

- > *Education*
- > *Empowerment*
- > *Equality*
- > *Participation*



Contents

This document is updated regularly to reflect our current position. Please make sure you have the current month and year for the latest information. If you do not have a copy of the latest edition please email info@positivepathways.org.uk to attain a copy. **Highlighted Sections** are less than a month old.

	Page
Introduction	5
Charitable Objectives	5
In a Nutshell. . .	6
Volunteers	7
Staffing	7
Trustees	7
Insurance & Safeguarding	8
Young Peoples Committee	9
Voice - Volunteer Comments	10
Case Study 1	14
Case Study 2	15
Achievements for 2025, (January 2025 to June 2025) So Far. . .	16
July 2025 Achievements	18
August 2025 Achievements	19
September 2025 Achievements	20
October 2025 Achievements	21
November/December 2025 Achievements	22
The Adventure Service Challenge Award Scheme	23
ASC Achievements	23
ASDAN Awards	24
ASDAN Awards Achievements 2025	25
Values & Models of Practice for <i>Positive Pathways</i>	26
Purpose of Youth Work & Community Work	26
Social Education Pedagogy	28
Solution Focused Therapy	29
Model of Practice	30

Continued. . . .

	Page
How to engage with <i>Positive Pathways</i> & Referrals	31
Our Place. . . .	32
Our New Place. . . .	33
Current Locations & Provision	33
A New Up Coming Project – <i>Off on My Trolley Again!</i>	34
Erewash - <i>Derbyshire</i>	35
Employability Support	35
A Friendly Space	35
First Steps!	36
The Future for Erewash	37
Upcoming Developments in Erewash. . . .	37
Charnwood - <i>Leicestershire</i>	38
A Friendly Space	38
Keep on Target!	38
The Future for Charnwood	39
Upcoming Developments in Charnwood. . . .	40
Lego & Mental Health*	41
What is the Duke of Edinburgh Award?*	42
North West Leicestershire - <i>Leicestershire</i>	43
The Future for North West Leicestershire	43
Broxtowe District - <i>Nottinghamshire</i>	44
The Future for Broxtowe	44
Rushcliffe District - <i>Nottinghamshire</i>	44
The Future for Rushcliffe	44
South Derbyshire - <i>Derbyshire</i>	45
The Future for South Derbyshire	45

*Notes for later use

Continued. . . .

	Page
Current Locations & Provision Continued. . . .	
North Ayrshire - <i>Ayrshire and Arran</i>	45
The Future for North Ayrshire	45
West Lancashire - <i>Lancashire</i>	46
The Future for West Lancashire	46
Funders	47
2025	47
2023/2024	47
Friends, Supporters & Partners	48
Accounts	52
January 2025 – December 2025 - Year 2	52
November 2023 – December 2024 - Year 1 (<i>The First 14 Months</i>)	53
Social Media	54
Affiliations	55
Appendix A	56
‘First Steps!’ Programme	56
Appendix B	62
‘First Steps!’ Cohort 2 Evaluation	62

Introduction

Positive Pathways began as a proposal in September 2022, that is vastly different to how the project operates today, even with such a short history. However, the central concept has always been around enabling people who are disadvantaged to gain the skills and knowledge needed to move on in life.

The project began life as an 'Employment' Service, based on Youth & Community values. The idea was to support people into work or a Positive Pathway. We quickly learnt that many of the volunteers we work with had more complex needs than just needing a job. With this in mind *Positive Pathways* has become a service that addresses many different issues for many different people, and we try to enable and support people into a better version of their lives through

> Education > Empowerment > Equality > Participation.

Charitable Objectives

Positive Pathways officially began life as a community organisation in September 2022 when it was approached by a sponsor to look at work with people who are unemployed. The organisation became an official charity, registered with the Charity Commission of England & Wales on the 23rd November 2023.

Our official formal Charitable Objectives as stated in our constitution and on the Charity Commissions website, <https://register-of-charities.charitycommission.gov.uk/en/charity-search/-/charity-details/5228267/charity-overview>, are as follows;

1. To further or benefit the residents of the midlands without distinction of sex, sexual orientation, race or of political, religious or other opinions by associating together the said residents and the local authorities, voluntary and other organisations in a common effort to advance education and to provide facilities in the interests of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for the residents.
2. To act as a resource for young people up to the age of 8 to 25 living in the midlands by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:
 - (a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
 - (b) advancing education;
 - (c) relieving unemployment;
 - (d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.
3. To further such exclusively charitable purposes for the public benefit according to the law of England and Wales as the charity trustees shall in their absolute discretion determine.

However, this does not paint the complete picture, to have a deeper understanding of *Positive Pathways*

See below. . . .

A Youth & Community Service

Registered Charity in England & Wales No. 1205860

[Go to contents page](#)

In a Nutshell. . . .

Main objective

Positive Pathways aims to address the specific needs of local young people & communities through a programme of informal learning which is participative, enabling and provides equality of opportunity.

We endeavour to achieve this objective by

Listening to young people and communities, by sharing skills and knowledge, by involving communities in the decision making process and providing an environment where all community members can feel safe, valued and gain an ability to move towards a better version of their lives.

Supporting local communities by raising funds through accepting donations, fund raising, grant applications, raising awareness, and supporting partnerships.

Definition

By a 'Programme of Informal Learning' we mean opportunities for communities around the following objectives,

- Keeping Safe and taking less risk
- Being Healthy in mind and body
- Accomplishing, Appreciating and Growing
- Moving towards Economic Well Being
- Taking part in the decision-making process and making a Positive Contribution

This manifests itself as several projects and groups: -

First Steps! – Young People 16 to 25 can gain an award and new found skills and confidence around Careers & Employment. . . .

Friendly Spaces – People of all ages can come for advice and guidance or just a coffee and a chat. . . .

Employability Skills – People of all ages can talk to us about their employment needs. . . .

Keep on Target – Families can learn a new sport together and use the transferable skills in their lives. . . .

The Action Team – Volunteering enables people to, Improve Wellbeing, Learn New Skills, Make a Difference, Make New Friends, & Develop Your Career through Volunteering. . . .

Youth Committee – Young people having their say in the decision making process. . . .

New projects, initiatives, and opportunities, develop and present themselves as we continue on the *Positive Pathways* journey. We attempt to adapt to the needs of the people we work with as well as the skills of the people and volunteers who support us. This leads to a variety and innovative provision.

Volunteers

Many volunteers present far from being work ready due to complex issues impacting on their lives. These issues could be defined as barriers to employment, however, not just employment but to a better quality of life overall.

With this in mind, many of the issues identified as barriers actually need to be addressed in some way before the volunteer could move to a position where their life could begin to change in a positive way.

Although the concept has never changed, the delivery method and model have, and it still is a fluid model, as we consult with the volunteers, and we begin to understand the complex needs of the people that engage.

Staffing

Positive Pathways employs one Level 7 nationally qualified Youth & Community Worker, one Level 7 nationally qualified Health & Wellbeing Facilitator. These two staff members plan and develop the face to face work in partnership with the Volunteers. They are contracted for between 4 and 30 hours per week. As of September 2025, we are employing Youth Worker Level 6 Integrated Degree Apprenticeship for at least 16 hours per week.

Trustees

The staff are supported by three voluntary Trustees who look after the legalities of being a charity. One of these Trustees is a participant, who enables us to keep focused on the voice of the people we work with. Another is also Level 7 nationally qualified Youth & Community worker who supports us to keep focused on the values of the organisation. The third and final Trustees could be referred to as the 'Treasurer' because they take care of our finances and actually work very closely with our employed Accountant Company on a monthly basis.

We are constantly on the lookout to recruit around 2 or 3 more trustees to support us with our work. If you feel you could make a difference and contribute to the development of *Positive Pathways* then please speak to the CEO to take through the role of Charity Trustee.

Volunteers

The people we work with are referred to as 'Volunteers'.

This is because the people referred to us are under no obligation to work with us, it is their choice. It is a completely voluntary relationship with the organisation.



Staffing

One Level 7 Youth & Community Worker and one Level 7 nationally qualified Health & Wellbeing Facilitator who take care of the day to day interests of the charity.

A level 6 Degree Apprentice started work with us on the 1st September 2025.

Trustees

Three Trustees take care of the 'Back Room' work.

1. Looks after our values.
2. Looks after Volunteer interests.
3. Looks after the finances.

Insurance & Safeguarding



All Positive Pathways Staff & Volunteers have good Advanced Disclosure and Barring Service Certificates



All Positive Pathways vehicles, provision and activities are insured by Zurich Insurance

DISCLAIMER

Positive Pathways CIO are not responsible for loss or damage to any personal property brought in the session. Please take care of your own personal belongings and consider whether you need them with you during the session.



Positive Pathways Staff & Volunteers undergo Continuing Professional Development that is appropriate training for their role - this can be in-house or with an external provider.



Safeguarding - All Positive Pathways Staff & Volunteers are Mandatory obliged to take the NSPCC on line course 'Child protection: an introduction'. Senior Staff & Volunteers go on to complete more complex safeguarding courses dependant on their role.



We have one Designated Safeguarding Lead within the Senior Management Team.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Positive Pathways CIO is a not for profit Charity Incorporated Organisation and is regulated by "The Charity Commission"

Young People's Committee

Positive Pathways is also supported by a Young People's Committee consisting of young people who have had a successful engagement with us.

1. Has gained full time employment locally.
2. The second has return to college to complete GSE's that they did not too well with during Covid and being schooled from home
3. The third one has taken on a Degree Apprenticeship and at the end of three years will have gained a BA (Hons) without any student debt.

Having a successful engagement with *Positive Pathways* is not necessarily a prerequisite to becoming a member of this group, and anyone is welcome to be a part of the committee as long as you have some great ideas and a desire to help.

Young People's Committee

Three Young People who have had a successful engagement with us have come together to be a *Positive Pathway* Young People's Committee.

The Objectives for this group are -

1. To be the 'Voice' of Volunteers who our under 25's old,
2. To keep us on our toes and on track,
3. To keep us Young People & Community Focused, &
4. To throw opinions in the mix around the decision making process.



Voice - Volunteer Comments

J aged 18 (they/them) Part of our 'Friendly Spaces' Programme

> Education > Empowerment > Equality > Participation

 Positive Pathways

Tel: 0845 226 8074 Email: info@positivepathways.org.uk

ACHIEVEMENTS

How did **Positive Pathways** support me. . . .

J aged 18 (they/them)

"The charity has really helped me to get the job I have now. I gained support with my cv and the cover letter that I had to have for my application. They also helped me find the job in the first place through recommending it to me.

Futhermore the charity helped to boost my confidence. Not only in speaking to strangers but also seeing my potential as a young person. This really helped with the interview I had to do." (sic)

A Youth & Community Service
Registered Charity in England & Wales No. 1205860





C aged 19 (she/her) Part of our 'First Steps!' Programme

"Hi, my name is C. I have been going to *Positive Pathways* for about 1 month but before I started, (*First Steps!*). I had them help me shorten down my CV which helped a lot, and I started to put it on my Indeed and the CV really helped as I was getting more messages from companies asking for interviews and asking my interest etc.

When I started the group I was a bit nervous joining but longer I was there the more I was getting to know everyone else. We did different activities to help with our communication and help us to get along with each other.

