

# STEP

2

young people's  
health

Annual Report 2022

## Step 2 is 30!

Celebrations await us as we plan to celebrate our 30th birthday at our AGM in May 2023.

### A quick overview of the last 30 years...

The idea for Step 2 was formulated by a group of young people from Bierley. Following a pregnancy scare, they started to meet regularly to develop ideas and talk about health concerns. Staff members from the Youth Service, Bierley Youth Action Project and Bradford District Health Trust became involved and helped them develop their ideas. Some of the young people met with the local MP, Gerry Sutcliffe, who was a great support to them, and arranged a visit to the House of Commons. They also visited several other projects and spent some time away together to finalise what the project would look like. They then became one of only 9 groups funded by the National Youth Agency and employed their first staff members. Further funding followed and the project expanded beyond Bierley, working in Holme Wood and schools in BD4. Much of the funding was to help meet the targets of reducing teenage pregnancy and improving health outcomes. Work included sexual health outreach, stop smoking groups and sessions on diet and exercise. Emotional wellbeing gradually started to be a bigger part of the agenda, as the root cause of many of the other issues we were addressing, and our counselling service started in 2007 with a grant from Children in Need.

Step 2 has continued to respond to the issues young people present with and is guided by their needs. We started a plan to move some of our counselling online in 2019, not anticipating that in March 2020 this would be the only way we could offer the service. That allowed us to increase the service and lead to us now offering the blended model we were hoping for.



We now have two strong teams: the relationship and well-being team and the counselling team, both delivering excellent and complementary services to young people. From the small numbers in the early days to around 9000 young people in the last year, we estimate Step 2 has employed over 100 staff who have touched the lives of close to 100,000 young people during our 30 year history.

Alongside this, we have been able to provide training and support to many parents and professionals in line with our mission statement.



## Our Vision

Young people will be healthy in every way, supported by quality services and each other.

## Our Mission

Our mission is to enable children and young people to live healthy lives by providing information and delivering services to them, to their families, or to other professionals who work with them.

## Specialist RSE (Relationships and Sex Education) Programme

It became compulsory in 2020 for schools to teach Relationships and Sex Education, and we are contracted by Bradford Council up until 2024 to support them to do this.

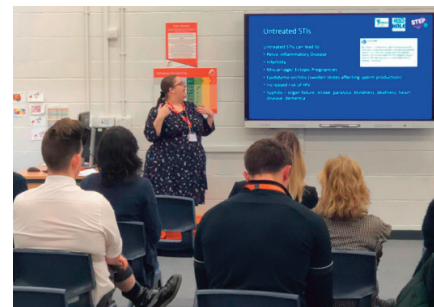
We have now engaged with all 13 priority settings, as specified in the contract . In total, 21 schools across Bradford accepted our offer of support in 2022. This includes facilitation of classroom sessions, CPD (Continuous Professional Development) for staff, peer reviews, and curriculum and policy audits. Of those who received the offer, 66% accepted support. In the priority schools, we delivered in total 8810 inputs to students. These inputs have taken us to 75.19% of the target figure, set by the public health team. Now that we have engaged the final school, we expect this figure to rise considerably in 2023.

“You and your team have been amazing and every school in Bradford would benefit from your hard work, what a difference you’re making.”

