

YOUNG HAMMERSMITH & FULHAM FOUNDATION THEORY OF CHANGE



July 2018 – July 2019

OPPORTUNITIES FOR YOUNG PEOPLE

Who we are

Established in early 2016, Young Hammersmith & Fulham Foundation (YHFF) was set up to support the lives of young people who live, learn, play or work in the borough of Hammersmith & Fulham.

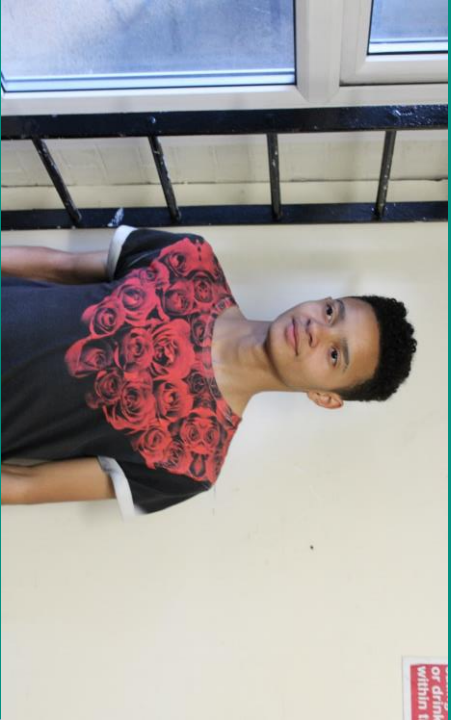
YHFF is a membership charity which aims to support organisations that deliver services for young people aged 0 to 25. It also aims to assist in the brokering of authentic and sustainable cross sector relationships.

Adopting a thematic approach, the Foundation addresses five issues that are pertinent amongst young people in the borough. These are mental health, employability, education, healthier lifestyles in childhood and youth justice. The themes of the Foundation are in accordance with the Youth Partnership Report, Youth Manifesto and Make your Mark, a nationwide survey carried out by the UK Youth Parliament.

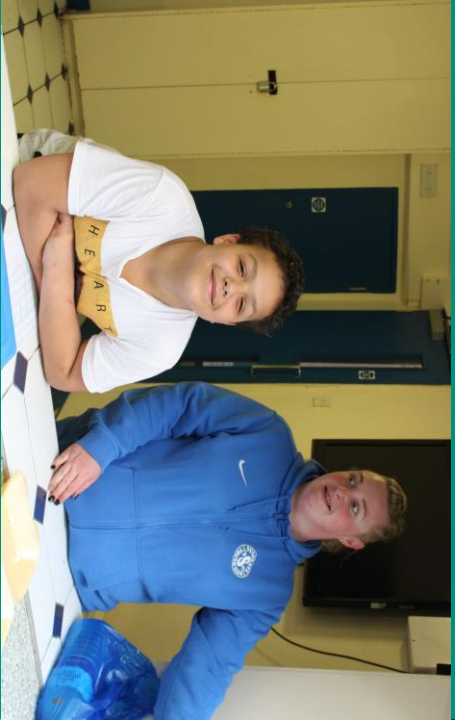
The YHFF offers the following support to its members:

- Income generation & fundraising
- Training and organisational development
- Grants
- Networking opportunities
- Resource and information hub

Our Themes



Employability



Youth Justice



Mental Health & Well Being



Education



Healthier Lifestyles

Our Focus



Explanation of Theory of Change



- YHFF Activities – These outline the specific activities the Foundation will deliver which has been identified as commissioning of research and collection of data, marketing and awareness campaigns, grant and income generation support, training and organisational development, networking opportunities and identification of gaps in support.
- Member Activities – These are the activities we have identified members should be delivering to create the overall impact we desire. YHFF collect information about members activities through visiting the organisations. This then helps us to identify gaps in services for potential projects to be created in order to address the need.

Explanation of Theory of Change



- Intermediate Outcomes –These are the results that will directly be produced by the activities. These should be specific and measurable and we will work alongside our members to collect this information.
- Outcomes – These are more longer term outcomes as a result of the activities.
- Impact - This is the transformation we aim to achieve.

