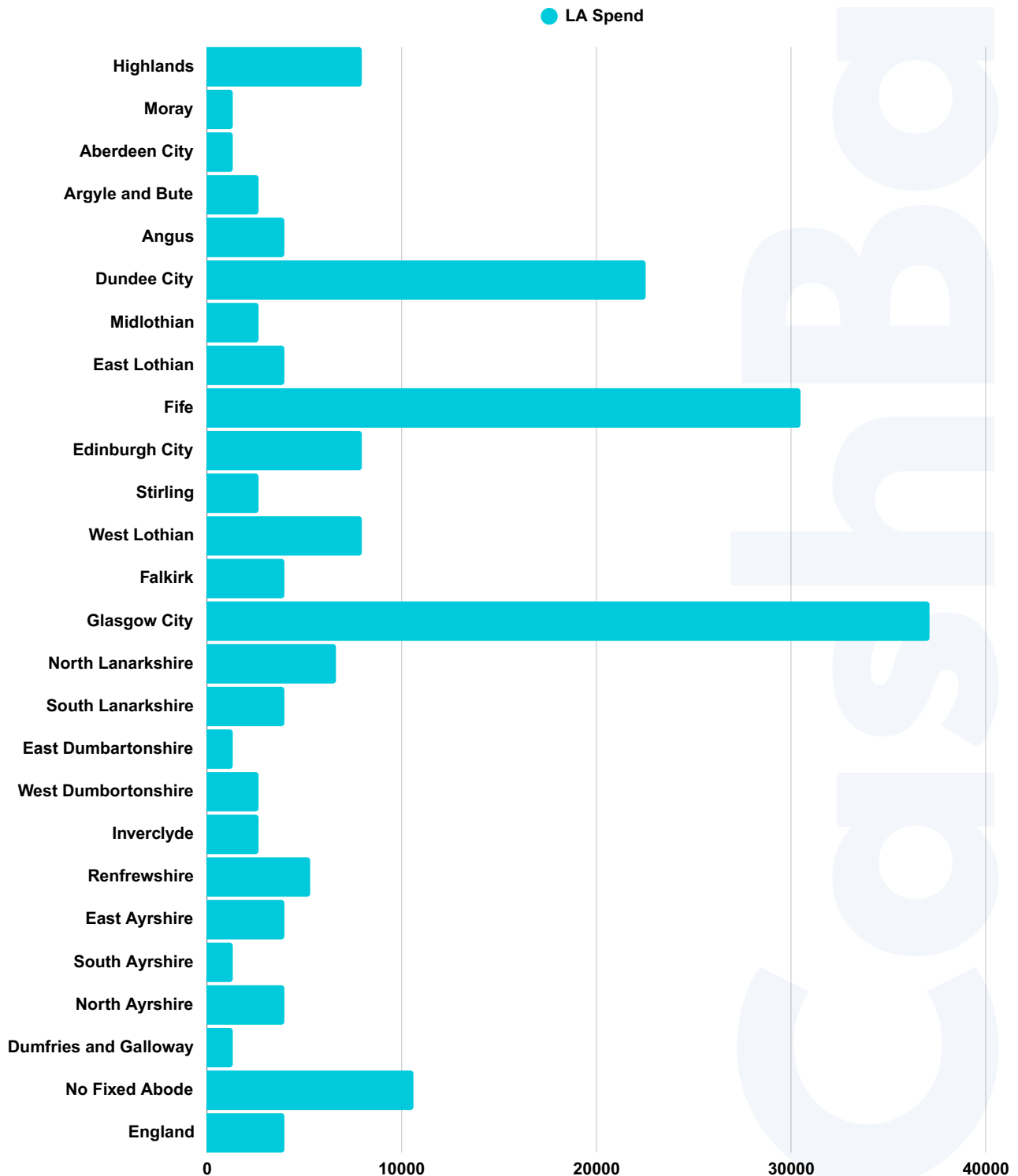
Outcome 5 – Young people build their personal skills, resilience and benefit from strengthened support networks and reduced risk-taking behaviours

We have evidenced this outcome through 1:1 support, referrals to specialist provision and notifiable changes in peoples' behaviours that have been fed back to us, but also through observations.

Outcome Indicator	Year Three target	Year One	Year Two	% on target
Young people feel more resilient	196	89	95	140
Young people report positive supportive networks	196	72	95	132
Young people report increased access to appropriate services	196	93	95	141
Young people report positive changes in their behaviour	196	84	95	138

4 – Local Authority Area Spend

Below is a breakdown of cost per local authority that young people will be liberated back into, or are currently residing in, and the breakdown of project spend to each local authority. Full breakdown of spend can be found in Appendix 1.