*PSHE (Personal, Social and Health Education) Lead in a Bradford school:*

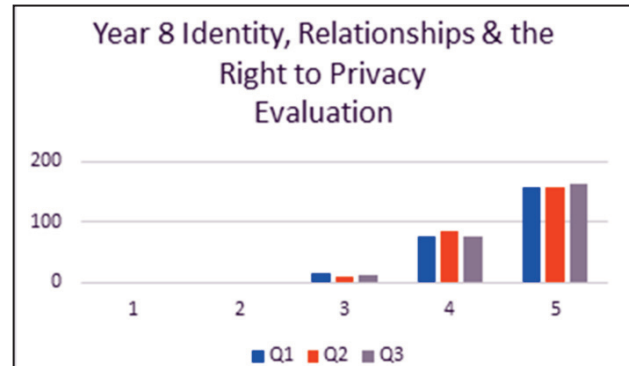
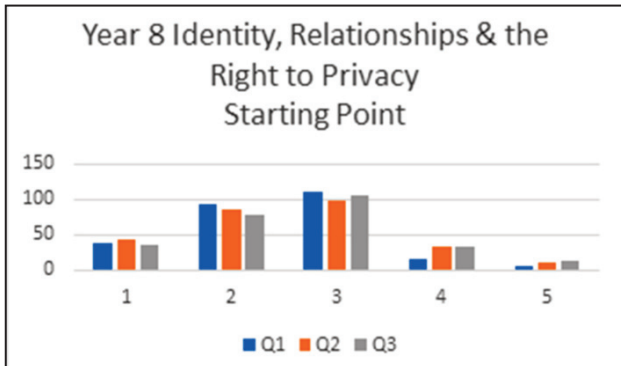
“The support provided by Step 2 has been absolutely outstanding over the course of the year. \*\*\*\* has benefited from the specialist expertise brought by Step 2, which has supplemented our Personal Development programme through the delivery of key elements of the Relationships, Sex and Health Education curriculum and through the delivery of CPD sessions for staff. The support provided has been highly impactful and highly effective, as evidenced by student evaluations. It has been invaluable in preparation for Ofsted.”

*Interim Deputy Head in a Bradford school:*



Progress data from a visit to school - children score themselves as 1-5 on three questions, both at the start and end of the session. The graphs show how students who were scoring themselves as 1-3 at the start, were scoring 4-5 by the end of the delivery.

In our peer reviews, we are finding multiple examples of students expressing their wish to have external facilitators. Many feel uncomfortable talking to their form tutors/teachers about RSE. Our contract now runs until July 2024 and we aim to continue to provide high quality support for the schools in the district.



## Targetted RSE (Relationships and Sex Education) Programme

This service offers bespoke RSE provision to settings with a high number of looked after young people, including alternative education providers, specialist educational settings and children's homes. We also offer training to people that work and care for these young people, including foster carers, children's home staff and staff in the settings they attend for education. Both students and staff overwhelmingly engage well with the subject matter.

"Student participation was great: Typically, our students struggle to engage but this session allowed them to relax, talk freely and ask relevant questions."



## SAFE (Supportive and Friendly Environment) Group.

Named by the members, this group happens weekly in Buttershaw Youth Centre and is for young people who struggle to access the youth club and require a quieter space. The group has evolved over the year, with different YP (Young People) attending. Arts and crafts and discussion have been the most popular activities. 24 different YP have attended.

## Learning Disabilities Work

We have been fortunate to gain funding from the Local Authority to work with adults with learning disabilities to facilitate one-to-one sessions. The work allows us to support the adults with their capacity to make decisions about healthy relationships and sexual health, and to understand these matters better. This work was tailored to individuals' needs and learning styles, so we used a variety of specialist resources to ensure the best learning outcomes were achieved, supporting 8 young adults in 2022.



## Child Looked After (CLA) Parents Work

Step 2 has completed a piece of work Bradford Council previously funded, and we had not completed due to lack of referrals during Covid-19. The work involved supporting pregnant young women who have Social Care intervention. This could mean they are a Child Looked After, Leaving Care or are having a Pre-Birth Assessment completed on their unborn child. The 4 young women we worked with all had social care involvement, were under the age of 25 and lived within the Bradford District. At times, it has been difficult to engage the young women due to their chaotic lifestyles and unstable housing.

Several have gone into Mother and Baby placements to support and assess them once they have given birth. These have usually been out of area, which has meant our support has had to end.

## C-Card Scheme

Step 2 have continued to be commissioned by Locala Sexual Health to deliver training to any professionals working with young people within the Bradford District. The free programme allows young people aged 13-24 to access condoms and sexual health information in a range of locations.

In partnership with HALE, we deliver training to staff and offer support to services delivering this programme across the city.