I did enjoy going to the group because I could talk to them about how my searching for jobs was going on and everything else. Just wanted to say thanks to *Positive Pathways* for making this group to help people who are struggling to find jobs and the group did help me get a job." (sic)

M aged 17 (he/him) Part of our 'First Steps!' Programme

"*Positive Pathways* has helped me build confidence in applying for jobs and helped me articulate job application questions better and more clearly. Other than that, it's helped me develop as a person and get on with the new friends I have made in the course. Finally, *Positive Pathways* has been a big part in me hopefully securing an apprenticeship and has been a big part of my life the last few weeks and made my Wednesdays something to look forward to." (sic)

M-T aged 18 (she/her) Part of our 'First Steps!' Programme

"It's, (*Positive Pathways*) helped me come out of my shell more and be more productive in some aspects, also made me feel more confident in myself and push myself to things I normally wouldn't do. Made me more aware of my surroundings and learning to communicate with people face to face and also helped my social anxiety." (sic)



M aged 19 (they/them) Part of our 'First Steps!' Programme

"Positive Pathways has helped me with my communication and problem solving skills. It has also helped me feel more confident both working in groups and overall. With this I am more confident speaking out and asking for help when needed, it has become easier for me to engage in conversation with others and offer my opinion in group settings.

This course, (First Steps!) has also given me a better understanding of the process of applying for jobs and being employed as well as understanding what I want in regards to my future. It has also provided a sense of routine as without the course the only routine I would have is going to job centre once a fortnight." (sic)

S aged 64 (he/him) Part of our 'Friendly Spaces' Programme

"Having arrived in England after working abroad for 14 years it was very daunting to say the least. I was introduced to Positive Pathways at the Jobcentre in Loughborough. PP helped me set up my Universal Credit Journal. Also introduced me to some of the Jobcentre workforce.

I found it very confusing at the time, but they helped me with everything and built my confidence up so after a short time I was able to understand what was expected of me. They also encouraged me to meet other people in the same position as myself. PP would pick me up and take me to places I had to be as I did not have transport.

Positive Pathways also helped me with my CV and other documents that would help me in my job search. They would always answer my phone calls if I needed any advice or help with certain matters. They are always there to help, and I will always be very grateful for all their help." (sic)

A aged 36 (he/him) Part of our 'Friendly Spaces' Programme

"Positive Pathways has been instrumental in my personal growth, helping me settle into Leicestershire more than direct support groups have done. Volunteering on behalf of Groundworks in Coalville was a turning point, making me realise the need to look beyond physical labour when working in retail. This realisation led me to explore other voluntary opportunities, including the 2024 Bring the Paint festival, which introduced me to the creative arts scene in Leicester. I also found my theatrical passion as I revisited my theatre volunteering back in Oxford by volunteering as an usher at The Mountsorrel Memorial Centre. This experience has set a new standard of customer service for me, far from the cut-throat world of retail.

Positive Pathways has been instrumental in my journey, leading me to unexpected places and experiences. For instance, I had not planned to revisit Archery, having only tried it at an activity's hotel as a teenager. But thanks to Positive Pathways, I have found a new form of exercise that I enjoy more than my daily gym workouts." (sic)

L aged 19 (she/her) Part of our 'First Steps!' Programme

"Positive Pathways is making me more confident and more extroverted in life and has given me more communication skills. . . It has gave me the confidence to talk to people I don't know and work with them and not be shy and introverted. It's also however helping me with working towards a job and helping me with other skills that I didn't know I needed.

Positive Pathways also brought me and an old childhood friend (together), also someone who goes to Positive Pathways, closer as we don't speak much and never hang out and it's sorta awkward but we seem to be getting better it's helped me speak to them and speak to other people I'm not comfortable around or awkward with" (sic)

M aged 36 (he/him)

"Positive Pathways has given me the skills to apply for jobs, do CV's, cover letters and most aspects of job searching that I need. It as also taught me new skills such as Archery and meeting new people.

It's also improved my confidence in applying for jobs, talking and meeting new people." (sic)



Case Study 1

Written by the young person themselves. . . .

Who am I?

I am Matthew, an Apprentice Youth worker for Positive Pathways. I am 18 and have just started my journey in becoming a nationally qualified youth worker and community worker. And this is my journey as to how I got here.

How did it start?

It was by chance that I had my friend, stay over for one night at the start of the year. He had an appointment at the Job Centre, and I had decided to wait with him as we were going to get breakfast together after the appointment. It turned out that he was going to see a representative of Positive Pathways. And was going to be starting a course about improving employability skills. It piqued my interest, and before I knew it, I was filling in a form to be enrolled on the course.

The course – “First steps!”

My Friend and I had met up before the start of the course, which was held at Church Hall in the town that we live in, and we spoke about how we felt about the course what we were about to undertake, which we both felt positive about, and there we met volunteers for the charity, and who were both very personable. Along with the volunteers, we met the other course attendees.

How did it snowball?

It all snowballed from the Founder asking me to build a catering trolley for the kitchen at the church, and this was on a Thursday, when a community supermarket runs. After building the catering trolley, I was introduced to the CEO of Hope a local charity. I volunteered every Thursday after that, and my relationship with Positive Pathways grew.

Where did it go from there?

From there, my role as someone who used the service evolved into a trustee role within Positive Pathways. After attending a few sessions at Nottingham Trent University, the level 6 undergraduate degree in Youth and Community work, The lead Lecturer approached us and proposed the opportunity of an apprenticeship that I could undertake with Positive Pathways. After some deliberation with PP and my parents, I decided to grasp the opportunity, and now I have started university at Nottingham Trent University, which I find challenging, but the work is rewarding.

Case Study 2

Written by the young person themselves. . . .

I spoke to a young man who has been with us since he was 15, he will soon be 18. He lives with his Mum and siblings, (four children in all). Mum is single, on a low income. The children have different fathers, none of which contribute to the household. They have lived on the estate for around 19 years.

I will refer to the young man aged 17 as Alan.

I asked Alan to talk about how his life was before *Positive Pathways* arrived on the estate.

Alan Said "I got into the wrong crowd before I met the *Positive Pathways* Team. I used to get in to trouble and basically do what I want. But when I went to my first session which was a Forest School I really enjoyed the group and the team. A few months past and I started going school and getting better grades.

When I was in year 11. I still had no idea what to do, so I picked engineering and lasted about an hour in college before I went home. So, I tried childcare and got in on level 2."

I asked Alan what influence has *PP* made to you and your family?

"We now go out, (as a family), and do stuff other than sitting in doors"

Tell me about your volunteering and work with *PP*?

"The work and volunteering is nice to do at *Positive Pathways*. The team is amazing, and everyone gets along with everyone."

"I think *Positive Pathways* are a fantastic group which inspires the children to give them the independence and support needed."

I asked Alan If he didn't get involved with *PP* where would he now be. . . .

"Drug dealer, arrested, Or at least on the verge"

Alan, since being with us did volunteer on a regular basis. He has achieved his ASDAN Volunteering Award, a Nomination for a Lord Lieutenants Award, and his Senior Adventure Service Challenge Award.

Alan moved from *PP* and has pursued a career in working with animals, not quite young people, however many of the skills he has learnt are transferable. Alan is doing exceptionally well.

Achievements for 2025 (January to June 2025)

Positive Pathways became a Mental Health Friendly Place, by working with Leicestershire County Council, gaining qualifications and learning around the issues that affect Mental Health



Positive Pathways has become a Disability Confident Committed employer as defined by the Department for Work and Pensions. This means we try to be the best inclusive organisation we can, in particularly around recruitment of our Staff & Volunteers.

Positive Pathways became part of the Archery GB, Archery Activity Partner Programme, (AAP). This has enabled us to offer 'Archery Taster Awards' and open sessions. During National Archery Week we offered five open sessions to the public.



Positive Pathways became a Member of ASDAN. ASDAN is a UK-based education charity and awarding organisation that offers courses, accredited curriculum programs, and regulated qualifications to engage, elevate, and empower learners with diverse needs.



26 Weekly Sessions at Long Eaton supporting 104 people

14 Weekly Sessions at Loughborough Job Centre supporting 28 people

53 CV Health Checks Completed



28 Weekly Sessions held at St Johns Church Long Eaton supporting 36 people

22 Weekly Sessions at Sofa in Loughborough supporting 18 people

1 Level 2 Food Hygiene Course Completed



16 Weekly 6 Hour Sessions held at St Johns Church Long Eaton supporting 8 young people to through their Careers & Experiencing Work Course

8 ASDAN Careers & Experiencing Work Awards gained

1 Level 2 Food Hygiene Course Completed



3 Monthly Sessions involving 16 people

16 Archery GB Awards Gained

7 Transferable Skills Awards Gained

783

Volunteer Hours

Undertaken by our Volunteers both within *Positive Pathways* and in the Community

5

Food Vouchers

Were issued

6

One to One Sessions

Were delivered for people who needed extra support

Job Ready WORKSHOPS Offered

- 2 x Writing a CV
- 3 x Cover Letters
- 1x Group Work Process
- 4 x SWOT Analysis
- 1 x Interview Questions
- 2 x What to Wear
- 1 x Mock Interviews
- 1 x Diversity & Inclusion

Job Ready workshops have been delivered to Volunteers.

Life Skills WORKSHOPS Offered

- 8 x Team Building
- 4 x Games (Lego)
- 3 x Archery
- 1 x Cooking
- 5 x Planning
- 16 x Evaluation
- 6 x Peer Support
- 13 x Issue Based Discussions

Life Skills workshops have been delivered.

‘Peer Support’ & ‘Issue Based Discussions’ are often spontaneous.

‘Planning’ & ‘Evaluation’ takes place at regular intervals where we involve Volunteers in the *Positive Pathways* process

Accredited WORKSHOPS Offered

- 2 x Food Hygiene
- 1 x Careers & Work
- 1 x Volunteering as an Adult

Issues Encountered

- Volunteering
- Apprenticeships
- Confidence
- Curriculum Vitae
- Using Indeed Accounts
- Direction/Motivation
- Relationship Advice
- Talking Therapy
- Food Vouchers
- Anxiety
- Lack of Ambition
- Short Courses
- Interview Skills
- Homelessness
- Depression
- Cost of Living Crisis
- General job Applications
- Personal Illness

These are the issues that have had an impact on the lives of the people we work with.

2

Job Fairs Attended

POSITIVE PATHWAYS

Full time work – 3

Part Time Work – 1

Education – 1

Employment Support – 8

Volunteering for Experience - 3

Continuous involvement with *Positive Pathways* – 18

July 2025 Achievements

The Latest **ACHIEVEMENTS** at *Positive Pathways*

. . . . *July 2025*



This month 64 People have engaged with PP. . . .

1 Young Person has moved into Full Time Employment. . . .

29 CV Health Checks have taken place. . . .

8 Young People have been gained their *ASDAN* Careers & Work Experience Award. . . .

12 People have signed up to take part in our *ASDAN* Volunteering as an Adult Award. . . .

2 Trussell Trust Food Vouchers have been issued to Families in need. . . .

2 Household Support Fund Applications have been made on behalf of local Families. . . .

3 Employability Workshop has taken place. . . .

13 People attended our monthly Family Archery Session, all of them gaining a *Archery GB* 'Try it!' Award. . . .

2 People have agreed to Volunteer with PP. . . .

1 Person has agreed to Volunteer with one of our Partner Agencies. . . .

1 Young Person has gained a place at Nottingham Trent University with a Degree Apprenticeship. . . .



A Youth & Community Service
Registered Charity in England & Wales No. 1205860

August 2025 Achievements

The Latest **ACHIEVEMENTS** at *Positive Pathways*

. . . . **August 2025**

This month 41 People have engaged with PP. . . .

One of our long standing young people has become a member of our Trustee Board with the remit of 'Voice', to ensure we are listening. . . .

6 CV Health Checks have taken place. . . .

1 Young Person has taken a place in Higher Education at Loughborough College. . . .

1 Person has signed up to take part in our ASDAN Volunteering as an Adult Award. . . .

Attended Reaching People's (a local consortium) Young Peoples Meeting. . . .

Nottingham Trent University Degree Apprentice Confirmed. . . .

A new young person has contacted PP for support from Steveston North Ayrshire, Scotland. . . .

18 Staff & Volunteer Rest Days during the Holiday Period. . . .

PP has sent up a new Youth Committee consisting of young people under 25 to guide and inform the Trustees. . . .

