



Inspiring Futures evaluation: Scoping report

June 2021

About Youth Futures Foundation

Youth Futures Foundation is an independent, not-for-profit organisation established in December 2019 with £90m endowment from the Reclaim Fund to improve employment outcomes for young people from marginalised backgrounds. Our aim is to narrow employment gaps by identifying what works and why, investing in evidence generation and innovation, and igniting a movement for change so all young people have fair access to good quality jobs.

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1 Introduction

1.1. Overview of Inspiring Futures

Youth Futures Foundation and BBC Children in Need (CIN) have commissioned Cordis Bright to deliver an independent evaluation of its Inspiring Futures programme (hereafter 'Inspiring Futures') in England. The evaluation of the programme was launched on 22nd December 2020 with final evaluation outputs to be produced by the end of August 2022.

Youth Futures Foundation and BBC CIN have partnered to deliver a £7 million grant funding programme, Inspiring Futures, to deliver positive activities that support children and young people who face the greatest disadvantage to achieve their potential in their journey towards employment.¹ Inspiring Futures is intended to offer grant funding to provide capacity in the Voluntary and Community Sector (VCS) to adapt and respond to the rising or evolving needs of children and young people and the challenges presented by the COVID-19 pandemic. Each grant is between £10,000 and £80,000 in value and is for a period of up to 18 months.

Geographical domain of the evaluation

The Inspiring Futures programme spans the U.K. However, this evaluation extends only to the programme in England. Therefore, this document, and the evaluation, refers to the Inspiring Futures programme in England only.

1.2. Scoping report overview

This scoping report includes:

- A review of Inspiring Futures based on documentation provided by Youth Futures Foundation and BBC CIN.
- Information from ongoing project launch and management meetings, and discussions with key stakeholders at Youth Futures Foundation and BBC CIN.
- Evidence from consultation with nine key Inspiring Futures stakeholders.

The scoping report presented here has been developed collaboratively between key programme stakeholders at Youth Futures Foundation and BBC CIN and Cordis Bright. It is based on the following:

- A review of the documentation provided by Youth Futures Foundation and BBC CIN, including:
 - Invitation to Tender (ITT) Inspiring Futures Research and Evaluation project
 - CiN Inspiring Futures – ITT FAQs

¹ ITT Inspiring Futures Research and Evaluation project; Inspiring Futures Application Form 35380



- Inspiring Futures Report Form v0.2
 - Amended Difference Framework
 - Your Difference training
 - Inspiring Futures – portfolio overview
 - Programme Area coding
 - Target group guidance
 - Inspiring Futures Application Form
 - [Inspiring Futures website](#)
- Nine semi-structured interviews with key stakeholders including staff from Youth Futures Foundation and BBC CIN, and young people, involved in the development and implementation of Inspiring Futures.



2 About Inspiring Futures

2.1. Aims and objectives

Inspiring Futures aims to deliver positive activities that support children and young people who face the greatest disadvantage to achieve their potential in their journey towards employment.²

The programme offers grant funding to provide capacity in the voluntary sector to adapt and respond to the rising or evolving needs of children and young people and the challenges presented by the COVID-19 pandemic.

Stakeholders reported that the primary aim of Inspiring Futures is to enable the continuation of support for children and young people with their employment pathways during the pandemic. This programme is needed so that children and young people are not faced with a lack of support during the pandemic and at the beginning of recovery from the pandemic. Stakeholders agreed that the programme's key purpose is to *'keep the lights on'* for the sector of support services for children and young people's employment prospects. The grants are designed to be *flexible emergency funding in response to COVID-19*,³ rather than to set up new initiatives.

To meet the above aims, programme funding will be used for a range of activities. Stakeholders recognised flexibility relating to funding was required because of variation in the:

- **Needs of support services.** In some cases, programme funding will support organisational costs such as staffing, whilst in other cases it may fund equipment or activities for children and young people.
- **Ages of the target cohort of children and young people,** which varies between 10 and 24 years old. As such, appropriate activities for supporting pathways towards employment vary. For example, CV-writing and work experience may be more appropriate for older groups, whereas youth services, sports groups, or support with literacy and numeracy may be more appropriate for younger groups.
- **Barriers to employment faced by the target cohort of children and young people who the programme will support.** Needs and pathways to employment are expected to vary amongst the programme beneficiaries. Indeed, one stakeholder at BBC CIN suggested that the route to employment may be longer for some people, commenting that in some cases, one-to-one counselling may be needed before thinking about support with employment. Stakeholders agreed that whilst the portfolio of grant-funded activities is

² ITT Inspiring Futures Research and Evaluation project; Inspiring Futures Application Form 35380

³ CiN Inspiring Futures – ITT FAQs



varied, there is a strong presence of interventions focused on Employment, Education, or Training (EET). See Section **Error! Reference source not found.** below for a breakdown of appointed grantees.

2.2. Length of funding period and rationale

Stakeholders reported that the length of the grant funding (up to 18 months) is intended to support the programme's aims in several ways. They noted that, at the outset of the pandemic in England, several funding opportunities for the sector became available, many of which were relatively short-term such as six months. The longer timeframe of the Inspiring Futures grants is intended to support services in a slightly different way, by:

- Providing a source of support which is constant throughout changes in context related to the COVID-19 pandemic, such as government restrictions and availability of support like the furlough scheme.
- Providing a source of support which may last into the period of recovery from the pandemic.
- Reducing the burden on grantees' resources of needing to repeatedly apply for shorter-term grants.

