

# Celtic FC Foundation Cashback Gateway to Employment:

## Children's Rights and Wellbeing Impact (CRWIA) Statement.

### Introduction

CashBack Gateway to Employment is a bespoke employability project focussing on engaging with young people from a variety of different backgrounds, aged 16-24 who are at risk of offending, (re)offending or those living in the most deprived areas in need of advice or guidance to progress into positive destinations. Delivering a wide range of life skills, personal development, employability and physical activity CFCF's aim is to assist those most in need of support in order to have an opportunity to change their lives and progress into positive destinations such as volunteering, training, education or employment. In addition to this, a key focus for young people engaging with CashBack GTE is to encourage them to maintain good structure and routine in their lives, give them the experience of being in a positive and supportive environment, set goals to work towards and achieve, and ultimately make positive steps towards a better future for themselves. Gateway to Employment comprises three principal strands:

#### **Strand One: Core Delivery at Celtic Park**

Delivered at Celtic Park across six 10-week blocks, project delivery will include: Assessment; Motivation; Confidence Building; Health and Wellbeing: Physical Activity; Mental Health Assessments; Disclosure Support; Employability Support; and Review and Progression Planning. This person-centred approach offers choice, chance and opportunities while supporting young people to move forward positively with their lives and reach their fullest potential.

Examples of the bespoke topics covered:

- Self-esteem, confidence and motivation
- Physical Activity
- Personal Development
- Action Planning & Goal Setting
- Healthy Lifestyle Choices
- Taster sessions with external partners to maximise choices, opportunities and learning experiences
- Volunteering opportunities to learn new skills in a work environment
- Employability Skills

- Volunteering, education, training and/or employment taster sessions

## **Strand Two: Prison Outreach**

CFCF's staff team will facilitate information days in HMYOI Polmont, HMP Addiewell and HMP Barlinnie. The team will deliver an informative and interactive session in the morning followed by an outdoor physical activity/multi-sports session in the afternoon. The aim of these sessions is to showcase to prisoners due for release and who are eligible for our core project the opportunity to engage with Strand 1 on release.

## **Strand Three: Overarching Mental Health Provision**

There will be a dedicated area within CFCF's Learning Centre for this strand. This will be supplemented with educational, cognitive and learning resources; therapeutic resources (including sensory equipment); and furniture and soft furnishings to provide a safe, secure and comfortable setting for counselling and therapy sessions. This will be for the use of all CashBack GTE participants and to encourage engagement in all aspects of this support. CFCF's Trauma Counsellor will provide the following as part of our Strand 3 delivery:

- Trauma informed assessment of need for each participant
- Trauma informed risk assessment for each participant
- Care planning of treatment pathway – reviewed every 6 sessions of therapy
- One-to-one Counselling and Therapy – quantity determined by individual needs
- Wellbeing packs for each participant for use throughout the duration of Counselling and Therapy
- Continued engagement with participants attending counselling and therapy beyond the 10 week GTE CashBack project as per aftercare ethos of project
- Onward referral to other specific sources of support – such as addictions, carers support, domestic abuse, community youth projects or housing/ benefit support.
- Mandatory mental health learning modules such as Introduction to Mental Health and Self-Care and Mindfulness for all participants
- Additional tailored group work modules directed by participants themselves as per person centred self-determinism
- All mental health modules are interactive to reflect all learning styles – reflective observation (seeing); concrete experiential learning (hearing); abstract conceptualisation (logical thinking); Active experimentation (doing)
- Ongoing evaluation to reflect dynamic and fluid changes to module delivery

## General

Across all three strands participants will benefit from working alongside various members of the CFCF team who will share a wide range of knowledge, skillset and specialisms to enhance their learning experience while on our project. This will include working with:

- CFCF Employability Advisor who will deliver sessions/workshops and provide one-to-one advice and guidance, including aftercare support
- CFCF Community Coaches who will deliver physical activity, multi-sports and health and wellbeing sessions/workshops
- Guest speakers – We have a number of guest speakers who will come along and share their own lived experiences, offering hope and inspiration to participants
- External Agencies present opportunities to participants to maximise their chances of progressing into positive destinations
- Liaising with local provision, who deliver educational topical based workshops to our projects to increase learning and experience
- Trauma Counsellor will also deliver a range of group sessions selected by participants from our 'Pic & Mix' options
- Trauma Counsellor also provides bespoke one-to-one sessions for the participants and is present and responsive throughout the programme delivery.

