



life chances for young people

# IMPACT - 2023/2024

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For more than 25 years Motiv8 has been unlocking brighter futures for young people.

Working across Portsmouth, Havant, Gosport and Fareham we recognise that there are many factors which can lead to instability at home, a person needing support around their emotional health or wellbeing, or place young people and their families at increased risk of becoming involved in anti-social behaviour or crime.

In 2023/ 2024 we have continued to take a place led and person-centred approach, building on strengths, and providing positive 'life chances' which help all who we work with to thrive.

## Our Impact in 2023 - 2024



**6,663**

young people reached through drop-ins, group work, street-based 'detached' events



**616**

young people & families supported through tailored and targeted expert interventions



**814**

young people were able to access safe spaces, eat healthy food & enjoy holiday activities through youth hubs



**8,496**

hours of support given by the full-time & sessional staff at Motiv8 across our programmes & events throughout Hampshire



**Just keep doing what you're doing. The help you give, I think, is underestimated.**

**The support and dedication you provide to young people is incredible and can literally be a life saver to these kids.'**

**My son's Motiv8 mentor is a calm voice and listening ear in a world of chaos.**

**'A huge thank you for the help you have given my family. Your kindness, support and commitment is second to none without this kind of service available my young person would not be as confident and is now looking forward to a happy future which 6 months ago they didn't see themselves with a future.'**



# A NOTE FROM OUR NEW CEO



## KIRSTY ROBERTSON CEO, MOTIV8

Here at Motiv8, we're passionate about creating the conditions to enable young people and families to thrive.

Throughout 2023/2024 Motiv8 has reflected 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 number 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.

The question we continue to ask is what can we do to support this when the challenge is becoming more complex and number in need are rising at rates we haven't seen at any point in our 25 year history. The answer however is to double down on what makes Motiv8 special. The range of our offer and the trust that defines the work of our amazing youth workers.

We want to provide the right support, at the right time. This 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 to feel connected with a sense of belonging. It means providing safe spaces to engage where support can be accessed without fear of being stigmatised.

In this report you will find lots of examples of how we do this. 23/24 has been a brilliant year. A year of change, but also one of huge opportunity. With growing need we have seen our impact grow also and while challenges remain we believe we face them from an incredibly strong position. Not least thanks to the people of Motiv8, our staff and volunteers.

Together, I am confident we can bring about lasting change.

Kirsty

Early in 2024 Motiv8 went through a competitive open recruitment exercise, led by the Board of Trustees, to appoint a new CEO. Following this process our former Head of Operations Kirsty Robertson was appointed with immediate effect.

Kirsty brings to this role her absolute commitment to serving young people. Her dedication to the values of Motiv8 is without question and we could not choose a better advocate for all the team do.

In the words of our chair, these are exciting times for Motiv8. With our new CEO in place we can turn our attention to developing our next 5-year strategy building on the quality of all we do to ensure we retain Motiv8's position as a great place to work and a great place to give young people the life chances they deserve.

I am delighted to have been offered the role of CEO and thrilled to lead us through the next stage of our journey. This opportunity is both an honour and a pleasure, and I am committed to guiding our organisation with passion and dedication.

The roles of charities are paramount within our communities, providing support, hope and opportunities where they are most needed. I truly believe the difference we can all make together is immeasurable

Together, we can all make a profound difference to the lives of those we serve."

**Kirsty Robertson on her appointment to the role of Motiv8 CEO**

# OUR TRUSTEES



**JONATHAN CLARK**  
CHAIR OF TRUSTEES

**"I support Motiv8 so that we can give youth a voice and help them face life's challenges as we work together towards a more positive future"**

Jonathan has had a career as an insurance claims professional working at major loss adjusting firms, the Financial Services Compensation Scheme and for Global Reinsurer SCOR.

He is past President and Treasurer of the Chartered Insurance Institute where he has also been the Interim CEO. He is a consultant to a US based NGO and a trustee of several charities with a focus on serving the local community. These include being Treasurer of Oxmarket Centre of Arts, Chair of Chichester Canal Trading and trustee of Tuppenny Barn. Jonathan holds degrees in Biochemistry and Biochemical Engineering and is an active sailor.



