



# 2023/24 Annual Report

Year One Access to Industry:  
Passport CashBack Report



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# 1- Foreward

Access to Industry (AI) were delighted to be named a CashBack Partner for Phase 6 of the CashBack funding and to continue with the great work we are delivering in Polmont in partnership with the Scottish Prison Service (SPS). We have had an excellent start to Phase 6, continuing to build on the successes we reached in Phase 5. We have supported 120 young people to gain 249 accredited skills-based certification and build confidence and hope for their future. Two young people also progressed into employment post liberation – the ultimate goal of this programme.

In CashBack Phase 5 we were able to source coffee machines, for our Hospitality Hub, and train AI and SPS staff in Barista skills. This year, Scottish Qualification Authority (SQA) agreed to the SPS framework for delivery of an accredited module in Barista Skills. This excellent partnership is enabling young people to achieve Level 5 SQA accreditation in Barista Skills and gain employability skills that they can utilise post liberation. This partnership gained interest and coverage from the media, and from other prison establishments, which was encouraging to see.

Our Construction Skills Hub is progressing well with a further developed partnership with Central Training Services. We are now able to deliver regular construction courses within Polmont that allows young people to gain their CSCS card, and also to build on additional construction skills through PASMA (working from heights training/certification) and training in Abrasive Wheels and Vehicle Marshalling accredited by NPORS (a construction industry training accreditor).

We have enjoyed trying new areas of growth through trialling streetworks courses, such as signing, lightening and guarding, to align with a growth industry of highway maintenance and employment. However, on further investigation this employment route was not suitable for our young people, and we are now looking to develop new employment routes with different construction operators.

This year our partnerships with Rangers Charity Foundation and Celtic FC Foundation continues to thrive. Rangers delivered Mental Health First Aid and Celtic delivered a series of wellbeing and employability courses to the young people in Polmont. We are looking forward to this continuing and growing throughout Phase 6.

We have a full compliment of staffing, with a full-time Coordinator in the prison and three Caseworkers in the community. We can already see the increased support and engagement with people in the community post liberation and we want to see this further develop alongside community justice referrals in year two.

This year has seen a change in the demographics of the prison population, with an increase of female prisoners and the introduction of short term adult male prisoners to Polmont. At present, we don't see a change to regime and opportunities for our young people and we hope this will continue.

# 2- Year One Performance

Our CashBack Polmont project has been focused on engagements with young people based within HMP and YO1 Polmont, to upskill them with the skills, confidence and qualifications they require to gain employment upon liberation. We have also started this year to work more closely with community justice to support people on community sentences. This fits with the vision for youth justice where no young people under the age of 18 should be in custody and the Bail and Release from Custody Bill that is in stage 2, to ensure all alternatives to custody have been exhausted before young people are given a custodial sentence.

Our work this year has focused on embedding our Hospitality Hub and Construction Skills Hub into the core employability delivery within Polmont. We now have a solid delivery plan that works on a twelve week rotation and focuses on all aspects of construction skills and qualifications. Within our Construction Skills Hub we deliver CSCS card; Abrasive Wheels; Vehicle/plant Marshall; PASMA mobile access towers and REHIS Health and Safety at Work. We have begun building a relationship with Kier construction and are excited to see how this develops.

Within our Hospitality Hub we have delivered industry recognised customer service skills training through World Host training; REHIS Food Hygiene; First Aid; and SQA Barista Skills training. We have also worked closely with the organisation Springboard to deliver a week-long hospitality course that focusses on all aspects of hospitality – Barista, Catering, Front of House, and Mixologist training. The young people at the end of the week created a banquet that was served to senior SPS staff.

During the training we were introduced to coffee house chain Starbucks, and have since built a relationship with them which will allow us to gain stock for our coffee courses and merchandise for our young people to be credited with as an incentive for passing the course.



# **2- Key Achievements**

For year one, the key highlights have been:

- Engagement with 120 young people within year one
- 120 young people achieved 249 accredited skills based training and qualifications
- 2 young people gained employment post liberation
- 19 out of 20 young people passed one round of CSCS test – making it the highest ever pass mark from a Polmont group!
- Implementation of the Hospitality Hub and SQA Barista Skills qualification
- Strength of relationships building with young people in the community
- Partnership with coffee hosue chain Starbucks
- Partnership with Keir construction
- Receiving media coverage of the Hospitality Hub
- Finishing the year with a full complimentary staff team

