



ANNUAL IMPACT REPORT

ON BOARD WITH CASHBACK YEAR 1





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OUR PROJECT

Ocean Youth Trust (OYT) Scotland has been a CashBack for Communities partner since 2014, throughout Phases 3, 4 and 5. We are delighted to continue being a partner in Phase 6, and to continue supporting young people towards brighter futures through our programme.

This report will summarise the first year of our CashBack for Communities Phase 6 funded programme, On Board with CashBack. In 2023/24, 51 young people from across Scotland took part in an intensive programme aimed at changing the attitudes and behaviours of those most at risk of antisocial behaviours, offending/re-offending, entering the criminal justice system, and those who have been impacted by Adverse Childhood Experiences and trauma.

Each young person engaged in a structured programme encompassing 32 hours of group work sessions, 8 hours of outdoor education led by an OYT Scotland Youth Development Worker, and 58 hours of youth work delivered over a 5-day sail training voyage.

The programme took a person-centred approach to explore risk taking behaviours on land and at sea whilst developing confidence, resilience and teamwork along with personal, social and employability skills.

The impact of On Board with CashBack was profound. After taking part in the programme, young people have reported feeling more confident, optimistic about the future, and less inclined to take part in anti-social behaviour or criminal activity.



OUR TEAM

Year 1 of On Board with CashBack was delivered by our Youth Development Worker, Gillian, and supported by a handful of other staff members.



Gillian McDiarmid
Senior Youth Development Worker

Gillian has been an integral part of our CashBack for Communities programme for more than 2 years. Working closely with Hungary-based organisation Tudatos Ifjúságért Alapítvány, Gillian organised for seven young people from our previous CashBack for Communities project to travel to Hungary and Spain for week-long youth exchanges with young people from across Europe.



Hazel Wiseman
Chief Executive Officer

Hazel oversees the delivery of the CashBack for Communities programme, from finding groups to financial reporting, and the wider strategy of Ocean Youth Trust Scotland.



Sian McCluskey
Fundraising and Communications Officer

Sian is our SQA Co-ordinator and worked closely with Gillian to deliver accredited SQA qualifications to the young people. With a background in media and fundraising, Sian also managed the PR of the programme including regular press releases and social media coverage.

THE YEAR IN NUMBERS



51

YOUNG PEOPLE
ENGAGED



45

RYA START
YACHTING AWARDS
ACHIEVED

34

LAND-BASED
YOUTH WORK
SESSIONS
DELIVERED



599

NAUTICAL MILES
SAILED



THE YEAR IN NUMBERS



564

HOURS AT SEA



6

CASHBACK FOR
COMMUNITIES
GROUPS

12

OUTDOOR ACTIVITY
SESSIONS



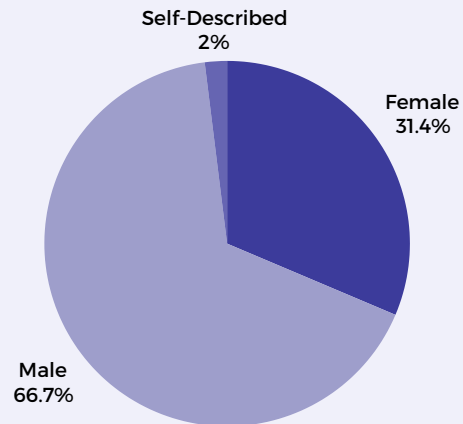
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SQA LEVEL 3
CORE SKILLS
UNITS ACHIEVED