A Youth & Community Service
Registered Charity in England & Wales No. 1205860



September 2025 Achievements

The Latest **ACHIEVEMENTS** at *Positive Pathways*



. . . . **September 2025**

This month 25 People have engaged with PP. . . .

14 CV Health Checks have taken place. . . .

We have organised visits to 'Derby City Jobs Fair', 'Elvaston Castle Country Park', & 'Webb Training Apprentice Exhibition'. . . .

Issues discussed this month *Flags & Refugees, Racism, Restart Service, Sleeping Patterns, & other Current Affairs.* . . .

1 new volunteer has decided to take the next step in their volunteering journey with PP. . . .

Attended Monitoring & Evaluation Workshop at Nottingham Trent University. . . .

Our First ever Degree Apprenticeship started their placement. . . .

Our Friendly Space in Loughborough reopened at the Loughborough Careers Hub after a short summer break. . . .

PP has conducted 8 sessions of Employment Support. . . .

Volunteering as contributed 193 hours amounting to £2,431.80p when multiplied by the National Living Wage. . . .

21 Face to Face Sessions have taken place. . . .

Supported by 27 Admin Sessions. . . .

Staff & Volunteers managed 42 Rest Sessions. . . .

A Youth & Community Service
Registered Charity in England & Wales No. 1205860



A Session equates to a Morning, Afternoon, or Evening.
This equating to a possible 90 session in September 2025

October 2025 Achievements

The Latest **ACHIEVEMENTS** at *Positive Pathways*



. . . . **October 2025**

This month 42 People have engaged with PP. . .

17 CV Health Checks have taken place. . .

We have organised visits to 'John Storer House Community Café' in Loughborough & 'The Roadside Café' Kegworth. . .

'First Steps!' our ASDAN group completed some amazing voluntary work, when they repaired two raised beds at a St Johns Church, Long Eaton. We are super proud. . .



Made an amazing donation to help with our work and Damien the Foundation Leader came over for a visit. . .



We became a member of Sported who will support us in the continued provision of Archery and Shooting. . .



We became part of Erewash Social Prescribing network. . .



We became an official Fellow's of UK Youth's Joined Up Institute. . .

Positive Pathways Volunteering has contributed 154 hours amounting to £1940.40p when multiplied by the National Living Wage. . .

Positive Pathways has conducted 25 Face to Face sessions of Employment Support. . .

Supported by 27 Admin Sessions. . .

Staff & Volunteers managed 41 Rest Sessions. . .



A Youth & Community Service
Registered Charity in England & Wales No. 1205860

A Session equates to a Morning, Afternoon, or Evening.
This equating to a possible 93 session in October 2025

November/December 2025 Achievements

> Education > Empowerment > Equality > Participation



Tel: 0845 226 8074 Email: info@positivepathways.org.uk

The Latest **ACHIEVEMENTS** at *Positive Pathways*

. . . . November/December 2025



During this period 62 People have engaged with PP. . . .

26 CV Health Checks have taken place. . . .

'First Steps!' our ASDAN Award Group completed their 'Carres & Work Experience' Award. 8 Young people celebrated with a meal at a local restaurant. . . .

Voluntary Work Completed – 'First Steps!' repaired and revitalised planters and a local church. . . .

'First Steps!' completed a Work Placement at a local Community Lunch Club by taking part in taking orders, waiting on tables and cleaning up, including washing up afterwards. . . .



An amazing donation from Efficiency East Midlands Limited (EEM) to support our work. . . .

Positive Pathways have secured a new building and are looking forward to moving in and starting new projects in 2026. . . .



We attended a Tech Camp at Mindera UK for a deep dive into the tech industry. . . .

Positive Pathways Volunteering has contributed 213 hours amounting to £2864.85 when multiplied by the National Living Wage, (£13.45p). . . .

Positive Pathways has conducted 51 Face to Face sessions of Support. . . .

Supported by 49 Admin Sessions. . . .

Staff & Volunteers managed 83 Rest Sessions. . . .



A Youth & Community Service
Registered Charity in England & Wales No. 1205860

A Session equates to a Morning, Afternoon, or Evening. This equating to a possible 183 sessions in November/December 2025

The Adventure Service Challenge Award Scheme



Positive Pathways is currently the caretakers of an international award scheme for Young People Aged 6 to 25 called "The Adventure Service Challenge Scheme".

The Scheme has been available since the 1960's and has grown to become as relevant to young people today as ever.

This Matrix shows how the scheme works, the age ranges and the content of each level.

	10 Hour Awards	LIFT OFF! Alternative Provision Years 7 to 10	LIFT OFF! Alternative Provision Years 11	Cub Level	Junior Level 1	Junior Level 2	Senior Level 1	Senior Level 2	Gold Level
Age Group	All	11 to 15	15 to 16	5th Birthday to 8th Birthday	Age 7 Years 6 Months to 11th Birthday		10 Years to 16th Birthday		14 to 18th Birthday +
Adventure	Try New Adventures	Forest School Local Attractions	Forest School Local Attractions	Safety Walk	The Living World	Safety First Observation	Roadcraft Campcraft Hiking	Highway Code Expedition Exploring	Mini Adventure Big Adventure
Service	Help Other People	Community Project The Services First Aid	Community Project First Aid	Help Out Emergency	Service Local People Emergencies	Our Country First Aid Service	First Aid Service	First Aid Service	Volunteering Award
Challenge	Try New Activities Shield	Leisure Pursuit Healthy Lifestyle Shield	Post 16 Options Leisure Pursuit Healthy Lifestyle Shield	Hobby Activity Cooking Shield	Crafts Health Cooking Shield	Collection Model Making Shield	Cookery Interest Shield	Leisure Pursuit Activity Choice Shield	Shield New Activity Presentation

The Future for The Adventure Service Challenge Scheme

The Scheme is currently on the 'back burner' and needs a relaunch with a new website and new handbook.

We would like to add a level specifically for Forest Schools and expand on the 10 Hour Awards.

The Scheme presently has 26 units with the majority of the units operating in the UK, with one in Switzerland and one in Spain.

ASC Achievements

Since taking over the Management of the Adventure Service Challenge Award Scheme
854 Young People aged 5 to 25 years old have achieved an award

Since taking over the Management of the Adventure Service Challenge Award Scheme presently has
26 units, 24 in the UK, 1 in Switzerland & 1 in Spain

Since taking over the Management of the Adventure Service Challenge Award Scheme
5 new levels have been developed
'Cub' level for Young People aged 5 to 8
'Gold' Level for Young People aged 14 to 18+
'Lift Off!' an alternative provision level for School Years 7 to 10
'Lift Off!' an alternative provision level for School Year 10 & above
'10 Hour Award' to offer 'Taster Sessions' for all ages

ASDAN Awards

In 2024 Positive Pathways became an ASDAN Member.

This has enabled us to offer 'Short Course' which are 60 hour awards and come in various subjects. The two we are currently offering are 'Careers & Work Experience' and 'Volunteering as an Adult'.



ASDAN
member

In the future we are hoping to be able to offer a lot more subjects as for now these fit very nicely with our current provision.

Although we did not actually start operating the awards until February 2025 I feel we have caught up with our current capacity. With one cohort complete and two cohorts currently taking part in just one year.

Positive Pathways are looking forward to integrating more ASDAN Awards into our work during 2026.

ASDAN Awards 2025

The Latest **ACHIEVEMENTS** at *Positive Pathways*

. . . . **ASDAN Cohorts 2025**



ASDAN

2025

COHORT 1

**Careers &
Experiencing Work**

*8 young people completed
this course and gained
between 2 & 6 Education
Credits*

COHORT 2

**Volunteering as an
Adult**

*15 people are currently
working through this award
while volunteering with
Positive Pathways, St John's
Church, & local Community
Groups*

COHORT 3

**Careers &
Experiencing Work**

*8 Young people have
completed this course and
gained between 5 & 6
Educational Credits*

What do you get from an ASDAN Award. . . .

- *The actual award is a nationally recognised qualification and can be used on CV's to show you have gained knowledge and skills in the subject*
- *An up to date reference from Positive Pathways*
- *On going support from Positive Pathways*
- *Access to our wider provision*
- *New Friends*
- *New Experiences*
- *Confidence*

December 2025

A Youth & Community Service

Registered Charity in England & Wales No. 1205860



Values & Models of Practice

Positive Pathways encompasses the values Youth & Community Work, uses a Social Education Pedagogy and Solution Focused Therapy in the delivery of the organisations provision.

Purpose of Youth Work & Community Work

Youth & Community Work is a distinct educational process adapted across a variety of settings to support a people's personal, social, emotional and educational development. It begins with the development of a unique, challenging and developmental relationship with people, which is utilised to:

- Explore their values, beliefs, ideas and issues.
- Enable them to develop their voice, influence and place in society.
- Facilitate learning practical and life skills that will help them to realise their full potential.

The Y&CW relationship is underpinned by Y&CW values and principles. The values provide an ethical foundation that informs the way Y&CW make decisions about their work.

These values underpin the key principles of Y&CW practice, which are:

Active participation and empowerment of participants

Y&CW should be informed by the lived experiences of each participant, starting from where the person is in relation to their own feelings, values, views and principles. It recognises the strengths and abilities of the person, encouraging them to actively participate and take ownership, to be critical and creative in their responses to their experiences, needs and the world around them.

Voluntary engagement by participants

Participants can choose to be involved, to relax, to meet friends, to form new relationships to have fun and to find support. Y&CW recognises each person as a partner in their learning process, which enables them to fulfil their potential. It requires a trusting relationship between them and Y&CW workers, built on mutual respect.

Non-formal education and informal learning

Y&CW takes place across a range of settings; it is a rights-based informal education process which also take an asset-based empowerment approach that values the strengths of participants, as well as addressing the problems they face. It enables the acquisition of new skills, creates the spaces and opportunities for people to develop a broad set of social skills and encourages people's autonomous agency and political voice, recognising participants as decision makers and leaders.

Equality, equity, diversity and inclusion

Y&CW treats people with respect, valuing differences and promoting the acceptance and understanding of others. It is underpinned by the principles of social justice, equality and rights and embraces and celebrates diversity and interdependence. It recognises the value of the collective identities and inclusivity, fostering positive collection action, a sense of belonging and a sense of community by challenging oppressive and discriminatory behaviours.

Youth & Community Work Values - are underpinned by a clear set of values. These include:

www.nya.org.uk & *Positive Pathways*

- People voluntarily participating.
- Utilising people's view of the world
- Treating people with respect
- Seeking to develop people's skills and attitudes rather than remedy 'problem behaviours'
- Helping people develop stronger relationships and collective identities.
- Respecting and valuing differences
- Promoting the voice of participants



Social Pedagogy

“Social Pedagogy offers a values-led approach to relationship-centred practice that aims to holistically support people’s well-being, learning and social inclusion. At the heart of Social Pedagogy lies a belief that each person deserves to be treated with human dignity and possesses unique inner resources and potential, which we can help them unfold. To do so requires meaningful and authentic relationships that enable us to recognise a person’s potential, their qualities, strengths and interests, and to create learning situations in which people can experience their resourcefulness and develop new abilities. This is why Social Pedagogy is often translated as education in the broadest sense of the term, with a focus on learning in the ‘everyday’.”

An interesting illustration depicting an overview of Social Pedagogy



www.thempra.org.uk

Solution Focused Therapy

“This is a form of therapy that is future-focused, goal-directed, and centres on solutions, rather than on the problems of the volunteer. The therapy helps volunteers to identify exceptions to the problem and then find possible solutions that work independently of the cause of the problem.

The Volunteer is therefore seen as the expert who knows which solutions would work best. The worker asks the right questions to guide the volunteer in identifying these solutions. The volunteer is encouraged to think of what has worked in the past, to identify possible solutions and it is hoped that these can be applied outside of the therapy. The worker enables the volunteer to explore the things that work, including identifying strengths that could be drawn upon as a solution.