In addition, we strongly uphold The Children and Young People (Scotland) Act 2014, specifically Getting It Right For Every Child (GIRFEC) which is Scotland's approach to improving the wellbeing of children and young people, with 'wellbeing' defined by eight indicators listed in s.96(2) of the 2014 Act. These indicators – Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, Included, are considered in each sessions learning plan.

### **Areas where project will be delivered:**

Glasgow Citywide; North Lanarkshire; South Lanarkshire; Renfrewshire; Dunbartonshire and Lothian.

## 1. Which articles of the UNCRC does this policy/measure impact on?

Article 1 – Definition of the child

Article 2 – Non-discrimination

Article 3 – Best interests of the child

Article 5 – Parental guidance and the child's evolving capacities

Article 12 – Respect for views of the child

Article 13 – Freedom of expression

Article 14 – Freedom of thought, belief and religion

Article 15 – Freedom of association

Article 16 – Right to privacy

Article 17 – Access to information from media

Article 19 – Protection from violence, abuse and neglect

Article 22 – Refugee children

Article 23 – Children with disability

Article 24 – Health and health services

Article 26 – Social security

Article 28 – Right to Education

Article 29 – Goals of education

Article 31 – Leisure, play and culture

Article 33 – Drug abuse

Article 34 – Sexual exploitation

Article 39 – Recovery from trauma and reintegration

Article 42 – Making convention widely known

## 2. What impact will your policy/measure have on children's rights?

### Article 1 – Positive

#### Definition of the child

The Celtic FC Foundation CashBack Gateway to Employment Programme works directly with children and young people aged 16 to 18 years of age. Programme content is created with age and stage levels of development in mind.

### Article 2 – Positive

#### Non discrimination

The programme does not discriminate against any individual and is mindfully inclusive of all ethnicities, gender, additional support needs, neurodiversity and backgrounds which may or may not include being care experienced, having an offending history, experience of poverty, addiction or homelessness.

### Article 3 – Positive

#### Best interests of the child

The best interests of the children and young people who engage with the Programme is paramount. From the initial discussions we have with young people to their induction and throughout their journey, their goals, needs are agreed upon collaboratively. We have created a nurturing environment that fosters trust, consistency, respect and kindness. The young people hold the belief that the team are working with them to reach their potential.

### Article 5 – Positive

#### Parental Guidance and the child's evolving capacities

The team regularly work in collaboration with parents and primary care givers in a way which respects their rights and responsibilities of their role and balances this with their child's increasing capacity to make their own choices.

### Article 12 – Positive

#### Respect for views of the child

All participants are afforded opportunities to shape their programme according to their specific needs and are able to openly express their views verbally as part of session discussions as well as using the session evaluations. We foster an environment where respect is given to differing viewpoints and encourage patience and respect of each other's individual frames of reference borne of their experiences.

## Article 13 – Positive

### Freedom of expression

The programme offers all participants an open environment where they are free to express themselves in a variety of ways, verbally either in open discussion or confidentially, through the use of arts and crafts, music or expression through physical activities.

All participants have access to reliable sources of information in our library, have the chance to meet and learn from guest speakers as well as access to online learning.

## Article 14 – Positive

### Freedom of thought, belief and religion

All participants have the right to have their own thoughts, beliefs or practice their chosen religion. CashBack Gateway to employment is a program for all, recruiting participants from diverse backgrounds. We create an environment where difference is celebrated and champion children and young people as individuals.

Recruiting such cultural diversity allows for learning between young people and peer education. It tackles isolation and prompts friendship bonds beyond the 10 week programme.

## Article 15 – Positive

### Freedom of association

Participants attending the CashBack Gateway to Employment Programme, have the opportunity to meet with other young people. There are additional opportunities to explore other group options of their choice be it youth organisations in their local area or more focussed group activities such as joining a football team, boxing club or local young carers centres allowing children and young people to share their experiences with like-minded others.

## Article 16 – Positive

### Right to privacy

The organisation adheres to the relevant GDPR and Data Protection guidance as set out in the UK General Data Protection Regulation (UK GDPR), tailored by the Data Protection Act 2018.