YHFF Theory of Change

Activities

Commissioning of research and gathering of data and information

Developing awareness and marketing campaigns targeted at young people, their 'gatekeepers' (those who have access to young people)

Providing grant and funding support, as well as, grants for members.

Gathering feedback from members

Direct engagement with young people through questionnaires, focus groups and other activities

Creating networking events for members

Providing training courses for members

Intermediate Outcomes

Youth services make evidence based decisions through increased use of data

Increased awareness of what services are available

Youth services are able to articulate requirement for funding support and accurately quantify the funding required

Funding is allocated to the areas where it is most needed and will be used most effectively

Creation of projects and programmes which fill the needs of youth that are currently going unmet.

Youth services are cohesive and young people feel fully engaged and supported

Youth workers are better able to support young people through specialist training.

Youth services share skills and resources e.g. venues

Different sectors work more closely together

Outcomes

Increased use of youth services by young people

Wider range of youth services available for young people

Youth service outcomes are improved

Relationships within youth services and with businesses, schools and funders are transformed

Youth services operate more effectively

Impact

The youth services in Hammersmith and Fulham act cohesively and effectively to support the young people in the borough

YHFF Theory of Change



Young Hammersmith & Fulham Foundation will support the youth services delivering in the borough by carrying out the following activities:

Commissioning of research and gathering data and information:

YHFF will collect data of young people in the borough and commission research where there are gaps in order to support youth services with data for funding bids. The data will help youth services dictate the projects and programmes they create to support young people.

Developing awareness and marketing campaigns targeted at young people and their 'gatekeepers':

Awareness of youth activities that are available has been highlighted as an issue for youth services in the borough. YHFF will endeavour to raise awareness of this through creating platforms and marketing these to the relevant stakeholders.

Providing grant and funding support, as well as, grants for members: YHFF will support member organisations with funds through fundraising for its members and providing grants from our grants pot.

Gathering feedback from members:

YHFF will improve its services and determine its strategy based on feedback from its members.

Direct engagement with young people through questionnaires, focus groups and other activities:

YHFF will seek to improve its services and strategy based on feedback and engagement with young people.

Creating networking events for members:

YHFF will support collaboration between its members through holding networking events.

Providing training courses for members: YHFF will help to upskill the staff of its members through training.

Education

YHFF Activities

Collection of local & meaningful data and statistics to identify those most in need of additional support i.e. those at risk of not achieving borough average. Having a database for school contacts.

Review of existing support programmes and data to identify gaps in current support. And advocating

Collation of existing research and commissioning of new research to identify effective methods of improving holistic education.

Awareness campaigns in schools with the goal of teachers referring those who would benefit to youth services

Member networking events to facilitate the development of cross organisation projects in schools. Facilitate communication with members & schools.

Member Activities

Holistic and multi-factor support to identified children

Out of school education programmes aimed at improving numeracy and literacy skills.

Mentoring programmes

Providing high risk individuals with support programmes tackling barriers to success.

Programmes providing life skills training & options post education

Engagement and Aspiration programmes for children and their parents.

Intermediate Outcomes

Improved technical skills such as numeracy and literacy.

Having more activities to help Young People attain grade 5/C or above in secondary education

Improvement in measures of emotional and mental wellbeing such as self-esteem and confidence

Increased engagement of parents in children's school work

Outcomes

Fixed period exclusion rates below 6.65% for males and 3.02% for females. In addition to these rates being lowered for the affected demographics within this group

Permanent exclusion rates below 0.03% for females and 0.12% for males. In addition to the exclusion rates being lowered for the affected demographics within this group

Percentage of students achieving Grade 5 (equivalent to C) or above to increase from 52.90%

Increased life skills provision in the schools YHFF work with

Impact

Improved holistic education

Education Theory of Change



YHFF understands that education does not consist solely of academia but also skills for life, as a result YHFF will work alongside its members to support young people in both areas of education.

Life Skills: A curriculum for life was highlighted by the young people in the borough of Hammersmith & Fulham as an area of improvement in the Make Your Mark results – a survey conducted by the Youth Council of young people in the borough. YHFF and its members have identified that this can be addressed through providing both in school and after school programmes to enrich young people in education. YHFF’s activities will support this by helping to broker relationships between schools and members and also provide meaningful data and funding to help drive projects and programmes.