The therapy follows 4 basic steps:

- Step 1- Understanding
- Step 2- Looking forward
- Step 3- Considering options
- Step 4- Agreeing on actions

It is hoped that by the end of the session both the worker and volunteer have come up with specific actions or plans to increase quality of life in the individual areas.”

www.elft.nhs.uk & *Positive Pathways*

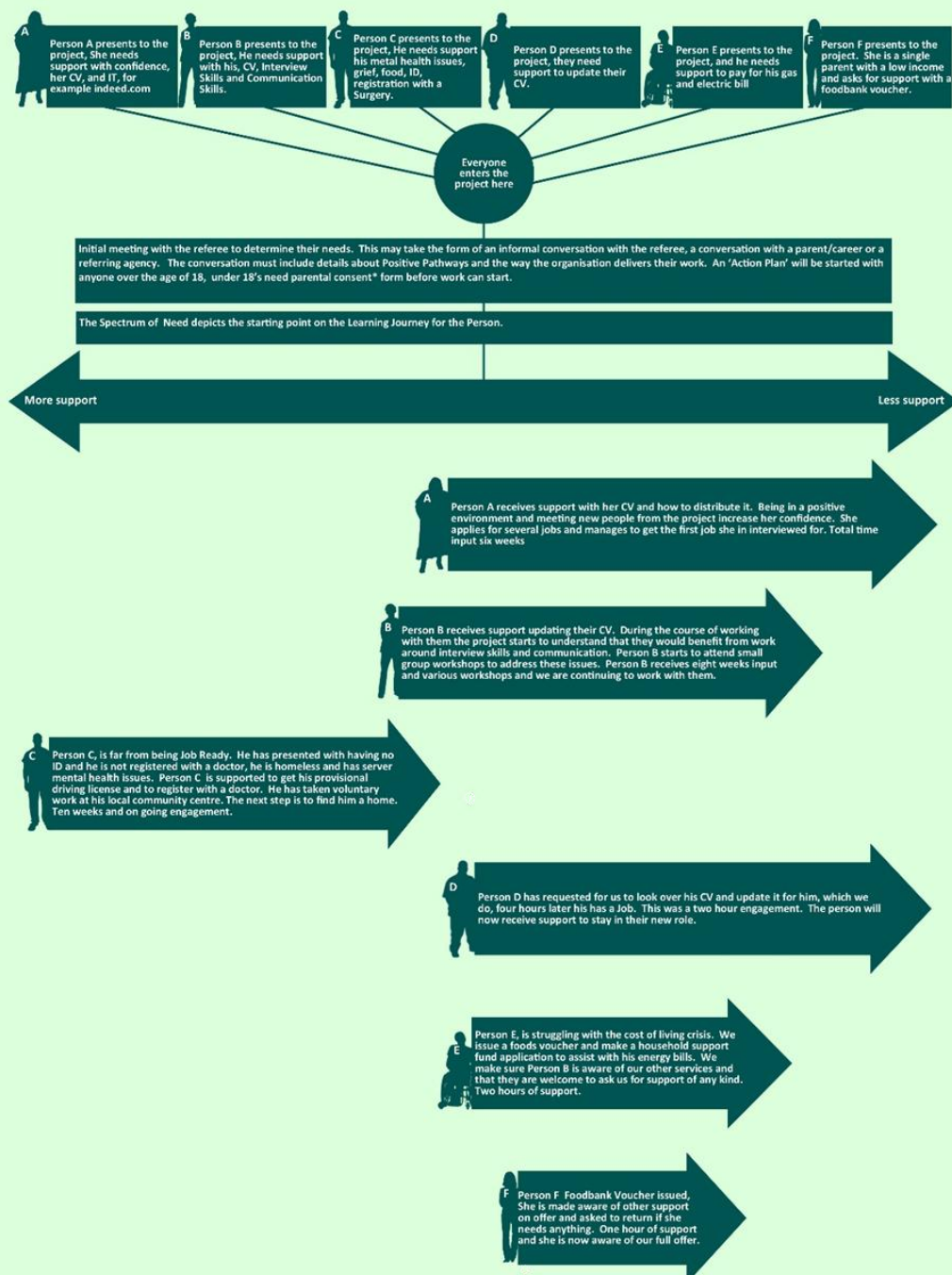


Model of Practice

As the project developed it was clear that a unique model of practice and delivery was being created

Positive Pathways - Model of Practice

People Self Refer or Agencies Refer or People Become Volunteers or People Join a Group, etcetera



People participating in the project have a starting point along the spectrum of support and although the figure above shows the journey moving forward, occasionally people have to face new circumstances that may knock them back. However with the correct support in place, the journey can move forward again.

There is a combination of Long Term Support, Short Term Support, Emergency Support and Light Touch.

Of course there is also an opportunity to say I do not require any support thank you, in which case we will respect that choice.

*Parental consent means the person or corporation who has legal responsibility or the child.

© 2023 Positive Pathways. Version 3 April 2025

How to engage with Positive Pathways & Referrals

To enable the referral process, we set up regular meeting times within local community provisions such as Community Centres, Job Centres and Community Cafes.

These sessions enable potential volunteers to engage with us, for local agencies to refer to us and for us to be able to accept self-referrals.

These published contact times became known as '*Employability Support*' sessions in Job Centre+ locations and '*Friendly Spaces*' in community locations. The later enabling group work to take place. One to One and online work is also offered for people who had more complex needs.

Our role is primarily to take referrals, build a professional relationship of trust and understand the needs of the volunteers and ultimately support the process of meeting those needs.

As an organisation it is good for us to understand our limitations. We are aware that we are rarely experts in many of the issues we have encountered however, the workforce have a good network of local contacts with other agencies who can offer any specialised support that may be needed. In these situations, we often become the advocate for the volunteer. Our support often manifests itself as accompanying the volunteer to meetings and involving them into the helping agencies process.



Our Place. . . .

Positive Pathways, Ground Floor Learning Centre, Second Floor Storage & Activity Area Sofa Loughborough, Towles Building, Clarence St, Loughborough, Leicestershire. LE11 1DY.

In July 2024 *Positive Pathways* began to search for a place to store their Equipment, put on Activities & Sessions, and to have a Learning Centre or Class room of sorts.

SOFA (Suppliers of Furniture & Appliances) occupied a 3,400 sq. m. premises just on the outskirts of Loughborough Town Centre.

Once approached SOFA was happy to share the 3 floored building and offered an amazing lockable storage area, a large activity area and a room that was suitable for an activity area. Short negotiations had taken place, and it was agreed for us to move in late August/September 2024, which we did.



However, we were always aware that the owner of the building may be ready to sell the property. We moved in with this in mind and with the knowledge it could take a long time to sell.

The moving into the Towels Factory happen reasonable quickly and by November 2024 we were running our Friendly Space sessions and Archery sessions.

We were limited to what we could provide in the building and by January 2025 our provisions had spread to Erewash taking us away for 2 days and leaving 3 to develop Loughborough. Other limitations were that no one under the age of 16 access a session without a responsible adult and we could only operate during SOFA opening hours Monday to Saturday 9 am to 4 pm. We offer a small provision within these constraints.

October 2025, just over a year later, the Towels Building is Under Offer

We are now in search of a new premises and may have already found a new home depending on many variables. We need to the Towels Building (SOFA) by Easter 2026, which right now feels 'doable'.

Hopefully we will have access to a new '*Our Place. . . .*' soon and can start planning new and interesting provision for Young People & Communities come Easter 2026.

CEO & Founder
Sunday 5th September 2025

Our New Place. . . .

As of Friday 21st November 2025, we have managed to find a new home. A deposit has been paid, and the building is currently being refurbished by the owner and *Positive Pathways* should be able to move into the property during March/April 2026

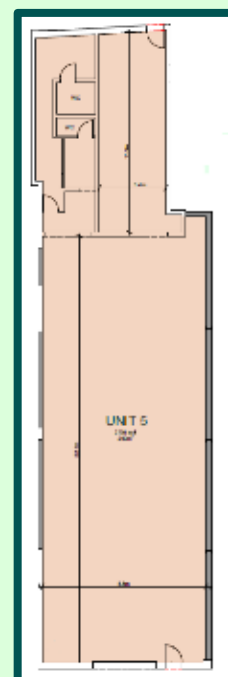
Positive Pathways, Unit 5, Fletcher Street, Long Eaton, Nottinghamshire, NG10 1JU

It is planned to make the address our new registered office in. This will not affect our provision in other areas; however, it will be time for a rethink around on going new provision. It will be a time of change and optimism for *Positive Pathways*.



The photographs on the left depict the current state of the building, (November 2025). The build, which was once one big factory is being split into six refurbished units.

The plan on the right shows Unit 5. These are not the final plans because we are now able to work with the agents and owners to as to where toilets and a kitchenette will be placed.



The Main Hall is 8.5 metres wide by 22.1 metre long. A perfect size for *Positive Pathways* to continue with our Family Archery Sessions and the introduction of have-a-go sessions in air rifle shooting. This gives the opportunity to use equipment we were gifted and qualifications that exist within the team

The plan on the right also depicts an area for toilets and a large approximately 10 metres by 3 metre room which we are planning to use as a 'Classroom' and meeting room.



The photographs to the lower right show the architects depiction of how the building will look when completed, obviously with the tables or a free van.

We feel the team are looking forward to the opportunities this will present, but it still feels along way off, and in between there will be a couple of days of moving equipment form Sofa to Fletcher Street. . . .

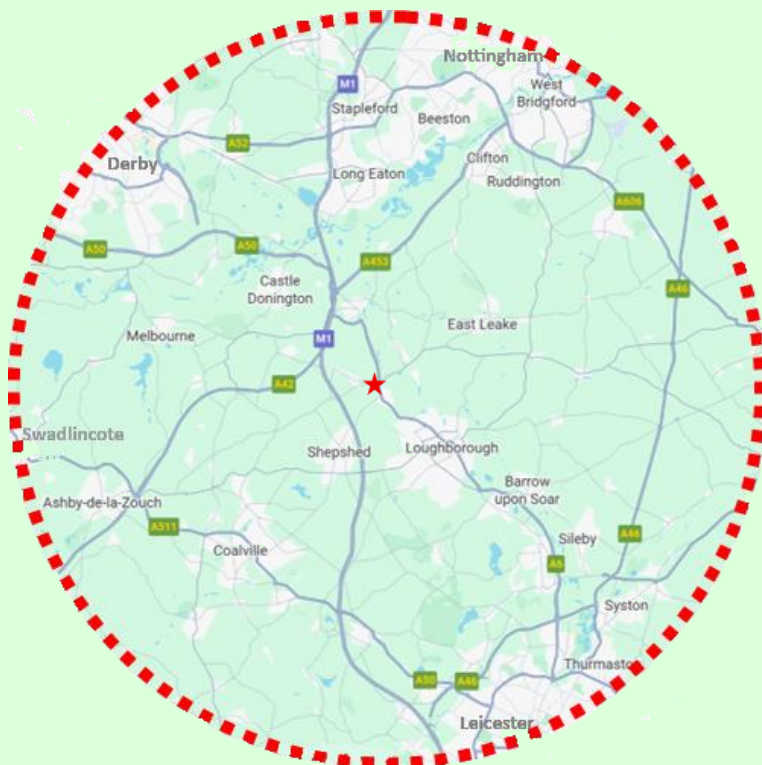


Current Locations & Provision

Positive Pathways currently operates in various Districts and Boroughs, each with a variety of provision.

We operate mostly in the East Midlands and try to keep within 20 kilometres of our registered office, however, occasionally 'needs must' with our work and this occasionally takes us a little further afield.

★ Approx. location of registered office.



A New Up Coming Project

I have been using a Mobility Scooter for just over a year now and on most Mondays and Fridays I got to work in Loughborough, which is around 4 miles away on my scooter for fresh air and sun shine and it works.

