

MID-POINT REVIEW

IMPACT REPORT



2023 - 2025



NOVEMBER 2025

OUR 5 YEAR STRATEGY



1: SUPPORTING THE YOUTH SECTOR

Young people are accessing high-quality youth work and youth work practices that meet their needs



We provide essential convening, training and support to the vibrant, talented, under-resourced and hugely committed to voluntary and community youth sector across Oxfordshire.

2: DRIVING SYSTEM CHANGE THROUGH STRATEGIC PARTNERSHIPS

Outcomes for young people are improved through meaningful cross- sector partnerships



We bring diverse sectors and people together, transcending silos and barriers to challenge the status quo. Partnerships are central to sustaining and amplifying the transformative power of social impact.

3: SUPPORTING YOUNG PEOPLE

Young people are actively engaged with their communities



We take a youth work approach to our youth forums, supported housing provisions and youth development programmes. We provide youth leadership development, accredited opportunities and inclusive environments for young people to actively engage with peers and trusted adults, develop new skills, build confidence and lead well.

SO FAR IN NUMBERS...



As Oxfordshire Youth enters the midway point of the 5 year strategy, it is useful to reflect and look back on the last 2.5 years, as well as plan and look ahead to what the next few years looks like. Since April 2023, we have been able to showcase our commitment to empowering young people and equipping the youth sector in Oxfordshire, creating opportunities through innovative programs and strategic partnerships.

Since 1st April 2023...

2000

young people are registered as having attended our direct youth programmes

4400

practitioners are registered as having attended events, training and forums.

243

young people have received support in the YPSA service.

204

specialised training, mentoring and wellbeing support sessions

800

attendances from 137 people across the wellbeing programme, specialist training, mentoring etc.

157

attendances at the Children & Young People's Forum

2493

meaningful activities have taken place for 175 young people in the YPSA

12,055

one-to-one support sessions have been delivered by progression coaches.

155

young people have moved on from the service since April 2023.



1: SUPPORTING THE YOUTH SECTOR

Since April 2023, we have reached over 4400 registered attendances at trainings, events and forums, reaching nearly 2000 unique individuals. Through our changemaker network, we have been providing bespoke infrastructure support to organisations around policy, provision set-up, theory of change and safeguarding.

4400

practitioners are registered as having attended events, training and forums.

880

registered attendances at four annual conferences, including Youth in Mind and the Youth Work Conference.

800

attendances from 137 people across the wellbeing programme, specialist training, mentoring etc.

70-80

organisations registered as changemakers each year.

204

specialised training, mentoring and wellbeing support sessions

157

attendances at the Children & Young People's Forum

KEY SUCCESSES:

Funded by the Prudence Trust, we have been working to address burnout and wellbeing in the youth sector. Amid increasing pressures on practitioners and organisations, we have provided a bespoke wellbeing programme consisting of wellbeing days, peer-to-peer support groups, specialist training, leadership mentoring, and a leadership retreat.

64

practioners have taken part in the wellbeing programme

13.4%

reduction in emotional exhaustion and a 17.8% reduction in depersonalisation.

TRAINING INCLUDES:

- Anti-racism
- Safeguarding
- Exploitation and Gangs Related Harms
- Mental Health First Aid
- Challenging Behaviour
- Youth Work Qualification
- Youth Voice
- Emergency First Aid
- Psychological Safety
- Knife Crime Awareness
- Substance and Drug Misuse
- Self Harm Awareness
- Suicide Prevention
- Fundraising, Trusts and Bid Writing
- Non-Violent Communication

99% RESPONDENTS SAID THE TRAINING INCREASED THEIR SKILL AND CONFIDENCE IN WORKING EFFECTIVELY WITH YOUNG PEOPLE

2: SYSTEM CHANGE



Oxfordshire Youth's strategic cross-sector partnerships bring businesses, local government, and the voluntary sector together. These partnerships improve access to resources, strengthen local delivery, and improve outcomes for marginalised young people as a result. Since April 2023, we have been committed to showing up in strategic spaces, advocating for young people, youth voice and youth work. Crucially, we are creating and facilitating spaces within Oxfordshire to bring cross-sector voices together to unlock new ideas and drive meaningful change in our county.