Attainment: In 2017 52.90% of students in the borough achieved Grade 5 (equivalent to a high grade C). YHFF working alongside its members aims to raise the overall attainment of young people in education, through raising awareness of supplementary schools and relevant programmes via members designed to increase the technical skills of young people. YHFF further wish to broker relationships between schools so that young people at risk can be signposted to the relevant organisations.

Education Theory of Change



Exclusions

YHFF are particularly looking at rates of exclusion. These are a more appropriate measure for comparisons over time as they take into account changes in the overall number of pupils across different academic years. YHFF has collected data from the Office of National Statistics 'Permanent and fixed-period exclusions in England: 2016 to 2017.'

Permanent exclusions: A permanent exclusion refers to a pupil who is excluded and who will not come back to that school (unless the exclusion is overturned). In Hammersmith & Fulham there were a total of 3 females permanently excluded with the female exclusion rate being that of 0.03% and 12 Males being excluded with an exclusion rate of 0.12%.

Age

The majority of these were at the age of 14 with a rate of 0.31% Followed by age 12 with a rate of 0.21%. This indicates that there is a need for support in the transition from primary to secondary school. And in Year 10 before their GCSE's .

Education Theory of Change

Ethnicity

The highest exclusion rate was of 0.71% from those of Black from any other background. Followed by 0.12% from a mixed background.

Reasons for permanent exclusions

Reasons included physical assault, persistent disruptive behaviour with the majority of reasons classified as 'other.'

Education Theory of Change

Fixed term exclusions

These are also known as a suspension and is defined as an exclusion from school for a specified amount of time and can happen more than once.

Data reveals that males (6.65%) are suspended at a higher rate than females (3.02%).

The age ranges where the majority of fixed term exclusions take place are Age 13 (15.27%), Age 14 (15.70%), Age 12 (10.65%) and Age 11 (7.22%)

The ethnicities that are most likely to be suspended are majority Irish travellers (85.71%) followed by Black Caribbean (11.95%) .

Free School Meals (FSM): Those on FSM are excluded at a higher rate than those that aren't (9.65%).

In Primary School Year 5 had the highest rate of suspensions at 1.94% and in Secondary school – Year 9 (15.65%) had the highest rate followed by year 10 (15.11%).

As a Foundation our aim is to comparably reduce the exclusion rates with the schools that we work with via our members.

Education Theory of Change



Care leavers: The figures of Care Leavers fixed term exclusions in 2017 was 12 higher than the previous year of 11. YHFF aim to decrease this over the years and also maintain the number of permanent exclusions at 0.

Assumptions: YHFF make the assumption that it will be best placed to broker the relationship between member organisations and schools. As a new charity YHFF are yet to have clout within schools. However YHFF aim to build this relationship through the Youth Council who work closely with schools in the borough.

YHFF understands that there are external factors driven by schools that may lead to a pupils exclusion which YHFF at present will be unable to effect via its members.

Healthier Lifestyles

YHFF Activities

Mapping provision, Collection of local data and outcome measures from member organisations to track progress and identify effective methods of addressing health

Direct engagement with young people to identify healthy activities young people would enjoy and participate in.

Lobbying for improved facilities

Member networking events to facilitate the creation of projects and programmes in collaboration with partners such as social services.

Awareness campaigns to make young people and their families aware of youth services available

Member Activities

Holistic and multi-factor support to identified children

Physical exercise and sports clubs available to children

Member activities that are inclusive to underrepresented groups i.e. young girls

Physical exercise and sports clubs for young people and their family

In school education on healthy living & substance misuse

Healthy cooking programmes for young people and their family

Providing training and education to parents so they have the information to address healthy living

Intermediate Outcomes

Increased attendance at local sports clubs for young people and their family

Young people have an increased understanding of which foods are healthy and why it is important to eat them

Young people participate in more sports and physical activities

Parents have an increased understanding of how to cook healthy food for their children

