



# 2023 2024 IMPACT REPORT





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## A community approach

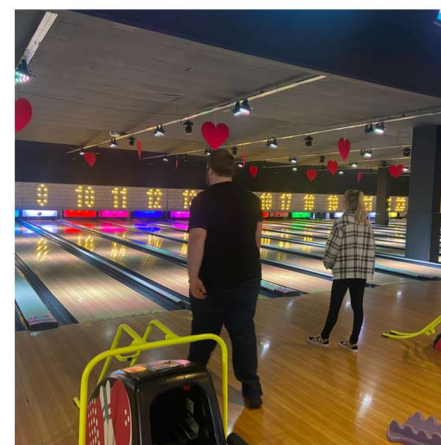
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## Our Reason

The roots of the Inspire and Achieve Foundation run deep into the ex-mining communities of Nottinghamshire, where we have supported young people for the past 15 years, to dream beyond the challenges they face today.

Key stats as to why we are needed:

- Mansfield, our heartland since the beginning, is ranked 317th out of 324 local authority districts in the Social Mobility Index (with 324 being the lowest).<sup>1</sup>
- 1 in 7 neighbourhoods in Mansfield appear in the 10% most deprived nationally and a third of all residents do not feel that they belong to their local area leading to low levels of involvement in community-based activities.<sup>2</sup>
- Over 30% of LSOAs in Worksop are in the top 20% most deprived in England in terms of Health Deprivation and Disability, Education, Skills and Training, and Employment which is reflected in high demand locally for our support.<sup>3</sup>
- Spending time unemployed under the age of 23 has been linked to lower wages even twenty years on and those who are NEET between the ages of 18 to 19 are 20% more likely to be unemployed even ten years later.<sup>4</sup>
- 3 in 5 young people reported poor mental health and feeling anxious in the latest youth voice census.<sup>5</sup>

1: Gov.uk, 2020, *The long shadow of deprivation: differences in opportunity across England*.  
2: Mansfield District Council, 2023, *Mansfield UK Shared Prosperity Fund – Information Pack*  
3: Department for Levelling Up, Housing & Communities, 2024, *Worksop -local data profile*.  
4: Youth Employment Group, 2023, *The Young Person's Guarantee*.  
5: Youth Employment UK, 2024, *Youth Voice Census*.

## Our Mission

**We exist to inspire  
young people and  
empower them to  
achieve their best.**

## Our Vision

**At The Inspire and Achieve Foundation, we're working towards a future where every young person in Nottinghamshire and Derbyshire, regardless of background or circumstance, has the confidence, skills, and opportunities to succeed.**

**We strive to create a society where no young person is left behind; where potential is recognised, and where barriers to success are broken down. Through our unique blend of activities, mentorship, and lifechanging opportunities, we will stand side by side with young people to help them turn aspirations into achievements.**