I have also been on a few adventures on my scooter that I have shared through some of our Social Media outlets. The idea is that other possible wheelchair and scooter users understand that if I can get my Trolly, the nickname of my scooter, out into interesting places then so can anyone. A little bit of a Public Service type of thing.

We have, recently visited local attractions where you can use their own 'Off Road' scooters to get right into the heart of the country side and the reactions we have had from people who have shared this experience has been quite overwhelming and in one case life changing.

Erewash

A borough in South Derbyshire that borders North West Leicestershire.

Our work takes place in the Market Town of Long Eaton drawing people from across the borough.

There are currently three sessions in Long Eaton, and I would say that this is our 'Flagship' area.

The current projects are working so well we are looking to roll out the same sessions in Charnwood and North West Leicestershire from January 2026 and over the following eighteen months.

The first session is based in Long Eaton Job Centre+ where we run a session called 'Employability Support'.



Employability Support gives each referral a 30 minute session with one member (of two) from our Workforce.

This takes place on Thursday mornings from 10 am until 12 noon and gives an opportunity for eight referrals to take part in what is being billed as a 'CV Health Check'. This gives *Positive Pathways* the opportunity to work on a CV with the volunteer and look at any other needs presented by the volunteer by completing, if needed, an 'Action Plan'.

We often see between four to eight people during this session. These sessions are open to everyone and all ages, however there is a bigger emphasis on people aged under 25.

These sessions also give the volunteer the opportunity to access all aspects of the *Positive Pathways* offer.



The contact in the Job Centre+ gives us an opportunity to invite the volunteer along to our Thursday afternoon Session called, 'A Friendly Space'.

This session runs from 1 pm until 3 pm at St John's Church Hall in Long Eaton and enables our volunteers to finish their CV's or have a chat and a cuppa. The session is informal and often brings together volunteers with similar issues. People often talk about their mental health issues as well as other concerns impacting on their lives. We often have the opportunity to deliver one of our Employment Workshops that we have previously developed. This session often engages with between 2 to 8 people each week from across the borough.

Employment WORKSHOPS Offered

- Writing a CV
- Cover Letters
- Group Work Process
- SWOT Analysis
- Interview Questions
- What to Wear
- Mock Interviews



Our third session has been developed after close consultation with the Job Centre+ and has led to a provision primarily to meet the needs of unemployed 18 year olds. The age range is flexible and is actually for young people aged 16 to 25.

This project is called 'First Steps!'. It operates on a Wednesday from 10.30 am through to 3.30 pm. The target is to engage with around 10 young people.

The sessions are once a week for approximately 16 weeks, (depending on term length and the needs of the young people). The session take place at St John's Church Hall and a free lunch, and refreshments are provided by WOW which is a lunch club that also meets at the church.

The session revolves around the ASDAN Award in

Careers and Experiencing Work Short Course.

The course covers seven modules.

- Self-development
- Career exploration
- Career management
- Considering higher education
- Considering apprenticeships
- Preparing for the workplace
- Being at work

Other possible qualifications that could be earned include.

- Volunteering Short Course
- Activities Short Course
- Gardening Short Course
- Peer Tutoring Short Course
- Expressive Arts Short Course
- Food Hygiene Level 1

The programme also includes lots of Team Building, Confidence and Self Esteem building exercises, as well as planning small projects and issue based discussions for example, equality and diversity.

This approach, coupled with our values, gives the young people a good start for entering into the world of work.

The qualification is accredited by ASDAN and is nationally recognised. The award is the equivalent of between 1 to 6 educational credits.

The complete course needs to be completed in 60 hours, however each 10 hours can be accredited, meaning the young people can gain an educational credit at 10, 20, 30, 40, 50, or 60 hours

'A Reference'

When volunteers have been committed to attending at least eight sessions we advise people to put Positive Pathways on their CV and give them permission to use us for a Reference.

In addition to the award, the scheme can be added to their curriculum vitae and *Positive Pathways* can also be used for a reference by the young people.

The initial 'First Steps!' Programme, ASDAN Group 1, has recently been completed by nine young people.

Two of the young people have already gained employment, with a third reaching the interview stage for a potential placement in a garage converting cars for people with disabilities through an apprenticeship.

The young people who have taken part have been aged between 17 & 21. The majority of them are coping with social anxiety and depression, as well as other complexities in their lives.

Several of the young people are continuing to attend the Wednesday Lunch Club at the church and are volunteering with setting up, cooking and clearing away.

The Future for Erewash

Continue with all three sessions. The provision as it is now, seems to be working.

‘Employability Support’	Thursday 10 am to 12 noon at Job Centre+ (with published dates each term)
‘Friendly Place’	Thursday 1 pm to 3 pm at St John’s Church (with published dates each term)
‘First Steps!’	Wednesday 10.30 am to 3.30 pm at St John’s Church. ASDAN Group 3 of ‘First Steps!’ began on the 3 rd September 2025

With the initial ‘First Steps!’ programme now completed, *PP* has continued to attend the Wednesday sessions to support the young people with their volunteering, and job searching.

PP are at capacity in Long Eaton, but there could possibly be a lot more we could achieve if we had more time to dedicate to research and reconnaissance especially around work with young people.

New Developments in Erewash. . . .



Being part of the Action Team enables people to

> Improve Your Wellbeing > Learn New Skills > Make a Difference > Make New Friends > Develop Your Career

This project revolves around people signing up to the ASDAN ‘Volunteering as an Adult Award’ which carries 6 education credits for 60 hours of learning. This includes 40 hours of Face to Face work.

The idea is that current volunteers and new potential volunteers can gain an award for their work, enhance their CV and be able to use *Positive Pathways* or the agency offering a placement for a reference if they choose to.

Being recognised for their commitment and effort enhances confidence and self-esteem which in turn has an impact of the participants mental health and general wellbeing.

The people involved may continue with their volunteering or use the experience to find employment or better still carrying on with the Volunteer Work and gain employment.

As of 21st September 2025, ASDAN Group 2 have signed up 14 people to participate in the award. So far this consists of Volunteers from both *Positive Pathways*, St John’s Church and an independent volunteer from another agency. This opportunity has be offered across all our provision.



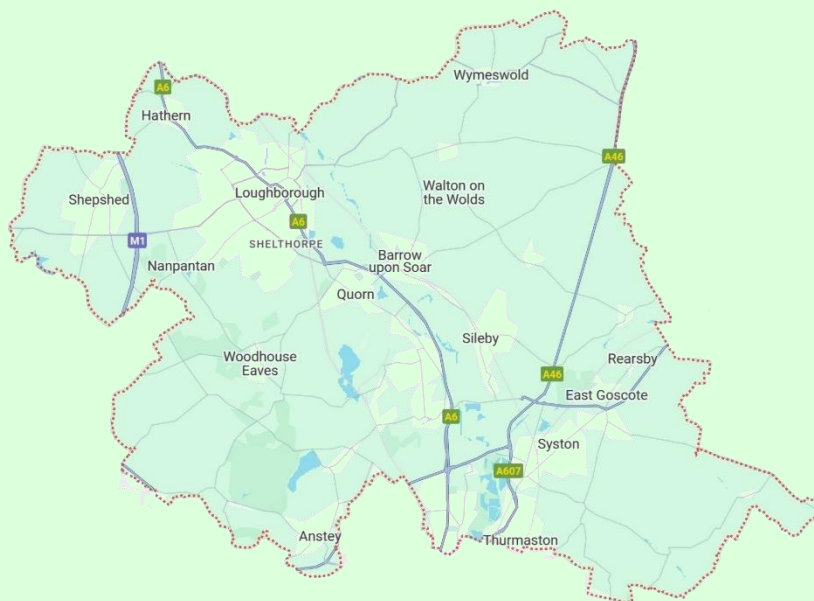
Charnwood

The Borough of Charnwood borders South Notts and North West Leicestershire.

We work mainly in market town of Loughborough but attract people from across the north of Charnwood to our sessions.

We are lucky to have a shared base in Loughborough at Sofa. Sofa is a charity that recycles furniture and white goods.

We store our equipment and property at Sofa as well as being able to use a room as a Learning Centre on the ground floor and a large activity area on the top floor.



The Friendly Space at Loughborough Careers Hub/John Storer House Café is attracting between three and eight people a week. We still use our Employability Workshops as and when there are needed. Being close to Sofa we are able to take advantage all of our resources that are stored there, and the current sessions often offer team building challenges, debates and sometimes just talking therapy.



"Keep on Target!" is a Family Archery Sessions that began during National Archery Week 2025. With the enthusiasm of the Families taking part, sessions are now being offered on the first Saturday afternoon of each month until October 2025

The Future for Charnwood

Continue with both sessions. The provision as it is now,

‘Friendly Place’	Monday 10 am to 12 noon at the Careers & Enterprise Hub, (with published dates each term)
“Keep on Target!”	Family Archery Sessions on the first Saturday of each month from 1 pm to 3 pm at Sofa on ‘The Top Floor’ activity area

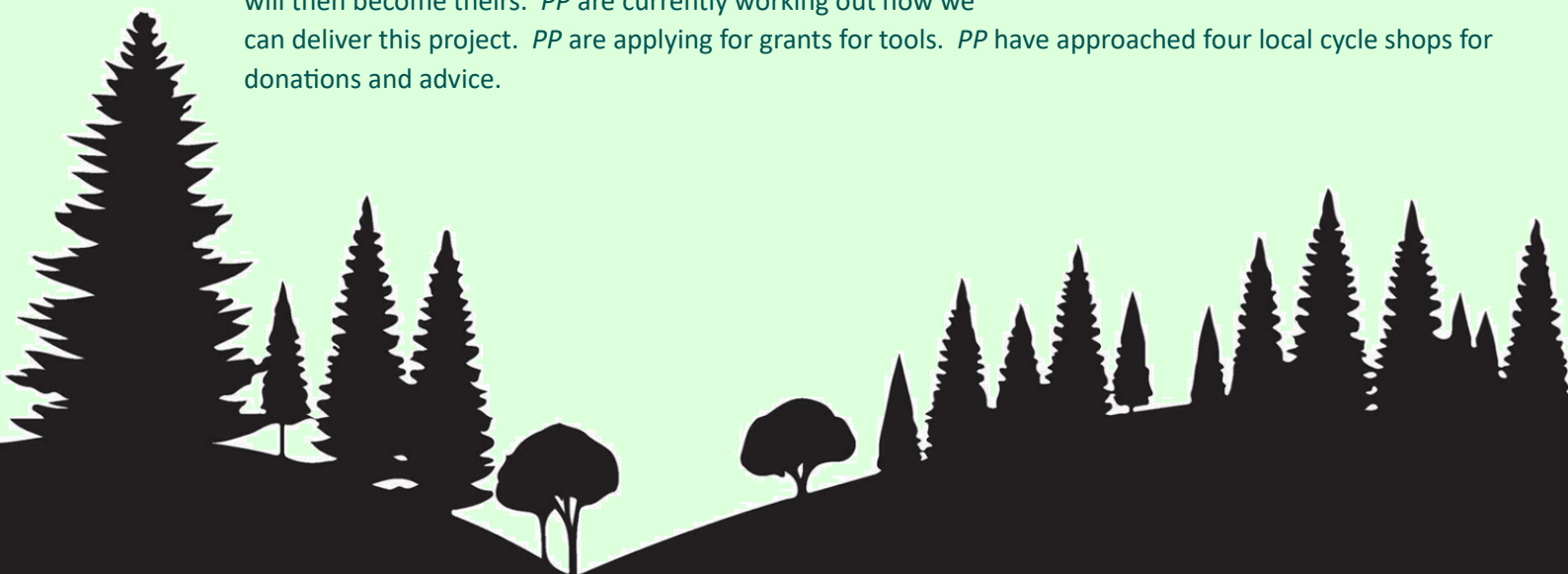
- With having the resource at Sofa one of the first sessions we would like to start is the Charnwood Version of ‘First Steps!’. With at least one sixteen week course taking place in 2026. We would like this to be based between the Sofa and Loughborough Careers Hub. This would offer the same programme as the Long Eaton session.
- *PP* currently have several volunteers, and we would like to increase our numbers and opportunities for people to volunteer with us not only to help us but to help out at Sofa and to be able to offer people an ASDAN Volunteer Award and Reference. These sessions will be part of ‘The Action Team Project’, and *PP* will be looking for referrals from the Job Centre’s for people that need work experience and a confidence boost.