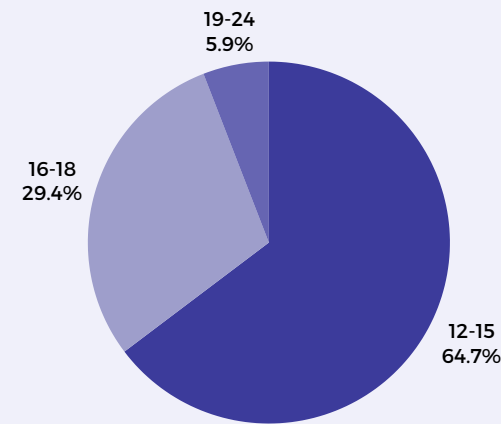


WHO WE ENGAGED WITH

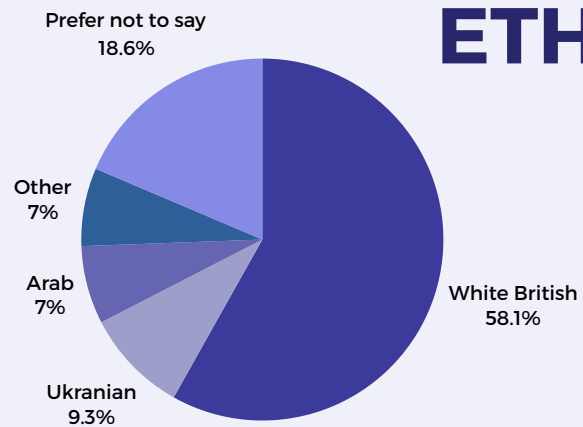
GENDER



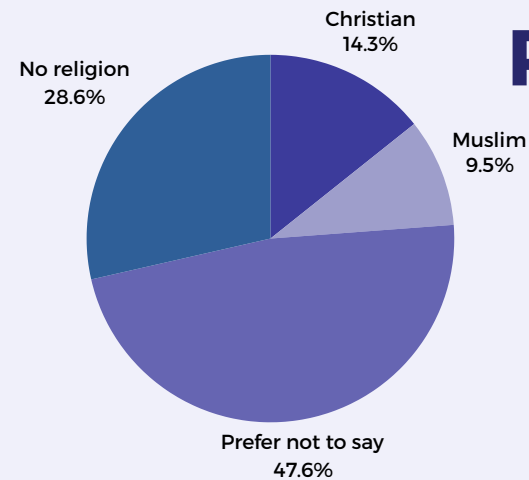
AGE



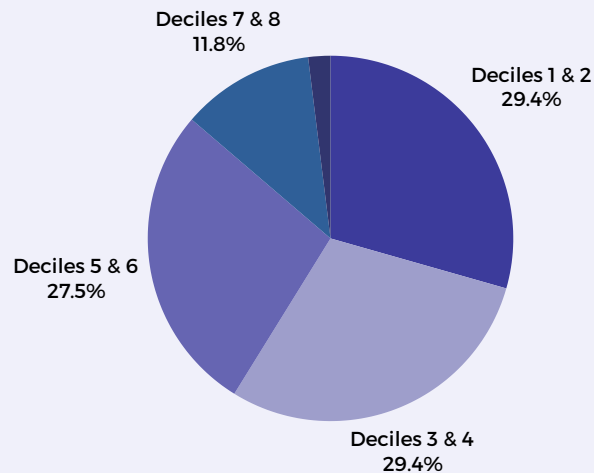
ETHNICITY



RELIGION



WHO WE ENGAGED WITH



SIMD PROFILE

Year 1 of On Board with CashBack has seen us engage with young people from 7 council areas across Scotland - Argyll and Bute, North Ayrshire, Renfrewshire, Glasgow City, Perth and Kinross, Dumfries and Galloway, and Falkirk.

The majority of young people we engaged with in Year 1 of the programme came from Deciles 1-4 of the Scottish Index of Multiple Deprivation. For those in residential care settings, their SIMD profile was Decile 5.



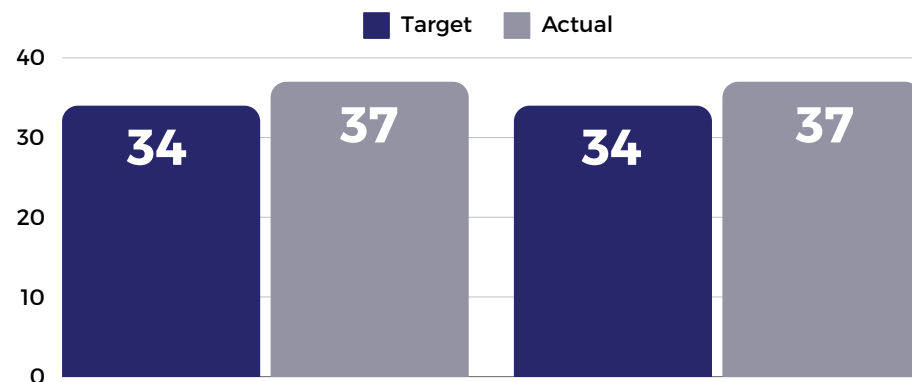
OUTCOME 1

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

The On Board with CashBack programme was designed to reduce levels of criminal behaviour through an informal and person-centred approach to learning.

Our voyages are important diversionary youth work tools to reengage the young people most at risk and improve their overall outcomes.

This learning is supported by our land-based sessions, with games and activities designed to bring up conversations around anti-social, criminal behaviour and the impact that has on both individuals and communities.



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

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

PERSONAL JOURNALS



Each participant on the programme received a Personal Journal – a resource designed to support young people's learning and development. This resource encourages young people to set and work towards goals, to reflect on their development, and it provides vital evidence for the awarding of accredited SQA qualifications.

The Personal Journal was piloted in Year 1 and, using the feedback from young people and Group Leaders, has been refined for the Year 2 cohort.

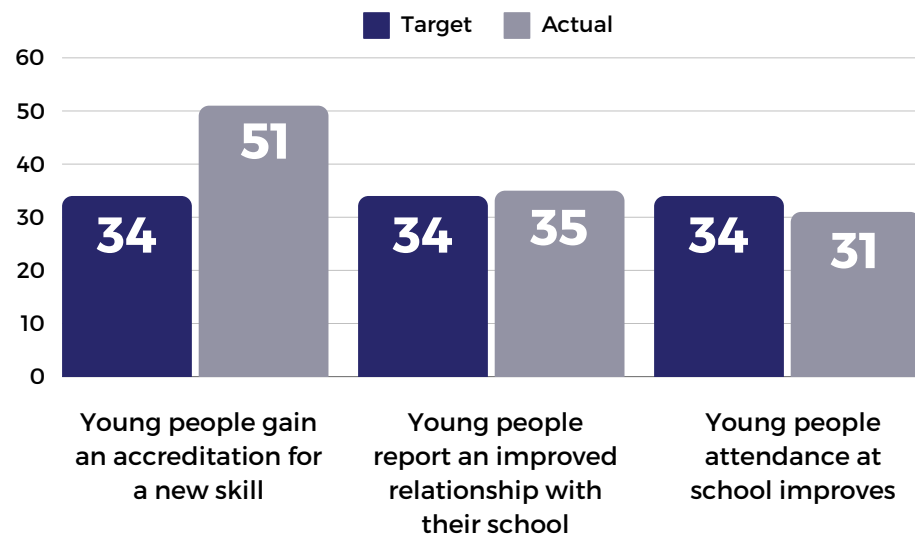
OUTCOME 2

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

The On Board with CashBack programme was designed to reduce levels of criminal behaviour through an informal and person-centred approach to learning.