8

Business Guardians from different sectors have committed to multi-year funding and partnership working.

- ➔ 1. CEOs are committed to 1:1 mentoring with young people
- ➔ 2. Senior Leaders come together in the Business Guardians Council to innovate and co-create solutions
- ➔ 3. Work experience and employment pathways for young people, for example: 2 young people gained work experience with Ebbon Group following their involvement in the Digital Natives programme

733

Attendances at Youth in Mind in 2023 and 2024.

- ➔ 1. Bringing together education, healthcare, justice, the charity sector, and local authority, YIM increase collaboration schools, sectors working with young people
- ➔ 2. These spaces create partnerships and networking, allowing for cross-organisation and cross-sector working.
- ➔ 3. In 2024, 98% respondents said that Youth in Mind allowed them to feel connected to a wider network which supports children and young people's mental health.

19

organisations so far are registered to take part in the Youth Partnership, with around 40 representatives participating.

- ➔ 1. The alliance brings together the public, voluntary, private, health, and youth justice sectors to create a more collaborative and consistent approach for youth services.
- ➔ 2. A space to share learning, insights and coordinate a united approach across the county to improve support and services for young people.
- ➔ 3. A joined up approach to constructing a consistent, county-wide approach to collecting and representing the impact of the work youth organisations are generating to establish clear, long-term priorities for the sector.

2: SYSTEM CHANGE



Over the last two and a half years, Oxfordshire Youth has been committed to a data-driven approach across our work and significantly increased our research outputs. This work is essential to understanding the needs of young people and the youth sector in the county, amid the national and local landscapes. With Youth Voice as a key pillar of this work, it will significantly shape the direction of travel for the organisation moving forward.

RESEARCH OUTPUTS:

Across our programme delivery and partnership working, since 2023 Oxfordshire Youth has been active in commissioning and conducting key research into the needs of young people, practitioners, and the youth sector in Oxfordshire. Key research areas include:

- Annual Sector Survey: data collection reviewing the landscape and needs of youth sector organisations in the county.
- Digital Natives: research to understand the landscape of digital inequity in Oxfordshire.
- Burnout and Wellbeing in the Youth Sector: OY commissioned Research Oxford to understand the extent of burnout and challenges facing the youth sector.
- Youth Voice Mapping: fora mapping of the landscape of youth voice opportunities in the county, in partnership with Research Oxford.
- Youth Voice Participation Analysis: co-produced research with our Youth Voice Champions to find out how young people want to be involved in decision making and having their voices heard.
- Diversifying Apprenticeships: in partnership with Blenheim & Pye, we have co-delivered a research project to understand how more diverse groups of young people in the county can access apprenticeship opportunities.

YOUTH VOICE CHAMPIONS

The Youth Voice Champions project has focused on co-producing a research project with 5 young people aged 15-21, to find out how young people want to be involved in decision making.

Informed by the Lundy Model of participation and co-designed with young people, this project asks young people who are often unheard how they want to be involved in making decisions, to shape a strategy which will transform this into real impact for young people in Oxfordshire. Forming the basis of a Youth Participation Strategy, it will help to shape youth engagement moving forward in ways young people actually want to get involved.

36

Organisations completed the Sector Survey in 2024.

55

practitioners and sector leaders took part in the Youth Work Practitioners: Burnout and Wellbeing levels in Oxfordshire research.

98

organisations took part in the Youth Voice Fora Mapping research.

500

young people 8-25 took part in the Youth Voice Participation Analysis.

51

young people took part in the Diversifying Apprenticeship research.

3: YOUTH ENGAGEMENT



Across a range of projects Oxfordshire Youth's direct programme delivery with young people has covered a wide range of areas of need across leadership, youth voice, arts, research, and more. We work hard to provide young people with opportunities to grow, experience new things and learn essential skills in communication, technology, problem solving and leadership.