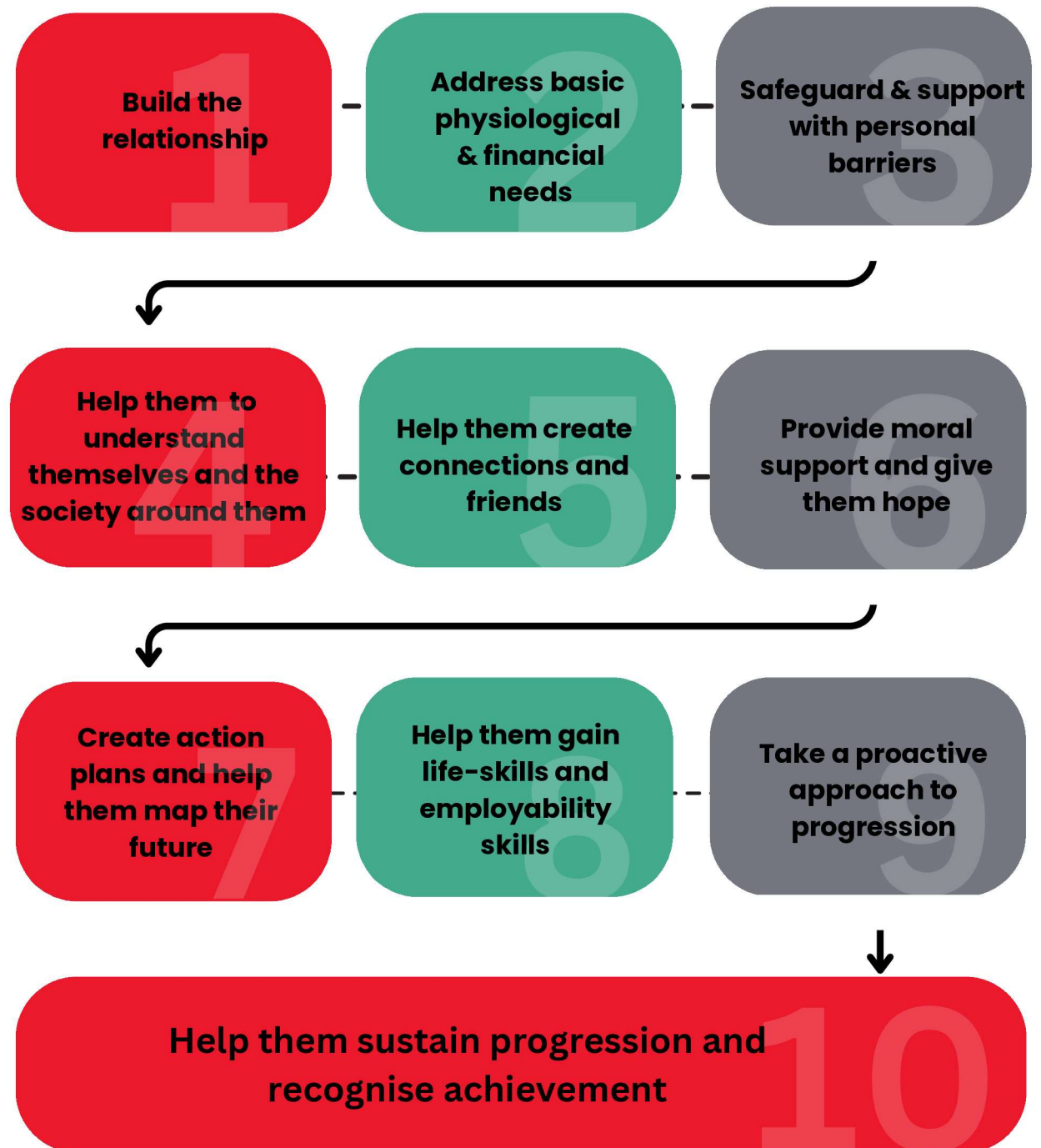


## Our approach

Every young person we support has a unique story to tell; they've often faced multiple challenges in their young lives so it's important that the support they receive is tailored to their experiences, ambitions and environments. Working through complex intersectional barriers, full of twists, turns and evolving situations, takes great care and the trust young people place in us to reach through layers of emotion and help them set a path forward is something we are very grateful for.

Following our 10 step theory of change, we support their onward journey through three core strands:

- Professional, accredited, 1-2-1 mentoring at IAG Level 3+,
- The King's Trust Team programme, a lifechanging 12-week confidence and employability course,
- Youth-led social activities to reduce social isolation and improve mental health.





## 🔥 Headline impact summary 2023–2024

**283**

Young people were supported from

**11**

Local Authority Districts

**75%**

Of which were from IMD areas ranked 1-3

**80%**

Disclosed mental health concerns...

**68%**

of service users have a learning difficulty

and most faced two or more complex barriers to progression. Yet...

**64%**

Of participants have already progressed into Education, Employment and Training destinations.

**85%**

Of enrolments across our King's Trust Team programme gained at least one qualification and...

**73%**

completed work placements to gain valuable insights and experience.

**73%**

of service users noticed a boost in confidence following IAF's support and...