Our voyages are important diversionary youth work tools to reengage the young people most at risk and improve their overall outcomes.

This learning is supported by our land-based sessions, with games and activities designed to bring up conversations around anti-social, criminal behaviour and the impact that has on both individuals and communities.

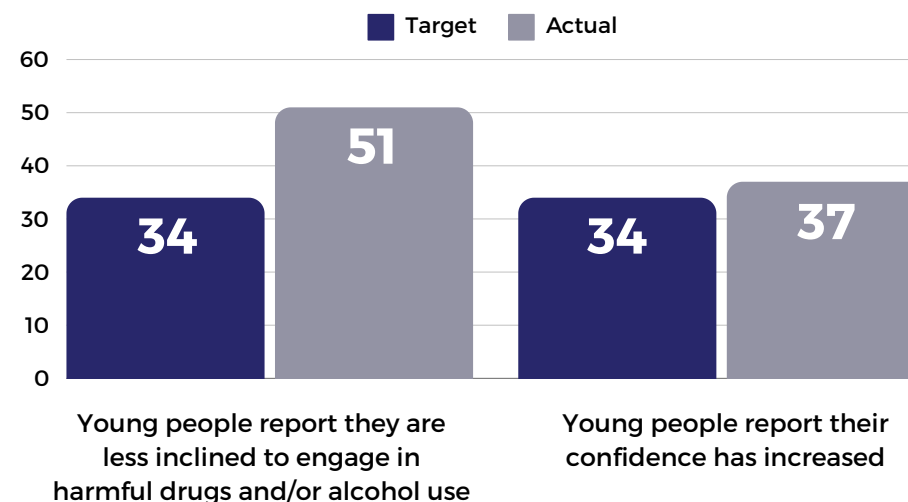


OUTCOME 3

Young people's mental health and wellbeing improves

Young people's mental health and wellbeing was monitored throughout the programme using the Warwick-Edinburgh 7-Point Wellbeing Scale. Our Youth Development Worker first introduced this form, along with Maslow's hierarchy of needs and the SHANARRI indicators, as part of Session 2 on the UNCRC. This created a foundation of understanding from which young people could understand, measure and reflect upon their own development and wellbeing.

Our project has also given young people a new approach to physical exercise. During their time at sea, young people spent an average of 6 hours on deck performing physically demanding rope, sail and boat-handling work. Young people were also able to try new sports as part of their land-based sessions including canoeing, gorge walking, climbing, dinghy sailing and more.



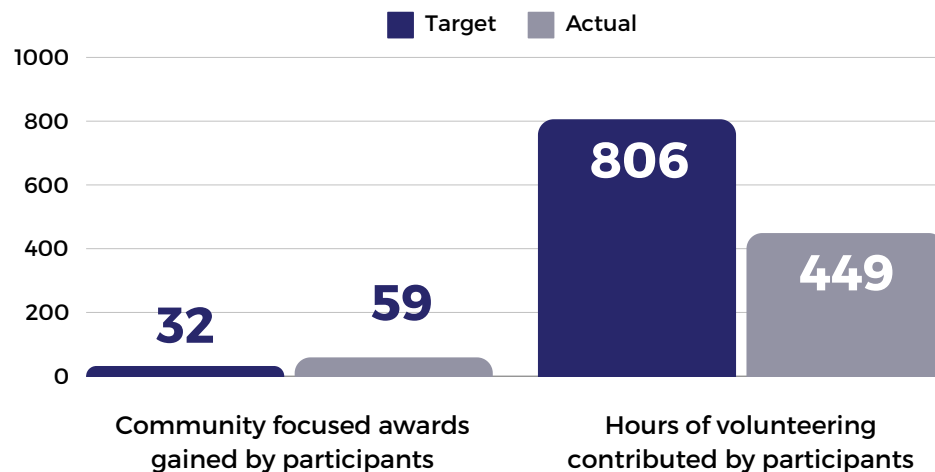
OUTCOME 4

Young people contribute positively to their communities

Teamwork is first approached in Session 5, where young people learn about Belbin's model of team roles and their style of participation. This learning is then developed throughout the programme as young people must work together to build a raft or abseil off a cliff edge; they must take responsibility and evenly share tasks to hoist sails, lower the anchor and cook at sea.

Session 9, 'Giving Back to the Community', focuses on this teamwork and its importance. Bearing in mind all that they have learned, young people are asked to consider their own communities outside of the programme, and what they could do to have a positive influence.

Towards the end of the programme, our Youth Development Worker engages closely with groups to provide sign-posting and support for young people interested in further volunteering work, both as part of and separate to Ocean Youth Trust Scotland.