2300

registered attendances from young people across our direct youth development programmes

615

AQAs have been awarded by 118 young people across our programmes.

KEY SKILLS:

- Leadership
- Meeting new people
- Communication
- Confidence

36

girls and women have engaged in 327 1:1 support and 36 group workshops about sex, consent and healthy relationships.

23

young people have taken part in the Young Leaders programme to achieve an accredited ILM Qualification in Leadership and Team Skills.

31

young people have taken part in the YPSA Future Leaders programme with Lucy Group across employability and leadership workshops, work experience and residential.

62

young people were trained in Youth Voice and Influence across our programmes.

PROGRAMMES INCLUDE:

- Young People's Supported Accommodation
- Young Leaders
- Digital Natives
- Young Women and Girls
- Blenheim Arts Project
- Transitions through Leadership
- Diversifying Apprenticeships
- Wellbeing at Work
- Future Leaders
- Hospital Navigators
- Podcast
- Youth Voice Champions
- Building Resilience
- Mental Health Ambassadors
- Youth4Youth
- Young Co-optees
- Youth Voice Champions and Influence

3: YOUTH ENGAGEMENT

Since April 2023, the Young People's Supported Accommodation Service has received 292 referrals, of which 148 were retracted. Of the 129 young people who moved in, 54% are care leavers, 32% are unaccompanied asylum seekers and 75% experienced mental health issues.* We work alongside our partners to deliver trauma-informed one-to-one support as well youth-work approaches to Education, Employment and Training support. Our partners SOFEA and Aspire have delivered 1006 one-to-one sessions with 121 young people.

243

unique young people have received support from the YPSA Service

129

young people moved into the YPSA service since April 2023.

155

young people have moved on from the service since April 2023.

2493

meaningful activities have taken place for 175 young people

12,055

one-to-one support sessions have been delivered by progression coaches.

30

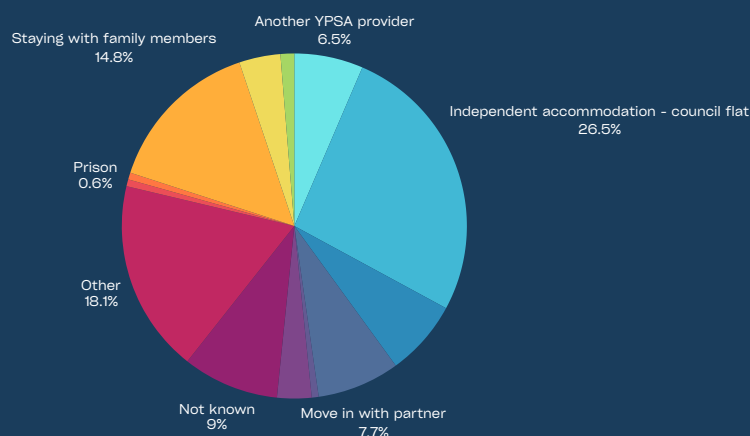
young people who entered the service as NEET have transitioned to EET since being in service.

IMPACT:

Young people within the YPSA service complete a support plan each quarter which allows us to measure progress and track areas of need across key outcome areas such as Work & Learning, Accommodation, Choices & Behaviours, How you feel, Money & Rent, People and Support, Physical Health and Practical Life Skills. Each is scored 1-5, creating an overall score, which has averaged a self-reported 0.5 increase each quarter.

Since April 2023, 31% of young people showed an improvement in their support plans, and 50% stayed the same. Each area consistently reports improvements, with biggest improvements seen in Money & Rent and Accommodation.

MOVE ON DATA:



81% PLANNED MOVE ON RATE

*YP may experience more than one area of need. Percentages reflect each profile of need, rather than unique young people and cannot be added to create a 100% total.