**71%**

said they had improved their communication skills with IAF's help.

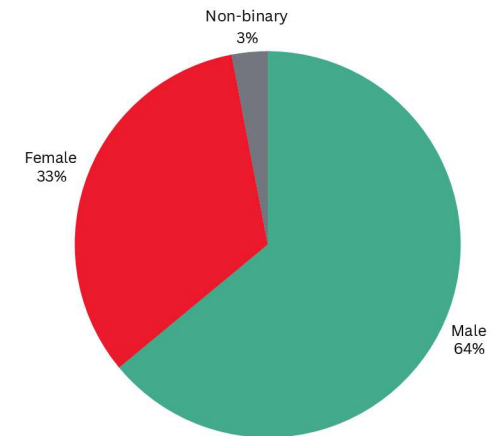
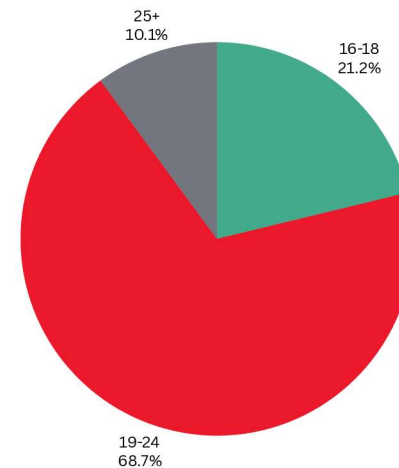


## 🔥 Our young people

The Inspire and Achieve Foundation supports all NEET young people, no matter their circumstances, because we believe in their potential. As per our previous reports, our service users are predominantly young males (64%) and it is reassuring that this next generation of men are open to seeking support and actively sharing in their vulnerability and desire to achieve more. In line with the population of the Nottinghamshire area, the majority of our service users identify as White British although the demographics for Nottingham City show a higher percentage of representation from minority ethnic groups.

Whilst we do support young people at risk of becoming NEET through our strategic links to local colleges, most of the young people we work with are aged 19+; these individuals have left education and although they have since struggled to find their path, they are not without ambition. Of those supported in the 23-24 year, our young people aspired to become;

Games designers | Actors | Construction workers | Sports coaches | Tattoo artists | IT specialists | Mechanics | Botanists | Caterers | Teachers | Engineers | Welders | Dog groomers | Electricians | Childcare Practitioners | Musicians | Paramedics | Writers | Conservationists among other sector roles.

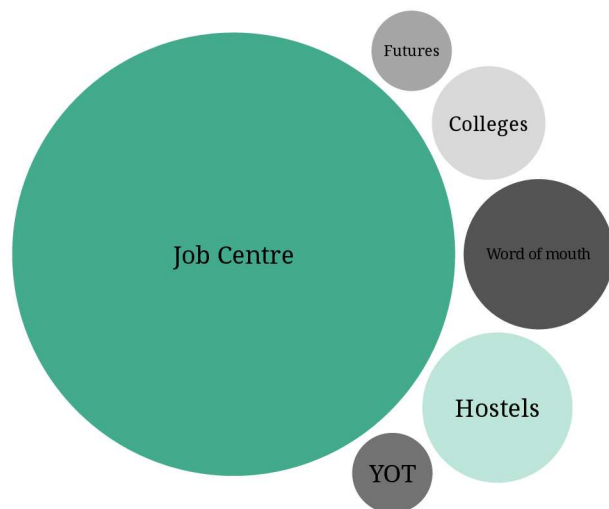




## Connecting communities 🍁

As the charity continues to grow we attract more young people, and establish referral partners, from further afield. In 2023-24, outreach within the community drew **283** young service users from our core territories; Ashfield (**6%**), Bassetlaw (**40%**), Mansfield (**25%**), Newark & Sherwood (**16%**) and Nottingham City (**9%**) whilst also serving neighbouring districts such as Bolsover, Broxtowe, Erewash, Gedling, Rotherham and Rushcliffe.