It was suggested that some voluntary sector organisations, particularly those which are smaller, can have relatively low reserves making them vulnerable to the onset of the COVID-19 pandemic in terms of their survival. As such, it was noted that the length of Inspiring Futures could enable these organisations to be more resilient in the short to medium term, and that this time could be beneficial in terms of: (a) planning for when the grant comes to an end, and (b) being available to offer support for a longer period of time.

Stakeholders reported that decision-making concerning the length of funding period was informed by consultation carried out by BBC CIN with organisations in the sector comprising optional surveys and workshops, and with children and young people. Stakeholders suggested that organisations within the sector reported a need for longer-term funding periods to offer stability to support them during the COVID-19 pandemic.

2.3. Target groups

Grantees across the UK have been funded by BBC CIN. However, Youth Futures Foundation focuses only on England and as such the evaluation covers grantees in England only.

The target cohort for Inspiring Futures is **children and young people aged 10 to 24**. This age range was chosen to span the target age range for Youth Futures Foundation (16-24 years old) and part of the target age range for BBC CIN (0-18 years old).

As a result of this age range, it is anticipated that activities and outcomes will vary in terms of how directly they are associated with employment, with activities and



intended outcomes for older age ranges expected to be more directly focussed on employment.

Whilst it is expected that the profile of beneficiaries will be varied, stakeholders reported that the programme aims to work with those who face the greatest disadvantage in terms of employment prospects and who are furthest away from the labour market. Discussing these types of disadvantages, stakeholders highlighted ethnicity, disability, and regional economic disparity as key areas of focus.

During application and monitoring processes, grantees are required to comment on the number of disadvantaged children and young people they plan to/have worked with, and the types of this disadvantage.



3 Rationale and key components

The remainder of this report summarises the key components of the Inspiring Futures programme, including the inputs, activities, outputs, outcomes, and impacts of the programme. It also discusses the context and rationale for the programme.

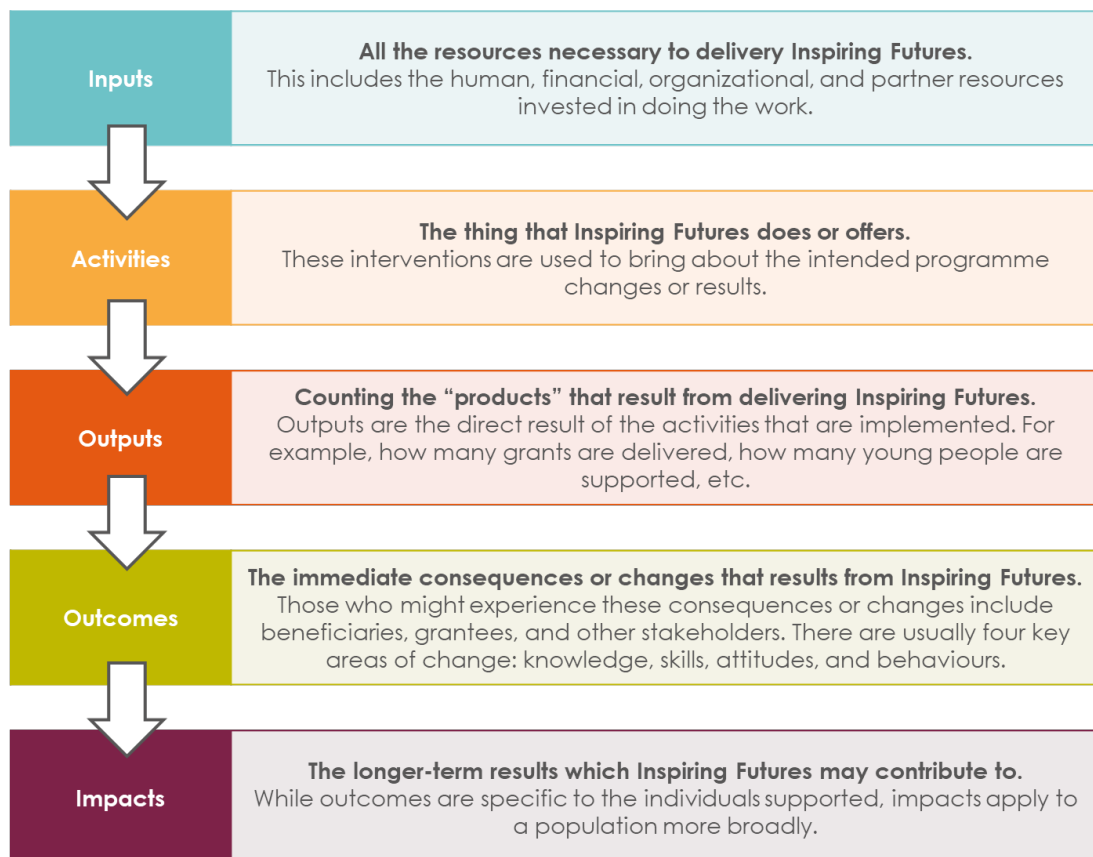
3.1. A logic model approach to analysing documentation and data

In remainder of this report, we are taking a logic model approach to provide a high-level overview of the programme. We have not produced a logic model or theory of change for Inspiring Futures, as it is not a requirement for this evaluation.⁴ Rather, we are using this approach to structure the information we have received.

Logic models typically outline five components of a programme which should be theoretically linked. These elements are the programme's **inputs**, **activities**, **outputs**, **outcomes**, and **impacts**.

Figure 1 provides further information about how each of the above elements are defined for the purposes of this evaluation.