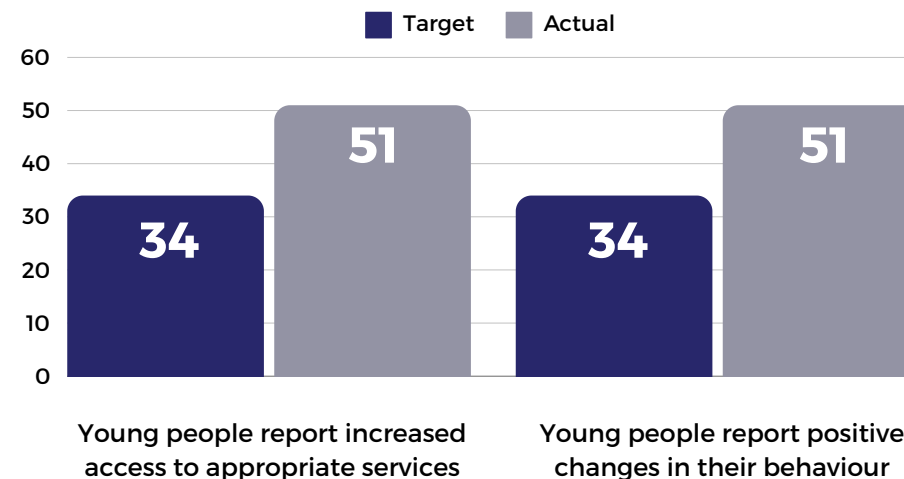
OUTCOME 5

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

The unique experience of a youth work voyage allows young people to build important peer support networks. It also allows young people to develop their relationship-building, resilience and trust in others.

Before young people step aboard, we explore good teamwork and positive relationships through the land-based sessions. This gives the group opportunity to learn more about one another, and indeed themselves, before the voyage.

While at sea, young people will be presented with tasks that push them outside of their comfort zones, and they will have to trust in other crew members to keep them safe and get the job done. This environment fosters effective communication, mutual respect and a sense of responsibility. It lets young people know that they don't have to go through things alone!



EVALUATION

We are delighted to report that On Board with CashBack has had a profound positive impact on the young people who took part in Year 1.

For Phase 6, we have implemented a rigorous evaluation framework that measures the efficacy and impact of our project. This framework has included:

- **Self-evaluation from young people at three key stages** – two weeks before their voyage, one week after and three months after sailing. This evaluation timeline allows us to capture an understanding of young people's backgrounds before coming aboard and quantify the long-term impact of a youth work voyage on their overall outcomes.
- **Group Leader Surveys** offer an external perspective on the programme's delivery and impact. These surveys allow us to gain insight into the impact of the programme on young people's behaviour, participation and attendance. These surveys also allow us to capture qualitative data around anti-social behaviour, offending or reoffending.
- During land-based youth work sessions, young people are encouraged to take part in **regular reflection activities**. These activities give young people the opportunity to voice
 - their opinions on what works best, and what improvements need to be made to the programme. By encouraging young people to reflect on the programme, we are able to foster a collective sense of responsibility and commitment to the voyage, as well as an increased sense of value and belonging.
- **Self-reflection prompts** are located throughout the Personal Journal, and give young people a chance to think about, and look at, their own personal development over the programme. This self-reflection work is supported by sea staff comments which are written in Personal Journals during their time at sea.
- After the voyage, young people take part in a **post-voyage review session**. This session gives the group a chance to reflect on the experience and what they have learned. It also creates an open and honest conversation around the efficacy of the voyage, and allows young people to shape the delivery of other voyages in the future.



JACK'S STORY

Tell us about the young person...

Jack has a diagnosis of developmental trauma which includes sensory issues. Jack very much needs structure, clear routines and plans. Due to poor mental health and unsafe life choices, Jack's Mum is unable to care for her children, and his father has not been involved in his life. For these reasons, Jack lives with his siblings at his grandparents house.

Jack was referred to the centre due to challenging behaviour at home. He regularly displayed violence and aggression towards his family and struggled to maintain positive and safe relationships. These difficulties were also negatively impacting other members of his family and his grandparents asked for more support. Prior to his referral to the centre, he was assessed to be on the edge of care.

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

Jack attended all of the group work sessions before the voyage.

Each session, although planned and prepared beforehand, always has an element of change. At the beginning Jack found this difficult, but over time he began to understand and coped with it well.

Jack found the initial relationship building

challenging, especially with his peers. Over time, Jack integrated with the group and created some positive relationships - a huge step forward for him and a real achievement.

Throughout the voyage, Jack's comfort zone was pushed a little each day. He both pushed himself and allowed youth workers to safely push him too. This was very rewarding for Jack as each day he was learning more, engaging more and having more fun.

How did the programme impact Jack?

Jack created goals for himself throughout the voyage which he accomplished - these included making food for people and offering to help other more. He said, "my goal for today was to offer to help others more, I done this by getting involved in team tasks like raising the main sail, tidying and cleaning the boat. The voyage is going great".

The voyage itself gave Jack's grandparents respite which has contributed to a more positive relationship and strengthened his continued placement with his family. There are no plans in place to remove Jack from their care now.

Jack now has his own peer network and has started to communicate with other young people outside of arranged activities.