CHALLENGES AND LESSONS LEARNED



NATIONAL LANDSCAPE

Since the implementation of our strategy, the local, national and international landscape has changed significantly. The UK government announced it's commitment to co-produce a national youth strategy that would:

- prioritise the delivery of better coordinated youth services at a local, regional and national level
- ensure decision-making was moved from a “one-size fits all approach” to one which handed power “back to young people and their communities”
- rebuild “a thriving and sustainable sector”

LOCAL LANDSCAPE

There have also been changes to the local authority and a shift in the public sector focus on youth work. This is a huge opportunity for collaboration and system change, amid some wider navigation around local competition and prioritising grass-roots youth work organisations.

FUNDING CLIMATE

With short term funding and contract KPIs, it has been difficult to effectively manage resources that meet the needs of staff members, young people, funders, and partners, that also allows for long-term impact and system change. As we shift to corporate core funding, we are also strengthening our relationship with the local council and increasing the sharing of competencies and resources through the supported accommodation contract, youth voice contracts, and other aligned work.

IMPACT MONITORING

As we have committed to a data-driven approach, we have been on a journey around Impact Monitoring, Evaluation and Learning as an organisation. The organisation's approach to MEL has improved considerably, but not without challenges in implementation and consistency. Moving forward, we are committed to the embedding of our Theory of Change, MEL Strategy and a consistent reporting model to ensure a unified, standardised but flexible approach to the organisation's impact monitoring.

YOUTH VOICE AND PARTICIPATION

Since 2022, Oxfordshire Youth has explored ways of embedding youth voice and engagement strategically and operationally. Whilst major strides had been completed, it was necessary to reflect and rethink how we approach this as an organisation and as the Youth Sector in Oxfordshire. Our co-produced Youth Voice Champions project has formed the basis of our Youth Voice and Participation Strategy.

NEXT STEPS AND STRATEGIC PRIORITIES



EMBED A YOUTH PARTICIPATION MODEL ACROSS THE YOUTH SECTOR, TO ENSURE THAT WE ARE COLLECTIVELY SHIFTING POWER, CONSULTING, CO-DESIGNING AND CO-PRODUCING IN MEANINGFUL WAYS ACROSS OXFORDSHIRE.

Youth Voice, Participation and Social Action

WE ARE LAUNCHING A CROSS-SECTOR PARTNERSHIP, BRINGING TOGETHER THE PUBLIC AND VOLUNTARY SECTOR, TO FIND SOLUTIONS TO IMPROVING SERVICES FOR YOUNG PEOPLE IN OXFORDSHIRE.

Youth Alliance Oxfordshire

BUILD ON OUR DATA COLLECTION, STANDARDISING IMPACT METRICS AND EMBED THE MONITORING, EVALUATION AND LEARNING STRATEGY TO ENSURE ROBUST IMPACT MONITORING AND DATA DRIVEN WORK.

Data-Informed Decision Making

WE ARE DEVELOPING LONG-TERM CORPORATE PARTNERSHIPS THROUGH OUR BUSINESS GUARDIANS AND ROUND-UP FOR YOUTH INITIATIVES, DESIGNED AS MULTI-YEAR RELATIONSHIPS THAT PROVIDE SUSTAINED CORE FUNDING.

Sustainable Funding



As we look forward, our focus is on scaling our impact and enhancing the reach of our youth services. By leveraging our strengths and addressing identified gaps, we aim to empower even more young individuals in Oxfordshire to ensure that every young person has the skills and opportunities they need to thrive.

Our strategic priorities include expanding existing programs, enhancing support services, and increasing our partnership working with local grass-roots youth work organisations. By implementing these initiatives, we will ensure that our efforts are sustainable and provide lasting benefits to the youth we serve.



Thank you for your unwavering support
and commitment!

ACKNOWLEDGMENTS

We would like to express our heartfelt thanks to all who have contributed to our mission and success. Your support has been invaluable in empowering young people in Oxfordshire. We are grateful to our funders, community partners, volunteers, board of trustees, team members and to all of the young people who have worked with us over this time.

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