LEADERSHIP AND ENTERPRISE PROGRAMME
Equipping young people and organisations with the skills to manage conflict

A summary of our work in Southwark and Lambeth

Funded by:
Building on our work in Glasgow, Manchester and Sheffield from 2001, we wanted to further develop our approach working with young people affiliated to gang activity.

In 2016, Leap launched a three-year programme to pilot our approach to working with young people in the London boroughs of Southwark and Lambeth.

The Leadership and Enterprise programme works with whole friendship groups of young people aged between 13-25 at risk of offending and gang involvement. Through discussion and experiential learning, young people are encouraged to support each other to make positive choices in their lives.

This pilot has demonstrated successes, both in terms of outcomes for young people and the partnerships working with local organisations.

The team worked closely with other local organisations in the boroughs to:

- learn more about the group and local issues affecting young people
- identify friendship groups that were potentially at risk of gang involvement and violence
- build trusted relationships with young people
- tailor the curriculum and exercises to the needs of the young people

WHAT IS THE LEADERSHIP AND ENTERPRISE PROGRAMME?

ABOUT LEAP

Our purpose is to give young people the skills to manage conflict in their own lives, reduce violence in their communities and help lead our society.

We work with young people who may be in care, in prison, at risk of gang involvement, or have been excluded from school. They face high, sustained levels of conflict - violence, aggression, poor relationships, low self esteem or bullying may be part of their daily lives.

If badly managed this conflict can have devastating effects for themselves and for society. But when managed well, conflict has the potential to unleash creativity, build grit and resilience, develop emotional intelligence and bring about positive change.

ABOUT LEAP

Our purpose is to give young people the skills to manage conflict in their own lives, reduce violence in their communities and help lead our society.

We work with young people who may be in care, in prison, at risk of gang involvement, or have been excluded from school. They face high, sustained levels of conflict - violence, aggression, poor relationships, low self esteem or bullying may be part of their daily lives.

If badly managed this conflict can have devastating effects for themselves and for society. But when managed well, conflict has the potential to unleash creativity, build grit and resilience, develop emotional intelligence and bring about positive change.
The curriculum for the Leadership and Enterprise Programme is designed to develop self-leadership skills and supports young people to understand their relationship with conflict, break cycles of behaviour, build stronger and more positive relationships, and make positive changes as individuals and as a whole friendship group.

**Methodology**

The programme evaluation was independently co-ordinated by Brathay Research Hub. Young people, partner organisations, and Leap staff were all consulted during the evaluation process to understand young people’s journeys, and to help the programme develop.

Data was collected at different points in time including:
- baseline data before the course
- a group journey map before/during the course
- evaluation information on completion of the course
- at a follow-up interview six months after graduation to measure longer term impact

The data below shows information gathered from young people only. We have not included data from partners and adults. These evaluations will be produced in May.

### Short-term Outcomes (End of Course)

#### Managing Conflict

- 73% (36 of 49) said the programme gave them skills and confidence to manage conflict

#### Greater confidence

- 70% (35 of 50) said the programme gave them the skills to communicate better, be themselves and participate

### Graduate responses six to eight months after the course (n=26)

#### Skills to Manage Conflict

- 85% (22 of 26) agreed that the programme had helped them manage conflict in their everyday lives

#### Belief in themselves

- 85% (22 of 26) of graduates agreed that the programme had helped them have greater belief in themselves and their abilities

#### Skills to make positive choices

- 85% (22 of 26) agreed the programme had helped them make positive choices about whether to get involved in risk-taking behaviour, often through an understanding of consequences

- 77% (20 of 26) agreed the programme had helped them to make positive choices about friendships and networks, moving away from negative influences and towards trusted support

“Leap has helped me think before I make a stupid choice in life. This has made me communicate well with friends and peers. Before the Leap session I was always in trouble in school and with police and fire workers.”
BUILDING CAPACITY AND CAPABILITY ACROSS SOUTHWARK AND LAMBETH

We pride ourselves on partnership work. This programme highlights the value of creating strong partnerships in both Southwark and Lambeth.

We have run a number of team tasters and two-day training sessions, enabling organisations to grow in their understanding of our conflict management framework. Following completion of the courses, participants come away with greater tools and knowledge to provide sustained support to the young people they work with.

Project staff have embedded themselves in the local projects, creating strong relationships with youth workers and young people. Leap has become an active member in the following groups: Southwark Youth Providers Network, Lambeth Youth Violence Forum, Lambeth Safer Neighbourhood Steering Group and Lambeth Children and Families Voluntary and Community Sector.

We are pleased that this programme is recommended as a youth provider by both Southwark and Lambeth councils.

THE FACILITATOR DEVELOPMENT PROGRAMME

A key strength of this programme has been its investment in training partner staff in Leap conflict management models. This brings greater sustainability to Leap’s work in the borough, ensuring that the skills and learning are maintained by young people and adult professionals alike.

The Facilitator Development Programme is designed to work with young adults, aged 18-24, who are already working in the youth sector, in a paid or voluntary capacity.

Over three months, individuals are trained in conflict theory, attending a weekend residential where participants learn about practical tools and techniques for facilitating group sessions to young people. Upon completion, they gain a Level 2 OCN qualification in ‘Designing and Facilitating a Workshop’.

Through the Facilitator Development Programme, we have built capacity and capability of the next generation of youth workers across the boroughs. We have provided expertise to embed practice from Leap’s programme, resulting in sustainable support for young people.
WHAT NEXT FOR THE LEADERSHIP AND ENTERPRISE PROGRAMME?

Leadership & Enterprise is currently delivering to the final cohorts in this phase of the programme and we will publish a full evaluation of the outcomes and our learning in Spring 2019.

The programme has demonstrated huge successes and has gained considerable support across both boroughs from statutory partners, local organisations and communities. We are now seeking funding to continue the work in Lambeth and Southwark; to enable us to support more young people and develop a sustainable model for engagement.

Over the next three years we want to:

• Deliver our conflict management curriculum to further friendship groups in the boroughs
• Continue engagement with past graduates of the programme in South London to embed learning and encourage leadership of young people
• Develop new partnerships and share our conflict management framework by training adult professionals
• Continue to support young adults to complete our accredited Facilitator Development Programme and for some to go on to co-deliver Leap training to young people.

Our ambition, outside of the work in Southwark and Lambeth, is to develop a model of engagement, collaboration and delivery that evidences clear outcomes in reducing levels of violence within communities, strengthens the offer to young people and supports them to thrive.
We value the strong partnerships we have with charities, partner organisations and individuals. If you would like to work with us or find out more about our work, please get in touch.

To find out more about our courses please contact:

T 020 7561 3700
E info@leapcc.org.uk
W www.leapcc.org.uk

@leap_cc

North London Office, Leap Confronting Conflict,
Wells House (Unit 7), 5-7 Wells Terrace, London, N4 3JU

South London Office, Leap Confronting Conflict,
Cambridge House, 1 Addington Square, London, SE5 0HF

We are a Living Wage employer.
Registered charity number: England and Wales 1072376  Scotland SCO41152  Registered company number: 3628271