

SPFL Trust

CashBack

Off the Bench

2022-23

Annual Report



spfltrust.org.uk/cotb

Welcome



ATCs

Throughout this document, you will see us refer to ATCs - this means SPFL associated trusts and clubs.

At The SPFL Trust, we know that football is an effective vehicle when it comes to reaching people and breaking down barriers. Through football, CashBack Off the Bench reaches young people in communities across the country, supporting them to power their own potential.

In year three, we delivered Off the Bench in partnership with four ATCs; Motherwell FC Community Trust, Falkirk Foundation, Big Hearts Community Trust and St Mirren FC Charitable Foundation. Participants from each have come away with the skills and confidence they need to move forward, and this is testament to everyone involved in the delivery of the programme.

Many participants have secured employment and some have taken a step into education, volunteering and training opportunities, with others now in the early stages of a coaching career in football.

“ I am so grateful for everything I have learned. Having that kind of support is something I have never had before, it helped build my confidence and motivation to do something with myself. I ended up getting a job within 3 weeks of the programme starting. ”

- Participant

Lastly, I would like to pay gratitude to colleagues from participating ATCs and other partner organisations. They have all played a key role in shaping the futures of these participants, and I'm looking forward to continuing to work together to deliver a successful programme.



Nicky Reid
CEO

What is CashBack Off the Bench?

Funded by the Scottish Government's CashBack for Communities programme, Off the Bench works to provide our young people with an opportunity to access education, physical and mental health support to build better futures.

CashBack Off the Bench is a 12-week programme for young people aged 16 - 24 who have committed, or were at risk of committing crimes of anti-social behaviour.

In year three, sessions took place once a week. They were delivered in partnership with four ATCs: Big Hearts Community Trust, Falkirk Foundation, Motherwell FC Community Trust and St Mirren FC Charitable Foundation.

Young people work towards both accredited awards including SCQF Level 4 Employability Award, Scottish FA Level 1.1 Coaching Badge.

This programme is supported by a network of partners to enable young people to build a better path going forward.

Learn more about the programme, watch our short animation.



Who is Off the Bench for?

Off the Bench is for young people who:

- Are aged 16-24
- Have committed, or were at risk of committing crimes of anti-social behaviour

What do participants gain from the programme?

- New qualifications and skills
- Access to career support
- Increased knowledge about their physical and mental health
- Connections within their local community
- Opportunities to volunteer at their local SPFL club or ATC
- Access to education, physical and mental health support to build better futures
- A chance to get behind the scenes at their clubs

Powerful Partnerships

In year three, four ATCs delivered CashBack off the Bench, using the unique power of football to engage young people.



Falkirk Foundation



Big Hearts



Motherwell Community Trust



St Mirren FC Charitable Foundation

As well as ATCs, Cashback Off the Bench is supported by a range of both local and national partners who offer expertise on a range of issues including mental health, racism, gambling, alcohol and drugs.

SAMH



SAMH (Scottish Association for Mental Health) delivered sessions to the young people on the programme, and it has positively impacted their views on mental health. These sessions were delivered in the early weeks of the programme to allow participants to develop and implement their learnings in the remaining time.

Scottish Drugs Forum



The Scottish Drug Forum delivered workshops to raise awareness and to highlight the impact of drug and alcohol use. Participants were made to feel comfortable discussing their experiences with drug and alcohol use with their peers, and many have said how they feel different about drugs and alcohol after the workshop.

Scottish Fire & Rescue Service



Scottish Fire & Rescue delivered workshops on fire safety, including pyrotechnics and flares, first aid, and recruitment and training for the fire service. Participants visited local fire stations, learning about the life of a firefighter, what the training looks like, and how to apply for the service.

Fast Forward



Fast Forward delivered gambling awareness sessions, using interactive activities to highlight the different types of gambling, how to deal with issues surrounding gambling, and how to help others. Interactive and engaging sessions helped to teach participants about the dangers of gambling, and how it can have a real impact on your life.



Leadership, Equality and Active Participation (LEAP) Sports Scotland works for greater inclusion for LGBTI people in sport and against homophobia, biphobia and transphobia in a sports context. They delivered a session which helped to raise awareness among participants, with one contacting them to become a volunteer with the organisation following an inspiring session.

