

# OUR STRATEGY 2025 - 2028



# Welcome to Our Strategy 2025 - 2028



Shaped by the voice of young people, I am delighted to share with you this exciting vision for positive change across Portsmouth, Gosport, Havant, and Fareham

Motiv8 is proud to be a community led, life chance, youth work charity. We are committed to supporting families early with tailored and engaging support.

Our 25th year was one of simplification, ambitious new thinking on delivery, and investment with two new youth centres. Simply put, 2024 was transformational. It was also one of our most challenging operationally. With both everyday costs and the need for support rising at the same time we are delivering more, with less, for a greater number.

In line with our purpose, I am committed to ensuring that Motiv8 provides each family with the right support, at the right time, and in a way that is right for them. I also take seriously the welfare of our wonderful youth workers, staff, and volunteers.

As Chief Executive I have been proud to lead our work defining the 8 Strands of Motiv8, to have been able to offer enhanced trauma-informed supervisions to all teams, and to have championed enhanced training for all across the organisation. We want colleagues to feel empowered and ready to cultivate crucial trusted relationships. This the right thing to do but, much like our place-based investments, it is not without cost.

National indecision, changing political priorities, and a lack of investment both in youth work and developing the next generation of youth workers has created instability. Day to day the pressures faced by local councils and businesses are also being felt directly by us. The legacy of Covid 19 as well as the challenges of inflation and cost of living are still ever present.

To ensure we are still here in another 25 years' time we must focus clearly on creating meaningful impact and delivering as efficiently as possible for those who we support. This is a strategy to ensure we start that journey in the strongest possible way. We have a plan and we are better prepared than ever to deliver where need is greatest.

This is my first full year as CEO and I am so proud to lead this brilliant charity and its dedicated, expert team who are committed to quality. Our place is to work at the edges of society with those sometimes overlooked. It is the commitment of every person in Motiv8 to share the stories of these amazing young people and families in a way that empowers them.

Motiv8 is embedded at the heart of our communities allowing us to respond early and be there for as long as we are needed. We are excited to see the ambitions we set out in this strategy result in positive change in the places we are proud to be a part of.

Thank you for your support and I hope you enjoy the read!

*Kinsty*

## Our Pledges

- 1** We will always be committed to our communities. Whatever the activity, we will offer a safe space for young people.
- 2** We recognise that each young person has a unique journey and lived experience that must be considered.
- 3** We build on what is strong, not what is wrong, offering opportunities that help to unlock their resilience.
- 4** We understand that the first step to lasting change is accepting help. We will go at a pace right for each young person.

## Our Chair



It is a massive privilege to be the Chair of Motiv8 and I am consistently amazed by the team around me and their incredible work.

Young people are at the centre of all we do: our philosophy is to provide a trusted relationship through a youth work approach.

To that end we have developed our eight strands, which are at the heart of our plan for the coming years. This provides clarity on when and where we can help - and when it might be better to collaborate with others to help.

While there may always be a challenge to generate sufficient income with the appropriate flexibility to meet the demands we face for the things we do, I am optimistic we will meet that challenge and have the team to do this.

As Chair, I know I speak for all trustees when I say we support Motiv8 so that we can give youth a voice and help each young person face life's challenges, working together towards a more positive future. I look forward to seeing this plan realised to the benefit of all who we support.

**Jonathan Clark**  
Motiv8 Chair of Trustees

# Our Vision

*To create safer more connected communities, where young people can be heard, use their voice and develop new skills through opportunities which enable them to thrive.*

# Our Purpose

*Motiv8 places young people at the centre of all we do, providing a trusted relationship through a Youth Work approach. Motiv8 ensures the right provision is available at the right time, in a way that is right for each young person, wherever they are on their journey.*

# Our Values



**WE ARE COMMITTED TO BUILDING TRUSTED RELATIONSHIPS**

We work with openness, honesty, and integrity. We do this by being approachable, reliable, and fun.



**WE ARE COMMITTED TO QUALITY**

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



**WE ARE COMMITTED TO BEING EMPOWERING**

We believe in young people. Realising their potential, building on what is strong, not what is wrong.