The Action Team enables people to

> **Improve Wellbeing** > **Learn New Skills** > **Make a Difference** > **Make New Friends** > **Develop Your Career Through Volunteering**

- *Positive Pathways* have inherited around fifteen used bicycles that need a little TLC. The Project ‘Recycle a Bicycle’, will be aimed at unemployed people who need transport to get to a job. Again, *PP* will take referrals from the Job Centres and people with a genuine need will be able to fix a bicycle and it will then become theirs. *PP* are currently working out how we can deliver this project. *PP* are applying for grants for tools. *PP* have approached four local cycle shops for donations and advice.



- We are currently in talks with 'The Conservation Volunteers' and the setting up of a Green Gym™. We have applied for an allotment, and this project will be threefold and include the work at the allotment, countryside walks and hikes and Forest School style activities.
- Weekend and School Holiday, 'Adult & Child Activities'. This again is about using the resources we have such as equipment, space and skills. The long term idea is to offer all that we can for young people and their adult. This will include sport, arts, games, cooking and various other learning activities.

Upcoming Developments in Charnwood. . .



PP would like to develop 'Employability Support' with Loughborough Careers Hub and hold a regular session for young people and members of the community.



Lego is a great all round tool as we have discovered over the last few months. A few of our activities in the 'Friendly Space' sessions have involved building Lego while chatting and team building. This has led onto discussion around regular sessions just involving adults, Lego and probably tea. PP just happen to have a small Lego resource available and when it was gathered together with a few other donations it was agreed with the volunteers this may be something to develop over the coming year.

With new developments around 'Our Place. . .' there could be a possibility of a children and young person's session in 2026



Positive Pathways is considering becoming a Duke of Edinburgh Award provider. However, this involves taking out a license. PP would like to keep the delivery to young people as cost free as possible and to make sure the programme is accessible to everyone.

A meeting with the local DofE Coordinator is taking place in October 2025 to consider the options. negotiations and due diligence to become a DofE provider are going to begin mid-October 2025.

Lego & Mental Health*

Lego benefits mental health by promoting mindfulness, reducing stress and anxiety, aiding concentration, and fostering social interaction through structured play. The act of building is a calming, grounding activity that helps to quiet the mind and bring order to a chaotic internal or external world. For children, particularly those with social communication challenges, structured LEGO groups provide a safe, predictable environment to practice vital social skills. Adults use it as a way to de-stress, reconnect with their inner child, and find a sense of accomplishment and calm.

For Adults:

- **Stress and Anxiety Reduction:**
Building Lego can be a relaxing and calming experience, similar to meditation, helping to lower stress and anxiety by focusing the mind.
- **Mindfulness:**
The process of following instructions and focusing on the task at hand can induce a mindful state, anchoring you in the present moment and reducing self-reflection.
- **Cognitive Benefits:**
Lego play enhances concentration, problem-solving skills, and can provide a sense of order and accomplishment.
- **Dopamine Release:**
Engaging in creative, playful activities releases dopamine, a chemical that promotes feelings of pleasure and reward.

For Children:

- **Therapeutic Tool:**
Lego-Based Therapy provides a structured way for children with social communication challenges, such as those on the autism spectrum, to practice turn-taking, sharing, and collaborative problem-solving.
- **Social Skill Development:**
The structured environment of a LEGO group allows children to understand social expectations and build connections while engaging in a motivating activity.
- **Increased Self-Esteem:**
Successfully completing tasks and participating in group activities can boost a child's confidence and self-esteem.

How it Works:

- **Focus and Concentration:**
Building with Lego requires focused attention, which redirects the mind from overwhelming thoughts and worries.
- **Creative Expression:**
It offers a creative outlet to express oneself and bring a sense of order to a chaotic world.
- **Structured Play:**
The act of building, following instructions, and working within a structured format provides a sense of control and predictability that can be very calming.
- **Symbolic Communication:**
In some therapeutic settings, the bricks can serve as symbols for personal experiences, memories, or struggles, providing a safe way to talk about difficult feelings.

Google AI Overview

What is the Duke of Edinburgh Award?*

A life-changing experience. An opportunity to have fun with friends. A chance to discover new interests and talents. A tool to develop essential skills for life and work. A recognised mark of achievement, respected by employers. The DofE is many things to many people, supporting generations to successfully navigate life.

14-24 year olds can do a DofE programme at one of three progressive levels which, when successfully completed, leads to a Bronze, Silver or Gold Duke of Edinburgh's Award. There are four sections to complete at Bronze and Silver level and five at Gold.

They involve helping the community/environment, becoming fitter and healthier, developing new skills, planning, training for and completing an expedition and, for Gold only, working with a team on a residential activity.

Any young person can do their DofE. Achieving an Award isn't a competition or about being first. It's all about setting personal challenges and pushing personal boundaries.

Through a DofE programme young people have fun, make friends, improve their self-esteem and build confidence. They gain essential skills and attributes for work and life such as resilience, problem-solving, team-working, communication and drive, enhancing CVs and university and job applications.

www.dofe.org



What is the DofE?

The DofE is a life-changing adventure.

You make it: The DofE is as unique as you are

Millions of young people in the UK have already done their DofE.

Now it's your turn.

 **YOUTH
WITHOUT
LIMITS**

*Notes for later use

North West Leicestershire

North West Leicestershire borders the Boroughs of Charnwood and Erewash

We currently work with several one to one's in North West Leicestershire and some of them do access the 'Friendly Space' in Loughborough.

The Future for North West Leicestershire

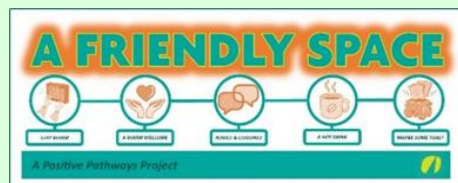
The goal for North West Leicestershire would be to offer the three sessions of provision that currently happen in Erewash.

- 'Employability Support' in the Job Centre in Coalville
- A 'Friendly Space' Session, venue TBA
- And a 'First Steps!' course for 18 year olds venue TBA



The development work has already begun, and it is envisaged that over the next 12 to 18 months, (January 2026 onwards), the sessions will open in the order presented above.

Discussion have already been started with a possible venue.



@MPWorldsApart

Broxtowe District

Broxtowe is a borough next to Erewash, and we have worked with eight refugees from this area who have used our 'Friendly Place' service for CV's.

The Future for Broxtowe

There are no current plans to extend the work in Broxtowe. However, the people that visit us are mainly attached to a project set up by Trinity Methodist Church to welcome and support refugees and asylum seekers.

It would be an opportunity to strengthen the partnership between *Positive Pathways* and the Churches support project.



Rushcliffe District

Rushcliffe District is on the Leicestershire Boarder, and we work with one person from Sutton Bonington.

The Volunteer from Sutton Bonington is keen to become a Trustee of the Charity

The Future for Rushcliffe

There are no current plans to extend the work in Rushcliffe. However, we have recently been contacted by a South Nottinghamshire Academy around support work for some of their students.



South Derbyshire

Is based on the North West Leicestershire & Erewash border where we work with a young person from Swadlincote, who is struggling with homelessness.

The Future for South Derbyshire

There are no current plans to extend the work in South Derbyshire.



North Ayrshire

North Ayrshire is approximately 30 miles south west of Glasgow. A young man from Steveston which is near the coast found us on the internet and reached out for support, which we were able to offer through Email, Telephone and Video Calling.

The Future for North Ayrshire

There are no plans to extend the work we do in North Ayrshire however as a model of remote practice, it is definitely a way of working we can explore.





West Lancashire

West Lancashire is a local government district with borough status in Lancashire.

Up until the 31st December 2025 PP manage a Youth Group in Parbold called 'Swallows & Amazons'

The group draws from across the Borough and has regular attendance figures of 45 + Young people per session. The Sessions take place on a Tuesday evening at Parbold Village Hall and they are run by twelve volunteers.

The group provides many off site activities and opportunities for local young people.



The decision was made in September 2025 to enable the group to become independent. This was mainly due to the distance, which caused difficulty in managing and implementing the training, policies and procedures.

It was a difficult decision to make however we consider it to be the correct one and resources can now be focused locally.

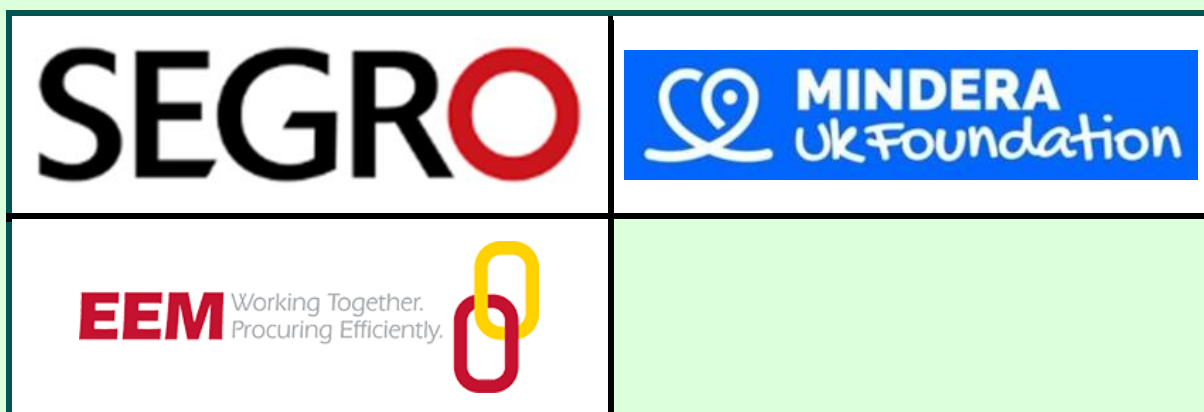
The Future for West Lancashire

There are no current plans to extend the work in West Lancashire.

Funders

Who we extend a massive thank you to for supporting our work over the previous year.

2025



2023/2024



Friends, Supporters & Partners 2023, 2024 & 2025

Many agencies have supported *PP* during our development. Many of them still have contact with us, unfortunately some have closed down due to the current economic climate, but all have had a hand in shaping our provision and deserve a mention here.

Positive Pathways has been very kindly been supported and/or partnered by . . .



		
		
		
		
		
		 National Small-bore Rifle Association
		
		
		
		

	
	 <p>St John's Parish Church and Hall</p>
	
	
	

Accounts

The account year for *Positive Pathways* takes place from January to December of the given year.