Strong referral linkages across these neighbourhoods are a vital component to our success. Our close ties to the DWP and local work coaches generated **61%** of our referrals however other community partners including local hostels, council divisions, social services and other third sector organisations, have all contributed to young people's journey by signposting to our support.



# 75%

Of those supported reside in areas ranked 1-3 in the IMD Employment Deciles.

# 75%

Of those supported reside in areas ranked 1-3 in the IMD Education & Skills Deciles.

# 77%

Of those supported reside in areas ranked 1-3 in the IMD Health & Disability Deciles.



# £45,945

Volunteering in the community is an intrinsic element of our programmes in recognition of the proven benefits this brings to young people's mental health and reduced social isolation. This year we were delighted to contribute towards 18 shared space renovations and initiatives supporting others, delivering an incredible £45,945\* of social value to the county, through our volunteering projects.

*\*(Based on 5342 volunteering hours delivered if they were to be charged at minimum wage.)*

# 9

Community projects  
completed

“ I cannot begin to thank you all enough for the pleasure it will bring to so many of Hetty's families. ”

-Tracey Crosby,  
Hetty's Operational Lead & Volunteer Coordinator





## Clumber Park, Worksop (W5)

Creating a model village for the summer of play event and preparing their dog-friendly cafe, Central Bark, ready for opening.



## Manton Allotments Worksop (W3)

Creating raised bedding areas and sensory garden.



## Woodlands and Coachwood Green Shireoaks (W4)

300 trees planted as part of the county council & DEFRA's Trees for Climate programme.



## All Souls Community Centre, Nottingham (N4)

Clearing the garden areas to create welcoming green spaces for visitors of the centre.



## Cherry Lodge Community Centre, Nottingham (N5)

Refreshing and clearing the Renewal Trust allotments for community use.



## Community impact map

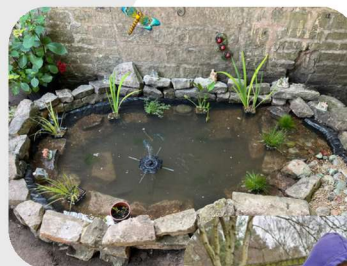
### Goodwin Hall, Retford (R1)

Building planters and vibrant garden spaces for community use.



### Hetty's Mansfield Woodhouse (M6)

Building a wildlife pond and memory garden for families affected by addiction.



### Mansfield Wildlife Rescue, Mansfield Woodhouse (M4)

Renovating animal enclosures to house rescued wildlife.



### Berry Hill Park, Mansfield (M5)

Creating accessible pathways for wheelchair users in the community.



Learn more about our community volunteering projects by scanning the QR code >>>





## Barriers to progression

At some point in our lives, we all experience personal barriers and it can be easy to feel overwhelmed when these challenges start to stack up. The majority of our service users encounter this struggle on a daily basis; waking up to the harsh realities of homelessness, addiction, poor mental health and more. In fact, **82%** of the young people we supported this year said their progression stalled due to two or more barriers affecting their ability to move forward. Despite having so much to process at such a formative age, they still show up, determined in the face of adversity, to push outside their comfort zones and take small steps towards the life they dream of.

Whilst we work within a multi-agency framework, our consistent open door policy models the relationship we seek to hold with our community. A familiar face, sometimes over several years, or across siblings, can bring such reassurance to whole families and this continues to stand our services apart from short-term interventions.

***“ I was struggling with my confidence and the motivation to do anything but Team has been the push I needed to get my life back on track. It has literally been one of the best experiences I have had. ”***