Figure 1: Description of the logic model



⁴ CiN Inspiring Futures – ITT FAQs



3.2. Rationale

Stakeholders identified that the core rationale for this programme is **to address the challenges posed by COVID-19 to children and young people's employment prospects**. One stakeholder suggested that the impact of the COVID-19 pandemic on existing challenges faced by young people in terms of employment, was a catalyst for the programme.

The challenges posed by COVID-19 were described as two-fold:

<p>Exacerbating the existing challenges faced by children and young people in terms of employment prospects.</p>	<p>Stakeholders suggested that as well as opportunities, children and young people's hopes and aspirations were affected. This view was also informed by consultation with children and young people conducted by BBC CIN. Stakeholders suggested that the impact of COVID-19 on hospitality and retail sectors was particularly likely to pose challenges to young people who are earlier in their careers and more likely to work in these sectors.</p>
<p>Threatening the existence of services which aim to support children and young people towards positive employment pathways.</p>	<p>Stakeholders described how the financial impact of COVID-19 and the linked impact of lockdowns and restrictions threatened the survival of services. They suggested that this is particularly true of services which cater to groups who face the poorest employment prospects, and who are therefore priorities in the work of Youth Futures Foundation and BBC CIN, for example, ethnic minority led and/or supporting organisations. Stakeholders suggested that these organisations are more likely to be smaller or community-led, and therefore to have fewer resources to be resilient to the impacts of the COVID-19 pandemic.</p>

Whilst they were not primary rationales for the programme, stakeholders highlighted the following additional benefits:

Forming a partnership between BBC CIN and Youth Futures, which have a mutual interest in supporting positive outcomes for children and young people, and which can each contribute different assets. Stakeholders identified that Youth Futures Foundation brings expertise in evaluation, research, and the evidence base for supporting positive employment pathways for children and young people. BBC CIN brings a well-established infrastructure for delivering and managing grants as well as corporate partners who may provide non-financial resources to the programme.⁵ Stakeholders also suggested that partnering to deliver Inspiring Futures allowed both organisations to explore a broader target age range, and therefore different stages of employment pathways, than their typical work, such as transitions between key stages.

⁵ We understand that the role of corporate partners will be outlined in the Inspiring Futures programme strategy which is forthcoming. We will ensure the evaluation aligns with the strategy.



Further developing BBC CIN's profile of work focussed specifically on employment pathways for children and young people. Stakeholders described that whilst many BBC CIN programmes fund activities focussed on positive outcomes which also support pathways towards employment, work focussed specifically on employment outcomes is a relatively recent addition to the profile of BBC CIN which stakeholders are keen to continue to expand.

3.3. Inputs and resources

Stakeholder consultations, and key programme documentation, highlighted a range of inputs and resources that will be required to deliver Inspiring Futures, including financial inputs, human resources, and the networks of Youth Futures, BBC CIN, and grantees.

Financial resources

Inspiring Futures is a £7 million programme.⁶ Grant costs are split evenly between Youth Futures Foundation and BBC CIN. Youth Futures Foundation provides funding to BBC CIN to deliver the management of grants through BBC CIN's existing network of regional grant officers.

Youth Futures and BBC CIN's human resources and infrastructure

Staff at Youth Futures Foundation and BBC CIN will work jointly to deliver the programme. There is also an operational programme board comprising key staff and stakeholders from both organisations, with oversight of a strategy for the programme. This board meets at least once per quarter. A strategic board oversees the operational board, meeting only when required.

BBC CIN's network of grant officers, based around the country,⁷ will be used to manage grantees and will be their point of contact. A database held by BBC CIN will be used to collate and update information collected through grantees' application and monitoring forms. Grant officers can also add additional information to this database as they support grantees.

Whilst the core rationale for Inspiring Futures is to provide emergency funding rather than to gather learning, any learning which emerges from the programme will be fed into the relevant steering group(s) at Youth Futures Foundation and teams at BBC CIN (for example, the Insight Team).

Grantees

Stakeholders reported that a priority for Inspiring Futures is to support children and young people who are furthest from the labour market and who face the greatest barriers in terms of employment outcomes. By providing grants to specialist and

⁶ Inspiring Futures Application Form 35380

⁷ The number of BBC CIN grant officers per region in England varies between the five regions of North, Central, South West, South East, and London.



community-based VCS organisations, such as ethnic minority-led/supporting VCS organisations, Inspiring Futures intends to improve the reach of these organisations. This in turn seeks to increase the likelihood of a child or young person receiving an intervention that is sensitive to contextual factors and works to mitigate barriers faced by certain minoritised and / or disadvantaged groups. The networks and knowledge of communities that grantees have is therefore an important input.

3.4. Activities and outputs

Activities

Providing grant funding is the primary activity of the programme. A breakdown of grants and grantees can be seen in Section **Error! Reference source not found.** below.

Eligible organisations have been awarded between £10,000 and £80,000 for work commencing in October 2020 and running for up to 18 months.⁸ The funding covers project and organisational costs, including planning and development for the future. Other programme activities are supporting grantees and monitoring grants.

Support for grantees

Grantees are supported in the following ways:

BBC CIN grant officers. Regular discussions with BBC CIN's grant managers take place to manage relationships and provide support, plus further ad hoc discussions as and when queries or issues arise. Information from these discussions is recorded on a database held by BBC CIN, with data inputted by BBC CIN's grant officers. Stakeholders reported that this type of support from grant officers has been required for a large proportion of grantees in the first months of the programme, because of needing to adapt their support offer in response to COVID-19 restrictions. BBC CIN grant officers also support grantees to complete monitoring forms, discussed below.