January 2025 – December 2025 – Year 2

Positive Pathways - Financial Report January 2025 - December 2025									
	Bank A/C	PP Cash Box	Youth Club Cash Box	Total	Expenditure	Bank A/C	PP Cash Box	Youth Clubs Cash Box	Total
Income									
Youth Clubs	8,647.00			8,647.00	Catering	2,214.64	242.02	193.16	2,649.82
ASC registration	555.00			555.00	Consumable resources, Arts & Craft etc	1,266.85			1,266.85
Donations	2,800.00	267.57		3,067.57	Transport, Fuel, Tax, Repairs etc	6,274.19	50.00		6,324.19
Grants	25,000.00			25,000.00	Postage	10.50			10.50
Gift Aid	3,504.06			3,504.06	Communications, Phones, Internet	2,906.57			2,906.57
					Equipment	890.93			890.93
					New Premises Rent	3,732.00			3,732.00
	40,506.06	267.57	0.00	40,773.63	Stationery	797.00			797.00
					DBS	94.08			94.08
Donation					Affiliation Fees/Subscriptions	517.88			517.88
Darren Mindera	1,000.00				Insurance, PL, Vehicle etc	614.56			614.56
Tyler Bacon	1,800.00				Training	144.00			144.00
Total	2,800.00				Accountant Fees	441.60			441.60
					Salaries	6,171.32			6,171.32
Grants					HMRC	219.12			219.12
Segro	20,000.00				Payroll services	234.00			234.00
Efficiency East Midlands Foundation	5,000.00				NEST Pension costs	189.70			189.70
Total	25,000.00				Youth Club Room Hire	1,296.00			1,296.00
					Youth Club Activities	7,085.10			7,085.10
					Bank Interest	0.04			0.04
					Service User Support	143.90			143.90
					Celebrations	170.60			170.60
						35,414.58	292.02	193.16	35,899.76
Opening Balances 1st January 2025									
PP Bank A/c	3,914.91				Balances 31st December 2025				
PP Cash Box	31.69				Bank Account				8,912.39
Youth Club Cash box	93.16				Youth Clubs Cash Box				0.00
Total b/f	4,039.76				PP Cash Box				1.24
Plus This year's income	40,773.63								
Income	44,813.39								
Less Expenditure	35,899.76								
	8,913.63								8,913.63

[illegible]

Tel: 0845 226 8074 Email: info@positivepathways.org.uk

For relatively up to date information and the comings and goings of *Positive Pathways*, please feel free to ask to join our. . .

. . . .Closed Facebook Group



www.facebook.com/groups/positivepathways2023

& other Socials which can be found here



www.facebook.com/positivepathwaysayouthandcommunityservice



www.linkedin.com/groups/13063468/



www.youtube.com/@colinatPP



+44 7932 873 085



www.instagram.com/positivepathwayscio/



<https://x.com/PositivePa77507>

Our website can be found here



www.positivepathways.org.uk

Contact us here



0845 226 8074



info@positivepathways.org.uk

Affiliation's. . . .



Positive Pathways CIO

A Youth & Community Service

Registered Charity in England & Wales No. 1205860

Telephone 0845 226 8074

Email info@positivepathways.org.uk

Registered Address TBC

Appendix A - 'First Steps!' Programme

- > Education
- > Empowerment
- > Equality
- > Participation



'First Steps!' Programme



A Youth & Community Service

Registered Charity in England & Wales No. 1205860

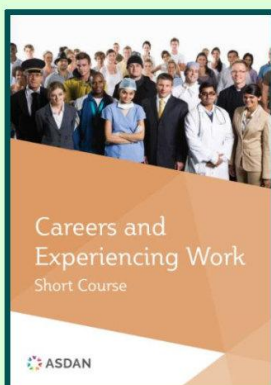
January 2026

©Positive Pathways CIO 2026



First Steps! is a programme for young people age 16 to 25, who are not in Education, Employment or Training.

It is a 16 week* programme for one day a week, the day consists of up to 6 hours dependent on attendance and the curriculum for that day.



The programme is based on the ASDAN Careers and Experiencing Work Short Course. The qualification is accredited by ASDAN and is nationally recognised.

This is a 60 hour course, that when completed awards up to 6 education credits and the 'Volunteers'*** receive an official certificate from ASDAN.

An educational credit can be awarded for each 10 hours completed. So, based on attendance** the 'Volunteers' can still gain accreditation.

The 'Volunteers' received a work book and a build a small portfolio during the time on the course.

The 'Volunteers' can also revise their curriculum vitae to show *Positive Pathways* as an organisation they have been involved with, and we can also offer an up to date reference.

The ASDAN Careers and Experiencing Work Short Course covers seven modules.

Module 1	Self-development
Module 2	Career exploration
Module 3	Career management
Module 4	Considering higher education
Module 5	Considering apprenticeships
Module 6	Preparing for the workplace
Module 7	Being at work

The programme also includes lots of Team Building, Confidence and Self Esteem building exercises, as well as planning small projects and issue based discussions for example, equality and diversity.

This approach, coupled with our values, gives the young people a good start for entering into the world of work.

'A Reference'

When volunteers have been committed to attending at least eight sessions we advise people to put *Positive Pathways* on their CV and give them permission to use us for a Reference.

A Youth & Community Service

Registered Charity in England & Wales No. 1205860

2

The subjects, activities and issues covered in the 'First Steps!' programme consist of everything listed below,

- **Local Employment Agencies (M2)******
Who and where are the local agencies? What do they do? How do they work? We may even call a few of the agencies on speaker phone to seek answers to these questions.
- **Group Work Theory (M6)**
Joining a new workforce or any group for that matter. Being aware of simple group dynamics helps to lessen anxiety and enables understanding of the group process.
- **Barriers to Employment (M2)**
What are the barriers to employment? What stops you from getting a job? Are these barriers real? Or do you put justifications into for those barriers into your own mind? Discover if these barriers can be broken down and perhaps gain some solutions, either way it is a great starting point to help you move on.
- **Job Searching (M2)**
Where to look for a job? Gives you a good starting point on where to find opportunities and navigate the plethora on websites.
- **Curriculum Vitae's (M2)**
Where do we start? With what you already have? However, so much is missed of the everyday CV that could just give you the edge over another candidate. Produce a standardised, succinct CV that tells potential employers about all the amazing things that you have achieved on your life
- **What is my ideal job? (M3)**
What career do you really want to do? What do you want to be when you grow up? This is an opportunity to research your ideal career and present it back to the group.
- **SWOT Analysis (M3)**
A simple dive into your Skills, Weaknesses, Opportunities & Threats. We all do it, when some asks you what your skills are, it becomes a difficult question to answer. With a SWOT Analysis we can figure them out and write them down.
- **Interview Questions (M3)**
There is never a guarantee about the questions you will be asked in an interview. However, we can have a good guess, and we can look at good, personalised responses to common interview questions.
- **Equality & Diversity (M6) (M7)**
Gain a better understanding of a key employment policy. Have you ever felt discriminated against. Well, this discussion will help you to understand what to expect from employers with regards to Equality, Diversity and Inclusion, and why you should be discriminated against while looking for work or while being in work. Gain an understanding of protected characteristics and gain confidence in being able to ask for support.

- **Application Forms (M2)**
Every Application form seems different and a massive task to complete. Hopefully this part of the course will assist you in tackling the task in bitesize pieces and how to complete the most important part of the form, usually call further information
- **Job Descriptions & Person Specifications (M2)**
How to look at a Job Description & Person Specification to find out what an employer is really looking for. Discover if you can meet the Employers criteria and if you are actually able to complete the role.
- **Cover Letters (M2)**
Learn how to write a cover letter when asked for an Application Form and how to write a cover letter when asked for a Curriculum Vitae both are very different.
- **Communication Skills (M1) (M6) (M7)**
Not all Communication is verbal, though we will explore how to be more accurate in verbal communication we will also take look at body language and how this can improve our possibilities of securing work.
- **Team Challenge 1 (M1) (M7)**
This one usually involves Lego and Teamwork.
- **Team Challenge 2, 3 & 4 (M1) (M7)**
This Challenge may involve, rope, tarpaulin's, blindfolds and various other bits & bobs and more Teamwork.
- **Archery (M1) (M7)**
A dive into transferable skills and how listening, following instructions and rules can be useful as well as a bit of fun and competition with real Bows & Arrows.
- **Icebreakers (M1) (M7)**
Not necessarily Icebreaker activities but more of getting to know you type activities because no one really likes Icebreakers.
- **How to Present at Interview (M1)**
A discussion around how to dress for interviews. Should it be smart, smart casual? What about piercings and tattoos? All will be relevant and personal to you.
- **Research before an interview (M1)**
Is it a good idea to research the company/organisation you are going for an interview with? The answer is yes! Learn why in this discussion.
- **Volunteering (M6) (M7)**
Take part in small community projects, learn a few new skills and gain valuable work experience with a possibility of going on to gain the ASDAN Adults in Volunteering Award.

- **Apprenticeships & Higher Education (M4) (M5)**
Let's look at apprenticeships together. Where to look for and apprenticeship and how they work
- **Visits to Local places of Interest (M1) (M6)**
We often have a visit to local places of interest such as Elvaston Castle Country Park and Attenborough Nature Reserve. These attractions are free, local and will enable you to understand a work life balance and how such visits to nature can help with low level mental health issues.
- **Visits to Local Workplaces (M6)**
These are not always guaranteed but occasionally we are invited to local workplaces to for a deep dive it what they do. Our last visit was to an organisation called Mindera, a medium sized global tech company.
- **Visits to Jobs & Employment Fairs (M2) (M6)**
There is usually an opportunity to visit local Jobs & Employment Fairs during the time you are with us. This gives you a chance to meet potential employers and think about your future career. It is also a good place to get lots of free goodies such as key rings, Pens and note pads.

Ideas we are looking into for the future of the programme

- **Work Experience (M6) (M7)**
We are looking to find employers who are willing to offer work experience to young people while they participate in this programme. Perhaps for a full week or one day a week for the duration of the course
- **Bushcraft Skills (M1) (M6)**
We are currently looking for a place in the woods to chill out and perhaps take part in a few bushcraft activities and learn how to cook a few interesting things on a fire.

Other possible qualifications that could be earned include.

- Volunteering Short Course
- Activities Short Course
- Gardening Short Course
- Peer Tutoring Short Course
- Expressive Arts Short Course
- Food Hygiene Level 1

The support *Positive Pathways* offer does not finish when the course is over. *Positive Pathways* continues to offer support indefinitely.

'Volunteers' are also offered other qualifications and opportunities to volunteer for work experience within *Positive Pathways* and some of our partner organisations, such as local charity shops and community churches.

A Youth & Community Service

Registered Charity in England & Wales No. 1205860

5

Notes:-

* Previous cohorts have run between 16 to 19 weeks depending on the time of year, and the needs of the participants. For example, cohort 1 ran from February to July, and considers term times, holidays and *Positive Pathway* staff and volunteer illness. Whereas cohort 3 ran from September to December with only one week off during a half term school holiday.

** Reason for not attending such as illness and job interviews and the like generally do not impact on the attendance record, however being late, not turning up at all without contact with the tutor.

Volunteers

The people we work with are referred to as 'Volunteers'.

This is because the people referred to us are under no obligation to work with us, it is their choice. It is a completely voluntary relationship with the organisation.



**** Where the work fits into the award and which module it takes place in.



Cohort 3 receiving their Awards after a Celebration Lunch December 2025

A Youth & Community Service

Registered Charity in England & Wales No. 1205860

6

A Youth & Community Service

Registered Charity in England & Wales No. 1205860

[Go to contents page](#)

Appendix B - 'First Steps!' Cohort 2 Evaluation

- > Education
- > Empowerment
- > Equality
- > Participation



Positive Pathways First Steps Programme, Cohort 2 Evaluation



A Youth & Community Service

Registered Charity in England & Wales No. 1205860

January 2026

©Positive Pathways CIO 2026



Positive Pathways First Steps Programme, Cohort 2 Evaluation

Introduction & Context

This report analyses the impact of the Positive Pathways First Steps programme on cohort 2 participants. It uses a mix of qualitative and quantitative data to identify ways in which the programme has increased employability skills amongst a group of eight young people categorised as NEET (Not in Employment, Education or Training).

The First Steps Programme is a 16-week semi-formal learning programme, designed by a masters qualified youth worker to engage harder to reach young people aged between 16 and 25 and build employability skills. Employability skills, or soft skills, are the skills employers look for in a job candidate. These skills include teamworking, problem-solving, communication, interpersonal abilities, critical thinking, a positive attitude and leadership skills (Mereka Academy 2023).