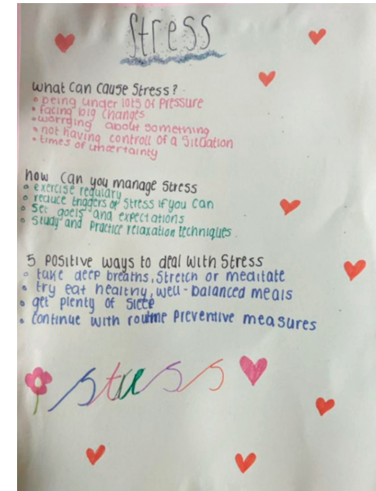


## Insight (Emotional Resilience) Course

We received funding to deliver 40 Insight Courses focusing on emotional resilience over 2 years. During this first year of the funding, we have been able to deliver 20 courses in both secondary and primary schools, alternative education providers and community settings. The course works with groups of 6-10 young people for 6 sessions, supporting them to identify their feelings and look at how they can manage their emotions and get support where needed. Feedback included comments such as:

“Children who attended the course were able to put into practice what they had learned in the classroom and were also passing on tips to other children when they were struggling.”

*Class Teacher (Primary School)*



## Protective Behaviour Course

We have delivered 6 Protective Behaviour Courses; a six-week programme working with 6-10 girls of secondary school age who are at risk of exploitation. The course has been delivered in schools, alternative education providers and community settings. Feedback received from one setting:

‘The Step 2 member of staff was brilliant; she was very patient with the learners and answered all their questions. She made the learners feel safe and secure enough to ask questions it was a pleasure to be in the sessions. We will miss the sessions’

(Teacher –Alternative Provision)



## Counselling

Our counselling service continues to thrive as we deliver counselling to children and young people aged between 5 and 25 as follows:

- Counselling for 5-11 year olds in 7 primary schools
- Counselling for 11-18 year olds in 7 secondary schools
- Counselling service for 11-18 year olds based in the community funded by Children in Need, Bradford Counselling Collaborative, Morrisons, Garfield Western and Bartlett Foundation
- Counselling for 16-25 year olds, offered remotely through the CCG's Enhanced Access Service
- The CALM Service continued in partnership with Relate Bradford and Family Action offering play therapy/counselling for children aged 5-11 years who have been particularly impacted by trauma and Adverse Childhood Experiences

In addition, we have delivered:

- Counselling for staff and supervision for safeguarding leads at St Stephen's Primary School and Beckfoot Thornton
- A series of therapeutic groups offering psycho-educative work and support with parenting teenagers for parents in small groups
- Individual counselling session for parents
- Therapeutic Check-In sessions for young people waiting for counselling, offering them the opportunity to meet their counsellor for six brief sessions whilst they are waiting for full counselling sessions to become available

Our Outdoor Therapy Pilot Project launched, and we delivered a series of Outdoor Therapy sessions in one primary school and one secondary school. This has been reviewed and evaluated and, due to its success, we are seeking funding to develop this arm of work in the future. Referrals continue to come from school nursing teams, social workers, children's services, GP surgeries, Early Help, schools, families and individual young people themselves.

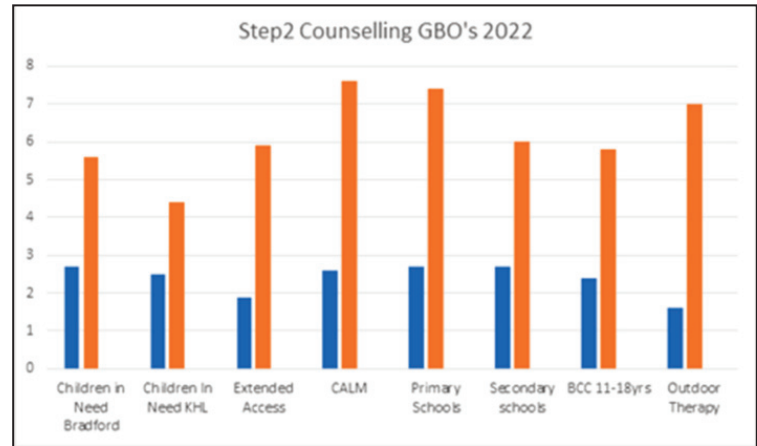
Our counselling team has comprised of 22 counsellors this year who have continued to work with deep compassion and commitment throughout another incredibly challenging year. All our counsellors are qualified to a minimum of Diploma level and are all members of a professional body, usually the BACP (British Association of Counselling and Psychotherapy). To quality assure and safeguard their work, they all attend independent monthly supervision in addition to monthly internal supervision at Step 2.