4 – Financial Spend

Our project is in-line with our Year 2 spend of £185,576.

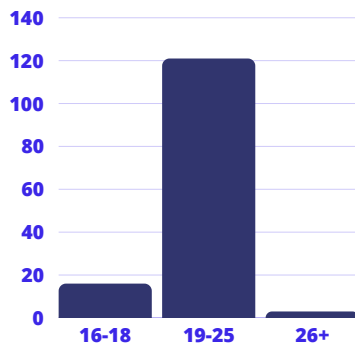
In Year 2 we supported 140 young people across 24 of the 32 local authorities. Eight young people had no fixed abode at the point of engagement, so could not be attributed to any local authority, and two young people were from England and serving their custodial sentence in HMP & YOI Polmont. Both, at the point of engagement, had all intention to return to their home towns in England on liberation.

A full breakdown of local authority spend can be found in Appendix 1. Our full breakdown of budget spend over the two years can be found in Appendix 2.

5 – Who We Worked With

We have collected data on the people we have worked with to build a picture of their profile. This year we focused on five of the nine protected characteristics: Age; Sex Identity; Ethnicity; Learning Disabilities and Sexual Orientation. Below is a breakdown of peoples' profiles.

Age



Sex



94% Male
6% Female



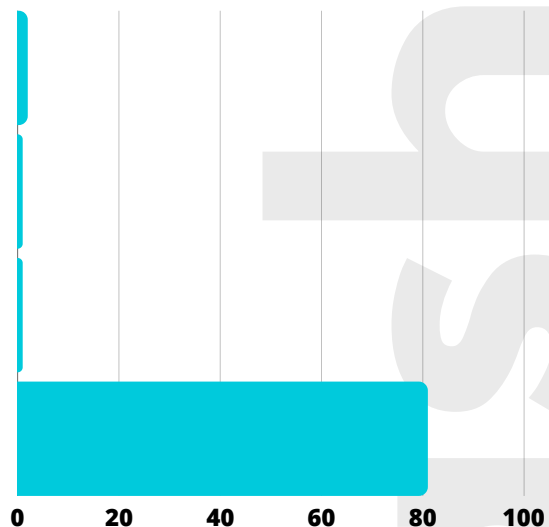
Ethnicity

Asian - Pakistani, Pakistani Scottish, Pakistani British

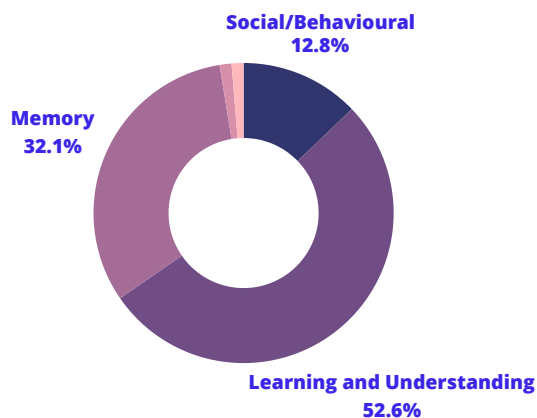
Other Asian

White - Other British

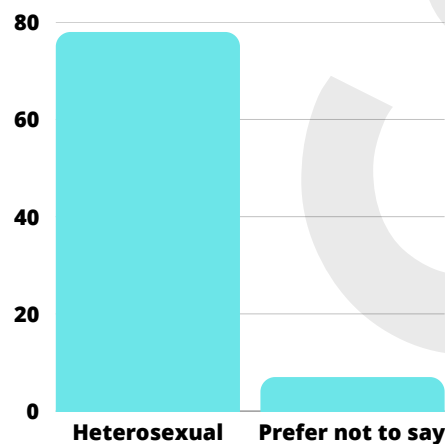
White - Scottish



Learning Difficulties



Sexual Orientation



5 – Who We Worked With

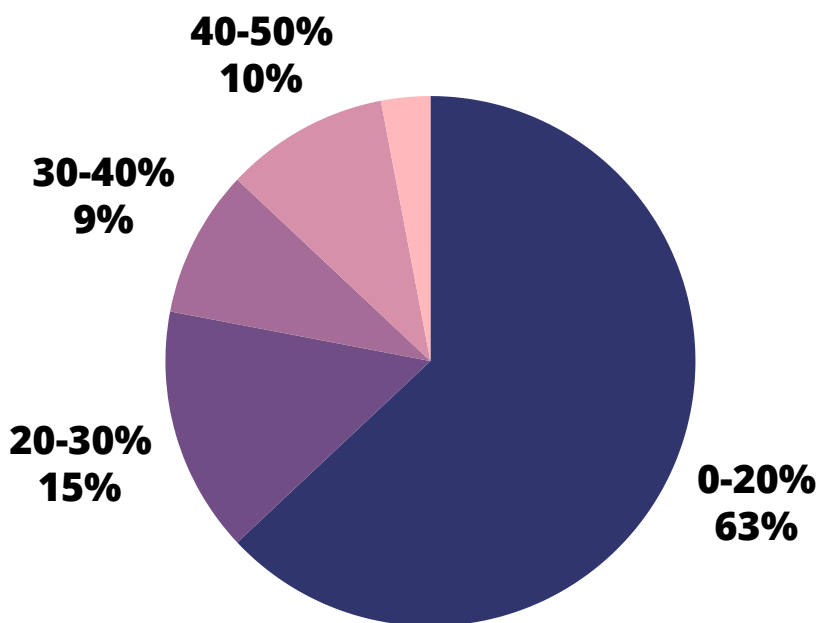
Throughout our CashBack Polmont Project, we have been interested in the demographics of our young people. We focused on where our young people had lived prior to being in custody, and for our community referrals we focused on what geographical area they were living within.

Out of the 26 local authorities that our young people felt a connection to, we used the Scottish Index of Multiple Deprivation (SIMD) map of data zones to match their postcodes to the data areas of deprivation.

Across Scotland, each postcode is broken down into a Datazone and ranked worst to best based on: Health; Employment; Income; Housing; Education; Crime and Access to Basic Amenities. This gives an evidence base of what areas across Scotland are considered the most deprived. The higher you are ranked the least deprived you are considered to be.

Below is a breakdown of the SIMD areas our young people resided. The top 20% show the most deprived, going through to 50-100% least deprived.

SIMD Breakdown



5 – Comments

Below are a selection of comments from some of the agencies that we have worked in partnership with throughout the year:

“Working with Access to Industry CashBack Project has been really helpful for the young people I work with. The caseworker has spent time getting to know the young people and so has been able to get a good understanding of their interests and strengths. They are committed, creative and flexible in their approach to enable young people to reach their full potential.” **Social Worker – Renfrewshire**

“Access to Industry CashBack Project has played a vital role in supporting a group of local boys through an incredibly traumatic time. Following a tragic incident in Greenfield Park, Cranhill Development Trust was exploring how best to help the boys when, by remarkable coincidence, CashBack caseworker arrived in the building. From that moment, their dedication and skill have been central to the long-term support plan we've built around them.

The CashBack caseworker took the time to build genuine trust, working patiently, consistently, and with deep empathy. As a result, the boys have remained committed to attending each week. One has now moved into employment, and the others have recently begun a counselling programme through Switch with The Spark. This progress simply wouldn't have been possible without the caseworker's steady, compassionate presence and their commitment to walking alongside these young people toward a more hopeful future.”

Chief Executive Officer – Cranhill Development Trust

“CashBack has been instrumental in terms of supporting our clients with unspent convictions. the CashBack caseworker offers advice and is able to work with clients to write a disclosure letter which can then be passed on to prospective employers. Often this is a huge source of concern for clients and they always interacts with clients in a respectful, non-judgemental way.”

Community Justice Social Worker – Dundee

5 – Case Study

Below is a copy of a young person's self evaluation of what being involved in the CashBack Polmont Project meant to them:

Tony was re-referred to our service by his criminal justice social worker having recently been released from HMP & YOI Polmont on a supervision order. Tony was looking to build on his routine and find employment after completing his custodial sentence. After previously engaging with CashBack whilst in custody, he felt at the time of completing his training in HMP & YOI Polmont that he did not want support from CashBack in the community. He felt that he needed to sort 'stuff' out first, before embarking on his next steps.

During his time in HMP & YOI Polmont, he worked with the CashBack team to engage in learning opportunities, completing skills-based learning and gaining qualifications in REHIS Health and Safety; CSCS; NPORS Abrasive wheels; NPORS Vehicle Marshalling; PASMA Tower; and SCQF Level 5 Barista qualifications.