During recruitment of participants these guidelines are highlighted to support children and young people to understand their data and privacy rights. Exceptions are explored and the circumstances in which such exceptions may occur for example during a safeguarding or child protection matter.

In terms of seeking one to one counselling, we respect and protect their right to access this confidentially. Participants have the option of attending on a separate day to which they would attend for the programme, can enter the therapeutic counselling setting independently of the group learning environment and can self-refer for counselling without approaching team members using the self-referral post box on site.

## Article 17 – Positive

Access to information from media

All information and learning is provided by reliable and trustworthy sources such as the topical library and guest speakers. Children and young people have safe online access within the learning centre and can take part in internet safety and social media safety sessions.

## Article 19 – Positive

Protection from violence, abuse and neglect

CashBack Gateway to Employment Programme works closely with Police Scotland to break down the barriers that may stop our young people from seeking their help. This allows participants to see beyond the uniform and the police role to understand and meet the officers as people in their own right. It allows for officers to meet and understand the children and young people's views gaining a deeper understanding of the complexity of their lives in order that they help and support.

Additionally, our team adhere to robust and clear safeguarding and child protection policy, taking part in regular staff training to allow team members to confidently identify risks and protect our young people from harms.

## Article 22 – Positive

Refugee children

The recruitment process includes children and young people with refugee status. This allows for integration into their communities and aids with learning English as an additional language and supports them to explore other positive destinations in their futures. Children and young people from diverse cultures enriches the learning environment where we explore different ways of life, learn about traditional holidays and practices.

## Article 23 – Positive

Children with disability

Support is provided for children and young people with disabilities and sensory impairments to attend the programme and create individual care plans based upon their needs. We ensure that they have access to resources for example, interpreters for those with hearing impairments or disabled access to the learning centre via lift. All activities are created with the particular needs of the participants in mind making sure they have opportunity for the fullest experience possible. The team hold regular communications with caregivers or relevant agencies involved in their care to ensure collaborative working to best support our young people.

## Article 24 – Positive

Health and health services

CashBack Gateway to Employment Programme promotes health and wellbeing for all participants. For example, access to mental health support and resources, provision of free and healthy lunch options, nutritional education, physical activities and multisport options, drug and alcohol education, sexual health and positive relationship education, gambling awareness education as well as a safe environment in which to learn in.

## Article 26 – Positive

Social security

The team at CashBack Gateway to Employment Programme understand the challenges and barriers many children and young people face due to deprivation and lack of financial resources. Travel expenses are covered for our participants and lunch provided to remove these costs and remove it as a barrier to attend the programme.

The team work closely with Citizens advice bureau, welfare rights and DWP to ensure that children, young people and their parents have access to financial support and information. Participants have the opportunity to learn about budgeting and how to manage their finances in the future.

## Article 28 – Positive

Right to education

CashBack Gateway to Employment Programme works in partnership with Secondary Education providers to identify potential children and young people who have opted out of education or face barriers to continue in that setting and who may benefit from attending the programme as an alternative. Collaborative working aids the identification of each individual's strengths and challenges to enrich their learning experience during the programme.

We uphold the ethos that learning and the right to education is a lifelong journey, reassuring children and young people that they have choices and chances and afford the time to explore these.

## Article 29 – Positive

### Goals of education

The programme offers each participant the opportunity to form goals for the 10 week course and beyond. The team support them to feel a sense of achievement, develop their sense of self, find their talents, enhance their abilities and challenge themselves through educational workshops and physical fitness. The team recognise that all participants have varying circumstances and aspirations, we promote the formation of goals that may be unique to their journey and revisit their goal plan regularly to support them to stay on track.

## Article 31 – Positive

### Leisure, play and culture

The learning centre has a relaxed environment with social areas as well as quiet reflective areas. Participants can utilise games, music and arts and craft resources in the break times of the programme which helps to promote group cohesion, connections with others and also as a way of expression.

Physical activity sessions incorporate fun games and activities which support team building and healthy competitiveness as well as good sportsmanship.

