



How will you prioritise empowering young people, particularly those from low economic or ethnic minority backgrounds, to volunteer and take social action?

The majority of Columba 1400's work is with young people who have already experienced significant challenges in their lives such as living in poverty, young carers, care experienced young people, those struggling to engage with school and those at risk of not reaching a positive destination. The six core Columban values underpin all Columba 1400 Leadership Academies and provide a framework within which participants can embark on a journey of personal transformation enabling them to discover their true potential in life, education, work and community. A key focus of Columba 1400's work is centred around the sixth Columban value of Service – where young people set goals during their Leadership Academy relating to the positive impact they can have on those around them including their peers, family, school and wider community. The Columba 1400 team continue to support young people as they begin the next steps in their leadership journey as the young people take their new-found knowledge of themselves and apply this to their lives, school and community. There are many powerful examples of how young people have led change in their own lives, school and community following their Columba 1400 Leadership Academy, such as: young people's social action groups, setting up lunch clubs in their school, peer mentoring, coaching young children, doing activities in a local care home and a range of other volunteering roles. We have also recently created a new development opportunity for all our Graduates where they are invited to continue the next stage of their leadership journey. Our new Columban Community platform gives young people an online space to share ideas about leadership and development opportunities, access to a range of resources and tools to support young people as they are looking to take the next step in their leadership journey. This gives young people a forum as they come out of lockdown and into the 'new normal', where they might be thinking about what the future holds for them and the positive impact they can make for themselves and their community. This ongoing support benefits young people and those key adults around them as they progress to the next stage of their leadership development and focus on realising their true potential.

How will you open up your decision-making structures to young people, particularly those from low economic or ethnic minority backgrounds?

As mentioned above, the majority of young people that Columba 1400 work with have experienced challenges in their lives such as living in poverty, young carers, young people who live or have lived in local authority care, those struggling to engage with school and those at risk of not reaching a positive destination. We regularly consult with young people and their opinions are then embedded in to our future work and planning, shaping our Leadership Academies for young people, but also key adults in their lives. An example of this is our recently developed work with key personnel within Families and Children's Services, which has been shaped by feedback from young people, with the aim of truly embedding values-based leadership in to the work of those designing and developing services to support young people from more challenging backgrounds. We are currently developing a national committee made up of a number of young people who would manage regional groups of young people within their area. The young people will look after and have activities and projects in their local area. Each group will nominate 2 or 3 young people who will sit on the national committee and then nominate 2 young people to sit as part of the Columba 1400 Board of Trustees. Young people



would sit on the board and be a member for 2-3 years, listening, advising and taking part in other trustee activities.

How will you work in partnership with young people & organisations to support youth social action & volunteering?

We have a dedicated role - Alumni Coordinator – which supports and connects young people to next stage opportunities including volunteering and community initiatives. We are also discussing with corporate partners the possibility of them offering project management support for young people’s community projects and initiatives. We are also planning to engage with other organisations which offer development and volunteering options to be able to share and connect these to young people. We are currently working towards LGBT silver charter and are hoping for this to be completed by summer 2021.

How will you evidence the benefits of youth volunteering and social action?

Our monitoring and evaluation framework captures our impact and it’s benefits across a range of key criteria including young people’s leadership, engagement with community, volunteering and social action. The evidence includes a range of self-reflection tools and we also record the level of young people engaging with volunteering and community initiatives following their Columba 1400 Leadership Academy.

How will you recognise and celebrate young people’s impact?

We have a range of ways of recognising and celebrating young people’s impact during their Leadership Academies including graduation ceremonies and Heroes Messages where their achievements are celebrated. We also regularly hold celebration events after young people have finished their Leadership Academy, where the group comes together to celebrate and share their progress and successes. We celebrate young people’s impact on our website, including community initiatives and volunteering. We also capture impact and progression made by young people on videos and other communication channels. Our recently developed online Columban Community platform will give increased opportunity to share and celebrate young people’s impact. This will be accessible to all Columban Graduates, and will aim to inspire and encourage young people through celebrating the achievements and impact of others. Regular impact studies of our work also recognise and celebrate young people’s impact and this is communicated to a range of audiences.