

Active Talent Application Guidance

January 2020

London Youth, specifically our sports development team, has successfully applied to the Greater London Authority and London Sport to deliver the ***Young Leaders*** strand of their community sport workforce programme. This is part of Sport Unites, the Mayor of London's £8.8m community sport investment programme. The Young Leaders strand has three overall aims:

1. To identify and engage at-risk young Londoners with leadership potential in the community sport workforce.
2. Working with these individuals to improve their understanding of and ability to use sport as a tool for social integration, as well as to benefit Londoners' physical and mental health through sport and physical activity interventions.
3. Enabling and supporting these individuals to go on and be active within their communities as part of London's community sport workforce – paid and volunteer, traditional and non-tradition

Our approach – Active Talent

To work with, and through, 15 community youth organisations (London Youth members) to engage 150 at-risk young people aged 16 – 24 with leadership potential (10 per organisation). Working in three clusters, Active Talent is a 12-month, staged programme providing training, development and activation opportunities from March 2020 – March 2021.

Key definitions – Active Talent

To meet the criteria for the Greater London Authority and London Sport, the following definitions are what organisations applying to Active Talent need to work against:

At-risk young people	<p>Of Exclusion can mean, for example, potentially being excluded from school or dropping out of college. It also includes being at risk of social exclusion or isolation due to mental ill health, learning difficulties, bullying, harassment etc.</p> <p>Of Involvement in criminal activity can mean, for example, living in a disadvantaged neighbourhood, low socioeconomic status, having a disrupted family, having a convicted parent or sibling, low school attainment.</p> <p>The Department for Education identifies disadvantaged pupils as being those:</p> <p>Eligible for Free School Meals or have been in the last six years;</p> <p>Looked After Children (LAC), or those who have been previously looked after by the state, but, are now adopted or are subject to a special guardianship order, a child arrangement order or a residence order;</p> <p>Children with parents in the armed forces</p> <p>It is assumed that these children are disadvantaged in comparison to others because of low family income, little or no family support (LAC) or lots of school moves, all of which have been proven to have a negative impact on progress and attainment when compared to others</p>
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Leadership potential	Young people, through the use of sport and physical activity who are interested to bring about positive change in the lives of people and communities, and are looking for an opportunity/platform to fulfill their potential by gaining new skills and tangible experience
Sport	The term 'sport' is not limited to organised physical games and events that often include an element of competition. It also means various kinds of physical activities that bring people entertainment, enjoyment and relaxation, such as dance, yoga and running
Social Integration	Social integration is the extent to which people positively interact with others who are different to themselves. It's rooted in equality, the nature of our relationships and the way we participate in the communities where we live
Community sport workforce	A collective term for anyone who has the opportunity or ability to directly enable Londoners to lead active lives. This includes coaches, volunteers and young leaders, as well as youth workers. Essentially, anyone with influence who can encourage and motivate others to benefit from sport and physical activity.

Our model – Active Talent

Using insight from our sports development, employability and youth social action programmes, we have created a six staged approach. This involves a mixture of independent and structured elements to allow organisations to build this into their wider work. Through-out each stage, organisations will be supported by a member of the London Youth sports development team.

Stage	Description	When
1. Team	Induction Day with 15 x community youth organisations (Youth workers)	Thursday 05 th March 2020 10am – 3.30pm
2. Inspire	Three x Social Integration plus Sport workshops (one per cluster) with The Change Foundation (Youth workers and Young people)	East Cluster – Thursday 26 th March 2020 West Cluster – Tuesday 31 st March 2020 Central/North/South Cluster – Friday 03 rd April 2020 All 10am – 4pm
3. Skills Builder	Each organisation arranges and hosts four workshops/training to develop young people’s soft and technical skills to be an active member of the community sport workforce (Youth workers and Young people) Youth workers/Young people mentoring sessions	April – August 2020 1 per month
4. Experience	Young people develop a Social Integration plus Sport project idea, preparing a 5-minute pitch to secure funding Per cluster, Young people pitch their Social Integration plus Sport project idea to a panel of experts Young people deliver their Social Integration plus Sport project idea Youth workers/Young people mentoring sessions	July – August 2020 September 2020 October – November 2020 1 per month
5. Achieve	A residential at Hindleap Warren Outdoor Education Centre to embed learning, connect organisations/young people and plan future pathways. (Youth workers and Young people)	Friday 4 th to Sunday 6 th December 2020

	Youth workers/Young People mentoring sessions	1 per month
6. Sustain	Access to a development grant to support future pathways to continue as an active member of the community sport workforce (Youth workers and Young people) Youth workers/Young People mentoring sessions	January/February 2021 1 per month

Which cluster does my organisation fit into

Active Talent will work across three clusters based on the operational borough your organisation works in. Per cluster, there will be five organisations.

East	Barking and Dagenham, Redbridge, Newham, Greenwich, Bexley, Lewisham, Tower Hamlet, Hackney, Havering and City of London
Central/North/South	Enfield, Haringey, Waltham Forest, Camden, Islington, Westminster, Southwark, Lambeth, Croydon, Wandsworth, Bromley, Merton and Sutton
West	Hillingdon, Harrow, Ealing, Richmond, Hounslow, Hammersmith and Fulham, Kensington and Chelsea, Brent, Barnet and Kingston.

Active Talent Budget

We recognize that need to support community youth organisations with investment alongside the wider capacity building support via our Sports development team. For Active Talent, the 15 organisations will be able to access the following to bring this project to life:

Direct Investment	£2000.00 – support costs (staff time, monitoring and evaluation, travel etc.) £1800.00 – skills builder workshop/training budget £400.00 – for the pitch idea at the experience stage = £4200.00
In-direct Investment	£275.00 - 5 places on the social integration plus Sport workshop with the Change Foundation £930.00 – 6 places on the residential £1000.00 – development grant to support future pathways = £2205.00 Plus, regular support and visits from your designated London Youth sports development team member.

Active Talent Monitoring and Evaluation

We are working with inFocus, the Greater London Authorities impact measurement partner to define the outcomes and tools for this project. These will be in-place for the programme induction, and each organisation will be supported by London Youth's sports development team to implement the requirements. Please be assured, we are working hard to ensure that what we ask of organisations is realistic and practical.

Key dates, how to apply and any questions

To be considered for the Active Talent programme, you will need to complete and return the application form no later than **Friday 14th February at 18.00.**

Applications should be emailed to John Jones, Sports Development Manager – john.jones@londonyouth.org.

Successful applicants will then be required to submit the six due diligence documents to complete the process.

If you have questions, you can contact John via the email above or on his work mobile 07736 619 595. This includes questions re: the due diligence and how we may be able to support you meet the requirements (if successful)

Availability to attend the following key milestones is crucial

Programmer induction

The cluster workshop based on your operational borough

The residential

Applicants will be informed wk. beginning 24th February if they have been successful.