**PROFESSOR  
MARK BUTTON**  
CHAIR OF THE  
RESOURCES SUB  
GROUP



**TIM CALEY**  
CHAIR OF  
SERVICE DELIVERY  
SUB GROUP



**STEVE DIMON**  
TRUSTEE



**RICHARD JOHN**  
SAFEGUARDING  
TRUSTEE



**CAROLINE POPPLETON**  
TRUSTEE



**STEVE MILLER**  
TRUSTEE



**BEVERLY COGHLAN**  
TRUSTEE

# OUR CORE VALUES



## WE BUILD TRUSTED RELATIONSHIPS

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



## WE STRIVE FOR QUALITY

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



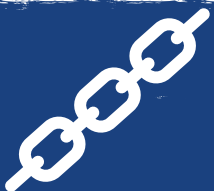
## WE ARE COLLABORATIVE

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



## WE ARE EMPOWERING

We believe in supporting communities and individuals to realise their abilities and potential, doing with and not to



## WE ARE COMMITTED

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



## HOW HAVE WE ACHIEVED OUR AIMS?



We have increased access by investing in two new youth hub spaces. Taken on long term leases, these will enable young people to access immediate support and warm safe spaces when they need it within their communities.



We've increased our collaborative projects, bringing together the collective resources, opportunities, expertise of partner networks to offer the most effective skills development and support early emotional well being help.



We have brought together a dedicated Family Support Team who can oversee and coordinate an integrated 'Team Around the Family' (TAF) to ensure the best possible outcome for those vulnerable families supported.



Through targeted group work we can provide alternative education life skills pathways for young people struggling in or excluded from school. Aspirational by nature we offer business discovery days and mentoring so all can achieve.



Diversifying our income streams, we have signed new corporate partnership agreements with four local business partners, and have entered in to support arrangements with a further six, offering gifts of money, opportunity, and time.



Furthering our commitment to sharing power with young people, we have appointed a new Youth Voice, Influence, and Participation Lead working across all teams. This new post will recruit twelve Motiv8 Youth Advisers, a paid role, to represent their peers and inform our practice.

## Sadly, the need for the support that Motiv8 provides is still growing...

Oct 22 - Sept 23	Apr 23 - March 24
<b>Youth Hubs, Youth Health and Wellbeing Drop-ins, and Youth Skills Sessions</b> Warm, Welcoming, and Free Hubs, Clubs and Drop-in's	
<b>491</b> young people attended	<b>576</b> young people attended
<b>Youth in Community</b> Signposting for those traditionally disengaged or missed	
<b>4802</b> individual street based interactions	<b>4785</b> individual street based interactions
<b>1319</b> young people engaged in community events	<b>1878</b> young people engaged in community events
<b>Youth Mentoring</b> Individual, flexible, measurable 1 to 1 support	
<b>479</b> vulnerable young people mentored	<b>503</b> vulnerable young people mentored
<b>Youth in Family</b> Intensive, dedicated, long term support built on trusted relationships	
<b>39</b> families supported	<b>113</b> families supported

## OUR GUARANTEE TO EVERY YOUNG PERSON WE WORK WITH:

### 1 A WARM WELCOME

Increasingly, self reporting shows that our Hubs are the only opportunity young people have for emotional or creative expression, as well as to develop creative skills. For many young people, these hubs are the only safe spaces they feel able to confidently express themselves and develop positively within their communities.

### A WARM, SAFE SPACE

2

Our provision is always place based, community led, and accessible for vulnerable young people living in places of high deprivation. Many are struggling to meet energy and heating costs at home so we ensure they have access to inviting, safe and warm spaces to thrive.

### 3 A WARM MEAL

We are committed to providing continued access to free, warm food in all of our activities - from hub sessions through one-to-one mentoring. We also seek to offer and embed practical support for families around cooking, access to food, as well as advice and guidance for addressing financial hardship.

# The Challenges

Children, young people, and families are struggling with the cost of living and inflation, with more and more reaching out for our support than ever before.