## Article 33 – Positive

### Drug abuse

Participants have access to drug and alcohol education sessions where positive choices are explored. We support many participants in making choices to move away from being involved in criminal exploitation, production or distribution of drugs and understand how parental substance misuse can impact upon own feelings and emotions.

The team can support young people to access specialist supports as part of their recovery from drug misuse.

## Article 34 - Positive

### Sexual exploitation

The team are trained to implement safeguarding and child protection protocol should any risks be identified.

Sexual education and healthy relationship education sessions are available to participants to promote safe choices, to help them identify potential unsafe situations and also to learn about sexual health.

## Article 39 – Positive

## Recovery from trauma and reintegration

All participants have access to mental health information as well as one to one counselling sessions to explore safety and stabilisation, remember and reprocess traumatic memories and reintegrate into living as full a life as possible as a survivor.

The team strive to create a trauma informed environment and work in a trauma informed way. Each young person who seeks counselling will be fully assessed for risk and trauma. The Trauma Counsellor seeks to promote healing, dignity and self-respect and the understanding that negative experiences may shape a person but that they are not defined by them.

### 3. Will there be different impacts on different groups of children and young people?

Although our target age demographic ranges from 16 to 24 years, children and young people aged 16 to 18 will be impacted by the CashBack Gateway to Employment Programme.

The programme is funded to work with children and young people from one or more of the following circumstances:

- Risk of offending or recidivism
- Unemployed and not in education or training
- Living in areas of deprivation

There have been no competing interests identified between different groups of children and young people.

### 4. If a negative impact is assessed for any area of rights or any group of children and young people, can you explain why this is necessary and proportionate? What options have you considered to modify the proposal, or mitigate the impact?

Celtic FC Foundation CashBack Gateway to Employment Programme has not identified any negative impacts upon children or young people. Ongoing monitoring will continue to identify evidence of negative impact factors in order to mitigate these at the earliest opportunity.

## 5. How will the policy/measure give better or further effect to the implementation of the UNCRC in Scotland?

Celtic FC Foundation Cash Back to Employment Programme has been funded to support children and young people from the most vulnerable and marginalised communities. The programme and aftercare opportunities have a significant impact upon promoting and developing children and young people's understanding of their rights. The programme offers bespoke choices and chances for self-development, offers opportunity to strive for positive destinations with their rights held firmly in mind.

## 6. How have you consulted with relevant stakeholders, including involving children and young people in the development of the policy/measure?

Celtic FC Foundation CashBack Gateway to Employment Programme values the views and opinions of children and young people. Expression is actively encouraged in order that we develop a deeper understanding of what matters most to our participants. It is their expressions of need that shape the content of sessions, allowing choices that enhance each individual's experience and future.

Participant and stakeholder feedback is sought on a daily and weekly basis as well as a final feedback and evaluation on completion of the Programme. This dynamic approach allows us to capture what is important to them and implement session changes in real time.

Young people's consultation sessions are important as they directly inform the Programme delivery in the future and provide clarification on what works well or changes or challenges that may need to be overcome.

Additionally, the external evaluator 'Research Scotland' contacts participants (who have consented), stakeholders and relevant agencies to monitor and evaluate the Programme.

## 7. What evidence have you used to inform your assessment?

The evidence collated to inform the assessment:

**Qualitative data** - participant, stakeholder and team member feedback has been primarily from daily session evaluations, daily learning plans with GIRFEC assessment, goal setting and achievement star and young people's consultation events and ending evaluations.

**Quantitative data** – Demographical information such as age, residing area, referral source, positive destinations as well as CORE Outcome Measure for therapeutic baseline and on completion of Counselling and pre and post fitness testing.

Additionally, the work by 'Research Scotland' consolidates all data available.

## 8. How will the impact of the policy/measure be monitored?

The impact of the programme will continue to be monitored using the fore mentioned qualitative and quantitative data collection elements in question 7.

The team regularly hold open forum team discussions to consistently seek to improve and share best practice.

## 9. How will you communicate to children and young people the impact of the policy/measure on their rights?

Children and young people are continually educated on their rights throughout their journey with the programme even from the recruitment stage. Workshops have been introduced on The United Nations Convention on the rights of the child where the participants can gain a deeper understanding and promote uptake. Additionally, Child and young person friendly versions are made available as well as wall displays within the learning environment.

## 10. Sign & Date

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