“

The impact of the programme on Jack has been amazing. He has completed it with a new found sense of confidence. It has developed his life skills such as working as part of a team, cooking and self-care. His social workers and family have also witnessed benefits from his participation and attribute this to the positive support and role modelling around him.

Group Leader

”

ROBERT'S STORY

Tell us about the young person...

Robert's father is frequently incarcerated due to domestic abuse charges, and Robert has been a witness to many incidents. His mother struggles with poor mental health. Robert lives with 4 other siblings, one of whom has significant additional support needs, and he helps with their care.

Robert was referred to the centre due to committing harmful sexual abuse. He required a tight safety plan of no unsupervised time in the community, and was close to being placed in care.

Robert's social worker said that he spoke regularly about feeling lonely and wanting to have more friends. It was thought that participating in the programme would allow Robert to gain friendships and build his understanding of appropriate "social norms" with support from trained youth workers.

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

Robert fully engaged in the land-based youth work sessions. He put 100% effort into building relationships both with his peers and the youth work team. Given that his main goal was to gain friendships, this was a great success.

Robert had never been away from home, on any

activities with peers or on a family holiday. This really pushed him out of his comfort zone, just getting in the minibus to go to the voyage was a huge achievement.

Robert was committed to his own personal development. During the voyage, his goals included being able to wake himself up (not expecting others to do this), being a team player and supporting other people more. He achieved all of these goals and seemed to be surprised, yet proud of himself for doing so.

During land-based sessions, Robert became aware of the role he played in a team. He recognised that he can generate creative ideas to contribute to team tasks. Once he realised that this was beneficial in a group work setting, he became even more confident in speaking out.

How did the programme impact Jack?

On completion of the programme, one of the first things Robert did was create a presentation, including maps and photos of his experience, to deliver to his teachers and pupils at the school's support hub. The teachers felt that Robert made it clear that he had an incredibly positive learning experience on the programme.

Robert loved cooking on the voyage and has

now began cooking at home using the recipes he learned from the sea staff and youth workers.

The voyage gave Robert's mum respite from managing his behaviour as well as supporting his siblings. This strengthened their relationship and has allowed him to continue to be at home rather than being placed into care.

Robert has said that he is now more positive about his near future, plans to stay on until 6th year at school and then apply to go to college.

“

Robert thoroughly enjoyed the programme. I'm so proud of him for attending all of the group sessions and getting stuck in. He has become more and more confident, talking to others more freely. He continues to talk warmly about his experience.

Having the SQA qualifications and any feedback to use as references will greatly help him in moving forward with his life.

Robert's Social Worker

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THE NEW SCOTS

The Scottish Government's New Scots refugee integration strategy aims to support refugees and asylum seekers in Scotland's communities. This strategy includes people who have been granted refugee status or another form of humanitarian protection; people seeking asylum; and those whose application for asylum has been refused, but who remain in Scotland.

Young people who took part in the CashBack for Communities programme had been identified by refugee support staff from local councils, and were chosen based on their likelihood of experiencing poorer outcomes due to their backgrounds and circumstances. Some young people were resettled with their families from Syria and Ukraine, while others had come through the asylum system from Afghanistan.

On Board with CashBack gave these young people an important opportunity to connect with other young refugees, to gain accredited qualifications, to build their English language skills and to learn more about their rights as young people.



“

All of the young people have experienced a lot of upheaval in their lives and had to leave their home countries to come to Scotland, mostly because of war. They have also had to grapple with learning a new language and adapting to a different culture, as well as climate.

Some of the young people face difficult home lives or are facing anxiety about what is going on with relatives in other parts of the world who may still live in areas of conflict or insecurity. Although many have already achieved a lot since coming to Scotland, sailing affords them the chance to expand their horizons further and push themselves to do things they didn't think themselves capable of.

Group Leader & Council Locality Link Worker

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“

This was a fantastic opportunity for some of the young New Scots living in North Ayrshire to see a different part of Scotland, meet new people and learn some valuable skills.

Councillor Alan Hill, Cabinet Member for Communities and Islands

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SPEND BY LOCAL AUTHORITY

Local Authority	Group	Number of Young People	Spend
Perth and Kinross	REACH	7	£12,890
North Ayrshire	New Scots	5	£9,207
Argyll and Bute	New Scots	4	£7,366
Falkirk	Go Youth Trust	8	£14,733
Renfrewshire	Kibble	7	£12,890
Glasgow City	G15 Youth Project	9	£16,573
Dumfries and Galloway	Stranraer Millennium Centre	11	£20,256
TOTAL		51	£93,915



“

One of the young people had been a bit anti-social before the voyage, keeping himself to himself and not socialising or leaving his room.

Since the voyage he has been friendlier, chattier and more confident when my colleague was visiting his family!