Parents cook healthy meals for their children more often

Improved emotional well being from undertaking physical activity

Outcomes

The amount of children overweight & obese by year 6 below 37.6%

Young people eat healthier foods at the right portions

A reduction in weight and diet related health issues in young people

Children with one or more decayed, missing or filled teeth below 26.3% which is currently above the national average of 24.8%

A reduction in percentage of 15 – 24 year olds receiving a service in Hammersmith & Fulham for Cannabis & Alcohol

Impact

Increase in the number of children & young people leading healthier & happier lifestyles

Healthier Lifestyles

In Hammersmith and Fulham, 37.6% of children are overweight or obese by Year 6 (age 11) (Hammersmith & Fulham Joint Strategic Needs Assessment 2016). However members agreed that rather than focussing on obesity, activities should be directed to helping young people to live happier and healthier lifestyles.

YHFF through its activities aim to support networking between members and key stakeholders in the borough such as supermarkets, parks and social services to help create a more joined up approach in achieving the impact.

Cavities

Children with one or more decayed, missing or filled teeth is higher than the national average. YHFF aim to work with our youth services to decrease this percentage.

Activities for parents has been highlighted as a vital component to a child's health, as such it is important that YHFF identifies gaps in services and helps to support parent engagement. Members also highlighted that alongside healthy eating and exercise other activities that affect health such as smoking, substance abuse, sexual health, should fall into their activities.

Substance Misuse

The majority of 15-24 year olds receiving a service in Hammersmith and Fulham do so for cannabis (approx. 48%), followed by alcohol (approx. 23%). (Young Adults Joint Strategic Needs Assessment The Health and Wellbeing Needs of young adults age 18-25)

Assumptions: There is an assumption that there is a consensus on what healthy eating is and this may vary from programme to programme, for example one charity might classify this as home cooked meals, the other as organic food. The network therefore can come together and define key components that constitute healthy eating.

Youth Justice

YHFF Activities

Collection of research & use of predictive modelling to explore effective approaches in tackling youth justice

Direct engagement with youth and feedback from members to identify those at risk who are currently falling through the gaps

Member networking events to facilitate the creation of projects and programmes. Projects tackle youth justice with a multi-strand approach

Creating a better understanding among the private sector/ employers about young offenders or young people at risk of offending

Awareness campaigns in schools with the goal of teachers referring those at high risk of leaving the education system to youth services

Member Activities

Holistic and multi-factor support to young people at risk

Mentoring programmes for those identified at risk of being excluded from the education system

Additional support activity to tackle other problems such as mental health, substance abuse and learning disabilities

Support those in the justice system or recently left the justice system in returning to education and employment

Provision of valuable apprenticeships and support to find employment for those who have left the justice system

Entrepreneur training

Intermediate Outcomes

More individuals identified at risk flourishing in mainstream education and remaining there until 16

Improved mental health on a variety of measures such as self-esteem, resilience and optimism for the future

Increased number of those leaving the justice system returning to education or employment

Outcomes

Fixed period exclusion rates below 6.65% for males and 3.02% for females. And for these rates to be lowered for the affected demographics within this group

Permanent exclusion rates below 0.03% for females and 0.12% for males. In addition to the exclusion rates being lowered for the affected demographics within this group

Increased funding to deliver impact via members activities

Reduction to rate of first time entrants entering the Youth justice system from 571.1 per 100,000 which is above the London & National average

Reduction in re-offending for those who have been through the justice system

Impact

Increase of young people identified at risk and in the prison system flourishing in jobs or academically

Youth Justice



First Time Entrants (FTE):

Between April 2016 and March 2017, there were 571 FTEs per 100,000 people aged 10- 17 to the Youth Justice System (YJS); this compares to 401 FTEs per 100,000 in London and 321 FTEs per 100,000 in England as a whole. (Hammersmith & Fulham Borough Profile 2018)

A key issue members identified within youth justice was the lack of meaningful jobs and support within employment. Statistics further show a strong link between exclusions and crime committed by young people , as a result there is also a focus on activities that support those identified at risk from being excluded in schools.

Assumptions: There is an assumption that employers will be willing to learn more about working with young people from these backgrounds and as a result offer the necessary support within employment.