**WE ARE COMMITTED TO BEING COLLABORATIVE**

We proactively engage with a wide network of partners, to create opportunities for our communities



**WE ARE COMMITTED TO BEING ADAPTIVE**

We see each young person as an individual, tailoring our support to their lived experience creating positive change



“ I HAVE GROWN IN CONFIDENCE. I FEEL HAPPIER. I FEEL INCLUDED, I FEEL POSITIVE WHEN I COME TO THE HUB SESSIONS. MY YOUTH WORKER HAS NEVER GIVEN UP ON ME AND THAT HAS MADE ME FEEL GOOD. I'VE LEARNT TO TALK TO PEOPLE INSTEAD OF KEEPING IT ALL IN. ”

# Our 8 Strands of Motiv8

Motiv8's journey of change is a proven model. Unwavering in our delivery of quality services, we keep things simple and we will always be youth led.

## Youth Voice & Influence



We believe young people are the experts on young people. We share power with young people wherever possible and understand our responsibility to empower them to inform the thinking of decision makers, our own work, and the work of others.

We want each young person to have their voice heard and represent their lived experiences when ready. Inspired towards a brighter future we want young people to implement positive changes in their communities. It is by sharing power that we will be best prepared to support young people today and in the generations to come.



Motiv8 works where the need is, reaching out across the community to share the support available and shape clear next steps. Through regular street-based youth work and participation at community and cultural events we take ourselves to the need.



By empowering young people within their own communities, we can ensure any action taken is longer lasting. By working with young people, for example to reduce antisocial behaviour, we can create pathways toward opportunities and create trust across neighbourhoods with those who are often most disengaged or at greatest risk.



## Youth & Family



When we take the time to engage with all those around a young person – at home, at school, and in the community - offering ongoing tailored practical advice, we can cultivate more positive outcomes, earlier as all become invested in the change.

We know that youth work, is most effective when it involves all those in a child or young person's life. Our dedicated expert teams ensure that the young person's voice is at the heart of the discussions. By developing trust over time and by being responsive to an ever-changing environment, we can ensure that there is a full awareness of the support available.

## Youth Mentoring

At the heart of Motiv8 are the trusted relationships between youth workers and young people. Our expert teams offer someone who will listen when they feel stuck and a role model who believes in them as they begin to accept help and look ahead



With referrals up more than a third in the last three years, we are responding to the unprecedented rise in emotional health concerns, safeguarding, anxiety, and global issues such as the continuing effects of the pandemic. We commit to taking the time needed to empower each young person so that they can unlock their own resilience.

“WHEN I JOINED MOTIV8 I WAS BARELY PASSING MY GCSES. NOT BECAUSE I WASN'T SMART ENOUGH BUT BECAUSE MY MENTAL HEALTH GOT IN THE WAY OF MY EDUCATION. SINCE THEN, I'VE RECEIVED OFFERS FROM ALL OF THE UNIVERSITIES I APPLIED TO AND I'LL BE THE FIRST IN MY FAMILY TO GO. MOTIV8 SHAPED ME INTO THE PERSON I AM TODAY. THANK YOU TO EVERYONE FOR BELIEVING IN ME WHEN IT FELT LIKE NO ONE ELSE DID.”

## Youth Health & Wellbeing



The wellbeing challenges faced by young people are complex. With an awareness of the context, trauma, and by understanding flexible coping mechanisms our 'Back to Basics' approach places control in the hands of young people

Motiv8 has invested heavily in wellbeing support, equipping staff with the knowledge and tools to respond to the dramatic rise in the number and complexity of referrals in recent years. With waiting list's rising elsewhere we provide safe spaces and trauma informed guidance thus minimising risky behaviours.

## Youth Skills



Our skills provision is aspirational, adaptable, and accessible. Delivered on young people's 'doorstep' these sessions and discovery days work across our network, drawing insight from all walks of life

Our sessions provide opportunities to develop crucial 'soft' and interpersonal skills, building confidence in group settings, and making measurable progress towards wider goals. Our programmes are diverse, often utilising partnerships in the community. These creative learning opportunities outside of traditional education setting's can inspire alternative pathways.



## Youth Futures



We know that when you believe in young people, give them role models, meaningfully listen, and offer experiences that inspire, they can thrive. Our Futures Programme offers hope to young people who may otherwise slip through the net.

We understand that young people can face multiple barriers to positive change, many of which might be beyond their control. This can leave them feeling stuck. After starting to accept help it is important to be given a safe space to try new things and the time to find what works with a person they trust. We harness strengths and set meaningful goals; creating the means for each young person to reach a pathway right for them.

## Youth Hubs



Motiv8 Youth Hubs guarantee a warm welcome, a warm safe space, and a warm meal within young people's own communities. Unique to each area, our youth hubs are places where young people can be themselves and have fun.