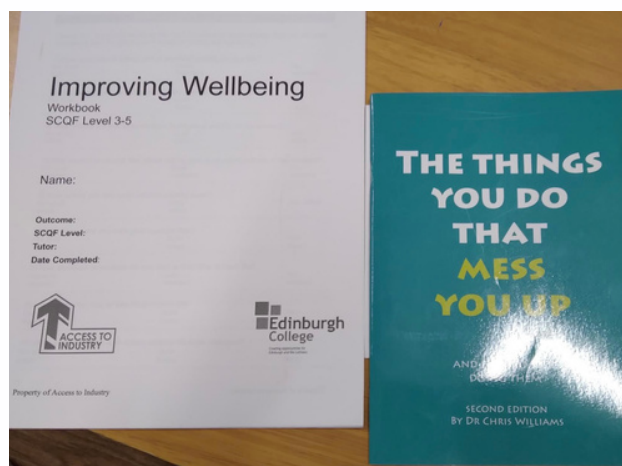
# 3- Year One Outcomes

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 engagement with young people. We build safe trusting relationships with our young people. We 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, and instead focus on a positive progression and future.

<b>Outcome Indicator</b>	<b>Year 3 target</b>	<b>Year 1</b>	<b>Percentage on target</b>
<b>Young people report they feel less inclined to participate in anti-social criminal behaviour</b>	<b>196</b>	<b>120</b>	<b>61%</b>



# 3- Year One Outcomes

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

This outcome is measured through all the activity we provide within Polmont to upskill people and increase the likelihood of them sustaining a positive progression at the end of the project. As this is the first year, for some of our clients they are still in custody and for others they are still focusing on their wellbeing and resettlement into their community post liberation or through community engagement. We anticipate the number of people progressing into college/university, employment or apprenticeships will increase in Year Two.

<b>Outcome Indicator</b>	<b>Year 3 target</b>	<b>Year 1</b>	<b>Percentage on target</b>
<b>Young people gain accreditation</b>	<b>196</b>	<b>120</b>	<b>61%</b>
<b>Young people progress into college/university</b>	<b>20</b>	<b>0</b>	<b>0</b>
<b>Young people progress into employment or Modern Apprenticeship</b>	<b>25</b>	<b>2</b>	<b>8%</b>
<b>Young people progress into Volunteering Opportunities</b>	<b>56</b>	<b>0</b>	<b>0</b>
<b>Young people undertake work experience</b>	<b>30</b>	<b>0</b>	<b>0</b>

# 3- Year One Outcomes

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

This outcome is measure through engagement with our young people throughout their journey on the programme. At initial engagement we do a baseline assessment of SHANARRI indicators and this is then reviewed between the 8th and 10th session with the young person where we can 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 to the roles when under the influence. This does make our young people think differently about the use of substances and the impact on employment and their goals. As part of our evaluation at the end of each training we ask how people feel now they have these skills and has it made them more confident.

<b>Outcome Indicator</b>	<b>Year 3 target</b>	<b>Year 1</b>	<b>Percentage on target</b>
<b>Young people report an increase in feelings against SHANARRI wellbeing indicators</b>	<b>196</b>	<b>68</b>	<b>34%</b>
<b>Young people report improvements in their mental health</b>	<b>196</b>	<b>75</b>	<b>38%</b>
<b>Young people are more aware of the risk involved in substance use and less inclined to participate in substance use</b>	<b>196</b>	<b>75</b>	<b>38%</b>
<b>Young people feel their confidence has increased</b>	<b>196</b>	<b>104</b>	<b>53%</b>



# 3- Year One 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 in during the time of initial engagement. For many of our young people this is Polmont. Through observations and one-to-one 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 participate in additional activities and volunteering roles. Young people are peer listeners, peer mentors, and they have specific roles within their environment and take on additional work based roles across the estate.

<b>Outcome Indicator</b>	<b>Year 3 target</b>	<b>Year 1</b>	<b>Percentage on target</b>
<b>Young people report their perception of their neighbourhood improves</b>	<b>196</b>	<b>59</b>	<b>30%</b>
<b>Young people report their contribution links with communities and social interactions are improving</b>	<b>196</b>	<b>87</b>	<b>44%</b>
<b>Young people report increased motivation to positively influence what happens in their community</b>	<b>196</b>	<b>58</b>	<b>30%</b>
<b>Young people go on to volunteer, coach, mentor, support or take up leadership roles in community organisations.</b>	<b>196</b>	<b>68</b>	<b>35%</b>
<b>Volunteering hours are achieved</b>	<b>1000</b>	<b>1916</b>	<b>192%</b>