“ It 100% changed my views and understanding of the challenges those in LGBTQI+ communities face. ”
- Participant

Police Scotland



Police Scotland Community police team and Football Liaison Officers were in attendance across all clubs on a regular basis, delivering workshops which helped to raise the awareness of policing issues and how crime can have a negative impact on many.

Scottish Football Association



The Scottish Football Association (SFA) delivered an Introduction to Coaching one-to-one, and the Laws of the Game course to all participants.

Through this partnership, young people can gain their one-to-one coaching badges, developing a basic understanding of:

- The Scottish FA coach education pathway and the coaches learning journey
- Effective communication and player interaction to develop effective delivery
- The fundamental principles of a games-based approach to player development
- The role of the coach within the coaching process
- How to solve some common problems faced by the coach

Participants also completed modules on mental health, child welfare and protection, and some have continued coaching in football since completing these workshops.

“ I now do coaching at the club’s holiday camps and have got an unconditional placement at college this year to do sports coaching and fitness. ”
- Participant

Show Racism the Red Card



An interactive workshop was delivered by Show Racism the Red Card, designed to educate young people and adults about the causes and the consequences of racism.

COTB 2022-23 in numbers

	Year two	Year three	Total
Participating clubs	5	4	
Participant total	60	123	183

Participant demographics

Age

	Year two	Year three	Total
16-18	25	68	93
19-24	15	32	18
Over 24	1	2	5
Didn't disclose	19	21	21

SIMD profile

	Year two	Year three	Total
SIMD profile 0 - 20%	19	50	69
SIMD profile 20 - 30%	3	24	27
SIMD profile 30 - 40%	5	10	15
SIMD profile 40 - 50%	3	12	15
SIMD profile 50 - 100%	10	16	26
Didn't disclose	3	12	15

Sex

	Year two	Year three	Total
Female	8	18	26
Male	34	86	120
Didn't disclose	1	20	21

Disability

	Year two	Year three
Disability identified	26	61

Outcomes

Outcome one

Young people build their confidence and resilience, benefit from strengthened support networks and reduce risk taking behaviour

Throughout Cashback Off the Bench, participants are supported to achieve a variety of awards, helping everyone to understand their own potential. Support from both ATC staff and our community of partners has helped build confidence, significantly reducing risk taking behaviour and building resilience.

Participants have received training on:

- Racism and homophobia
- Pyrotechnics and fire safety
- Gambling, alcohol and drug addiction

“

The coach treated us like adults and gave us independence but loads of support too. They helped me after the programme too, he helped get me into a coaching role with a local club. He saw the advert and sent it to me and then helped me enquire and apply for it. I got the job - I'm still there now and love it!

”

- Participant

100% of participants feel:



Able to do new things



More resilient

93% of participants reported:



positive, supportive networks

Outcomes

Outcome two

Young people develop their physical and personal skills

Throughout the programme, participants take part in a lot of physical activity, including football related activities, with the opportunity to try different activities that might be of interest to them.

Participants also worked towards achieving SQA awards:

- Preparing for Employment: First Steps
- Building Own Employability Skills
- Responsibilities of Employment

“ Since the course I have been able to build my people skills and have hardly any anxiety. I know I will be able to use this to help me get a job soon. ”

- Participant

100% of young people report:



An increase in skills

100%

Outcomes

Outcome three

Improve the health and wellbeing of young people

Participants take part in physical activity in every session, as well as being provided with a healthy lunch every week. This contributes to building confidence, team building and problem solving skills.

The Scottish Government has described wellbeing in terms of eight indicators, which are Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible (SHANARRI).

Participants learned about how to build mental resilience, through a workshop delivered by our partners, SAMH.



“The time I’ve been on the course has really helped me talking to people. I struggled to talk to people when I first met them, it could take a month or so before I felt comfortable. I got bad anxiety meeting new people. I now have the confidence to know that I can talk.”

- Participant

100% of young people reported:



An increased wellbeing against SHANARRI indicators

100%

Outcomes

Outcome four

Young people participate in activity which improves their learning, employability, and employment options (positive destinations)

Participants are supported to complete the SQA employability award, supporting their skills development and helping establish their next steps and journey to employment or education.