Your Difference Framework support/training. The Amended Difference Framework is an outcomes measurement tool used by Inspiring Futures. It is intended to be flexible to a range of interventions and intended outcomes. Within this Framework, grantees identify three intended outcomes for their beneficiaries which are subsequently coded by BBC CIN, against which their progress is measured (more details are in Section 0 below.) In some cases, Inspiring Futures programme staff identified that training was required by grantees to understand and use the Amended Difference Framework. For some applicants, support was provided by BBC CIN staff in the early months of the programme, covering:⁹

- The concepts and principles of self-evaluation.
- Outcomes and impact.
- Exploration of different ways to collect information on outcomes and how best to use that information for learning and discussing achievements.

⁸ BBC Children in Need, Inspiring Futures [website](#), accessed January 2021.

⁹ Your Difference Training.



- Reflection, to further develop the outcomes and indicators submitted in the grant application.
- Information about requirements in relation to reporting.

Grant monitoring

Grants will be monitored throughout the course of the programme through the following activities:

Monitoring forms. A reporting form is completed by grantees at the mid- and end-point of their grant period,¹⁰ administered by BBC CIN. This information will be used to gather insight and to support grant managers to understand how the project is progressing and what additional support the grantees may need, particularly for the purposes of the mid-point report. This form collects quantitative and qualitative data on a range of topics from each grantee, including:¹¹

- Any adaptations to grantees' planned use of grant funding.
- Any adaptations to grantee organisations over the course of the programme.
- Implementation progress, including:
 - A breakdown of the use of funds by type, e.g., staffing; training; technology and connections (e.g., computers, phones, internet/phone packages); activities for children and young adults (e.g., games, toys, activity packs, craft materials); other equipment; general organisational costs; any other uses.
 - A breakdown of the number of children and young people worked with by whether or not they are disadvantaged.¹² For those who are disadvantaged, this information is also broken down by age.
 - A description of activities undertaken to reach children and young people who are most in need.
 - Any safeguarding incidents.
- Difference made for children and young people, including:
 - Approach to measuring and analysing difference.
 - Difference made for children and young people who are disadvantaged, broken down by the number who have seen no progress, some progress, or significant progress towards the intended differences identified in the grantee's Difference Framework (please note, these differences vary by grantee).
 - Any other differences made for children and young people.
- Any differences for direct programme beneficiaries who are not children and young people, such as the wider community, parents, or family members.
- Differences made to grantees, including:

¹⁰ Grant lengths vary between 12 and 18 months. As such, the mid-point reporting time varies by grantee.

¹¹ Inspiring Futures Report Form v0.2

¹² Grantees identify the number of children and young people who are disadvantaged using the following criteria provided by BBC CIN: "Illness, distress, abuse or neglect; Any kind of disability; Behavioural or psychological difficulties; or Living in poverty or situations of deprivation"

(<https://www.bbcchildreninneed.co.uk/grants/apply/extra-guidance-for-all-applicants/>). Grantees provide a description of the type(s) of disadvantage experienced by the children and young people they plan to work with when applying for Inspiring Futures grant funding. BBC CIN then code this data.



- The impact of any funding put towards organisational running costs.
- Whether Inspiring Futures funding has allowed grantees to leverage any other funding sources (this is an optional question for grantees).
- The possible impact of funds in terms of grantee's services (this is an optional question to support BBC CIN's fundraising activities).
- Learning, including:
 - Effective practice, including any adaptations made by grantees.
 - Challenges encountered by grantees and possible solutions.
 - The impact of COVID-19 on grantees' wider context, such as grantees' sector, partners, or local areas.
 - Case study.

Ad-hoc discussions with BBC CIN grant officers. As well as providing grantees with support and relationship management, these discussions also allow programme staff insight into grantees' progress.

Outputs

Key outputs for the programme are:

- The number and value of grants delivered.
- The number of ways grantees have used grant funding, including the amount of funding deployed for each use.¹³
- The number of children and young people supported via programme funding, broken down by whether they are disadvantaged.^{14 15}

3.5. Outcomes and impacts

Intended outcomes and impacts were identified for both children and young people and for grantee organisations. However, stakeholders emphasised that for both groups, it would be important to have measured expectations in terms of positive outcomes. Stakeholders explained this is because of the challenging and evolving context of the COVID-19 pandemic, and the fact that primary aim of the programme is to provide emergency funding to enable services to continue to support children and young people within this context. As such, one stakeholder suggested that any improvements seen would be viewed as positive.

Outcomes

¹³ This data is stated and confirmed during grantees' application process, and then checked using mid-point and end-point monitoring forms administered by BBC CIN (Source: Inspiring Futures Report Form v0.2).

¹⁴ Grantees identify the number of children and young people who are disadvantaged using the following criteria provided by BBC CIN: "Illness, distress, abuse or neglect; Any kind of disability; Behavioural or psychological difficulties; or Living in poverty or situations of deprivation" (<https://www.bbcchildreninneed.co.uk/grants/apply/extra-guidance-for-all-applicants/>). Grantees provide a description of the type(s) of disadvantage experienced by the children and young people they plan to work with when applying for Inspiring Futures grant funding. BBC CIN then code this data.

¹⁵ For those who are disadvantaged, this information is also broken down by age.



Children and young people

Broadly, the programme intends to make a positive difference to all children and young people who are beneficiaries by 'improving the pathway towards employment for children and young people who face barriers.'¹⁶ However, **stakeholders expect differences for children and young people to vary by age, need, and grantee intervention type.** Stakeholders also emphasised that pathways, and positions on those pathways, will vary widely between children and young people. For example, some beneficiaries may increase their confidence or upskill, whilst others may progress into education, employment and training (EET).