Group Leader and Resettlement Coordinator, New Scots

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COMMUNICATIONS

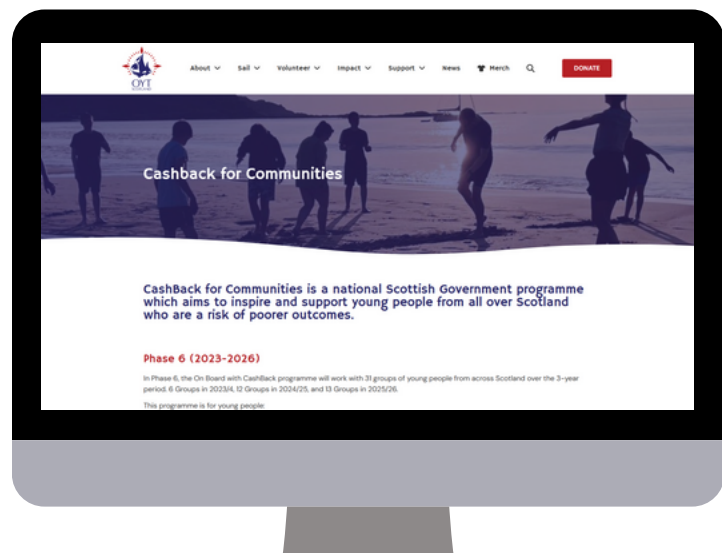
With the tremendous impact of On Board with CashBack, we were eager to ensure the project got ample media coverage.

Press releases detailing young people's significant achievements while at sea were shared with news sources and published on various platforms including The Clydebank Post, Renfrewshire News and the North Ayrshire Council website.

During Year 1 of our Phase 6 programme, we were also delighted to unveil our new website, showcasing the breadth of our work and the impact of youth work on the waves. On this new site, we have a dedicated page for our CashBack for Communities project, as well as a regularly-updated News tab.

To ensure that young people remain at the centre of our work, our Youth Development Worker and CEO attended training sessions around social media for business. With this learning, we have been able to involve young people in the creation of social media and blog posts, and allowed them to do platform 'takeovers' on Instagram and Facebook.

January 2024, the Trust was awarded the Social Media Star Award at the Association of Sail Training Organisations (ASTO) conference., and in February we took part in the Children's Mental Health Week 2024 campaign, #MyVoiceMatters. Our posts included a case study from a young person within the On Board with CashBack programme who is now an active volunteer and member of our Youth Voice.



TRENDING

Over this year, our CashBack for Communities posts on Instagram gained a total of 671 likes, with "Post-voyage, what comes next?" being our highest ranking post.

On X, formerly known as Twitter, our voyage round-up with G15 Youth Project gained a total of 21 engagements and reached more than 1,600 people.

Our most popular post on this platform, however, was the announcement of OYT Scotland being a CashBack for Communities partner for Phase 6. This post gained 24 engagements and reached almost 3,000 people.

CLIMATE CHANGE ACTION PLAN

Travel

Across our land-based sessions, we have been working hard to reduce travel times and promote the use of concessionary public transport options.

Where there is a large amount of travel involved for either the young people or for our Youth Development Worker, we have grouped activities to make best use of the travel undertaken. This has included our Youth Development Worker staying local to the group and delivering the programme in several consecutive days; it has also included groups coming together at a residential outdoor education centre.

The Outdoors

Throughout the programme, there is a large focus on how young people can 'give back' to their local community, and the benefits that 'giving back' brings to individuals, to nature and to society in general. Land-based sessions explore 'giving back' through voluntary work such as tree planting, litter picking and building bug hotels.

During their time at sea, young people are also encouraged to think about the impact they have on the environment. Young people are able to see first-hand the devastating impact of pollution on beaches across the West coast. They are also able to connect with the wildlife who rely on these waters to survive including porpoise, dolphin, gannets and minke whales.

Food & What We Buy

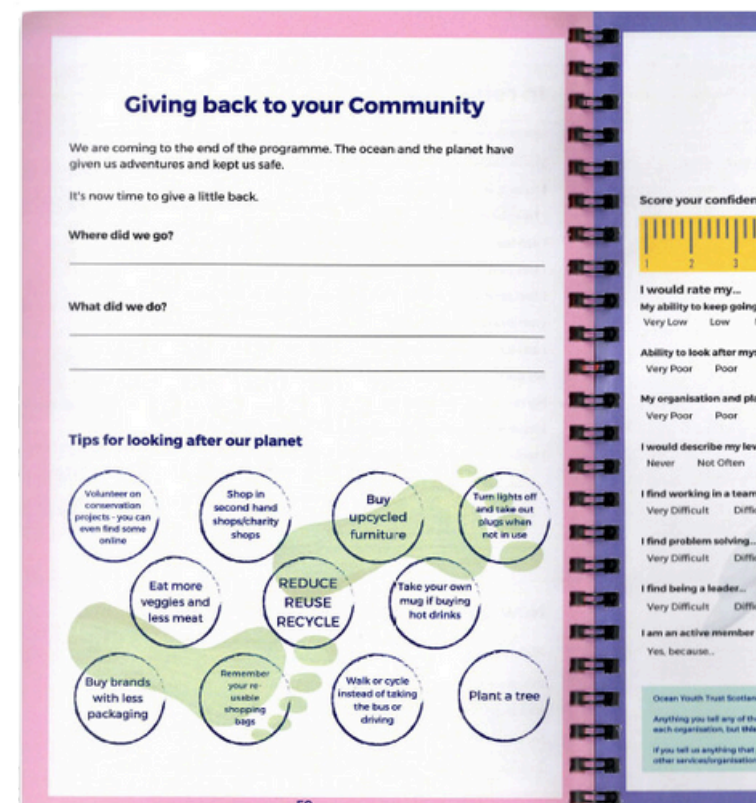
With the confined living quarters aboard our vessels, it quickly becomes apparent how much waste people produce. This allows us to start conversations around food waste, and young people take part in logging the waste accumulated over the week in a Food Waste Logbook. As meal preparation duties rotate throughout the week,

young people also learn how to meal plan to reduce food waste, how to cook appropriate portions with a variety of fresh ingredients, and how to cook nutritious low impact, plant-based meals.