98% of young people achieved:



a positive destination

87 young people gained:



a qualification at SCQF Level 4

ATCs also encourage partnerships with local businesses and organisations to provide opportunities and raise awareness of career pathways.



Craig* who has a community payback order has shown great levels of maturity and development, as well as commitment to try other things that will help him in the long run.

He commented that he can now start to look for jobs that he thought wouldn't be possible to do before, and has already expressed an interest in specific types of jobs.



- Coach

*name has been changed



Outcomes

Outcome five

Young people contribute positively to their communities

Each ATC supported participants to plan, coordinate and deliver a citizenship event which aimed to support their local community.



Cameron, Falkirk Foundation participant, represented his community taking part in the SPFL Trust Trophy Quarter and Semi-final draw.

100% of participants



volunteered, coached, mentored, or were supported to take on a leadership role in a community organisation

98% of young people feel:



their contribution, link with communities and social interaction are improving

91% of young people reported:



an improvement in their own perception of their neighbourhood

Participants gained valuable team working, problem solving and confidence skills whilst raising awareness in their local communities of the issues affecting them.

“

Several participants gave up a full day to help with a garden tidy in the local area. As a result of this, one of the participants was offered a trial shift with the local company, as they noticed he had a great work ethic. This has resulted in him being offered a job.

”

- Coach

Outcomes

Outcome six

Young people are diverted from criminal behaviour or involvement with the criminal justice system

Throughout this phase of the programme, community police officers attend in plain clothes to help change perception and attitudes towards Police Scotland.

Community police officers attended on a regular basis, building excellent relationships with the participants and embedding positive attitudes for the future.

In addition, Scottish Drug Forum and Fast Forward provided excellent interactive workshops which raised awareness of the impact their choices can have on their prospects.

98% of young people report:



that their own participation in antisocial and/or criminal behaviour has reduced

98% of young people feel:



less inclined to participate in anti-social and/or criminal behaviour



Overall performance against CashBack targets

Outcome 1:

Young people build their confidence and resilience, benefit from strengthened support networks and reduce risk taking behaviour

	Target (Phase 5 overall)		Actual year two		Actual year three		Total in phase 5	Against targets (+/-/=)
	%	Number	%	Number	%	Number		
Young people report their confidence increasing	75%	158	98%	59	98%	120	179	+
Young people feel able to do new things	75%	158	100%	60	100%	123	183	+
Young people feel more resilient	75%	158	100%	60	100%	123	183	+

	Target (Phase 5 overall)		Actual year two		Actual year three		Total in phase 5	Against targets (+/-/=)
	%	Number	%	Number	%	Number		
Other stakeholders report perceived increases of confidence and resilience	70%	-	100%	-	95%	-	-	+
Young people report positive, supportive networks	75%	158	93%	56	100%	123	179	+
Young people report positive changes in their behaviour	80%	168	91%	55	91%	112	167	+
Other stakeholders report perceived positive changes in the behaviour of young participants	70%	-	80%	-	90%	-	-	+

Outcome 2:

Young people develop their physical and personal skills

	Target (Phase 5 overall)		Actual year two		Actual year three		Total in phase 5	Against targets (+/-/=)
	%	Number	%	Number	%	Number		
Young people gain accreditation for learning and skills development	70%	147	-	65†	-	88†	153	+
Young people report their skills are increasing	75%	158	100%	60	100%	123	183	+
Other stakeholders report skills are increasing	70%	-	100%	-	100%	-	-	

Outcome 3:

Young people's health and well-being improves

	Target (Phase 5 overall)		Actual year two		Actual year three		Total in phase 5	Against targets (+/-/=)
	%	Number	%	Number	%	Number		
Young people gain accreditation for learning and skills development	75%	158	100%	60	100%	123	183	+
Young people report their skills are increasing	70%	-	80%	-	100%	-	-	+

Outcome 4:

Young people participate in activity which improves their learning, employability and employment options (positive destinations)

