

Operating context

- Funding cuts for youth services and changes in funding landscape
- Young people may not have direct access to youth services
- Cultural changes in youth culture affecting identity and self-image
- Young people face multiple complex needs that are often strongly linked to one another
- Young people may not receive holistic care via supporting services

Young people

Assets
Loyal, creative, strong network of peer groups, strong peer influence, strong sense of justice, interested in helping others, strong sense of self, aspirational, strong desire to lead, lived experience and insights

Barriers
Don't feel listened to, feel unsafe, don't trust adults and authorities, haven't gained emotional and social capabilities, low self-esteem, feel helpless, have experienced trauma

Adult professionals

Assets
Frontline expertise working with young people, passionate, strong relationship with young people, strong desire to gain skills in practice

Barriers
Don't feel listened to or valued, stressed and overworked, feel helpless and unable to effect change, feel uncertainty about stability of job

Community

Assets
Strong ties, provide sense of safety and belonging, ownership of problems, shared insights and attitudes towards own problems, able to mobilise resources

Barriers
Specific to certain locations, may be insular or in silos, limited ability to influence services and support



Activities

Programme design

Partner and community engagement
Programme design and needs assessment

Understand contextual needs for organisations and young people
Align interests of partners
Identify how Leap's work adds value to partners' work
Build rapport with partners

Participants involved in action-research and programme design
Focus groups

Engagement

Work with referrers to improve readiness to take part

Young people
Informal group sessions
Drop-in sessions
Taster sessions
Incentive trips
1:1 sessions with project workers

Adults
1:1 needs assessment
Awareness sessions
Wing walks
Focus groups

Training

Young people
Introduction to Conflict Management
Understanding Conflict
Leadership
Power Up!
Choice to Change
Self-leadership

Adults
2-day Working with Challenging Behaviour
2-day Effective Communication in Conflict
Well-being workshop
3-day Conflict Coaching
5-day Peer Mediation

Short-term outcomes

- Feel safe
- Become more self-aware
- Feel better about themselves
- Develop empathy
- Assess choice in behaviour
- Take more responsibility for own behaviours
- Apply skills to communicate effectively
- Gain confidence to manage conflict

Goal setting 1:1s
External trips
Youth Involvement Groups
Follow-ups and check-ins
Youth Advisory Group

Training for young trainers
Young Ambassadors Panel

Co-delivery / facilitation of workshops

Participate in a different programme

Intermediate outcomes

- Manage conflict in daily life
- Feel confident and recognised
- Feel connected to a community, organisation or sector
- Have an actionable goal
- Manage existing relationships and develop sources of support

Work with partners for other support - housing, mental health etc

Longer-term outcomes for young people and adults

- Able to make choices independently
- Feel capable to act on own behalf
- Feel motivated to grow and learn
- Have purpose and meaningful engagement
- Able to connect and build positive relationships
- Take action and participate in the community

Young person involvement
Young trainers delivery
Group check-ins

Outcome indicators for young people

- Safety**
Reduction in offending and violent behaviours
Increase in young people's ability to make positive choices independently
- Stability & Job**
Increase in continued engagement in education, employment and training
Increase in activities to reach goal
- Relationships**
Increase in safe and supportive relationships
Reduction in relationship breakdowns
Increase in uptake of other supporting and youth services
- Community**
Increase leadership in community groups
Increase in positive role models for peers

Outcome indicators for adults

- Improve effectiveness of working with young people
Reduction in the number of incidents due to conflict
- Improved staff retention
Reduction in absenteeism
Increase in productivity
- Improved cross-learning in and with other organisations
Improved perception of importance of the role of conflict management in organisations

- Improve the quality of youth practice
- Increase the youth sector's understanding of what works and awareness of the value of conflict
- Young people as the centre of youth practice
- Shape the climate of ideas in the youth sector

Impact

Leap's purpose
Young people have the skills to manage conflict, reduce violence in their communities, and help lead our society

Impact

Leap's 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.

Central to this is the youth sector itself. We want to contribute to building a sector with high quality youth practice, greater understanding of what works well, greater awareness of the value of conflict and of having young people at the centre of any youth practice.



Empathy

Power

How we created our Theory of change (ToC)

Principles



Listen to the voices of all stakeholders including young people who are taking part in courses, those who haven't completed courses, trainers, staff, trustees and other organisations



Use existing data such as pre and post course forms to understand the aspirations and goals of young people, and the extent Leap has and can support that journey



Build on and learn from existing ToCs in other organisations, and ask them to feedback and critique on Leap's ToC

Steps

1. Create a vision - if we achieve our purpose, what would the world look like?
2. Understand the context we're working in, including market research, sector actor mapping, needs analysis, and funding landscape
3. Define the activities and outcomes that needs to be met for us to fulfil our purpose, bearing in mind the context we're working in. Alongside this, check our assumptions and consider what we can and can't do, and where we can work in partnership.
4. Understand how we will know if we've reached our purpose and how we can measure this