# 3- Year One Outcomes

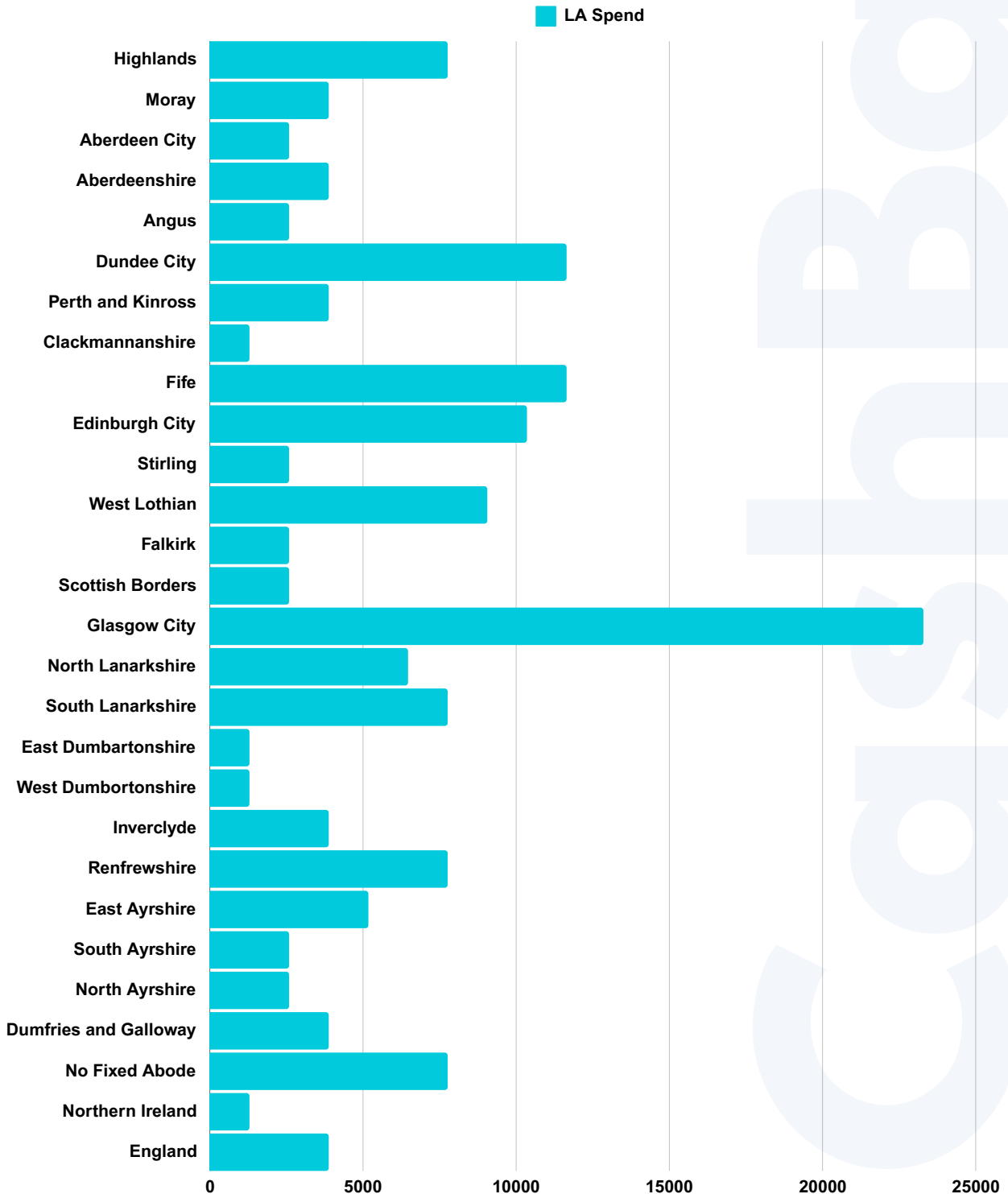
## **Outcome 5 – Young people build their personal skills, resilience and benefit from strengthened support networks and reduce risk taking behaviours**

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

<b>Outcome Indicator</b>	<b>Year 3 target</b>	<b>Year 1</b>	<b>Percentage on target</b>
<b>Young people feel more resilient</b>	<b>196</b>	<b>89</b>	<b>45%</b>
<b>Young people report positive supportive networks</b>	<b>196</b>	<b>72</b>	<b>37%</b>
<b>Young people report increased access to appropriate services</b>	<b>196</b>	<b>93</b>	<b>47%</b>
<b>Young people report positive changes in their behaviour</b>	<b>196</b>	<b>84</b>	<b>43%</b>

# 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

Due to a recurring recruitment issue and the withdrawal of Individual Training Accounts (ITA) we were able to work with our grants officer at Inspiring Scotland and Scottish Government to revise our grant spend across the project and our revised annual spend in Year 1. Below is a breakdown of year 1 financial spend and columns reflecting our original, revised and actual spend.

