

# Annual Report 2016/17



# Northbourne in numbers



**1039**  
Junior Attendances



**1709**  
Senior Attendances



**120**  
Certificates Achieved



**60**  
Holiday Activities Offered



**87**  
Additional Young People Engaged



**802**  
Postive outcomes Achieved

# Welcome to our Annual Report

## A word from Director, Steven Carney

It could be said that change has been something of a theme this past year at Northbourne. From our ever-developing programme of activities, to our rebranding and updating of our website, we've tweaked, altered and examined just about everything we do to continue to provide the best quality service for our young people, whilst equally holding true to our mission statement of 'Supporting young people's development through activity and achievement'.

We always seek to be ambitious at Northbourne and this ambition shapes our approach to reaching our ultimate goal, making a difference to the lives of young people. Rachel, our manager, is unrelenting in her drive and enthusiasm, complementing our incredible team of staff and volunteers. We have added to the volunteer team this year, with volunteers from the European Voluntary Service. Our volunteers Sarah, Fatih and Chiara all bring a wealth of experience, skills and diversity. There have also been changes to our board, and we welcome the additions of Jamie, Andrea, and Mohammed who bring with them a myriad of attributes that contribute to a strong board.

Whilst our young people continue to impress us with their achievements, commitment and dedication in completing countless awards; it is important to focus on and celebrate the individual success that perhaps aren't as visible as a certificate. The great leaps we have the privilege of seeing our young people make in terms of their confidence, attitude and self-belief is the fuel that we thrive on at a day to day level, and we could not be more proud of each and every one of them.

We will continue to change, develop and to be ambitious, and it is a massive credit to all of the stakeholders at Northbourne that we're in a position to do so.

Thank you to our staff, volunteers, and funders who've supported us not only in this year but in years gone by also. We're able to make a difference because of you.

## Managers Report Rachel Martin

We've had a busy year with lots going on. With staff development at the forefront we have enrolled 7 staff members and volunteers on an AQA qualification in Youth Worker Development: Level 3. This is being taught in house on a weekly basis, so our team is fully aware of youth work issues and they are continuing their development as professionals in the field of youth work.

We have also spent a lot of time working on the image of the project and we think this is important as we wanted a fresh and new feel to our organisation. We've rebranded, have a new website and have streamlined our image overall. We also have a social media strategy in place with regular updates and engagement with service users and followers. We want to spread the word of what we do and this is the start to growing our remit of young people, and increasing the awareness of what we do.

We continue to involve children and young people in everything which we do. More so, we have created a role as part of our board of Directors and we are working on developing this to make it an integral part of our organisational development.

So over the next year we will continue to do what we are doing, we are achieving success and outcomes for young people on almost a daily basis; we will aim to grow this success and expand what we do to benefit more young people in the local area.

**“young people continue to impress us with their achievements, commitment and dedication”**



# Meet our Northbourne youth team



**Rachel**

YOUTH INITIATIVE MANAGER  
rachel.martin@northbourneyi.org

I have been in post for 18 months now and I have enjoyed getting to know the project, staff and young people; and understanding what they need in order to be the best. Small changes have been made which overall, have improved the quality of the young peoples experiences, making it more challenging and enjoyable for all.



**Kenny**

PLAY AND YOUTH WORKER  
kenny.harris@northbourneyi.org

I have worked at the project 10 years now and have been fortunate to see many young people develop and succeed in the project and beyond. The highlight of this year so far was visiting St James Palace with the Gold award group who received their award from HRH Prince Philip, and sharing this experience with them.



**Nicola**

PLAY AND YOUTH WORKER  
nicola.ml@northbourneyi.org

I practice meditation, mindfulness and yoga, I have incorporated these practices and skills into my work here at Northbourne with a 'wellness' initiative. These practices has been highly beneficial and helpful to the young people involved particularly when dealing with stress, anger problems and anxiety.