There has been a significant withdrawal of traditional youth club spaces and trained youth workers across the country in the last 20 years. By training our own staff and investing in spaces at the heart of neighbourhoods Motiv8 is committed to ensuring that young people have access to a Youth Hub in their own communities where they can be themselves, thrive, access informal education, learn, play, and be creative.

# Our Young People Are Facing...

1

A decline in their emotional wellbeing - Increasingly complex referrals, with young people presenting with multiple concurrent concerns.

2

Disengagement from education - presenting as poor attendance and truancy, negative classroom behaviour, and learning outcomes not being met.

3

Instability in relationships - often stemming from adverse childhood experiences / trauma and a misunderstanding of neurodiverse needs.

4

Greater risk of exploitation - rising safeguarding concerns both in number and severity, taking on average 60 minutes longer per case to resolve

## Our Current Impact...



65% of saw improvements in their behaviour in education after receiving Motiv8's emotional wellbeing support



95% of young people felt more confident with improved self esteem after six months engaging with Motiv8



65% of families reported improved relationships at home after they or their young person worked with Motiv8



55% of young people over came a barrier to feeling safer in their communities after working with Motiv8

## Our Impact by 2028...



Improvements in behaviour, particularly linked to schools, will rise to 85%



The number of young people feeling greater confidence will rise to 98%



The number of families with improved 'home life' will rise to 85%



Those feeling that they have overcome their barriers will rise to 75%

# Our Commitments...

1

Today we are seeing an increasing number of young people being referred to Motiv8 with often overlapping emotional wellbeing concerns.

By 2028 we will have greater flexibility in our funding and lessened our reliance on statutory funds allowing greater time to creatively deliver what we know is needed

2

Today we are seeing a rise in the sense of hopelessness in young people alongside a continued disengagement from traditional youth services and support.

By 2028 our 'Participation and Sharing Power Strategy' will be in place, led by Motiv8 youth advisers, creating long-lasting change based on lived experience.

3

Today we are seeing some of the highest rates of families referring for additional support, unsure how to navigate the path ahead when crisis strikes.

By 2028 we will have invested in family support workers for each team, offering specialised interventions that ensure we are truly 'whole family' in our approach.

4

Today we are seeing a growing complexity in the safeguarding concerns raised, as well as an increase in the time it takes to address these problems.

By 2028 we will have in place a Safeguarding Manager to oversee all activity, coordinate training, and shape provision to align with emerging trends.

# Our Strategic Priorities

## OUR OPERATIONS - YOUTH VOICE, INFLUENCE AND ADVOCACY



By 2028 Young People will be involved in all decisions Motiv8 make that affect them, ensuring they have a platform to use their voice, to shape happier and healthier communities.

## OUR PEOPLE - QUALITY



By 2028 Motiv8 will have further developed its people, services, partnerships, and processes to ensure we have more qualified youth workers. A National Youth Agency Youth Work Quality Mark (or equivalent) will have been achieved recognising how youth work principles are embedded in all we do.

## OUR COMMUNITIES - COMMUNITY BUILDINGS



By 2028 Motiv8 will have refreshed all the buildings we operate from and will have firm plans in place or have already developed a 4th community youth hub to extend our reach and impact.

## OUR STRANDS - LED BY AND FOR YOUNG PEOPLE



By 2028 our 8 strands will be completely embedded across the organisation with a particular focus on growing the Youth Skills and Youth Futures Strands, working with more 14+ young people on their future aspirations and hopes.

## OUR MONEY - FLEXIBLE FUNDING, ALIGNED TO REAL NEED



By 2028 Motiv8 will have grown the percentage of income from more flexible and long term sources, towards our aim of a greater personalisation and sustainability. Motiv8 will also continue to focus on ensuring true cost recovery in all commissioning, grants, and traded services. Together these will offer the necessary funds for the development of Motiv8's Strands.

## SUPPORT LIKE YOURS COULD BE THE DIFFERENCE...

Every gift - whether of time, money, or opportunity - will go directly into a project creating a brighter future for someone in need. It is by many people coming together to each do a little, that remarkable change can happen for those who are often the most vulnerable in our shared community - children and young people.

However you may be able to help, thank you in advance for joining with me through your support of this remarkable community charity - [motiv8.org.uk/give](https://motiv8.org.uk/give)



Lady Louisa Portal MBE DL  
Motiv8 Patron



[motiv8.org.uk](https://motiv8.org.uk)

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