With 90% of our service users now defining as being from socio-economic disadvantage, we are delivering a 21% increase direct provision. Offering foundations, flexibility, and fun to those we support has never been of greater importance.



## WHAT CHALLENGES ARE YOUNG PEOPLE AND THEIR FAMILIES EXPERIENCING IN 2024 AND HOW IS IT MANIFESTING IN OUR SERVICES?

### Increasing safeguarding concerns

We have seen a year on year trend of rising safeguarding concerns - up 27% in 23/24. A third of all reported safeguarding concerns were violence related with other key themes being self-harm, criminal exploitation, substance misuse, and instability at home. With safeguarding reports increasing both in our family support and community provision it is critical that we can offer a wide range of interventions and signpost to further support to avoid any young person 'slipping through the net'.

### Increasing levels of young people with serious and complex vulnerabilities

Young people are presenting in our provision with significant, complex, and often overlapping mental health concerns. This can stem from exploitation, extreme bullying, neurodiversity, neglect and violence in the home. Understandably as well as these concerns taking longer to support, this places a heavier personal toll on the youth workers supporting them. Motiv8 has implemented a new programme of 'trauma informed' supervisions and training to support, sessional, and youth workers. Alongside this, the number of young people attending multiple Motiv8 sessions for access to food, warmth, digital equipment for schools, or seeking friendships has grown, as we support families working hard to make life easier at home.

### The Cost of Living crisis has led to increasing numbers of young people needing more immediate support.

Our current mentoring and listening services are full and our waiting lists are so busy they are closed with a 4 - 9 month wait for long-term support. We are implementing new early help well-being sessions and more Youth Hubs that meet immediate needs such as hunger and social isolation, digital poverty and anxiety.

There has been a 48% increase in referrals to Motiv8 this year compared to 2022/23 as partners turn to us with their requests for early help support. Increasingly Motiv8 plays a bridging role for those who access NHS or other Mental Health Supports, helping young people and their families put in to practice and embed the techniques and coping strategies that unlock resilience.

## FINANCIAL STABILITY

During the last three years, income has grown however our expenditure has also increased largely driven by staff costs with an increased headcount to manage the ever increasing capacity of need as well as a higher cost of living increase than initially anticipated.

	Income	Expenditure
2022	£1,308,420	£1,293,348
2023		
2023	£1,506,503	£1,544,031
2024		

Other significant increases are related to activities with inflation driving up costs, youth hubs attracting more young people and greater spend on food with Motiv8 committed to providing access to free food at our hub sessions during the cost of living crisis. We also saw increased costs associated and utilities costs.

# Motiv8's '8 Strands'

The strength of Motiv8 comes from its people and the trusted, empowering relationships our professional teams cultivate with those young people and families they are committed to helping.

What sits behind this are the many aspects of our delivery, that we now call our '8 Strands'.

With each strengthening the others, and reflecting our dedication to quality, this shows how we are collaborative by nature. The Strands offer a simplified and compelling overview of our range while also demonstrating the many ways people can access Motiv8, and begin their journey toward a brighter future.

## Youth Mentoring

At the heart of Motiv8's work are trusted relationships between support workers and young people.

## Youth Health & Well Being

The health challenges faced by young people are complex. We empower those we support to understand flexible coping mechanisms in the right way, at the right time.

## Youth Hubs

Motiv8 Youth Hubs guarantee a warm welcome, access to warm safe space, and a warm meal for young people within their own communities.

## Youth Skills

Our skills provision is aspirational, adaptable, and accessible. With free experience opportunities right on their doorstep.



## Youth & Family

When we take the time to engage with all those around/and supporting a young person - at home, at school and in the community offering ongoing tailored practical advice, ensuring positive outcomes that last as all are invested.

## Youth Futures

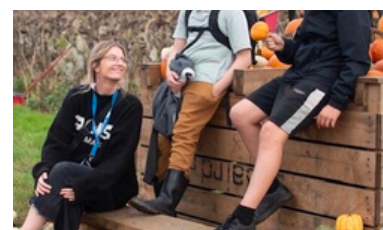
When you believe in young people, give them role models, actively listen, offer experiences that inspire, they can thrive. Understanding the adverse childhood experiences (ACEs) they have faced and building achievable alternative pathways our 'Futures' programme offers hope to young people who may be often missed or otherwise slip through the safety net.