We discuss how the young people can transfer the skills of cooking these meals onboard to everyday life whilst considering the impact of what they eat has on the environment.

The Personal Journal encourages young people to reflect on the role of the environment in their experiences throughout the programme, and to "give back" to this environment through a day of community volunteering work.

This page also provides ideas for other ways to look after the planet including reusable shopping bags and mugs, shopping second-hand, eating more plant-based foods, and using sustainable transport options instead of driving.



UNCRC

Our entire programme is built around the UNCRC, from its inception to the delivery of the project.

Helping to raise young people's understanding of their rights is weaved into the programme through the Personal Journal, every workshop, every outdoor activity and throughout the voyage. Within the Personal Journal a simplified version of Articles 1 to 41 of the UN Convention on the Rights of the Child.

Completion/Review of Children's Rights and Wellbeing Impact Assessment

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

UNCRC on Website

Our website includes comprehensive information about the UNCRC, its background and principles. This information serves as an educational resource for staff, stakeholders and volunteers, as well as the general public. Across our CashBack for Communities digital media, we have also highlighted how On Board with Cashback aligns with the UNCRC and the ways in which it is integrated into our work.

Staff Training

To ensure that all staff members and volunteers are equipped to promote and protect children's rights effectively, we provided three youth work training sessions at our 2024 Volunteer Training Seminar. Staff of OYT Scotland have also received guidance on incorporating a rights-based approach into their work with young people, as well as strategies for addressing any challenges or issues which may arise.



Raising Awareness of Children's Rights across the Organisation

As a youth work charity, we are firmly committed to raising awareness of young people's rights with the organisation. All young volunteers involved with the Trust can join, and are represented by, our Youth Voice – a panel of young people aged 16 to 24 who influence the policy, procedures and projects of OYT Scotland. We aim to create an environment where the needs and wants of young people are not only valued but actively prioritised across our work.

Young People Participating in Rights-Based Activities

The UNCRC has been woven into all aspects of On Board with CashBack. In Youth Work Session 2, young people are introduced to the UNCRC, their rights and what this looks like in everyday life.

This session gives young people the knowledge and background required to advance through the programme and take part in decision-making which improves their overall experience. This learning also allows young people to leave the programme with a better understanding of their rights and a greater confidence in advocating for those rights, and for the rights of others.

Seven young people from Phase 5 and 6 were invited to join our Youth Development Worker on international youth work exchanges to Spain and Hungary, funded by Erasmus+ and hosted by Tudatos Ifjusagert Alapítvány and Amics. Here, some of these young people have gathered in the shade with other young people and youth workers from around the world to show off their newly-attained Youth Pass certificates!



BEST START, BRIGHT FUTURES

Our project has been designed to improve young people's overall prospects in life through educational, empowering and inclusive experiences at sea.

Providing opportunities and support needed to enter, sustain and progress in work

On Board with CashBack takes a holistic, strengths-based approach to learning and development. Through a blend of group work sessions, outdoor education and sail training voyages, young people are able to build their confidence and resilience, broaden their skillset, attain accredited qualifications across a range of subjects, improve their leadership and teamwork skills. These opportunities for learning help lessen the attainment and employability gap between disadvantaged young people and their non-disadvantaged peers, ensuring that there is No One Left Behind.

Our Personal Journal encouraged young people to set and achieve goals at various stages throughout the programme, placing an emphasis on personal responsibility and fostering a sense of self-belief. This resource also served as evidence for the attainment of both SQA and RYA qualifications, enhancing young people's employability prospects.

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

Our project aims to tackle the intergenerational impact of poverty to empowering young people with knowledge, support and resilience to improve their overall outcomes.

During their time at sea, young people become part of a small community – the crew. Coupled with their land-based learning, this experience teaches young people how to maintain positive relationships and how to better manage their emotions.

For many young people, On Board with CashBack has resulted in strengthened family relationships, an ability to recognise when friendships are not healthy or positive, and a belief that there are more constructive, respectful ways to handle conflict and stress.

Supporting the next generation to thrive

Our project, as with all of our work, is designed to empower young people to create a positive, fulfilling future for themselves.

By integrating the UNCRC principles throughout the programme, as well as a focus on the benefits of community participation, young people gain a better understanding of their rights and responsibilities, empowering them to advocate for themselves, for their communities and for others.

The programme also encourages young people to build positive relationships and peer support networks. With these support systems, young people have an improved sense of belonging, as well as reduced feelings of isolation and exclusion.

“

The voyage was absolutely astonishing. Through the five days I improved my leadership skills and also my communication skills.

My favourite moment was when I was on the helm, steering the boat, and there was a navy ship next to us and they were waving to us. That was fantastic.