We have been grateful for the support of and partnership with schools receiving a counselling service from Step 2.

These have included Merlin Top Primary School, St Oswald's Primary School, Atlas Primary School, Green Lane Primary School, Margaret McMillan Primary School, Westbourne Primary School, St Stephen's Primary School, Corpus Christi Catholic College, Coop Grange Academy, Buttershaw Business and Enterprise College, Beckfoot Thornton School, Bronte Girls Academy, Feversham Academy and South Craven School.

**Average change across all services +4.2**

(The reliable change index (RCI) indicates that change greater than 2.82 points represents reliable change on Goal Based Outcomes (GBO's))





## Staff News

Our team has gone through several personnel changes over the year:

- We said goodbye to several part time counsellors; Penny, Sarah, Bjorn and Nicola left us, and Abi both joined and left us during the year.
- Adeil left us after 12 years as boys' and young men's worker.
- Chris Hancox completed his one-year contract as Business Development Manager and moved on to a role with Community Action Bradford and District.
- Benny Douglas joined us as boys' and young men's worker but left to relocate after just 4 months in the role.
- We are extremely grateful for all they have contributed to the organisation over the years, and we miss them all.
- Staff were all really pleased to have access to the improved premises we moved to in the Mayfield Centre.

### Volunteers:

We have had support from Beth, who was gaining experience while training to be a young person's counsellor and Nika, who helped with our relationship and wellbeing work. We were later able to offer her some sessional work. We had support from some social work students and interns, to whom we are incredibly grateful: Safa, Zara, Abi, Safah and Hafsa.

The SAFE group in Buttershaw also has a team of young volunteers who help in a range of ways during the sessions.



## **Additions to our team:**

- Claire Caldwell joined us as HR and Data Administrator
- We recruited a further 8 counsellors to cope with the increase in demand: Luna Wilde, Alan Lee, Claire Moreton, Ellie Brown, Sue Fidler, Alison Longden, Mim Goldstein and Catherine Smith.

## **Staff development:**

- We held a trustee and staff planning day, facilitated by Jan de Villiers of FutureKraft, bringing together a range of staff members to start to dream about our future. The ideas generated have helped us to create our new 5-year strategic framework, which will be monitored and reviewed annually
- We have started regular whole team training sessions. Two of these sessions have taken place, bringing our remote team of counsellors together and allowing them to meet one another and the wider Step 2 team
- Our two Service Leads have both been taking part in additional training in leadership and management

## **Fundraising**

We were successful early in the year with new grant funding from the Garfield Weston Foundation, Morrisons Foundation and the Bartlett Foundation. Brelms fund and Sovereign Health Care also funded us again, and we were grateful for a small grant from the West Yorkshires Mayor's Safer Communities Fund.

An extension of a year from Children in Need was also very welcome. Continued support from Bradford Council, the ICB (Integrated Care Board), the VCS (Voluntary and Community Sector) alliance and the schools who buy in our support is also much appreciated. However, the funding climate continues to be difficult.

Children and young people are equipped with knowledge and skills to maintain good mental health



- Increase to 8000 sessions per year (we were close to 7K)
- increase number of schools to 20 (Actual 16)
- Outdoor Offer - Pilot completed
- Delivering family work - 32 families/parents

## Achievements

We set ourselves some ambitious targets at the start of a challenging year, and achieved most. A few were delayed due to staffing issues.

Children and young people are equipped with knowledge and skills to maintain good mental health



- Waiting List Resilience Groups 6 per year (36)
- Primary School Groups
- Secondary School Groups
- SAFE group

Children and young people have strong, healthy relationships with people in their lives.



- Relationships and sex education deliver to contract
- Additional Group Work to support (Boys groups/Selfie Groups minimum 6)
- Puberty Sessions in Primary Schools (minimum 6)
- Holiday Activities/Group Work

Professionals are equipped to support young people to be healthy in every way



- Training professionals - workshops and conferences
- Placements for students and volunteers
- Supporting safeguarding leads and mental health champions

Young people have the knowledge and skills to maintain good physical and sexual health



- 60 professionals supported in Ccard scheme
- Regular session (quarterly) in youth clubs in BD4, BD5 and BD6
- To continue work with vulnerable groups
- Physical activity/Healthy Eating

“I am a lot happier but also a lot more self-aware and I understand myself a lot better.”