	Target (Phase 5 overall)		Actual year two		Actual year three		Total in phase 5	Against targets (+/-/=)
	%	Number	%	Number	%	Number		
Young people will achieve a positive destination	70%	147	98%	59	98%	120	179	+
Young people will gain a qualification at SCQF Level 4	70%	147	-	39†	-	87†	126	+

Outcome 5:

Young people contribute positively to their communities

	Target (Phase 5 overall)		Actual year two		Actual year three		Total in phase 5	Against targets (+/-/=)
	%	Number	%	Number	%	Number		
Number of participants going on to volunteer, coach, mentor, support or take a leadership role in community organisations	75%	158	98%	59	98%	120	179	+
Number of hours of volunteering contributed by participants		2100		400		1580	1980	-
Number of community focused awards gained by participants		120		‡		‡	‡	+
Young people feel their contribution, links with communities and social interaction are improving	75%	158	98%	59	98%	120	179	+

	Target (Phase 5 overall)		Actual year two		Actual year three		Total in phase 5	Against targets (+/-/=)
	%	Number	%	Number	%	Number		
Other stakeholders perceive that young people's contribution, links/social interaction are improving	70%	-	80%	-	100%	120	179	+
Participants' perception of their neighbourhood improves	75%	158	79%	47	91%	113	160	+
Participants have a heightened sense of belonging to a community	75%	158	84%	50	89%	110	160	+
Participants have increased motivation to positively influence what happens in their community	75%	158	93%	56	83%	102	158	+

Outcome 6:

Young people are diverted from criminal behaviour or involvement with the criminal justice system

	Target (Phase 5 overall)		Actual year two		Actual year three		Total number of young people in phase 5	Against targets (+/-/=)
	%	Young people	%	Young people	%	Young people		
Young people report that their own participation in antisocial and/or criminal behaviour has reduced	70%	147	90%	54	98%	120	174	+
Young people feel less inclined to participate in anti-social and/or criminal behaviour	80%	168	95%	57	98%	120	177	+

† Some decisions were pending at the time of reporting in Year 2 and these figures have been carried over into Year 3 data, which is why accreditations/qualifications achieved exceed participant numbers in Year Three and percentages have not been reported.

‡ It was intended that participants would self-register for Saltire Awards in fulfilment of this indicator. However, due to a combination of issues (which the SPFL Trust has already undertaken steps to address going forward) it has not been possible to report on this data. Though not accredited, all participants did receive in-house Citizens Awards and Off the Bench completion certificates.

Future thinking

We have successfully secured three years of further funding for the programme from the CashBack for Communities scheme.

Over the next three years, an additional 180 participants will have the opportunity to power their own potential. To ensure CashBack Off the Bench continues to go from strength to strength, we've incorporated learning from previous delivery, with the following changes:

- The introduction of Spartans Community Football Academy allows us to extend the programme to the women's game, since the SWPL's incorporation to the SPFL
- Based on participant and partner feedback, delivery will be reduced from thirteen to eight weeks, with the frequency of sessions increasing from one to three days per week
- For the first time, participants will come together at Hampden for workshops delivered by external educational partners, followed by a football tournament
- Progressive Pathways join the programme as new partners, offering young people 1:1 bespoke mentoring to help to identify and reach their goals when entering the job market

Our future delivery ATCs:



Falkirk Foundation



St Mirren FC Charitable Foundation



Morton in the Community



The Spartans Community Football Academy



Motherwell FC Community Trust



Case Study

Jake's Story

Jake left school a few years ago with the intention to get into football coaching. At the time he had attended an employability course, which led to a qualification, but things stalled since then.

Jake was unemployed and lacking motivation when his DWP careers advisor told him about CashBack Off the Bench. Jake could tell that the programme was going to be a positive step.

“I've done stuff like this before and they've not helped at all. But this one really has – there's a positive feeling about where it will lead to.”

- Jake

Jake was struck by the positive atmosphere. People were more eager to help each other, and it felt more inclusive. Jake formed positive relationships with his fellow participants.

“Leaving school, you can get quite lonely – everyone goes their own path. [At Off the Bench] we've all gone through this together.”

- Jake

The football stadium setting of the programme was particularly valuable to Jake as it allowed him to interact with club staff who were on-hand. He said: “I've been picking their brains. They've given me advice and stuff – it's been really helpful.”