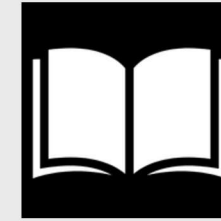




**80%**  
struggled with  
poor mental  
health



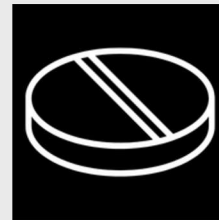
**68%**  
had a learning  
difficulty



**62%**  
had a low level  
English & Maths  
skills



**30%**  
lived in hostels  
or unstable  
housing



**23%**  
were battling  
addiction



**22%**  
had physical  
disabilities



**20%**  
disclosed  
abuse, violence  
and trauma.



**16%**  
were struggling  
financially/  
were in debt



**14%**  
had a criminal  
record



**13%**  
were young  
carers



**10%**  
were LGBTQ+



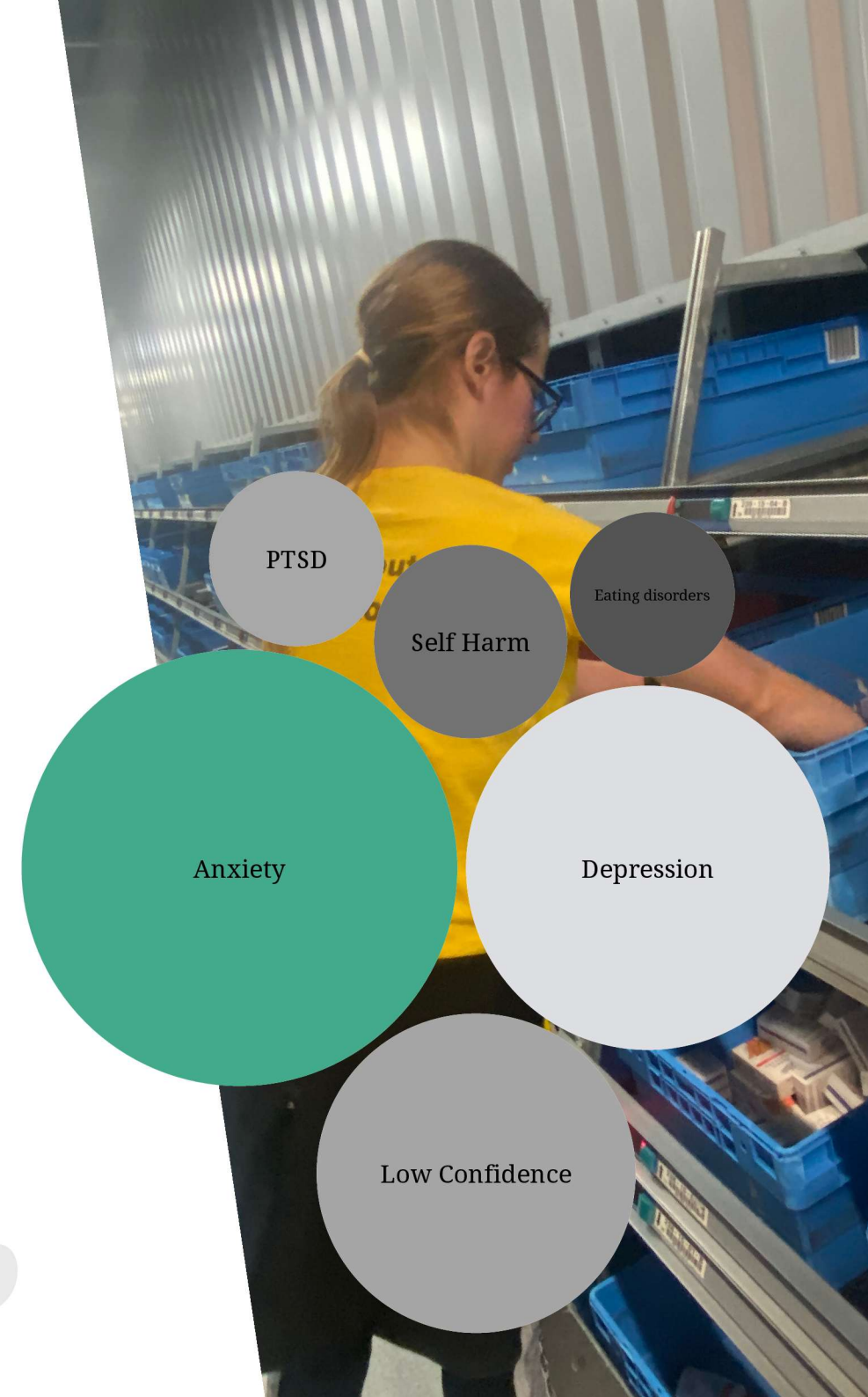
**7%**  
were care  
experienced

## 🔥 Spotlight on Mental Health

Young people's mental health is in tatters and our latest data shows that the number of young people experiencing poor mental health is significantly worse than pre-pandemic levels. ~80% of our service users now disclose conditions such as anxiety disorders, depression, eating disorders and PTSD. With 20% of service users also recounting stories of abuse, trauma and neglect, it also comes as little surprise that 11% have either self-harmed and/or have attempted to take their own life in the past. Whilst our impact is measured in many ways, our greatest successes as a charity are the lives we can save and in the last year alone, IAF staff have directly intervened to safeguard 20 young people who had made plans to take their own lives whilst **four** young people actively attempted suicide and have been supported to change their perspective on the future.

Anxiety, reported by 55% of service users, is one of the biggest barriers our young people face when trying to move forward with their lives. The AnXxiety project, a direct response to this data, has been vital for so many over the past year; helping young people to learn about themselves, the opportunities around them and feel equipped with the coping strategies and support to navigate new scenarios like work experience, interviews and re-entering the classroom.