**Sarah**  
VOLUNTEER



**Eve**  
VOLUNTEER



**Shanice**  
VOLUNTEER



**Fatih**  
EVS VOLUNTEER TURKEY



**Chiara**  
EVS VOLUNTEER ITALY



**Join Us**  
team@northbourneyi.org





## Junior Activities

We are currently delivering 5 sessions per week for children aged 8-13 years. We've expanded the range of junior activities we are providing, we've consulted and listened to the junior group and made changes which make the sessions more engaging but still allow the juniors to learn new skills and develop.



## Keeping Active

Our weekly football session has been popular with all of our juniors, encouraging regular physical activity and team games. Each week a junior member has taken the lead in organising the group, developing leadership and building confidence amongst children. As a progression of this activity we will expand the range of sports which we deliver and through consultation with the junior group, they have identified new activities they want to try.



## Continued Achievement

With the AQA award scheme in place we have been able to offer a wider range of opportunities for accredited outcomes. Young people can shape the direction of the programme through their interests, so far we have achieved awards around sports, art, volunteering & cookery. There are many more opportunities to expand the skills and knowledge of the juniors through this scheme. We are looking to accredit less traditional activities such as sports engagement and Arts to give more creative experiences for those involved. We believe the juniors should be rewarded for their commitment to engagement in a range of aspects.



## Reading Club and Language Sessions

As an extension to our current programme we are offering children the opportunity to learn new things in a fun and engaging way. With the addition of our international volunteers we have begun to teach Turkish and Italian using games and activities to make it fun. The reading group have been working on a Wizard of Oz project which involved reading, arts & crafts and a theatre trip for the members. It raises the confidence of those involved reading in small groups and discussing the text.



# Senior Activities

We are delivering 4 Senior sessions each week, with 2 sessions offering the Duke of Edinburgh's Award, both well attended and with a good range of levels in progress. Our new girls' groups is gaining success and outcomes on a Tuesday evening. We have a football development session for the young men focusing on team games & healthy living. There has also been a strong focus on social action through much of our senior work, which allows young people to start to make a difference to the communities in which they live. We have seen a number of our senior members leave the Northbourne family and move onto Higher Education and going off further afield to continue progressing towards their ultimate goals.







## Football

Being healthy has always been a priority for Northbourne, and we are assisting young people to lead balanced and healthy lifestyles through engagement in practical activities and information sessions. We have embedded two football sessions into our programme, one junior and one senior. Each week the two groups have access to a free football development session. The sessions incorporate fun, active games, training opportunities and development of skills in team work, communication and leadership. 6 young people have completed their Sports leader award, 1 volunteer is undergoing their Level 1 FA football coaching and 3 others are exploring their options for future training and development.



## Girls Group

Last year we recognised the need for some regular gender specific work, particularly with young women. The group aims to address specific women's issues, currently focusing on addressing self esteem, mental health and wellness among young women, which was highlighted as an important need amongst our group. The young women have been on wellness breaks, engaging in learning methods to cope with stress and tensions and a partnership work with Young Carers. It's a small group where meaningful discussions and sharing of experiences shape the work which they do.



## The Duke of Edinburgh's Award

The awards programme continues to be a main element of our senior programme, with new young people joining us regularly to take part in all of the levels of the awards. We work consistently with around 40 individuals at any one time. These sessions feed young people into others areas of our senior programme. We have a good number of young people progressing to gold after a successful Silver expedition in April 2016. The skills are more refined and focused and young people are progressing towards completion of this level of award.



## Miriam (15yrs)

### HER STORY

Miriam joined the project as a junior but left to pursue other interests, at age 13 she returned to the project as a senior and this is where her real Northbourne journey began.

Miriam was quite timid and quiet when she joined the project and was often overpowered by other members. She almost immediately decided to register for the DofE at Bronze level. She completed her Bronze award in 2016 and progressed onto her silver award. Her expedition was a walking activity and was challenging in many ways, she had to deal with heavy rain, wind and snow; resulting in low morale amongst the group. However Miriam's attitude was very impressive; she powered through without complaint and felt a true sense of achievement at the end.