As grantees differ in terms of target age group, context, and intervention, the intended outcomes for children and young people vary. Using the Amended Difference Framework (see Section 0 above for more details), each grantee is supported by BBC CIN to identify three main outcomes they aim to achieve for the children and young people they work with, and to show the connection between these and positive pathways towards employment.¹⁷ Differences are considered either 'soft' or 'hard', and it is intended that younger groups will achieve softer outcomes, whilst older groups will achieve harder outcomes (see Table 1 below for an indication of which types of outcomes would be considered 'soft' and which type would be considered 'hard'). During the grantee selection process, the selection panel only recommended grants to those working with young people over the age of 18 who had at least one 'hard' intended outcome.

Table 1: Types of intended outcomes for children and young people

Difference type	Description	Target age group	Source of description
Soft	<p>These are personal, social, and developmental differences, such as improvements in self-belief, life skills, or aspirations for the future. Stakeholders have described these outcomes, such as self-confidence, attitudes, and skills, as building blocks in the journey towards employment.</p> <p>The Difference Framework acknowledges that it may be important to focus initially on personal outcomes and 'softer' skills as a step towards the</p>	10-24	<p>BBC CIN's generic Difference Framework.</p> <p>BBC CIN's generic Difference Framework aims to provide an 'asset-based lens on the personal challenges experienced by disadvantaged CYP'. This framework is based around the following eight 'building blocks':</p> <p>Being physically safe. Being physically well.</p>

¹⁶ ITT Inspiring Futures Research and Evaluation project

¹⁷ ITT Inspiring Futures Research and Evaluation project



	<p>wider goal of setting people on employment pathways, as many disadvantaged children and young people may have experienced a regression in personal outlooks and opportunities for employment during the pandemic.¹⁸</p>		<p>Being emotionally well. Having strong self-belief. Having positive relationships. Having essential skills. Being positively empowered. Being employment ready.</p>
<p>Hard</p>	<p>Direct employability related outcomes, obtaining qualifications, getting a job, and sustaining employment.</p> <p>Grantee programmes aimed for young people aged 19-24 are required to aim for at least one 'hard' difference have at least one outcome of this nature.</p>	<p>19-24</p>	<p>Journey to Employment (JET) framework.¹⁹ Youth Futures Foundation identified seven outcomes from the JET framework to act as 'hard' outcomes for the Amended Difference Framework:</p> <p>Achieving qualifications. Work experience. Community involvement . Entry into employment. Sustaining employment. Quality of employment. Young person's satisfaction with employment.</p>

¹⁸ Amended Difference Framework

¹⁹ The JET framework was designed to help VCS organisations think through how their work contributes to young people's employability, and plan approaches to evaluation. More information is available here: <https://www.inspiringimpact.org/resource-library/the-journey-to-employment-jet-framework/>



Grantees

The primary intended outcome for grantee organisations is to be able to continue to support children and young people towards employment pathways during the COVID-19 pandemic and into the beginning of recovery from the pandemic, so that children and young people are not left without this support. Inspiring Futures aims to do this by providing financial resources for support services to weather the financial impact of the COVID-19 pandemic and adapt their activities as necessary to be able to continue to deliver support under COVID-19 restrictions.

At the same time, stakeholders agreed that grant sizes (£10,000-£80,000) are relatively small and would not be expected to 'solve everything', given the context of challenges presented by the COVID-19 pandemic.

Impacts

Children and young people

Stakeholders agreed that it would be challenging to measure and attribute longer-term impacts for children and young people to the Inspiring Futures programme, because:

Grants are intended to act as flexible emergency funding in response to COVID-19 rather than to set up new programmes.²⁰

The timeframe and value of the grants are relatively small to expect to see longer-term impacts for children and young people.

As such, the evaluation is not intended to focus on longer-term impacts for children and young people.

Grantees

As the Inspiring Futures programme is intended to provide emergency funding to services which support children and young people towards positive employment pathways and outcomes, stakeholders agreed that it is not intended to create longer-term impacts for grantees. However, stakeholders suggested that, while it is not an intended impact of the Inspiring Futures programme, the grant funding may provide grantees the means to adapt their service offer in ways which result in learning which applies beyond the COVID-19 context. For example, they suggested there may be insight about how the role of the benefits offered by technology in terms of service delivery can be maximised. One stakeholder suggested that typically, support with pathways to employment is delivered face-to-face. However, the Inspiring Futures programme could indicate the value of a blended approach involving the use of technology.

²⁰ CiN Inspiring Futures - ITT FAQs



4 Implementation to date

Stakeholder consultations and documents reviewed indicated that there has been significant progress to date to implement Inspiring Futures regarding designing, establishing, and delivering the programme. Stakeholders identified several critical tasks that have been successfully undertaken to establish the programme, including appointing grantees, distributing grants, and supporting grantees.

4.1. Appointment of grantees

The following application process took place:

1. In July 2020, organisations were invited to apply if they were not-for-profit organisations in the UK that work to improve prospects of children and young people who:
 - Face discrimination or disadvantage by supporting them on their journey towards or into employment.
 - Experience discrimination or disadvantages which create short- or longer-term barriers to employment, especially those whose journeys towards employment have been further disrupted by COVID-19.²¹
2. The application pack also stated that where possible, the programme aimed to fund organisations led by people with lived experience of the issues faced by the children and young people they are helping to support. They also noted a commitment to ensuring that the needs of ethnic minority children and young people were specifically addressed, recognising racial injustice and the disproportionate impact of COVID-19 on them.
3. Applicants were required to complete an eligibility quiz and application form.²²
4. Applications were received from 630 organisations from across the UK, with those from London and the North of England being particularly over-subscribed.