***IAF got me back on my feet. My social anxiety is gone. I am a different person from what I was then, I can talk to people and I have learned so much about myself.***







## ➤ TEAM

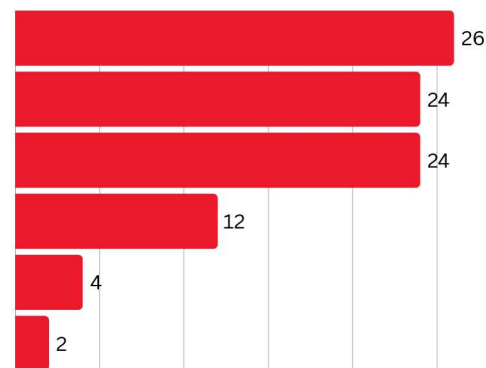


Piloting the UK's first exclusively SEND Team programme was an incredible highlight for IAF as a charity and with support from the King's Trust, 13 young people at St Giles' School in Retford were able to benefit from a bespoke adaptive 7 week course. The success of this pilot drew support from the local community where students achievements transforming the Goodwin Hall gardens were celebrated at a ribbon cutting ceremony with local councillors, and saw them take home the Retford in Bloom Community Impact award. Speaking of the pilot, Matthew Rooney, Principal of St Giles' School concluded: *"This programme should be in every SEND school in Nottinghamshire."*

## Spotlight on SEND 🍁

With **68%** of our service users experiencing education and employment through the lens of learning disabilities, we never underestimate the power of creating inclusive and accessible environments. During the past year we've supported learners with; autism, ADHD, dyslexia, dyspraxia, discalular, visual, hearing and speech impairments, tourettes, OCD, cerebral palsy and other physical disabilities.

This year, we have seen a rise in young people disclosing learning disabilities, diagnosed or suspected, enabling us to better support their needs across our programmes. Service users with ADHD, the most commonly disclosed, now stands at **~26%**, whilst autism and dyslexia respectively at **~24%** of participants.

