

life chances for young people



STRATEGIC PLAN 2019-2024

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CLARE ANSELL – CHIEF EXECUTIVE

Here at Motiv8, we're passionate about creating the conditions to enable young people and families to thrive and be the very best version of themselves.



Clare Ansell

In preparing our strategic plan, we've been reflecting on the current challenges that young people, families and communities face. We are experiencing a worsening crisis regarding young people's mental health, increasing numbers missing from education, increasing exploitation of young people, high numbers of families living in poverty and specialist services are at capacity. Young people are falling through the net and are often only able to access support at point of crisis; at which point it takes longer to turn things around.

That's why our new plans set out how we will provide the right support, at the right time, and do more to 'Grow our Impact'. What does this really mean? It means reaching young people and families earlier to prevent problems from escalating. It means remaining focused locally and being a permanent presence in our communities, acting as the glue that binds services and people together. It means building trusted relationships, offering person-centred approaches, and helping young people feel connected with a sense of belonging. It means providing safe spaces to engage where support can be accessed without fear of being stigmatised. Through this approach, we believe we can bring about lasting change.

With over 20 years' experience in the field, we know that young people face a number of push-and-pull factors which can lead them down a path of crime, antisocial behaviour as well as becoming a victim of crime. Promoting safer communities continues to be important to us. We are committed to increasing opportunities for young people to provide positive alternatives, alongside promoting engagement in education, training and employment and through continued collaboration; we recognise we can do more together.



VALERIE HOPKINS – CHAIR OF TRUSTEES



Valerie Hopkins

I'm delighted to introduce Motiv8's Strategic Business Plan for 2019-2024 which sets out our strategy over the next 5 years to make Motiv8's vision and mission a reality.

Strong governance and robust safeguarding feature heavily in our plans. We recognise the importance of excellent structures, systems and behaviours in order to best serve our beneficiaries and help keep them safe.

We are committed to having an embedded, trusted and long-term presence in our communities. This plan helps pave the way to increasing our social impact, ensuring we gain the maximum benefit for every penny gifted to us.

I want to take this opportunity to thank all of our supporters: past, present and future. We can't do this alone and your support really does help us to do more.



WHAT WE DO AND WHY



Motiv8 believes that all young people should lead safe, happy and healthy lives. For too many young people this is not the reality. We know there are factors which can increase vulnerability and place young people at risk, such as: not engaging in education, family breakdown or conflict, poor emotional health and wellbeing, alcohol and substance misuse, living in poverty, peer pressure, bullying, difficulty in finding employment, and involvement in crime or anti-social behaviour.

Motiv8 recognises that every individual and family is unique. We take a person-centred approach, building on their strengths and providing positive opportunities to help them thrive. We know that young people and their families will have a better quality of life if we can help prevent problems from escalating. By providing the right support, at the right time, we can help them to overcome challenges they face. That's why we're committed to having a trusted, long-term presence in the community, helping young people and families feel connected.

VISION

To create safer communities where young people feel inspired and empowered to reach their potential.

MISSION

Motiv8 supports young people and their families in the community, building trusting relationships to help equip them with the skills, resilience and opportunities to thrive.

WHAT IS MAKING OUR YOUNG PEOPLE SO VULNERABLE? PART 1

Living in poverty

25,000 children and young people are now living in poverty in Gosport, Fareham, Portsmouth and Havant.

More than 60% of families living in poverty have one parent at work. ('End Child Poverty, 2019')

Young people living in poverty are more likely to feel like a failure and have a sense of hopelessness about their future than their more affluent peers. They also have a more significant risk of developing mental health problems. ('The Children's Society, 2019')



Complicated educational engagement



3,000

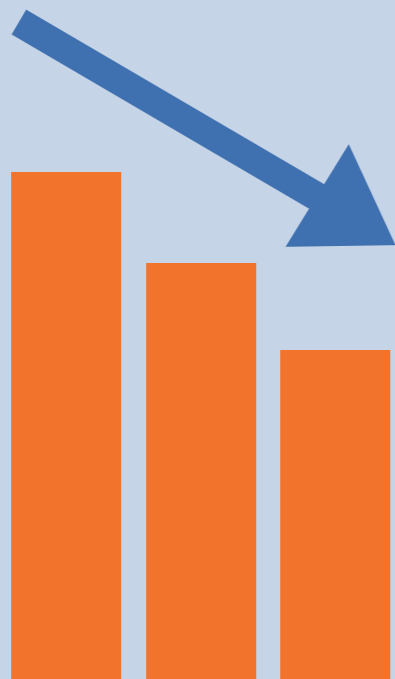
young people are frequently reported as missing from education; this number is on the rise.