Our revised budget for year one was £157,467. This was due to staffing recruitment and not being at full capacity for the year. We will utilise the underspend over years two and three for our skills-based learning. Due to the removal of Individual Training Allowance, we will be required to resource the Construction Skills Certification Scheme (CSCS) training course, qualification and examination for the young people to achieve their CSCS card to work within construction post liberation.

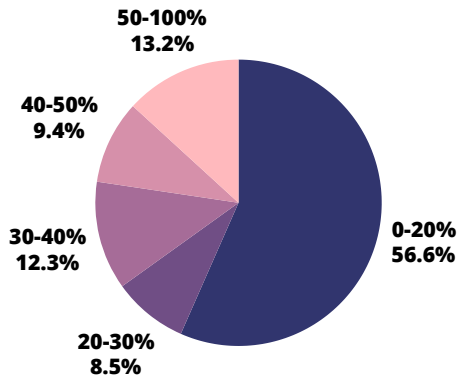
Total spend by the end of year one was 155,294 against a three year budget of 547,781. The underspend of 2,172 will be used in year 2.

Full breakdown of spend can be found in Appendix 2.

# 5- Equality Data

Below is a breakdown of the information collected within the protected characteristics requests. For year one we focused on 5 of the 9 areas: Scottish Index of Multiple Deprivation (SIMD); Sex Identity; Age; and Ethnicity .

## SIMD Breakdown



## Sex



96% Male  
2% Female  
1% Transgender  
1% prefer not to say



## Ethnicity

Asian - Pakistani, Pakistani Scottish, Pakistani British

Mixed or multiple ethnic group

Other ethnic group

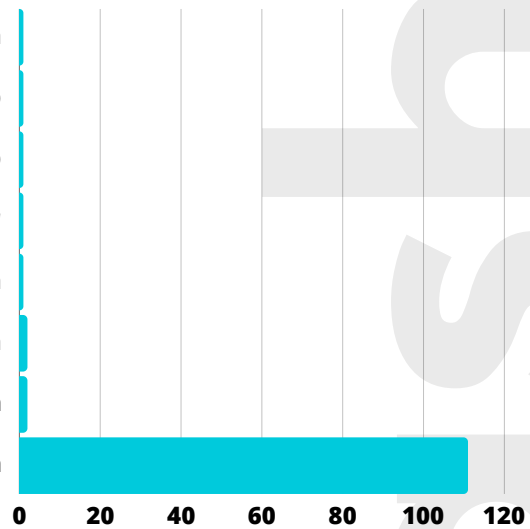
White - Gypsy Traveller

White - Irish

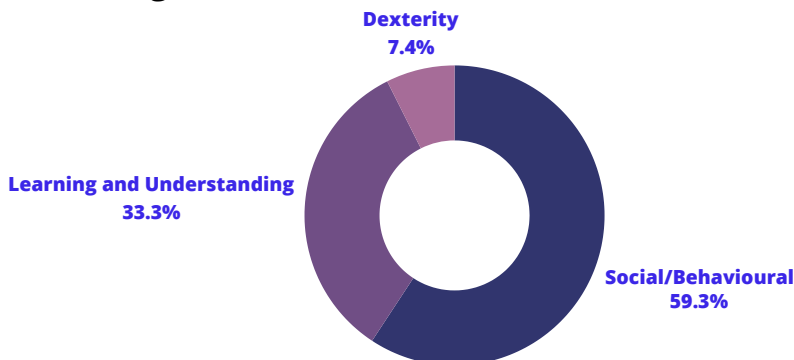
White - Other British

White - Polish

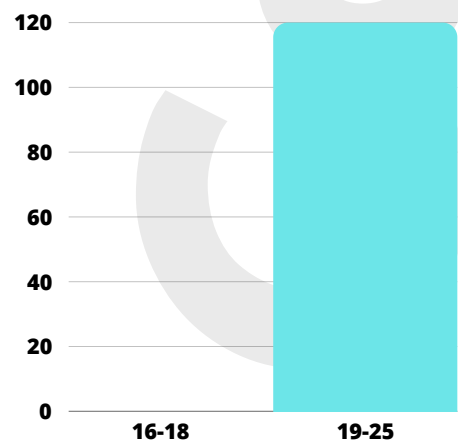
White - Scottish



## Learning Difficulties



## Age



# 5- Comments

Below is a list of comments from young people throughout the year

*"Thanks for all the help and encouragement"*

It has gave me a better chance of gaining employment in order to give me a chance at sustaining a good, better quality of life something I couldn't have done before I met cashback

**"Learning things I knew nothing about... thanks for the opportunity"**

**"It's been great gaining skills I can use in work and in community"**

I needed this so badly. Lol, was some experience getting the tickets and skills I always wanted keeping me ready for the next year when im in a much better place to start the building again. Thanks for all your help you've been amazing.