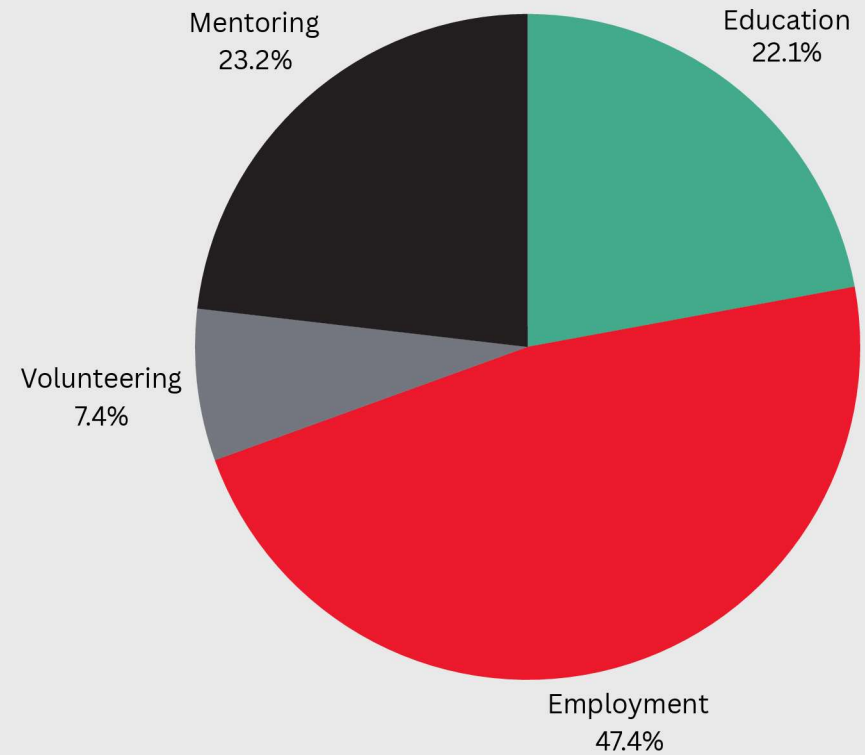


“**I am getting the help I need with my dyslexia and I've made so many good friends, who also help me.**”

## 🔥 Participant Outcomes

Taking the next step into education, employment or training is just one milestone in what is often a lengthy journey and we are immensely proud of every young person who has the courage to come forward and reach out for support. Over the past year, **64%** of our young people successfully took their first steps on their career path; **22%** of which returned to education with one of the local college providers, **47%** moved into employment, **7%** began volunteering to build their skills and gain more experience and **23%** continued intensive mentoring.

***“Jamie sat down with me one day and helped me look for jobs. He encouraged me to apply for this one job, which then led to me getting the job in the middle of my work experience! Today I am proud to say that I now have a job as an Admin Assistant for a Mental Health Service and I am loving every second of it.”***





## Service user feedback 🍁

“Words cannot describe the respect and gratitude I have for IAF. These guys deserve more appreciation and recognition for what they do.”

“You can call anytime and they will listen. I am much more confident in myself.”

“It genuinely feels like I've just woken up a new person. The banging CV, qualifications, swagger and extra conviction in the way I speak are all just bonuses.”

“I like to think I have become more sociable and open to new people.”

“My views on things have changed. I know how to deal with problems now and I've been getting out of bed every day and getting into a routine.”

“I didn't think I could ever get my anger under control, however, IAF has shown me that not everything and everyone is out to hurt me and they showed me that not everything is bad.”

“It really helped with my mental health and was a massive support.”

“If you haven't got anything and you are struggling with life, then you should give Team a go. It will give you a massive boost in life!”

“Everyone has been so supportive to each other. Even when I've felt too exhausted to carry on and not coped well, the Team Leader and Mentors helped me through. I've had so much support that I would never have got at college.”





## 🔥 A moment of reflection

Remember lacking confidence as a teenager? Struggling with your mental health? Feeling like everyone around you is achieving more or leaving you behind? Consider now how your experience might have been wholly different, easier or less confusing if you didn't feel alone in those moments.

In reality, a lot of us - no matter our backgrounds, experiences or professional standing - can resonate with at least one challenge facing young people of today. As we enter our 15th year of operation, it is our privilege to work alongside so many local partners who advocate for young people and empower them in their transition to adulthood. If you are reading this report, and wonder what you can do to help, please reach out; there so are many ways that individuals, businesses and other groups can unite behind IAF's mission, ensuring our programmes transform the lives those most vulnerable in our communities and can continue to do so for years to come.

Join us to **inspire** young people and empower them to **achieve** their best.



Pippa Carter – IAF Director



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