When we met with him in the community he had a clear view of his future and, after completing an initial action plan, he was clear on his next steps. The first task was to work on his CV and tailor certain sections to stand out to his target employer audience, including all the training that he completed during his custodial sentence. Tony identified that he also wanted to continue gaining qualifications whilst he looked for work, as he felt that this would help him find a better job and increase his confidence. Tony is working towards an Adult Achievement Award, where he is reflecting on his time in HMP & YOI Polmont and the learning he achieved there. Once completed, we will continue through the levels.

Tony identified transport as a barrier to employment. He was interested in working in construction, but due to the rural landscape he lives in, and the early morning starts, public transport is not a sufficient option. During weekly appointments, he started working towards his Driving Theory in preparation for taking driving lessons. Tony booked his Driving Theory test for March, however he unfortunately failed the multiple choice section. Tony was upset by this outcome, but still continues to study and will look to re-book the test himself when funds are available.

We supported Tony to apply for the Independent Living Fund (ILF) to support with the cost of the test and driving lessons. This funding was successful and Tony now has a date booked for a re-sit Driving Theory test and hopes to be driving by the summer.

5 – Case Study contd.

To complement his construction qualification, Tony attended Access to Industry's Edinburgh office to sit his REHIS Emergency First Aid course. He recognised that having a First Aid qualification along side his CSCS card will improve his chances of employment. Travelling to another area to complete training has also helped Tony to increase his confidence and this has made the idea of travelling to different sites across his locality appear less intimidating.

Using his recently gained qualifications as motivation, Tony has been applying for jobs. He recently applied for a modern apprenticeship role with his local Council, but when his application was reviewed and considered for an interview, it was withdrawn due to his convictions. This was mainly due to the nature of the work, which would require a PVG.

This has not been a totally negative experience for Tony. After speaking to the recruiter, Tony gave a good account of himself and has since received a call about another potential opportunity with the local Council which he happily applied for. Tony plans to work with his caseworker on how to best to disclose his conviction. They will also support him to prepare a disclosure letter to go alongside his applications.

On reflecting his time with CashBack to date, Tony said:

"The support has been great and has made me feel like I can still achieve the goals I want to achieve."

6 – Policy into Practice

Phase 6 Grant Offer Letters require partner annual reports to reference how each project is contributing to a number of Scottish Government policy areas, including Fair Work, Child Poverty, Children's Rights, and Climate Change. Below is a summary of how Access to Industry are progressing within the four key areas:

Fair Work Practice: We were asked to commit to the following Fair Work First criteria in a way that is relevant and proportionate for the organisation:

- Appropriate channels for effective voice, such as trade union recognition.
- Payment of the real Living Wage.
- Investment in workforce development.
- No inappropriate use of zero hours contracts.
- Action to tackle the gender pay gap and create a more diverse and inclusive workplace.
- Offer flexible and family-friendly working practices for all workers, from day one of their employment.
- Oppose the use of fire and rehire practice.

We can report that we comply with all the framework commitments listed above. We consult with staff throughout the year around overall satisfaction and wellbeing through surveys and we have a mechanism for staff to feedback during support and supervision, small team meetings and large full-team meetings. We use surveys to gauge feedback from training. We also have a complaints and feedback process for both staff and our clients.

Best Start, Bright Futures is the Scottish Government's Child Poverty Framework and strategy for 2022-2026. Access to Industry work effectively to tackle child poverty by offering skills-based learning to young people furthest removed from the labour market, providing opportunities and support needed to enter, sustain and progress in work upon release.

During Year two we have worked with 63 young people from the top 20% most deprived areas in Scotland (Social Index of Multiple Deprivation (SIMD) 2020).

By working with young people who are economically inactive due to being in custody we are giving them the skills and qualifications that raise their attainment. We work to support the next generation to thrive and realise their potential, whilst reducing the risk of them becoming parents in poverty on release.

6 – Policy into Practice contd.

United Nations Convention on the Rights of the Child (UNCRC) – The Scottish Government has a vision where children's human rights are embedded in all aspects of society. They want to ensure parents and families, communities, local and national governments, and organisations which work with children and families, all play a critical role in helping children understand and experience their rights.

Access to Industry developed a Child Rights and Wellbeing Impact Assessment (CRWIA) to ensure that our policies and legislation protect and promote the rights and wellbeing of children and young people. Our CRWIA is reviewed annually and published on our website.

Climate Change: Access to Industry are contributing to the Scottish Government Climate Change Plan 2018-2032 by:

Promoting the use of nature and the outdoors through:

- Delivering a renewable energy course within HMP & YOI Polmont, where the young people learn about the use of renewable energy and the use of solar panels and other renewables.
- Within construction, the course content for Construction Skills training focuses on renewable materials that are used to build, insulate and generate power within new build homes and the environmental standards within the house builder's regulations.
- One to one community appointments can often be delivered whilst on a wellbeing walk or take place in outdoor spaces.