*(Male, aged 15)*

“It has made me realise that my family do love me and support me and the problems within mine and mum’s relationship and the things that she says and does are not caused by me or my fault.” *(female, aged 12)*

“I liked the fact I could talk about anything and not be judged or told what to do.”

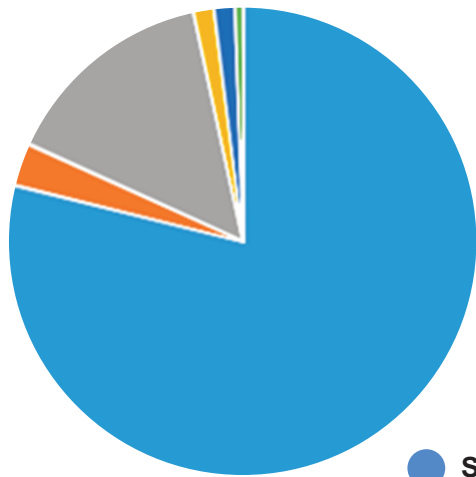
*(female aged 14)*

“Your team enabled the students to deal with some awkward and tricky subjects in such a mature way. The success is often about the tone which is set from the start and your team did that so well that the students were able to deal with the subject matter in a mature way.”

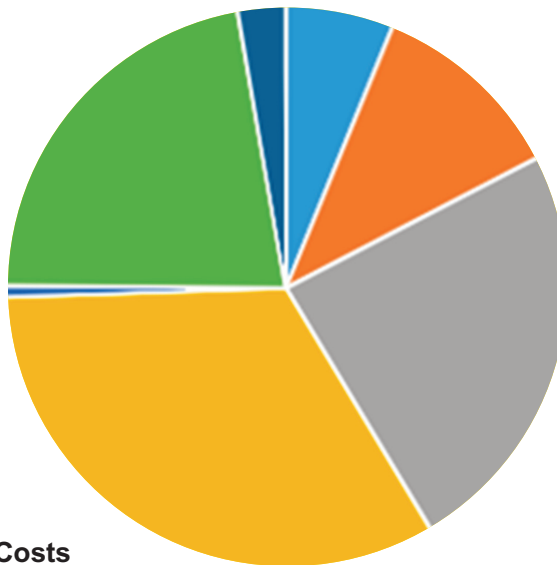
*(member of staff, secondary school)*

## Income Sources

## Expenditure



- Staffing Costs
- Premises Cost
- Programme Costs
- Consumables
- Professional Fees
- Other



- Health & Well Being Fund
- BBC Children In Need Appeal
- Schools
- Ongoing contracts
- Short-term commissions
- Other grants
- Other Income

## Future Plans

We reviewed our strategic framework last year during an event with staff and trustees, ably supported by Jan DeVilliers from FutureKraft. Following discussions about what growth means for us, we concluded that the focus for the next five years should be to “strengthen and develop” with the emphasis for the organisation over the next five years on strengthening the infrastructure. Growth in size or numbers will be a consequence rather than an objective. Not bigger, but stronger.

A ‘strengthen and develop’ strategy has therefore been adopted following a strategic planning session with trustees and staff and consultation with young people, partners and other stakeholders. We have formulated an annual plan with key targets we need to achieve this year.

However, we have plans to develop some new services, particularly a training arm for counsellors training qualified counsellors in children and young people’s therapy. We would also like to move forward with the outdoor therapy project we piloted, and to further develop our work with boys and young men.

## Note from the Chair of Trustees

This has been another very successful year for Step 2, impacting the lives of hundreds of young people across Bradford, and I am very proud of all the staff who continue to deliver high quality services. There have been some disappointing decisions about funding and contracts leading to uncertainty, but there are also opportunities to be taken. On behalf of all the trustees, I would like to thank Liz and all the staff in the team for their continued hard work and dedication to improving the lives of young people.





# STEP

## 2

young people's health



Charitable Incorporated Organisation 1161921



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