# 5- Case Study

Below is a copy of a young persons self evaluation of what being involved in the CashBack project has meant to them.

Service(s) used and Course(s) undertaken: CSCS CTS - A11 / PASMA / VM

What brought you to Access to Industry?

- Getting CSCS + other quals - being 2x convicted gives me more opp for jobs.

Could you describe yourself before engaging with us? What barriers were you trying to overcome and what did you hope to achieve?

- more reckless, didn't care about future
- getting into employability
- quals for building site

How have things changed for you since engaging with us?

- good bit
- more opportunity for jobs when libbed
- changed life for better

Can you describe/rate the support you received?

- really helpful
- whenever stuck / opp arised came to me to offer opportunities.

What are your hopes for the future?

- getting full quals as joiner
- job for life

Please add any additional information here.

- whoever is given opportunity for courses should take it

Do you consent to this Case Study being used for Marketing purposes? YES/NO

YES

# 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 AI are progressing within the 4 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 and we have a mechanism for staff to feedback during support and supervision, small team meetings or large full team meetings. We use surveys to gauge opinion on changes or feedback from training. We also have a complaints and feedback process for both staff and clients.

**Best Start Bright Futures** is the Scottish Governments Child Poverty Framework and strategy for 2022 – 2026. AI best work 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 1 we have worked with 60 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 skills and qualifications that raise their attainment, supporting the next generation to thrive and realising their potential, whilst reducing the risk of them becoming parents in poverty on release.



# **6- Policy into Practice**

**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.

AI develop 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 published on our website.

**Climate Change** AI are contributing to the Scottish Government Climate Change Plan 2018-2032 by:

## **Promoting the use of nature and the outdoors through:**

- Working with the prison to look at developing their garden space for delivering a horticulture course for people to learn the skills in growing fruit and vegetables and the 'seed to plate' notion around sustainability and locally sourced produce.
- Delivering a renewable energy course within 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 focusses 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.

## **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.
- We 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- Appendix 1

## Local Authority Spend

Below is a breakdown showing year 1 expenditure of £155,294 attributed to each local authority, by how many young people supported per local authority.

Area	Young People Supported	LA Spend (£)
Highlands	6	7764
Moray	3	3882
Aberdeen City	2	2588
Aberdeenshire	3	3882
Angus	2	2588
Dundee City	9	11646
Perth and Kinross	3	3882
Clackmannanshire	1	1294
Fife	9	11646
Edinburgh City	8	10352
Stirling	2	2588
West Lothian	7	9058
Falkirk	2	2588
Scottish Borders	2	2588
Glasgow City	18	23292
North Lanarkshire	5	6470
South Lanarkshire	6	7764
East Dumbartonshire	1	1294
West Dumbartonshire	1	1294
Inverclyde	3	3882
Renfrewshire	6	7764
East Ayrshire	4	5176
South Ayrshire	2	2588
North Ayrshire	2	2588
Dumfries and Galloway	3	3882
No Fixed Abode	6	7764
Northern Ireland	1	1294
England	3	3882

# 7- Appendix 2

## Financial Breakdown

<b>Budget Heading</b>	<b>Original Yr 1 Budget (£)</b>	<b>Revised Yr 1 Budget (£)</b>	<b>Actual (£)</b>
Salary: Caseworkers x3 FTE	88,500	58,163	56,428
Salary: Hub Coordinator x 1 FTE	36,500	36,500	34,667
Salary: Project Manager x 0.2 FTE	8,200	8,200	7076
<b>Staffing Project delivery costs sub-total</b>	<b>133,200</b>	<b>102,863</b>	<b>98,171</b>
Staff travel and training	6,500	5,387	3,608
Client travel and subsistence	1,118	1,062	745
Client Training	16,900	26,995	33,912
<b>Non Staffing Project Delivery Costs Sub-total</b>	<b>24,518</b>	<b>33,444</b>	<b>38,265</b>
Staff IT Equipment	3360	3360	1057
<b>Capital Expenditure sub-total</b>	<b>3,360</b>	<b>3,360</b>	<b>1057</b>
Management and Marketing	17,800	17,800	17,800
<b>Total Expenditure</b>	<b>178,878</b>	<b>157,467</b>	<b>155,294</b>

# 7- Thanks

Access to Industry would like to thank the Scottish Government for this 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.



Passport  
CashBack  
for  
Communities