There is an assumption that there will be meaningful jobs and apprenticeships available for young people to go into. YHFF are limited in affecting the external socio- economic factors that can result in young people going into crime.

Mental Health & Well Being

Activities

- Collection of local data and statistics to identify those most in need of additional support
- Review of existing support programmes and data to identify gaps in current support
- Collation of existing research and commissioning of new research to identify effective methods of improving mental health
- Awareness campaigns in schools with the goal of teachers referring those who would benefit to youth services
- Member networking events
- Joint advocacy work between young people and members to promote policy change
- Information on provisions designed to improve mental health

Member Activities

Holistic and multi-factor support to young people

- Out of school extracurricular activities, including resilience building designed to improve mental wellbeing co produced with young people
- In school training in mental health raising awareness and providing coping strategies, co produced with young people
- Peer support groups, talking therapies & alternative therapies e.g. creative therapies for those with signs of poor mental health
- Education programmes for 'gatekeepers' e.g. teachers to identify signs of poor mental health which may require referrals
- Schools aware of support offered for mental health & well being in the borough and signpost accordingly

Intermediate Outcomes

- Use of coping strategies and preventative measures to reduce the need for more substantial intervention further down the line.
- Reduction in the stigma associated with mental health
- Increase in effective services designed to support mental health & well being in the borough
- Increased use of programmes for those in need of support
- Increased knowledge of provision of mental health services

Outcomes

- Improved emotional and mental wellbeing such as self-esteem, confidence and resilience
- Increased services designed to support YP transitioning into adulthood
- Mental health support for care leavers and up to the age of 25 & looked after children
- Effective, specialist services & crisis support for YP with Mental Health conditions
- Improved access & outcomes in minority communities, through tailored services
- The rate of hospital admissions as a result of Self Harm for 15 – 19 year olds below 259.7 per 100,000
- The rate of hospital admissions as a result of Self Harm for 10 – 14 year olds which is currently at 196.2 is below the London average of 102.1 per 100,00

Impact

Improved Mental Health & well being for young people in the borough

Mental Health and Wellbeing

The Youth Partnership Report revealed that hospital admissions for mental health conditions are higher than the England average in Hammersmith & Fulham. Moreover the Make your Mark results – a survey conducted of young people in the borough revealed that mental health was high on the agenda of issues to be tackled.

Public Health England data shows that the rate of hospital admission as a result of self harm in H&F amongst 10 – 14 year olds is 196.2 per 100,000 which is higher than the London Average. It further shows the rate of hospital admissions as a result of Self Harm for 15 – 19 year olds is 259.7 per 100,000. YHFF aims for this rate to be reduced members it works with.

Public Health England data further shows that in 2018 2.8% of pupils in secondary school suffer with social, emotional and mental health needs . At primary school age this is slightly higher at 2.15% YHFF aims to support reduce these percentages.

Assumptions: There is an assumption that schools will facilitate in school programmes and that a lot of young people will attend out of school sessions. There is a further assumption that some of our members will have the capacity to deliver education programmes for gate keepers on mental health.

Mental Wellbeing



YHFF recognises there needs to be clarity in the sector in defining what aspect of mental health we are aiming to impact. One aspect this theory of change particularly focuses on is improving the mental well being of young people in the borough. In contrast to mental ill-health. Mental well-being focuses on whether people are feeling and functioning well. It has been described as, “a dynamic state, in which the individual is able to develop their potential, work productively and creatively, build strong and positive relationships with others, and contribute to their community”(Foresight report, 2008). YHFF aims to do this through in school and out of school interventions via our members.

Another aspect this theory of change focuses on is improvement of services to support young people with mental health issues. This can be done through mapping out services. In addition to working with the youth council to advocate for the improvement of services in the borough.

OPPORTUNITIES FOR YOUNG PEOPLE

Mental Health & Wellbeing

Areas of concern are:

The H&F Young Adults Joint Strategic Needs Assessment shows that greatest area of unmet health and wellbeing needs of care leavers is mental health and emotional wellbeing. Care leavers are more vulnerable to mental health problems and find it harder to access help (Department of Health & NHS England, 2015).