Young Person, New Scots

”

FAIR WORK FRAMEWORK

Ocean Youth Trust Scotland is committed to promoting fair work principles and maintaining an empowering and inclusive workplace environment which best supports our youth work on the waves.

All of our positions, both at sea and ashore, earn in excess of the Real Living Wage or equivalent. In 2022, we completed an organisation-wide salary review to ensure that our salaries were comparable and fairly compensated staff for the incredible work that they do. This review also included increasing holidays from the legal allowance of 28 days to 31 days, increasing pension contributions from the legal 3% to a minimum of 5% and matched to 7%. OYT Scotland also invested in a Westfield Health plan, improving the health and wellbeing of all our employees.

We are dedicated to ensuring that our workplace offers effective voice, opportunity, security, fulfilment and respect. The Fair Work Framework states "We acknowledge that this Framework is only a beginning – the start of a decade long journey towards fairer work, a journey we believe will reap rewards for everyone who is, or who wants to be, involved in the world of work." The Framework states that the vision of fair work should be achieved by 2025, and we would argue that we have demonstrated that we are working towards this goal and have made significant progress over the last 10 years.



CUMULATIVE SPEND

Project Activity	Target	Actual	Variance
Staff Costs	47,104	47,104	0
Vessel Costs	21,509	21,639	-130
Travel Costs	4,289	5,597	-1,308
Workshops, Sessions and Certifications	11,622	10,182	1,440
Management Costs	9,391	9,392	-1
Total Expenditure	93,914	93,930	-16



“ I doubted I could have fun without drugs or alcohol but I have realised they are not as important as I thought. ”

Young Person

PRIORITIES FOR 2025

As we look forward to the second year of our CashBack for Communities Phase 6 funded programme, On Board with CashBack, Ocean Youth Trust Scotland is committed to building on the successes of 2023/24 and further enhancing our impact on the lives of young people.

One of our key priorities for 2025 is to refine and improve the Personal Journals used throughout the programme. We have co-created these logbooks with the young people and group leaders involved, and have taken on-board feedback on the resource's efficacy and accessibility. With this feedback, we are now able to refine the Personal Journals, ensuring that they are a valuable resource which supports young people's learning and development throughout the programme.

In Year 2, we will also continue to tailor our programme to meet the unique needs of each group that we work with. This personalized approach ensures that our programme is taking a strengths-based approach and supporting young people in a way that is appropriate to their circumstances, learning and development – empowering young people and mitigating risk-taking behaviours.

2025 will also see us refine the way in which we conduct our monitoring and evaluation processes, and allow us to streamline our collection methods. We are particularly focused on ensuring that young people are given the space and safety to report honestly on their feelings, behaviour and personal development, including their levels of anti-social behaviour.



“

This experience has brought me out of my comfort zone and got me doing something I wouldn't have done myself and taking on more responsibility. It felt good to be trusted.

Young Person

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APPENDICES

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

Outcome Indicator	Target	Actual
Young people report that their own participation in antisocial and/or criminal behaviour has reduced	34	37
Young people report that they feel less inclined to participate in antisocial and/or criminal behaviour	34	37

APPENDICES

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

Outcome Indicator	Target	Actual
Young people gain an accreditation for a new skill	34	51
Young people report an improved relationship with their school	34	35
Young people's attendance at school improves	34	31
After completion of the programme, the number of young people gaining a placement at college/university	3	3
After completion of the programme, the number of young people gaining employment (including a modern apprenticeship)	5	1
After completion of the programme, the number of young people undertaking formal volunteering	24	28
After completion of the programme, the number of young people undertaking work experience, where it is part of a recognised course or programme (including training)	5	3

APPENDICES

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

Outcome Indicator	Target	Actual
An increase in feelings against SHANARRI indicators: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, Included	34	37
Their mental health has improved and they have a more positive outlook on life	34	37
Young people are more aware of the risks and impacts of harmful substance use	34	51
Young people are less inclined to engage in harmful drugs and/or alcohol use	34	51
Young people's confidence has increased	34	37
Evidence of participation in physical and sporting activities	34	51

APPENDICES

Outcome 4: Young people contribute positively to their communities

Outcome Indicator	Target	Actual
Young people's perception of their neighbourhood improves	34	29
Young people have a heightened sense of belonging to a community	34	37
Young people feel their contributions and links with communities and social interactions are improving	34	37
Young people feel an increased motivation to positively influence what happens in their community	34	34
Number of participants going on to volunteer, coach, mentor, support or take a leadership role in community organisations	34	28
The number of hours of volunteering contributed by participants	806	449
The number of community focused awards gained by participants	32	59

APPENDICES

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

Outcome Indicator	Target	Actual
Young people report feeling more resilient	34	29
Young people report positive, supportive networks - including improved relationships with family, friends and peer mentors	34	37
Young people report increased access to appropriate services	34	37
Young people report positive changes in their behaviour	34	34
Other people involved with the young person (e.g. parents, teachers, youth workers, peer mentors) report perceived increases in resilience, positive support networks, and positive changes in the behaviour of young participants	34	28
The number of hours of volunteer contributed by participants	806	449
The number of community focused awards gained by participants	32	59



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**Victoria House, 5 East Blackhall Street
Greenock, PA15 1HD**

01475 722 722

**office@oytscotland.org.uk
www.oytscotland.org.uk**

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