During her time with the project, Miriam has taken part in Keyfund applications and activities. She has completed several awards, including The Sports Leader Award and First Aid certificate. She is also the only female young person to take part in the Tuesday night football sessions, where she always gets fully involved.

Miriam's journey has seen her change in many ways, her confidence, communication, leadership, self-motivation and ability to achieve has been very noticeable.

## Arron (13yrs)

### HIS STORY

Arron is fairly new to the project, he started attending in May 2016 at first he seemed unsure and not too confident and often was quite quiet; he spent most of his time on the PCs and games consoles. In his first few weeks he spent a lot of time observing others and working out how the club worked. Arron always listens intently to staff and to others in a way which he seems to be learning and listening all of the time. Considering Arron came to the club not knowing anyone else he has certainly been very capable of making friends, and establishing common interests with both other young people and staff.

He has slowly but surely become an integral part of the group. Over time, Arron has started coming more often and becoming more involved in things, he's eager to volunteer for new opportunities and is now one of the most regular senior members who we have. We can see Arron staying around for a long time and embracing many opportunities, he is already a regular member of the football project, and has embarked on his Bronze DofE with his expedition coming soon.

Arron has clear goals of where he wants to be in the future and he has identified a goal to become a Quantum engineer. With these goals in mind we will work with Arron to support him in achieving to be what he wants to be, and give him opportunities to develop the skills needed in order to achieve.

## Eve (17yrs)

### HER STORY

Eve almost lives at Northbourne throughout the week, she is always willing to get involved and takes on responsibility above and beyond being a senior member. She volunteered as part of the DofE, and she has since continued to do this and regularly, running quizzes for senior groups and supporting the junior activities. Eve is our key fundraiser from the senior group and has been involved in multiple projects, change squad, interfaith and Key projects.

In 2016, perhaps Eve's most rewarding achievement for her was receiving funding to set up and run a reading group for our junior members. She did this as it is something she was passionate about for a number of years. Northbourne were able to support Eve to achieve this through accessing funding through UK Youth's change squad programme, and establishing a core group of children who could benefit from the project; improving literacy and confidence within children. It's difficult to list all of the initiatives and projects which Eve has been involved in and what she has achieved as she has done so much and given up so much of her time for the benefit of the project and of others.

Overall Eve's confidence has shown the greatest development, the change is incredible and has made a great difference to the quality of Eve's Northbourne Experience. We hope Eve continues to develop and remain involved in Northbourne beyond being a senior.

## Georga (12yrs)

### HER STORY

Georga was a regular member of the junior group, however she began to outgrow the activities on offer. As a transitional strategy, Georga was invited to attend the Tuesday night girls' group, this group is designed to help young women with relevant and topical issues. Georga is one of the main attendees every Tuesday and she has been pivotal in planning and funding applications for various activities, including; meals out, wellness breaks as well as partnership work with the Carers' Trust.

Georga has displayed great communication skills and has proven to be very welcoming to the young people from Carers' Trust. After being integrated into the girls' group, Georga was then integrated into the seniors' groups. Georga has noticeably developed socially and emotionally and is an important part of the project. Georga's journey has been supported by her peers and they have introduced her to the Senior sessions and helped her settle in and adjust to the changes, which often many of our juniors have struggled with in the past.

Georga's easy going and positive attitude has allowed her to fit in with the rest of the group at an earlier age. This is an example of how Northbourne look at individuals and make adjustments for individual need. It was clear Georga was only going to progress within Northbourne if she was transitioned into the senior group. Georga now plans to register for her Bronze DofE when she is old enough.



A Year of achievement





# You said. We did.

At the end of the year we gathered views and opinion of our junior and senior members as well as parents. We received some great feedback, suggestions and recommendations for the future. See below for the highlights of the results and how we have reacted to your opinions, thoughts and recommendations for improvement.