## Youth Voice & Influence

We believe Motiv8 Youth Advisors should be seen as the experts on young people. We are sharing power with young people and understanding our responsibility to leverage this to inform the thinking of decision makers, our work, and the work of others.

## Youth in Community

Through street-based youth work and participation at community and cultural events we take ourselves to where young people who have disengaged from support structures may be.





# The Stats That Matter

## Youth Mentoring



55% of those who received 1:2:1 support showed notable improvement in 'behaviour' while in school and education settings

## Youth Health & Well Being

70% of young people reported a notable uplift in their emotional health and wellbeing after engaging with Motiv8



## Youth Hubs



The number of young people accessing Motiv8 Youth Hubs is up more than 130% since the pandemic. More than 800 in 2023/2024 alone

## Youth & Family

86% of families shared improvements in family relationships through access to positive parenting approaches, additional family support, & whole family well-being activities provided by Motiv8



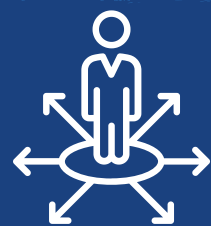
## Youth Skills



67% of those young people who work with Motiv8 demonstrate improvement in their learning outcomes

## Youth Futures

84% of young people receiving one-to-one mentoring support felt they had overcome their barriers and made positive progress



## Youth Voice & Influence



Motiv8 will recruit Twelve Youth Advisers, a paid role, on a two year placement to help inform our practice. This will ensure we reflect the true needs of young people in our practice and each phase will play an active role in supporting, recruiting and training the next cohort

## Youth in Community

Motiv8 has reached 6,663 young people in some of the region's most deprived wards through community drop-in, group work, street based detached youth work and community education events



# Highlights



## YOUTH VOICE & INFLUENCE

### showcase



Changing childhoods.  
Changing lives.



In partnership with Barnardo's, and generously supported by CO-OP, over 12 weeks we worked with 113 young people to understand the barriers they face accessing support and services.

Focused on young people shaping change in their own words, Motiv8 Youth Advisors then led a cross city project to design services that would improve life chances and social mobility. They indicated that the top three services they wanted to see were Wellbeing Drop ins, Youth Mentoring outside of Schools and 'Healthy Living, Cooking Hubs'. These needs and the action plan were then showcased at a special evening at Motiv8 Portsmouth.

## MOTIV8'S HAVANT TEAM WELCOMED

## CHILDREN IN NEED CEO



Bringing together families and young people, our support workers and Trustee's, Motiv8 were delighted to welcome BBC Children in Need CEO to our new hub in Havant, shining a light on excellent youth work and the impact it can have for communities.

As well as meeting those with lived experience and those that work tirelessly to support them, Simon took a walk around the Leigh Park Community, took part in an animated conversation on the power and importance of Youth Work, and enjoyed lunch with young people, parents, and the Havant team. It was a great opportunity to share our positive stories and recent challenges.

We would like to extend our thanks again to Simon and our regional grant manager Pam for spending the day with us, talking through how we can all better celebrate empowering youth work, and offering their time so generously to those young people and parents who joined.



Reflecting on the day Simon shared that it was...  
"Wonderful to be with such an inspiring group of youth workers and young people. Thank you!"

# Highlights

## WE DID IT! INVESTORS IN PEOPLE PLATINUM ACCREDITATION!

### INVESTORS IN PEOPLE® We invest in people Platinum

An accredited organisation since 2000, and twice awarded Gold standard in recent years Motiv8 was delighted to secure Investors in People Platinum accreditation in Spring 2024

Platinum is the highest level of accreditation possible and with a score well above both IIP accredited organisations and those in our sector, achieving platinum places us in the top 5% nationally! That's up from 28% at the last assessment and number 6 in our sector industry group 'Social Work Activities with between 50 - 249 employees'.