Grantees were selected through a multi-stage selection process, which included initial sifting of applications, a minimum standards check, an external assessment, and a staff check before a final panel meeting.

4.2. Profile of grantees

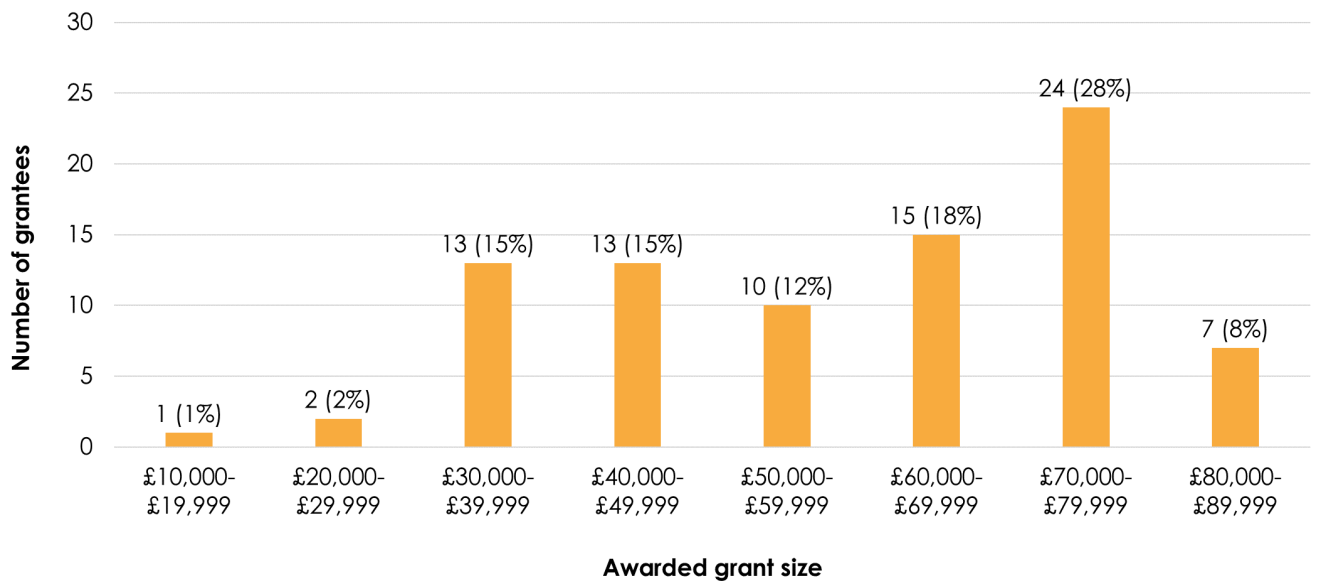
Figure 2 provides a breakdown of grants awarded by value.

²¹ BBC Children in Need, Inspiring Futures [website](#), accessed January 2021.

²² The application form includes information about: board and governance, safeguarding, information about children and young people, disadvantages faced by children and young people, youth participation in design and delivery, delivery plan, adapting to COVID-19, community links, children and young people's ethnicity, senior leadership ethnicity, partnerships, budget and finances.



Figure 2: Breakdown of awarded grants by value²³



Source: BBC CIN Insight Team

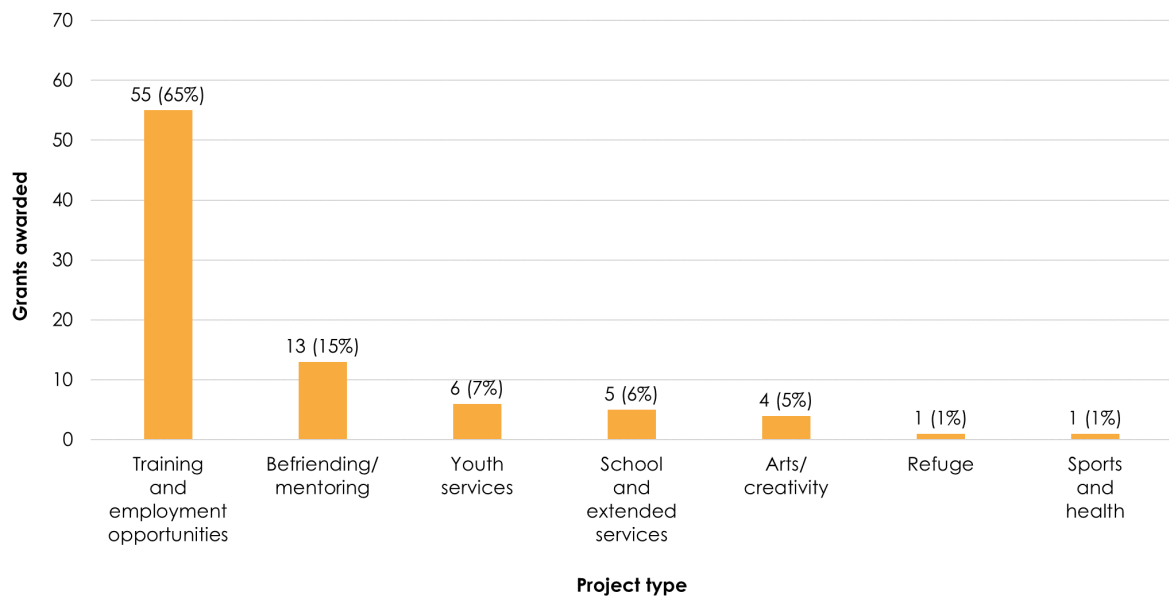
Figure 3 below presents a breakdown of the number and value of grants by project type. The majority (65%) of grants deliver activities focussed on training and employment opportunities. Other project types include:

- Befriending/mentoring
- Youth services
- Arts/creativity
- Schools and extended services
- Refuge
- Sports and health

²³ This graph is a reproduction of a graph shared with the evaluation team by BBC CIN's Insight Team. The data on which this graph is based was not seen by the evaluation team.