The NSPCC have described the withdrawal of CAMHS at 18 as a “cliff edge” and recommended that local authorities and health services should work together to provide mental health support for care leavers up to the age of 25.

Unaccompanied Asylum Seeking Children : NICE states that UASCs have an increased likelihood of mental health problems, suicide attempts and mental illness, due to post-traumatic stress disorder and ongoing stress arising from language barriers, immigration systems and being separated from loved ones and community.

Mental Health & Wellbeing



Transitioning into Adulthood: Charity Mind have also highlighted that a big challenge in the borough is supporting young people transitioning into adulthood, due to more limited services and thresholds. As a result increased support is required for young people in transition.

The H&F Young Adults Joint Strategic Needs strategy shows the greatest area of unmet health and wellbeing needs of care leavers is mental health, which does not meet the threshold for Adult Mental Health Services.

Improved access to services for ethnic minorities: Hammersmith & Fulham Joint Health and Wellbeing Strategy has highlighted that Caribbean, African and Irish communities have longstanding inequalities in mental health and there is a need for community links, and understanding of different cultural contexts to help improve access and outcomes in mental health.

OPPORTUNITIES FOR YOUNG PEOPLE



Employability

Activities

- Collection of local data and statistics to identify those most in need of additional support.
- Review of existing support programmes and data to identify gaps in current support
- Sharing of best practice
- Collation of existing research and commissioning of new research to identify effective methods of increasing employability
- Awareness campaigns with the goal of raising awareness of services available and increased use of services available
- Member networking events to have more employers on board and create multi- approach projects and programmes that include educating employers on inclusive practical recruitment

Member Activities

- Holistic and multi-factor support to young people
- Provision of support services reducing barriers of entry to employment such as childcare
 - Extra curricular activities designed to develop employability skills and raise awareness of jobs
 - Mentoring programmes
 - Education programmes supporting technical skill development such as attainment of qualifications
 - Education programmes aimed at developing career management with a focus on job outcomes and opportunities in addition to employability skills
 - Focus on tools to track the outcomes of young people after programmes
 - Provision of internships/ apprenticeships and work experience opportunities

Intermediate Outcomes

- Decrease in personal circumstances which act as barriers of entry
- Improved emotional capabilities such as resilience, self esteem
- More positive attitudes towards work and employment
- Improvement in qualifications, education and training received
- Improved employability skills such as problem solving, team working
- Better career management skills

Outcomes

- Increased job satisfaction from young people
- Young people Not in Education Employment or Training (NEET) Rate below 2.1% (yearly)
- Yearly reduction in rate of 16 – 24yr olds who are on benefits claiming job seekers allowance from 17%

Impact

Increase of Young People in jobs they value

Employability

Employment & Work Experience

6019 Consultations, were completed by young people in Hammersmith & Fulham in October 2016. Results showed a need for better opportunities in Employment and Work Experience.

Job Seekers Allowance

17% of 16 – 24 yr olds who are claiming benefits are doing so for job seekers allowance. YHFF aims to reduce this rate year upon year. (Hammersmith and Fulham Borough Profile 2018)

NEET

The 2017 not in education, employment or training (NEET) rate for Hammersmith and Fulham was 2.1%. Hammersmith and Fulham's rate of NEETs fell for the ninth year in a row .

The estimated number of young people classified as NEET in H&F in December 2017 was 49.

The majority (80%) of these were estimated to be aged 17.

In the last few years, amongst 16-17 year olds in H&F there are slightly more young women who are NEET than young men. (Hammersmith and Fulham Borough Profile 2018)

Employability

Members particularly highlighted the need for activities with a stronger focus on job outcomes rather than just employability skills and a need to track outcomes of young people after the projects and programmes.

This theory of change focuses on young people being in jobs that they value which means that members activities should also be geared towards supporting young people to be well-informed of the opportunities available to them and in their self reflection of career pathways.

Data indicates that services should look at focussing their efforts on supporting 17 year olds and young women as these are overrepresented as NEET.

Assumptions: There is an assumption that the right methods will be in place to track the outcomes of young people after completion of the projects/programmes .

There is a further assumption that YHFF will be able to directly impact the percentage of young people claiming Job Seekers Allowance & who are NEET.