Sadly, the current social landscape shows why many young people are lacking these skills. One in five children and young people experience a common mental health problem, such as anxiety or depression (NewLove-Delgado et al, 2023). This is almost double the 2017 figure. Notable increases have been observed in the 17-19 age group and among young women.

Youth unemployment can be both a cause and a consequence of poor mental health (Pierce et al, 2025). Unlike after the 2008 financial crisis – when most young people not in education or work were actively looking for jobs – the recent rise in NEET levels since 2021 is driven by growing rates of economic inactivity. Over the past three years, long-term sickness has been the primary driver of the increase in youth economic inactivity, with mental health conditions the most common cause related to ill health. This shift is particularly concerning, as studies show that being out of work or education can have a long-term negative effect on young people even decades later, impacting their wellbeing and prospects. Individuals with mental health problems are also less likely to find or maintain employment (Bruggeman et al, 2024), indicating that young people with mental health problems are likely to remain economically inactive into their adult lives.

As well as the huge human cost, this crisis has major implications for the public purse and wider economy (Jones & Abdinasir, 2025). Failing to adequately address it creates far costlier outcomes across a range of public services, including in health, education, welfare, policing and justice. It harms productivity, earnings and the Government's agenda for economic growth.

A Youth & Community Service

Registered Charity in England & Wales No. 1205860

2

Programme Design

17 to 25-year-olds with a probable mental disorder are 3 times less likely to be able to afford to take part in activities such as sports, days out, or socialising with friends, compared with those unlikely to have a mental disorder (26.1% compared with 8.3%) (Newlove-Delgado et al, 2023). Taking part in activities such as these is how young people have traditionally developed the skills employers are looking for (for example problem solving, team working and communication skills), whilst lack of personal development and social opportunities compounds issues related to poor mental health. Thus, many young people are stuck in a vicious cycle of poor mental health, social isolation, lack of skill-building opportunities and economic inactivity.

The bi-directional association between employment status and mental health highlighting the need to develop targeted prevention and interventions strategies which bring together mental health and labour market systems (Bruggeman et al, 2024). Thus, the First Steps programme combines games, challenges and opportunities to develop social skills, build confidence, and improve self-esteem and mental outlook, with more traditional employment support activities such as visiting job fairs, developing CVs, meeting potential employers and practicing interview techniques. The programme is structured around the ASDAN Careers and Experiencing Work curriculum, meaning participants record their learning in a formal workbook and can gain academic credits and a formal qualification on completion of the programme. The more sessions a young person attends, the greater opportunity there is to increase the credits gained. Participants co-create their programme, including setting codes of conduct and ground rules about how they will work together.

For cohort 2, sessions included:

- A teambuilding Lego challenge
- A CV workshop
- A visit to a jobs fair in Derby
- A visit to a showcase event at WEBS Training, enabling participants to explore opportunities for apprenticeships in the local furniture industry.
- A visit to Mindera UK for a tech day, enabling participants to explore opportunities in the tech industry.
- Interview questions and CV checks with real-life employers at Mindera.
- A volunteering project which challenged young people to plan and complete the refurbishment of planting beds in a local community garden
- The opportunity to volunteer at a community meal, gaining hospitality industry experience.
- A celebratory meal out together.

A Youth & Community Service

Registered Charity in England & Wales No. 1205860

3

Outcomes Monitoring

Given the correlation between mental health and employability, and the poor mental health reported by participants when they were recruited, the outcomes of the programme are measured in terms of hard outputs related to work-seeking, for example having created a new CV, visited at least one employer, and participated in a mock interview; and softer outcomes relating to increased employability skills and improved mental health. Hard outputs are captured in participant workbooks, whilst softer outcomes are captured through completion of a self-scoring questionnaire based on the Short Warwick-Edinburgh Mental Wellbeing Scale (SWEMWBS)* which is completed by participants during the first and last session of the programme, thus capturing the difference made. SWEMWBS is a 7-item scale designed to measure mental wellbeing, focusing on positive aspects of mental health. It was developed by researchers at Warwick and Edinburgh universities to monitor mental wellbeing in the general population and evaluate projects aimed at improving mental health. The scale consists of seven positively worded statements that respondents rate based on their experiences over the past two weeks. Response options range from “none of the time” to “all of the time”. This structure allows a focus on functioning rather than just feelings, providing a broader perspective on mental wellbeing. Responses are given a numerical value, with individual question scores ranging from 1-5 and total scores ranging from 7 to 35. Higher scores indicate better mental wellbeing. SWEMWBS has been validated for various populations, including young people aged 15-21 and the general population.



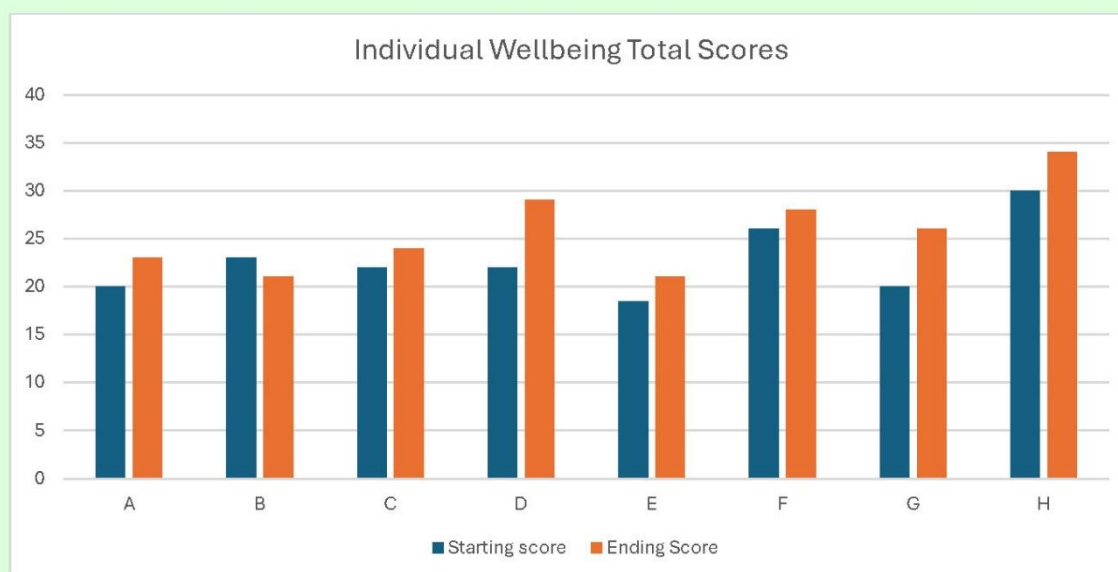
A Youth & Community Service

Registered Charity in England & Wales No. 1205860

4

Outcomes

This cohort of First Steps participants were reflective of the mental health crisis prevalent amongst young people in the UK currently. Their average total starting score on the SWEMWBS scale was 22.6875 out of a possible maximum total of 35, rising to 25.75 by the end of the programme. The national average SWEMWBS score is 23.5, thus the cohort's average score indicates they moved from below to above average mental wellbeing during the programme.



All except one participant increased in mental wellbeing during the programme, with the one participant who decreased in wellbeing only attending five out of sixteen sessions.

Studies identify an increase in score of 1-3 points as minimally important levels of change, meaning the cohort's average increase of 3.0625 can be deemed meaningful to the individual and clinically relevant for practitioners evaluating interventions. Some individuals achieved increases which were significantly above this level: participant D scored an improvement of 7, whilst participant G scored an improvement of 6. These participants attended most or 95% of the sessions, highlighting the correlation between attendance and personal gain.

SWEMWBS data captured shows an overall average increase in wellbeing of 13.5% for young people participating in the programme.



The highest average improvement related to feeling optimistic about the future, with an increase of 31.82%. This was followed by feeling useful with a 29.17% average increase and dealing with problems well with a 25% average increase. This indicates a significant increase in employability skills and personal attributes such as problem solving, critical thinking, and positive attitude (Mereka Academy, 2023).

Participants also recorded increased interpersonal abilities in terms of feeling close to others (10.2%), increased ability to think clearly (7.14%) and a 3.7% increase in feeling relaxed, indicating a reduction in anxiety. Participants described these effects in their narrative feedback on the course:

“The course had me interacting with new people and doing fun activities.”

“[The course] Helped me with my communication skills.”

“It has helped me feel more confident.”

“It has helped me to be able to work in a group without feeling anxious. The best thing about this course is how easy it is to interact with the people and the teambuilding activities that helped us get to know each other.”

“[The programme] Helps me feel less anxious about being in a workspace. I have been less nervous and anxious to do things that I would normally refuse to do as I was too scared.”

> Education > Empowerment > Equality > Participation

Tel: 0845 226 8074 Email: info@positivepathways.org.uk

"I've become more confident in myself and around others. I'm still unsure of what I want to do, but I am confident in finding a place to volunteer in order to write a better CV which could help me find work. The best thing about the course is meeting new people. My confidence and people skills have improved over the duration of the course."

The only measure where participants recorded an average reduction in scoring was in their ability to make up their own mind about things, with an average 3.13% decrease. This is interesting, in that it may reflect the way the course has challenged young people's self-limiting long-term core beliefs about themselves and their world view. A broadened outlook is certainly reflected in narrative feedback:

"It has helped me look at other avenues to find work as well as helping with teambuilding."

"[I have] Done various activities I probably wouldn't have done - serving tables, taking orders etc; spoken to new people."

"It has made me want to explore more areas of employment and my overall future."

In terms of hard outputs:

- All participants completed the programme, gaining between 4 & 6 educational credits.
- All participants left with an up dated CV and are able to use Positive Pathways as a referee.
- Five young people attended a local Jobs fair.
- Six young people visited local employers.
- Two young people have gone on to volunteer.
- All participants have taken part in work experience sessions, such as catering and gardening.
- All participants attended the celebration meal.

Attendance levels impacted outputs achieved, with those who attended more sessions gaining more personal benefit.



A Youth & Community Service

Registered Charity in England & Wales No. 1205860

7

Participant Feedback

When asked what was good about the course, participants mentioned teambuilding, communication, team activities, problem solving, developing team roles and team bonding. One participant felt that communication could be improved. When asked what they had learned, responses included:

“How easy it is being in a team”

“How many transferable skills are involved in simple / fun activities”

“Group skills”

“Working together gets things done faster”

“How to adapt”

“To communicate efficiently”

Conclusions

Data shows that the First Steps programme enabled cohort 2 participants to experience the benefits of a traditional job-seeking programme: visiting jobs fairs, meeting employers, practising interviews, gaining work experience and updating their CV, whilst also improving employability skills and improving mental wellbeing. Whilst none of this cohort secured jobs by the end of the programme, the personal learning and mental wellbeing improvements gained mean they are better placed and more likely to both secure a job and maintain employment once a job is secured.



A Youth & Community Service

Registered Charity in England & Wales No. 1205860

8

References

Bruggeman, H., Heroufousse, J., Van der Heyden, J., Smith, P. (2024) The relationship between mental health and employment: a systematic review of cohort studies in European Journal of Public Health, Volume 34, Issue Supplement_3

Jones, A & Abdinasir, K (2025) Future Minds - Why investing in children's mental health will unlock economic growth. Future Minds Campaign

Mereka Academy (2023) What are employability skills? How to gain those skills? [Available online]

Newlove-Delgado T, Marcheselli F, Williams T, Mandalia D, Dennes M, McManus S, Savic M, Treloar W, Croft K, Ford T. (2023) Mental Health of Children and Young People in England, 2023. NHS England, Leeds.

Pierce, M., Bai, Y., Taxiarchi, V., Hugh-Jones, S., Abel, K.M., Patalay, P., Demkowicz, O. (2025) Understanding drivers of recent trends in young people's mental health. Youth Futures Foundation.

* Short Warwick Edinburgh Mental Wellbeing Scale (SWEMWBS) © NHS Health Scotland, University of Warwick and University of Edinburgh, 2008, all rights reserved