Motiv8 are one of just two charities in the country to achieve this Platinum Accreditation.

Policies and practices around supporting people are embedded in every corner of Motiv8, it's something we're hugely passionate about. And in a platinum company, everyone – from the CEO to a Student Support Worker – knows they have a part to play in the company doing well, and is always looking for ways to improve.

The IIP Platinum accreditation demonstrates a true culture of trust and communication as well as commitment to continuous improvement in every part of the charity.



We'd like to congratulate Motiv8 South.

Platinum accreditation on 'We Invest in People' is a remarkable effort for any organisation, and places Motiv8 in fine company with a host of organisations that understand the value of people.

**Paul Devoy**  
CEO, Investors in People



**A Member of Motiv8 Staff**

This is the best job I've had for its culture and ethos. It feels like a family. I wish I'd joined sooner!



## HOLIDAY FUN!

Alongside our ongoing term time and open access Youth Hubs, drop ins, and skills sessions in 2023, Motiv8 has continued to offer Holiday Activities and Food (HAF), Summer Passport, and an active programme in each of the school holidays

Across the Summer, Winter and Easter breaks we have delivered 2250 free places on exciting activities across Gosport, Havant, and Portsmouth. Through sustainability sessions, music days, BMX rides, Enterprise workshops, mindfulness, cooking classes and much more these are chances to build vital soft skills, develop friendships, and grow in confidence outside of school while having fun.

Furthering our Three Warm's approach, We ensured every young person is provided with healthy food and can access additional support and guidance as require and the trusted relationships start to be created.

# Transformation

## CUMBERLAND GATE

Since taking on our new base in Portsmouth in 2023 we have been committed to transforming what was once a conventional business unit into a dedicated multi youth community facility. With the wonderful support of our corporate partner Mountjoy, a local building maintenance and facilities management company, and their supply chain we have brought to life our Fratton hub drawing on youth voice throughout.



With activities already taking place each and every day we now have a dedicated young person kitchen providing warm meals and cookery skills to those without access to this anywhere else, private, confidential 1-2-1 mentoring spaces increasing our flexibility, a sound proof sensory space to support emotional well-being drop ins and an improved activity space allowing for greater variety in our programmes.



## A HOME FOR HAVANT

In a transformational move for our Havant team, we began taking over the whole of the ground floor at 'The Hub' on Leigh Park High Street. In a major move for an area identified by 'Local Trust' as one of six most 'left behind' places in the South East, we are proud to make this vital, long-term, 10 year commitment.

Located in the centre of the town, this gives us access to dedicated 1:2:1 spaces, two delivery areas, staff space (previously we had 10 people sharing a room for 2 - see the picture to the left!) and an exciting urban outdoor garden space young people can cultivate.



## DIGITAL DEVELOPMENT

At the heart of our digital development this year has been Outcome Star. An integrated, evidence based tool for supporting and monitoring change, this year we have rolled out extensive training to embed this in all our practice. The star helps young people consider relation to all aspects of their life and marks an important moment in how we enabling all to more effectively highlight the distance traveled as part of Motiv8's intervention and celebrate success.

We have also made further investments in our digital footprint moving all referral, consent, and feedback forms online, as well as integrating our safeguarding and incident reporting to our cloud based content management platform. Further investment will come next year with a new fundraising CRM, a new website, and as we continue towards securing cyber essentials.

# Events

## The Big Give 2023



In 2023, MOTIV8 took part in the annual 'Big Give' Christmas Challenge. A double up matching campaign, this was a chance to raise essential unrestricted funding for young people and families



With increasing demand for our services, we knew we needed to aim bigger than previous years, setting our target at £8,000 to be doubled to £16,000 if successful. Twice the previous years target.



The 2023 Big Give Christmas Challenge was one of the most successful campaigns we have ever run. We exceeded our target by an astonishing amount in the first 12 hours alone, raising £27,739 - 173% of our target!

## The Headline Stats

580% INCREASE IN THE DONATION VALUE OF THE CAMPAIGN COMPARED TO PREVIOUS YEARS

MATCH TARGET INCREASED BY 100% ON 2023.