Figure 3: Breakdown of number and value of grants by project type²⁴



Source: BBC CIN Insight Team

Figure 4 shows how the grantees are spread across England.

Figure 4: Breakdown of grantees by location²⁵

Area	Number of grantees	Percentage of total grantees
North	23	27%
London	21	25%
Central	20	24%
South East	14	16%
South West	7	8%
Total	85	100%

Source: BBC CIN Insight Team

Figure 5 shows the breakdown of grantees supporting different age groups (please note, some grantees support more than one age group).

²⁴ This graph is a reproduction of a graph shared with the evaluation team by BBC CIN's Insight Team. The data on which this graph is based was not seen by the evaluation team.

²⁵ This table is a reproduction of a graph shared with the evaluation team by BBC CIN's Insight Team. The data on which this table is based was not seen by the evaluation team.



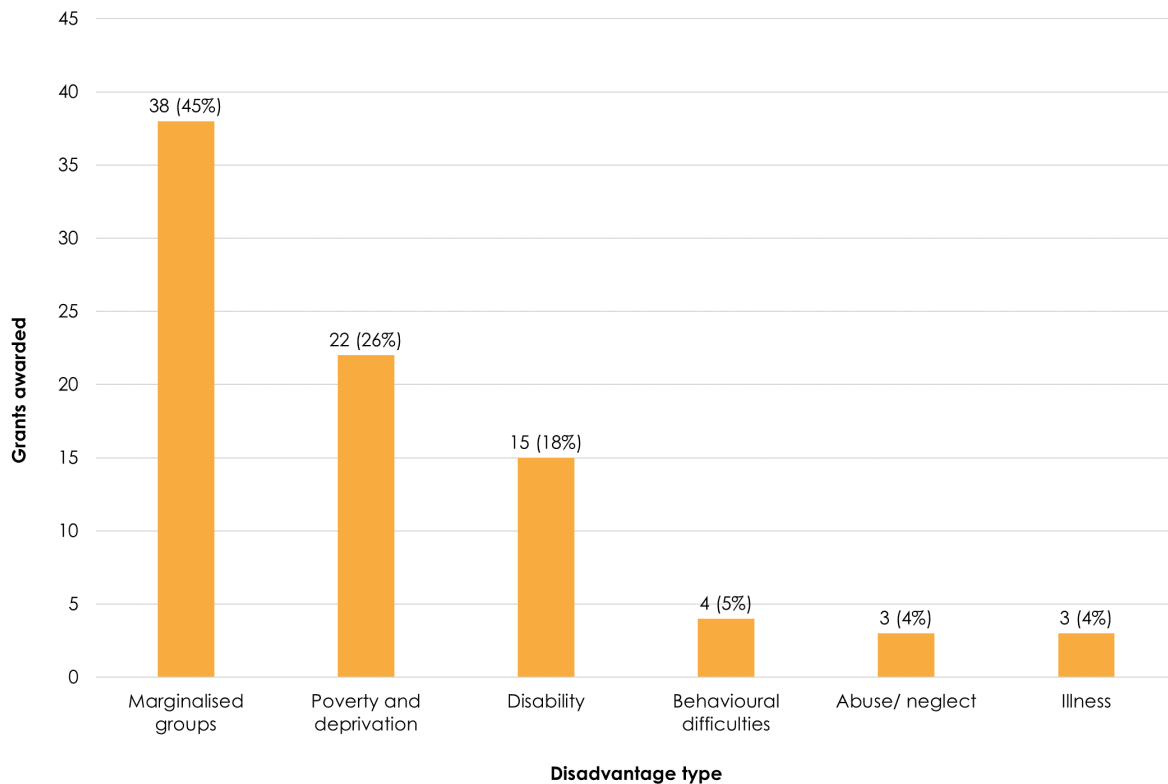
Figure 5: Breakdown of grantees by age group supported²⁶

Age group	Grantees supporting this group	Percentage of total grantees (n=85)
10 - 13	30	35%
14 - 18	71	84%
19 - 24	70	82%

Source: BBC CIN Insight Team

Figure 6 provides a breakdown of the number of grants awarded by disadvantage type.