1 IN 5

children are absent from Portsmouth classrooms for the equivalent of at least one full day every two weeks.

Reducing services for young people

Funding for youth services across the UK has plummeted. Available funding for Motiv8 specialist services has reduced by more than 50%.



WHAT IS MAKING OUR YOUNG PEOPLE SO VULNERABLE? PART 2

Poor emotional health of families and young people

3 in 4 young people who look for mental health support are forced to manage on their own due to large gaps in support. ('Young Minds 2019')

In a recent Hampshire report 6,275 young people were receiving specialist mental health support.

In 2017, 1,183 families, including 2,787 children, received help and support through Early Help Hubs in Hampshire.



Insecure futures

With wages rising at the fastest pace in nearly a decade, and unemployment rates hovering at the lowest for more than 40 years, these should be positive times for young people. But rising rents and living expenses means it doesn't feel so positive for many of them. The chances of owning a home seem very slim. High transport and living costs, and increasing education costs, are leaving young people short-changed.



Serious crime targeting young people

In 2019, over 100 young people were investigated and considered at risk of exploitation in Hampshire. This includes 'The Boyfriend Model' where drug dealers are exploiting teenagers both sexually and criminally. Young people are coerced into trafficking. The National Children's Bureau said some young people may be at serious risk of abuse and exploitation, including forced marriage and radicalisation.



OUR APPROACH

Our approach is community based and creates the conditions for young people and families to access support at different stages of their journey. We work with young people, aged 9 – 19 years old, and up to the age of 25 for young people living with learning difficulties and disabilities. We provide safe spaces, with trusted adults, to help young people and families develop skills, tools and

resilience to overcome challenges. Each young person and family's situation is unique and may require a different type or length of support. Our approach provides flexibility and allows young people and families the opportunity to remain engaged and access ongoing support. They may return to sharpen their skills, if required, as we recognise there may be further setbacks on their life journey.



OUR APPROACH



1

INDIVIDUAL AND FAMILY SUPPORT

We offer individual mentoring and family support to empower young people and families. We can take support to them, at home or in the community, to provide practical and emotional help, building trusting relationships, to help them overcome the challenges they face.

"It has made me view the relationship with the children from a different perspective and given me the tools and confidence to make positive changes."

Single mum of four children aged 7 – 17 years

TARGETED GROUP PROVISION

We provide opportunities for group support work, in safe places, around particular issues or themes. Through building these connections, we enable people to learn and engage with each other, helping to explore different challenges they face.



"These students do not reach the criteria of behaviour interventions, as their needs are more confidence based and therefore often miss out on support. This Motiv8 peer support programme about emotional health and well-being is just what these young people need and it is great to see them all so engaged."

Year 8 teacher commenting after a 10 week targeted peer group support programme for 12 students aged 12 and 13.

2

COMMUNITY AND ENTERPRISE

Grounded in the heart of local communities, we provide regular opportunities for engagement. Through outreach and street based work, we actively provide support in the young people's own environment.

Our social enterprise, Bicycle Recycling, provides friendly community hubs, giving young people opportunities to access education and employment.

"I really enjoy attending Motiv8 MUSIC project as it gives me a safe space to hang out with my friends and it is somewhere to get help and support when I need it."

Baileigh - aged 17

"I like coming to Motiv8 because the staff are always helpful and supportive. I know that I can always talk to the staff if I have any issues."

Liam - aged 17



A YOUNG PERSON'S JOURNEY

MOTIV8 SUPPORT FOR MIKEY STAGES 1-4

WHAT IS HAPPENING TO MIKEY? AGE 15

My Dad has new, life changing disabilities and the pressure I feel at home is increasing. I have a new baby brother and a young sister at home. I have recently been diagnosed with Autism and I do not feel safe in my community. I am struggling to go to school and to concentrate.



1

WHAT DOES THIS LOOK LIKE TO OTHERS?

I can't leave the house and I am anxious. I get angry at home with my family. People are telling me I am bad all the time. I get emotionally distressed at school and I don't go so I get into more trouble. I am lonely and I have no friends. I do not trust new people in my life.