Promoting and supporting active travel through:

- The use of staff utilising public transport where possible and only traveling by car where it is essential travel.
- Provide day tickets for staff to travel across public transport and encourage all young people eligible to apply for the Scotland-wide travel scheme.
- Promote active travel with our clients.
- Staff are encouraged to car share.
- We also promote remote working to reduce the need to travel.

Supporting recycling and reusing products where possible through:

- Delivering skills-based training in Environmental Waste Management, where the young people learn about the value and reusable opportunities within waste management.

7 – Next Steps

As the project moves into its final year, we will maintain the high level of skills-based provision in HMP & YOI Polmont. We will continue to work alongside our Scottish Prison Service colleagues and ensure that our level of delivery meets the needs of the young people – focusing on building relationships within the residential areas of the establishment. We will continue to build trust and confidence in our service delivery to empower and inspire young people to engage in skills-based training. This in turn will reduce their need or interest in being involved in negative behaviours. We aim to address the recent increase of young people on different restrictions and punishments that have reduced their ability to engage in mainstream programmes. We also would like to explore mechanisms to track young people leaving custody to measure how many return within 3 months of release.

We will develop stronger routes and opportunities for young people in the community. This will be in the form of employer engagement and having a clear and sustainable pathway into employment. We will focus on embedding the service delivery within Fife and new opportunities within Perth and Kinross, whilst looking at new partnerships within Glasgow in a similar format to our work with Cranhill Youth Development Trust.

We want to build on the relationships already established with Community Justice colleagues and with community organisations, to ensure that our young people engaging in community sentences are given opportunities to gain accreditation that will lead to positive destinations. We want to break the cycle of them being entrenched in justice.

For our young people engaging in the community we will build on developing skills-based courses and qualifications to build their confidence and increase opportunities for skills based employment, further training and mainstream college. Within HMP & YOI Polmont we will build on our courses for the young people who have longer sentences, to upskill them and increase their opportunities for work parties and apprenticeships.

We want to continue at the same staffing levels and build consistency and continuity amongst the team, thus developing and sustaining relationships with our young people. We will continue to build on our partnership links that we have built with Celtic FC Foundation and Rangers Charity Foundation, alongside exploring new opportunities with Ocean Youth Trust and other meaningful projects that meet the needs of our community.

We will build on our staff training programme to ensure their skills continue to meet the demands of the client group that we are engaging with.

7 – Appendix 1

Local Authority Spend

Below is a breakdown of expenditure attributed to each local authority:

Area	Year One	Year Two	LA Spend (£)
Highlands	6	5	14421
Moray	3	1	5244
Aberdeen City	2	1	3933
Aberdeenshire	3	0	3933
Angus	2	3	6555
Dundee City	9	17	34087
Perth and Kinross	3	0	3933
Clackmannanshire	1	0	1311
Fife	9	23	41953
Edinburgh City	8	6	18354
Stirling	2	2	5244
East Lothian	0	3	3933
Midlothian	0	1	1311
West Lothian	7	6	17043
Falkirk	2	3	6555
Scottish Borders	2	0	2622
Glasgow City	18	28	60308
North Lanarkshire	5	5	13110
South Lanarkshire	6	3	11799
East Dumbartonshire	1	1	2622
West Dumbartonshire	1	2	3933
Argyle and Bute	0	2	2622
Inverclyde	3	2	6555
Renfrewshire	6	4	13110
East Ayrshire	4	3	9177
South Ayrshire	2	4	7866
North Ayrshire	2	4	7866
Dumfries and Galloway	3	1	5244
No Fixed Abode	6	8	18354
Northern Ireland	1	0	1311
England	3	2	6555

7 – Appendix 2

Financial Breakdown

Budget Heading	Year One Spend (£)	Year Two spend (£)
Staffing costs	98172	132073
Other staff costs	3608	5388
Client costs	745	564
Client training	33912	27306
Staff IT Equipment	1057	1946
Management and office costs	17800	18300
Total Expenditure	155294	185577

7 – Thanks

Access to Industry would like to thank the Scottish Government for their crucial funding, and our Performance Advisor at Inspiring Scotland, who manages the Passport CashBack for Communities Programme. We would also like to thank the Scottish Prison Service for their continued support, and all the inspiring young people involved in the project for being open to trying new things and exploring positive options.