133% INCREASE IN CORPORATE DONATIONS COMPARED TO 2022

850% RISE IN NON-FOLLOWER ENGAGEMENT COMPARED TO OUTSIDE OF THE CAMPAIGN

5 NEW MAJOR CORPORATE DONORS

50.9% INCREASE IN ENGAGEMENT FROM EXISTING SOCIAL MEDIA FOLLOWERS



## Water Hazard!

Inspite of some unseasonable weather, and a brief hale storm(!), an incredible group of companies joined Motiv8 for our annual Motiv8 Golf Day in April 2023.

Returning to Boundary Lakes for the second time, we are grateful for all those players who joined us inspired to help local children, young people and families in need from across the region.

We would particularly like to thank the support of the days overall sponsor Travis Perkins and those other companies that joined and sponsored including Sovereign Plus, STR Recruitment, Rolls Landscaping Ltd, Alitex Bright Light Property Services, GM HAUS LTD, Chris Yelland, JMC Plastering, Portsea Golf Association, Team Dan Arundel, Stairway to Heaven - Team Wayne Simms, Weapons of Grass Destruction and Marshalls Landscapes

Through a raffle, auction, and donations on the day these intrepid teams helped raise a wonderful

**£2700!**



# Thank you!

“ I genuinely don't think I could be where I am today without Motiv8.

And that might sound a little silly or dramatic but they have helped me so much. After opening up to my mentor, Motiv8 helped my family get a washing machine after months of not having one. I was able to get a laptop to complete my college work on because I couldn't do it on my phone. They've offered support to my dad as well as me, which means a lot to him because it shows they care about the family and not just me when I'm in the building. I was facing so many barriers before.

I am now achieving things that I didn't think were possible.

If you've helped them, then I can't thank you enough. Your contribution has allowed Motiv8 to help young people, like me, have a better chance at life.

”

Thank you!

Taylor, aged 15

“ My life before Motiv8 was very isolated. Now I've really come a long way with projecting myself to others and becoming more confident and able to talk things through

I feel that I've been involved with a lot of things. I've continued with the hubs and I've gone to the recruitment day and got my first job because of Motiv8. There's been multiple times where I've been asked what ideas I have and how I could become more involved at my time with Motiv8.

I really appreciate this because it shows that they all care at and that's so important for any young person.”

”



Thank you!

Alex, aged 17

Our response to each safeguarding concern takes an average of 2.5 hours.

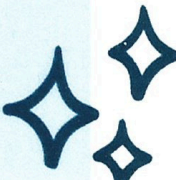
In the last year we have dedicated 577 hours to support young people. That is equivalent a full-time member of staff for for 5 weeks each year





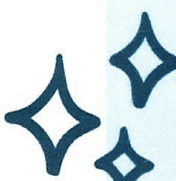

In three swift years, with Motiv8 I've soared,  
Through laughter, challenges, and so much more.

Each day a joy, each moment a delight,  
With friends by my side, our futures bright.




Together we've conquered mountains high,  
With courage and passion, we touch the sky.  
Through trials and triumphs, we've grown strong,  
In the melody of friendship, we belong.


In the halls of Motiv8, laughter rings clear,  
With every success, we cheer and cheer.  
Side by side, we've forged a bond so true,  
A family of hearts, old and new.



Through ups and downs, we've weathered the storm,  
In the warmth of camaraderie, we're reborn.  
For three years, and counting, we've danced this dance,  
In the rhythm of joy, we find our chance.



So here's to Motiv8, my cherished place,  
Where fun and friendship forever grace.  
With gratitude in my heart, I proudly say,  
I'm blessed to be here, every single day.



**INVESTORS IN PEOPLE**  
We invest in people Platinum

**FR** Registered with  
**FUNDRAISING  
REGULATOR**

**Laser**  
Learning Awards  
Learn | Progress | Succeed

Member Organisation  
**Chartered  
Institute of  
Fundraising**

**Outcomes  
Star**

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life chances for young people

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[motiv8south.org.uk](http://motiv8south.org.uk)

Charity Registration No: 1069085

Company No. 3512607

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