2

SCHOOL AND PARENTS

Ask me if I would meet a one-to-one support worker from Motiv8 for mentoring support each week. It's my choice.



3

BUILDING A TRUSTED RELATIONSHIP

Joe from Motiv8 is calm, and he respects me. He listens to me and he makes the pressures a little easier. We make a plan together, discuss my likes and dislikes and what I would like to see improve.



4

A YOUNG PERSON'S JOURNEY

MOTIV8 SUPPORT FOR MIKEY STAGES 5-8

MY SUPPORT JOURNEY

With Joe I have fun and laugh. I feel able to ask for what I need. I look more closely at what I have been struggling with, how it makes me feel and how I behave. I learn about my Autism and I begin to meet people like me. We talk about what my family might be feeling too.



5

WHOLE FAMILY APPROACH

The Motiv8 team work with my family to give them the support, skills and resilience they need. Joe helped my family to work together to support each other's goals and to make long-term changes.



6



7

WEEKLY SUPPORT FOR MIKEY

Joe meets with me every week. Joe helps me understand aspects of my Autism, we practise ways I can manage my emotions, we talk about my education. I also have the chance to learn things which will be useful when I'm older, like cooking. Joe introduces me to activities in my community and I make new friends. I start to feel that I belong and that I can do things for myself.

NEXT STEPS

Everything is much calmer at home, I have made new friends, I feel good about myself, I am going to school and I have a positive future ahead of me.



8

OUR VALUES

Our values are the heart of what we believe as an organisation. They help guide and shape our work with our beneficiaries, external stakeholders and with each other.

TRUSTED RELATIONSHIPS



We work with openness, honesty and integrity, whilst building relationships through being compassionate, approachable, flexible and reliable.

QUALITY



We strive to do our very best, working with professionalism and are committed to continually looking at ways we can improve.

COLLABORATIVE



We actively work together with the community, young people, families and our partners to achieve the very best outcomes.

EMPOWERING



We believe in supporting communities and individuals to realise their abilities. Working with young people and families and not doing to or for.

COMMITTED



We never give up when things are difficult. We look for solutions, we drive ourselves and others to help them reach for their dreams and goals.



Katy

I have managed to cope with life a little better and I am always looking forward to my Motiv8 days. Nothing can compare to the level of respect, support and guidance Motiv8 provide me with.

OUR IMPACT

IMPACT REPORT

APRIL 2018 – MARCH 2019

11,216

Hours of support for young people and families

585

Vulnerable young people empowered through one-to-one mentoring support

422

Young people supported through targeted group provision, including specialist alternative education programmes, sexual health, emotional health and wellbeing, hate crime and parent and child communications

809

Engaged in the community through safe spaces to develop skills to increase resilience

189

Families supported to make longlasting change

"The support has given me the confidence to push forward. I now know that there is amazing help out there. My support worker has given me a bit of my strength back. I feel more organised and will never get myself in a rut again."

Beneficiary Family, January 2019



STRATEGIC AIM 1 - GROW OUR IMPACT

Bringing about lasting change for young people, families and the community

OBJECTIVE 1.1
Embedded in local communities, with a trusted long-term presence

We will achieve this through:

Having a strong local presence in our areas of strength (South East Hampshire)

Developing safe, multi-purpose spaces where young people and families can access a range of services

Being accessible, with an open door approach, providing a level of 'drop in' and open access provision

Engaging in community activities, events, projects and social action

Promoting inclusion, integration and a sense of belonging, through trusted relationships and creating opportunities for young people, families, and the community to feel connected



OBJECTIVE 1.2
Increased focus on prevention and early help

We will achieve this through:

Reaching people earlier and increasing our one-to-one and family support for those showing the early signs of vulnerability

Widening access and participation through community activities

Developing services that help improve resilience and emotional wellbeing

Embedding whole family approaches

Evolving our alternative educational provision to maximise outcomes

Providing practical post-16 support including life-skills and access to employment

Developing pathways for youth social action



OBJECTIVE 1.3
Deliver safe, high quality, and flexible provision

We will achieve this through:

Evaluating the impact of our work and using this to inform our practice

Using robust internal and external quality assurance frameworks

Enhancing and strengthening existing provision and doing more of what works

Developing new approaches to tackle emerging needs within our communities

Ensuring excellent safeguarding

Ensuring staff are fully supported to carry out their roles through strong leadership, training and support

Delivering strengths and evidence based programmes, alongside piloting innovative approaches