**The majority of feedback was positive, but we love we received some constructive ideas for future changes and improvements.**

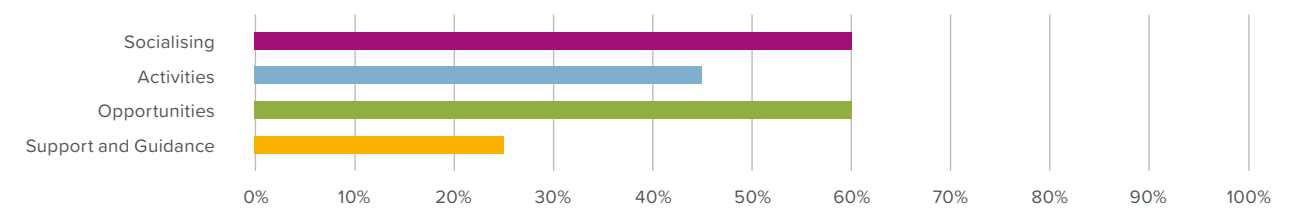
You said we needed an 'inbetween' group for those too old for juniors but too young for seniors. We listened and in October 2017 we will implement a regular 'Inters' group for 11-14 years.

You said bullying always needs to be recognised and acknowledged, staff will make a commitment to constantly be aware of any issues surrounding bullying direct or indirect. We will also reinforce a no tolerance policy on bullying by displaying posters and being open about discussing issues with children and young people.

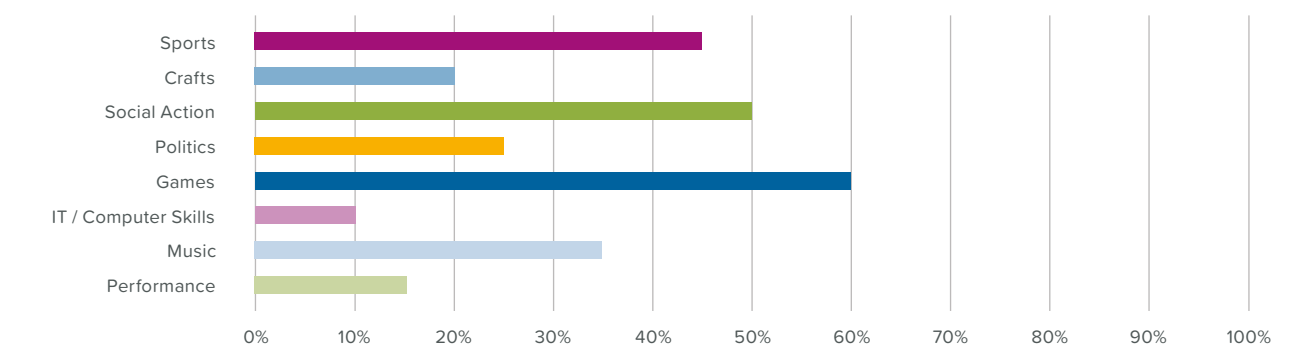
Junior members have highlighted IT as a skill they would like to develop, we have a Senior volunteer who will come to the group once per week to support IT skills development, as well as small AQA units being delivered and accredited around basic IT, progressing onto more advanced areas as they are identified.

Seniors have asked for more games within their sessions, this is great as we have volunteers with lots of ideas and want to get more involved in session delivery so watch out for weekly installments of challenges, icebreakers, games and other fun activities.

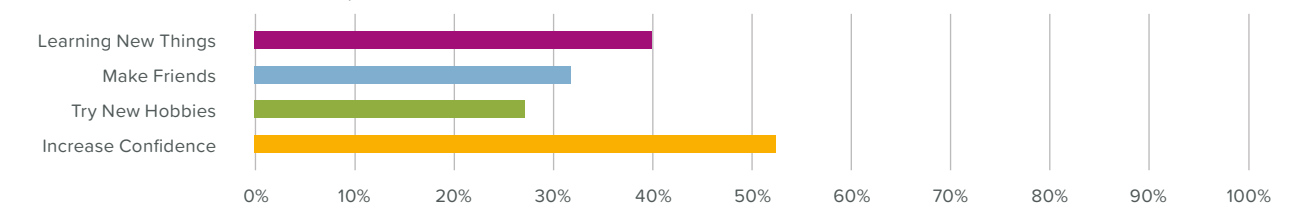
## Seniors - I attend Northbourne for:



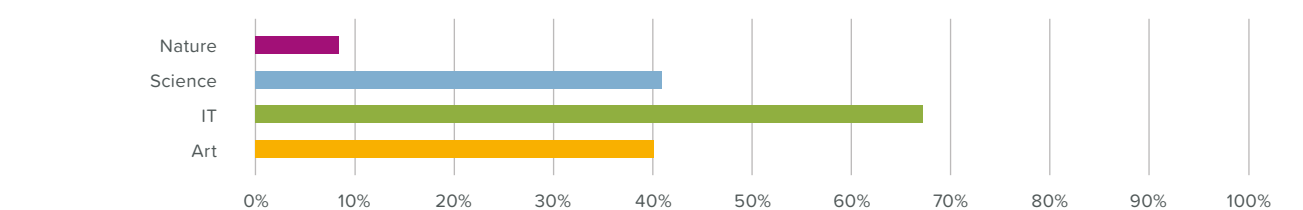
## Seniors - My interests include:



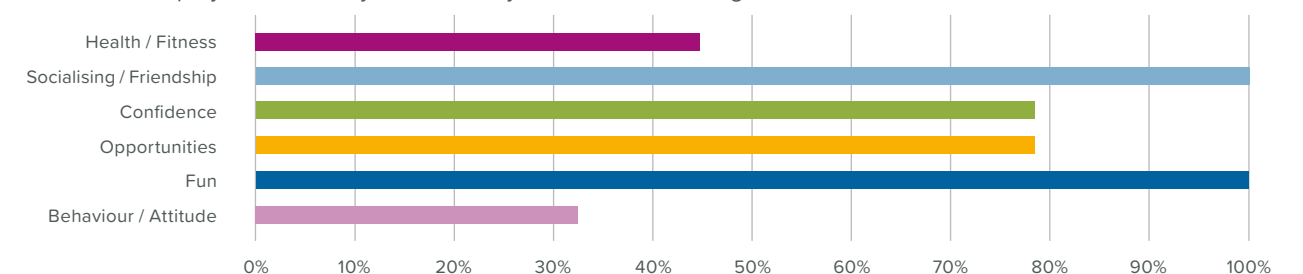
## Juniors - Northbourne has helped me:



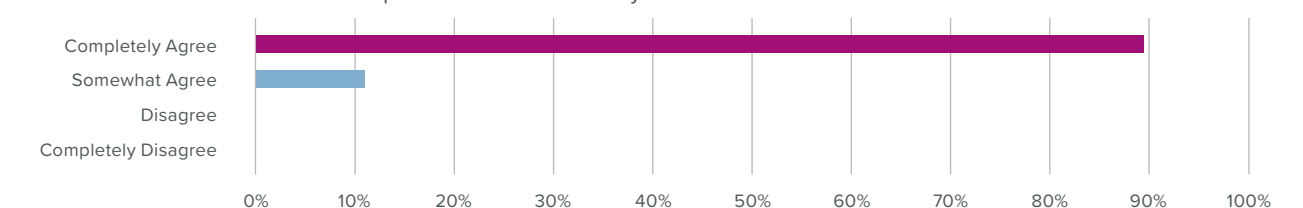
## Juniors - In future sessions I would like to learn about:



## Parents - The project has mostly benefited my child in the following areas:



## Parents - Northbourne has had a positive influence on my child/children:



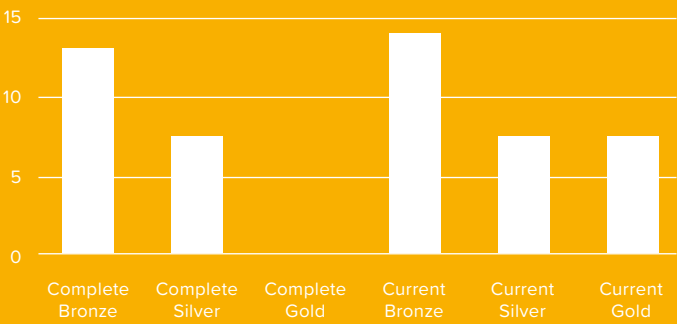


# The Duke of Edinburgh's Award

The past year has been a very successful year for the Northbourne Youth Initiatives DofE. We are currently supporting 30 young people within our programme. The awards have allowed the young people to engage in a diverse range of activities. It has increased opportunities for the young people to increase their confidence, skill level and active involvement within their communities. Many young people have been encouraged to try new things, make new friends and to learn and support each other.

When working on the skills section within the weekly sessions we are trying to expand the level and variety of skills which young people can work towards. We often need to practice skills which can take place within our premises, by being creative in our approach and exploring new opportunities; we can make the programme more appealing and enhance the skills developed. Popular skill choices currently include pool, scrapbooking, cooking and driving theory.

Recently two of our Gold members began skill sections exploring bike maintenance, with a social action theme; recycling bikes and then giving them to those less fortunate. One young woman will do 'public speaking & decision making' which involves being a member of various advisory boards and committees, giving young people a voice. In 2018 we aim to deliver Bronze, Silver and Gold expeditions as well as a Gold residential, adding to our previous successes.



**We have had a total of 43 young people taking part in the award, of which 13 have completed Bronze level and 8 have completed at Silver level. The remaining young people continue to progress towards completing their current level of the award.**





## Numbers

- 46 Awards were achieved including:
- 4 Producing a picture in the style of Vincent Van Gogh
- 6 Healthy lifestyles
- 6 Emotional wellbeing
- 9 Developing social confidence through social games
- 9 Self-portraits
- 12 Preparing and cooking food

# AQA Unit Award Scheme

## AQA awards

The AQA award scheme is a bespoke programme, which allows an individual to gain a certificate of recognition on a topic and at a level of their choosing and ability. NSYI assigned Nicola the responsibility of coordinating the programme. Participants ranged from 8- 17 years old and included awards in health, art, sports and cooking.

## Main achievements

Eight young women regularly attended a weekly girl's group on a Tuesday night. The group opted to focus their structured sessions on issues affecting teenage girls, the main issues raised were body image and mental health. The sessions were part theory and part practical making use of the IT suite as well as the comfy sofa area in the project. The young women learnt techniques in meditation, mindfulness, yoga and facial massage. Through their AQA award they designed menu plans around a healthy balanced diet, they learned about nutrition and how food affects your mood. The group also researched mental health conditions and stigma around the conditions. As a reward for their commitment and hard work the group attended a "wellness" break this included; cooking, arts and crafts for distressing and relaxation, Reiki, meditation and they participated in a fire ceremony.

## Outcomes

According to the Northbourne Star which was completed initially in June 2017 and then again in August 2017, the majority of the group felt they had improved in areas such as: confidence, well being, social skills and structure and support. This was through their engagement in the chosen areas. The main area of self-esteem development was through the specific targeted work with young women. The impact of the project shall have a lasting effect on the young people's lives through their shared experiences.



# Goals & Aspirations

## Moving Forward

Last year we identified four future plans, and we smashed it. We have successfully implemented a girls group, implemented a new accreditation scheme giving us increased opportunities for achievement, increased the regularity and number of consultations which we carried out, and we are so close to receiving our First Steps ambition quality mark. Now see our new goals for the next 12 months...

### Quality Award

As a progression of our recent success with Investing in children and First Steps Award almost complete. We will progress to achieving a higher quality award as part of our strategic development.

### Community projects

We want to increase the number of family, community and social action initiatives we deliver, allowing us to make a wider and greater change in the local community.

### Young people's advisory board

We will formalise a young advisory role as part of our governing procedures, feeding into the director's meeting and influencing change for young people.

### Increased partnership working

By increasing our partnership approach to activities and working with other youth organisations to benefit local young people.



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