Figure 6: Breakdown of number of grants by disadvantage type²⁷



Source: BBC CIN Insight Team

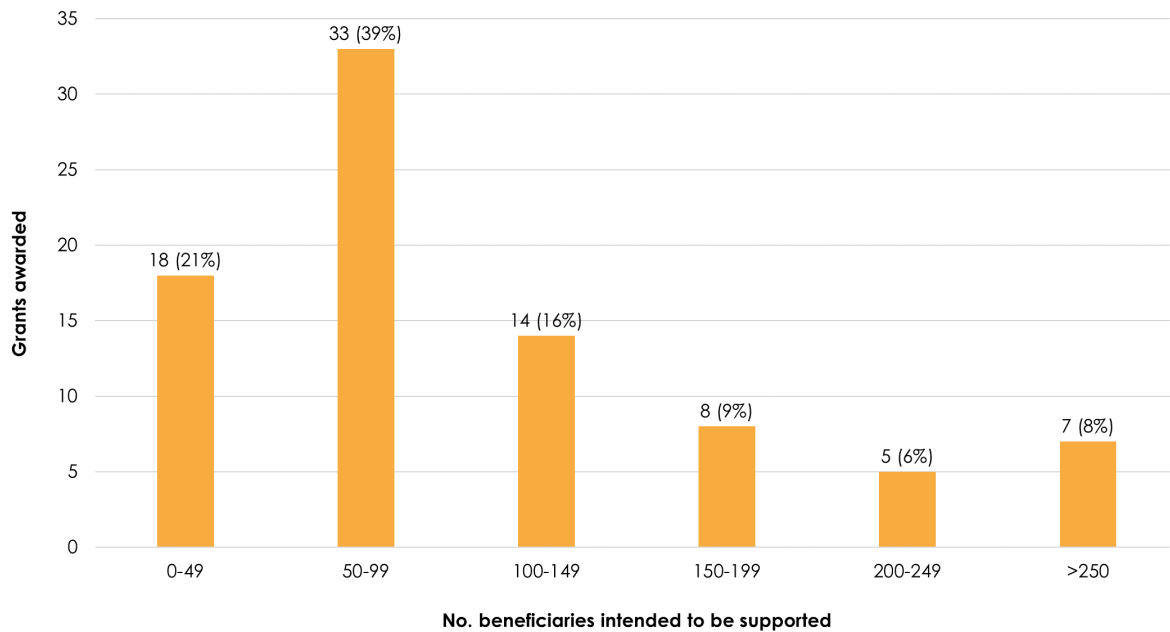
Figure 7 shows a breakdown of grantees by the number of disadvantaged beneficiaries intended to be supported. The majority of grantees intend to support fewer than 100 disadvantaged beneficiaries.

²⁶ This table is a reproduction of a graph shared with the evaluation team by BBC CIN's Insight Team. The data on which this table is based was not seen by the evaluation team.

²⁷ This graph is a reproduction of a graph shared with the evaluation team by BBC CIN's Insight Team. The data on which this graph is based was not seen by the evaluation team.



Figure 7: Breakdown of grantees by number of disadvantaged beneficiaries intended to be supported²⁸



Source: BBC CIN Insight Team

4.3. Support for grantees

Stakeholders reported that, in addition to regular conversations with grant officers to maintain relationships with grantees, the following support has been delivered to grantees:

Amending grantee's plans. Stakeholders reported that many grantees required support and approval from grant officers to adapt their plans in response to challenges presented by the changing situation of the COVID-19 pandemic. This adaptation is described in more detail in Section 4.4 below.

Where required, grantees have received Your Difference training to support them to understand and use the Amended Difference Framework for measuring outcomes for children and young people benefitting from Inspiring Futures grants. This training has been provided by BBC CIN in the early months of the programme.

4.4. Challenges presented by COVID-19

The ongoing COVID-19 pandemic was highlighted by stakeholders as the most likely challenge for the programme. The impact of the pandemic has led to adaptations to the programme in its early stages, and stakeholders anticipate that it will continue to pose challenges to grantees in terms of accessing and engaging children and

²⁸ This graph is a reproduction of a graph shared with the evaluation team by BBC CIN's Insight Team. The data on which this graph is based was not seen by the evaluation team.



young people. One stakeholder suggested that there is concern that children and young people have become more 'hidden' during the pandemic, particularly those who face disadvantage and who are also likely to face the greatest need in terms of support towards employment. They also noted that, without regular contact, it can be challenging to keep young people motivated.

This is because many places in which engagement would typically take place, such as schools or youth groups, have been required to close at various times, and online forms of engagement are recognised to be more challenging and limited in their reach. One stakeholder suggested that 'Zoom fatigue' had decreased engagement rates, such as sign-up, for some grantees.

Adaptations to Inspiring Futures in response to COVID-19

Some grantees have adapted their planned use of grant funding, whilst others have delayed the starting point of their grant.²⁹

This is because the context in which grantees had applied for their grant in July 2020, and the context in which they envisaged implementing their grants, had changed by the planned starting point of their grants in October 2020. In July and August 2020, planned easing of government COVID-19 restrictions in England continued. However, at the end of October 2020 a second national lockdown was announced in response to the rising spread of COVID-19 followed by a third in January 2021.

As a result of increased restrictions, grantees have adapted their planned use of grant funding, stakeholders reported. For example, some grantees have adapted their services to be delivered virtually or via telephone, whilst others have shifted planned face-to-face interventions such as work experience towards the end of their grant period. In some cases, the beginning of grantees' grant funding has been delayed.

Stakeholders agreed that this created challenges for grantees. However, they acknowledged that the implementation plan for Inspiring Futures had been adapted to be flexible to the needs of grantees. Stakeholders reported that grant officers play a key role in supporting grantees to overcome challenges and adapt their approach as required, with flexibility having been particularly important in the context of the pandemic.³⁰

Stakeholders were also optimistic that useful learning may emerge from grantees' experience of adapting their approach, about effective practice and the needs of children and young people and the sector of services to support their employment prospects.

²⁹ In January 2021, programme stakeholders reported that roughly 50 grantees had begun their grant period, whilst the remainder planned to begin in the coming months. Source: Inspiring Futures set up meeting minutes, 13 Jan 2021.

³⁰ In response to this context, BBC CIN have signed up to a co-ordinated approach developed by London Funders' Network, which focuses on being flexible and supportive, one stakeholder reported.