STRATEGIC AIM 2 - INCREASE OPPORTUNITIES

For young people, families and communities to thrive

OBJECTIVE 2.1
Distinctive service offer which is person-centred, holistic and accessible

We will achieve this through:

Being responsive to emerging needs in the community, helping to plug gaps where there is a lack of provision and by piloting new initiatives

Using approaches that are built on trust, putting young people and their families at the centre of decisions about their lives

Using a social crime prevention delivery model, which seeks to increase protective factors and reduce risk factors

Ensuring services are flexible to meet a range of young people and families' needs, in a manner that is best for them

Having a long-term local presence, creating conditions for young people and families to engage at different stages of their journey

Providing continued support for those in crisis and those experiencing multiple barriers and complex needs

OBJECTIVE 2.2
Strengthen collaboration and partnerships to provide services that are innovative, dynamic and responsive

We will achieve this through:

Continuing to be a partner of choice, with a strong track record and good reputation

Building on existing partner relationships to maximise future opportunities

Developing relationships with local prime contractors, alongside considering opportunities for Motiv8 to act as the prime contractor

Working with a variety of partners to fulfil our mission, including schools, statutory services and the voluntary and community sector

Maintaining representation at key operational and strategic partnerships



OBJECTIVE 2.3
Enhance and strengthen our support for young people to engage in education, training and employment

We will achieve this through:

Increasing internal (Motiv8 and Bicycle Recycling) volunteer, student placement and work experience opportunities through diversifying roles

Working collaboratively with partners to strengthen pathways and increase opportunities

Empowering young people to get involved in community and youth social action initiatives

Developing our STEPS alternative education programmes, increasing our in-school mentoring offer and multi school provision, to reach more young people and provide value for money

Providing local opportunities for young people to access work readiness provision e.g. life & employability skills and personal & social development



STRATEGIC AIM 3 - BUILD RESILIENCE AND SUSTAINABILITY

To be here for the future and increase social impact

OBJECTIVE 3.1 Embed a robust, sustainable and mixed funding model

We will achieve this through:

Diversifying income streams, increasing our private, trust, community and corporate fundraising, through a 5 year fundraising strategy

Growing our social enterprise, Bicycle Recycling, to generate unrestricted income for Motiv8

Rebuilding unrestricted free reserves with a 5% year-on-year surplus target

Ensuring community based teams are underpinned by 3-5 year funding to employ core staff

Enhancing our traded services model, moving towards a full cost recovery basis

Maintaining a level of statutory provision, where it enhances and strengthens our offer

OBJECTIVE 3.2 Harness digital technologies to work smarter, make the best use of resources and improve outcomes

We will achieve this through:

Assessing how well we use technology to support our work, and how we can improve on this

Developing a digital strategy, which includes plans to maximise our digital communication

Making best use of digital channels to reach more young people, families and members of the community, via social media and online platforms

Growing our digital and social media presence, which will in turn, promote our services to potential funders

Designating resources to support the roll-out of the digital strategy



STRATEGIC AIM 3 - BUILD RESILIENCE AND SUSTAINABILITY

To be here for the future and increase social impact

OBJECTIVE 3.3 Capture the impact of our services and demonstrate the value of our work

We will achieve this through:

Developing systems to capture feedback more effectively from those who use our services and external stakeholders

Collating a range of data to help assess the impact and effectiveness of our work

Reviewing existing tools to capture outcomes and progress for young people and families

Demonstrating impact to a range of audiences, through the development of a marketing and communications plan

OBJECTIVE 3.4 Board of trustees to ensure the effectiveness of the organisation, in line with its mission, aims and strategic objectives

We will achieve this through:

Providing sound leadership and control

Having clearly defined roles and responsibilities

Having a clear focus and direction

Acting with integrity and objectivity

Being open and accountable

Being financially sound and prudent



HOW YOU CAN HELP US?

Lady Louisa Portal - Patron

The bottom line is that by supporting Motiv8, you are helping to change the life chances and futures of many vulnerable young people in our communities.

Motiv8 is a local charity that is dependent on your support; there are many ways you can support our work:

- Donate
- Company or corporate giving schemes
- Fundraising events
- Volunteer for us
- Raise awareness by supporting us on social media
- Sign up for our regular newsletter / e-newsletter
- Give us feedback



To find out more about our work, please get in touch:
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Registered charity number 1069085

THANK YOU TO OUR FUNDERS AND SUPPORTERS





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