Jake already had some experience in coaching but the programme gave him the chance to try out other roles, such as refereeing a children's game, helping out on match days or fundraising for the club's charity foundation. He said: “Even if [volunteering] doesn't lead to a job, it still gives you experience, it makes you feel good about yourself.”

Being part of the programme reinforced Jake's interest in pursuing a career in football, but he was also glad of the

opportunity to gain personal skills. Jake has developed his communication skills, finding it easier to express himself. He also picked up useful skills in CV writing.

More important for Jake, however, was the programme's focus on what he called 'personal growth'. It encouraged him to think more about the choices he makes for his future: “It's thinking about the path you've been on, and the path you want to go on – who you are as a person.”

Evaluation

To ensure we can continue to build upon the strengths of the programme, young people are invited to take part in an evaluation process, supported by Social Value Lab. Of the young people who participated in the review process:

Outcome one

- 98% reported an increase in confidence (target 75%)
- 100% feel able to do new things (target 75%)
- 100% report positive, supportive networks (target 75%)
- 100% feel more resilient (target 75%)
- 91% report positive changes in their behaviour (target 80%)

Outcome two

- 100% of young people report their skills are increasing (target 70%)

Outcome three

- 100% of young people report increases in feelings against SHANARRI indicators

Outcome four

- 98% of young people will achieve a positive destination (target 70%)

Outcome five

- 100% of participants have gone on to volunteer, coach, mentor, support or take a leadership role in a community organisations (target 75%)
- Participants volunteered 1580 hours
- 89% have a heightened sense of belonging to a community

Outcome six

- 98% report that their own participation in antisocial and/or criminal behaviour has reduced (target 70%)
- 98% feel less inclined to participate in anti-social and/or criminal behaviour (target 80%)

Financial breakdown

Year 3 - Total CashBack grant
£121,370

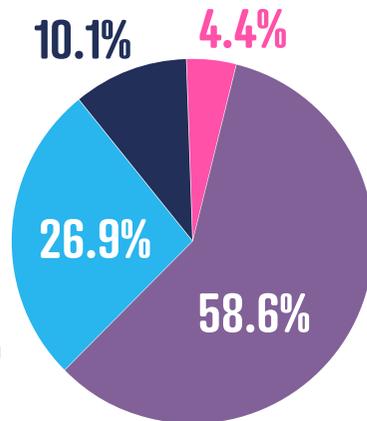
Here's how we've spent our budget so far:

Coordination
- £32,673

Project costs inc marketing
- £12,279

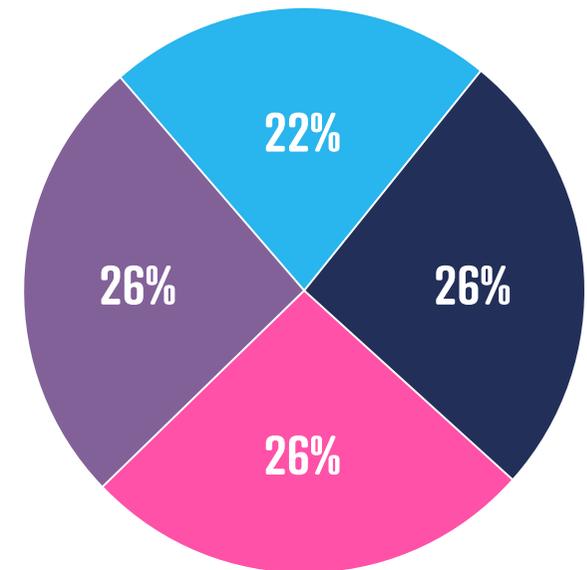
External evaluation
- £5,333

Course places
- £71,085



Local authority breakdown

- **City of Edinburgh Council (Big Hearts)**
- £27,739 (22%)
24 participants
- **Falkirk Council (Falkirk Foundation)**
- £31,210.25 (26%)
52 participants
- **Renfrewshire Council (St Mirren FC Charitable Foundation)**
- £31,210.25 (26%)
32 participants
- **North Lanarkshire Council (Motherwell FC Community Trust)**
- £31,210.25 (26%)
15 participants





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