



Police and Crime Commissioner for Wiltshire and Swindon

Innovation Fund Evaluation Report

June 2015

Contents

EXECUTIVE SUMMARY	1
Recommendations.....	1
METHODOLOGY	2
Limitations of this report.....	2
BACKGROUND TO THE INNOVATION FUND	3
Applications of applications	4
Location of projects.....	5
Schedule of funded projects	5
OVERALL PROGRAMME FINDINGS.....	6
Impact measurement	6
Applications against the fund criteria	6
Reduce crime and anti-social behaviour	7
Protect the most vulnerable in society.....	7
Put victims and witnesses first	8
Reduce offending and re-offending	9
Cross cutting themes	10
Partnerships.....	10
Volunteering.....	10
Monetary value.....	11
OUTCOMES FROM INDIVIDUAL PROJECTS.....	12
CONCLUSIONS AND RECOMMENDATIONS	29

EXECUTIVE SUMMARY

- The Innovation Fund enabled a diverse range of new approaches to be tested, 68% of which will continue beyond the life of their grant
- Although the evidence of impact was limited at the time of this report, the short term financial return for the fund is £3 for every £1 of funding awarded. This could be as high as £21 by the time all projects have concluded, and higher still if behavioural changes are sustained over a longer period
- There were some issues in inter-agency working which meant that one project could not happen at all, and two will not have achieved the level of impact which was possible
- Two services created through the fund have been recognised as models of good practice beyond Wiltshire
- 35 projects collectively received £1,030,290 through the programme with fairly even geographical spread. In excess of 24,000 people will have benefits directly from these funded projects as well as the wider community benefiting from reduced crime and antisocial behaviour
- Impact measurement was an issue for many of the organisations involved

Recommendations

- For projects seeking to work between statutory and non-statutory agencies, agreements on information sharing, referrals and other protocols are in place at the time of application
- For projects seeking to work within larger statutory organisations such as Wiltshire Police and the Wiltshire Probation Trust, engagement with front line staff needs to be assured at a senior level and support given to projects which seek to address any issues which arise through the life of the project
- If such a Fund was to be repeated in the future, impact reporting for projects should be required from all applicants. Funders should provide additional funding to assist with the cost of developing / buying-in impact systems, and offer non-funding support where possible particularly for smaller groups
- Non statutory groups should be encouraged to apply to the Ministry of Justice for assistance with tracking the impact of their services over the longer term

METHODOLOGY

The Wiltshire Community Foundation was engaged by the Office of the Police and Crime Commissioner for Wiltshire and Swindon to undertake the assessment and due diligence process for all applications to the newly created Innovation Fund. The Community Foundation was then commissioned to undertake an evaluation of the programme.

The brief for the evaluation was to:

- evaluate the process of the Innovation Fund Grants programme, highlighting issues from applicants and key learning points
- ensure the validity of the outcomes of funded projects against available data
- collate responses from all funded projects and analyse to identify themes and highlight findings
- draw conclusions as to the impact of the Innovation Fund Grants against the priorities of the Police and Crime Plan

The process of the evaluation included groups identifying targets, milestones, outcomes and the methods they would use to measure them where possible. A final meeting was then held to tease out the outcomes and learning points with each group; ideally these meetings were held face to face although on two occasions these needed to be conducted by telephone due to the distances involved.

Limitations of this report

There were a number of factors which limit the findings of this report and therefore the conclusions it is able to draw.

The first is the ability of small third sector organisations to be able to measure their impact. Many small organisations are stretched in delivering their services and lack the capacity, and sometimes the skills, to properly measure the outcomes and impact of their work. There are tools and standards emerging within the sector to help groups to do this but some are in their infancy, and the cost of some of the tools themselves, or the time required to implement them can be prohibitive for small organisations. Generally speaking the larger organisations were better able to track participants and measure outcomes, although there were exceptions to this also.

It had been hoped to investigate the potential cost savings to the public purse of the funded projects, but where it was not possible to clearly identify the outcomes of the delivery with confidence, then it was not possible to calculate the outcomes in fiscal terms.

For projects which sought to reduce re-offending the timescales for this report were too short to be able to measure a reduction with any fidelity, and most groups working in this field felt that they would be unable to demonstrate their effectiveness for up to 18 months after the end of the intervention. Non-statutory groups who aimed to reduce re-offending were unable to measure their impact as they could not

access data on re-offending. It has been subsequently discovered that the Ministry of Justice is able to do this on behalf of groups providing that they are working with a cohort of more than 60 clients and all funded groups will be encouraged to access this service to assist their own evaluations.

Projects which sought to bring about behavioural change such as those working with young people around Domestic Violence, and universal services such as the Zee Tee Project might not expect to see the impact of their work in preventing young people from becoming the victim of particular crimes for many years, and were only able to measure their impact by a reported change in understanding or attitude, although this is still very relevant.

As with any project delivery there were the inevitable delays, changes etc, additionally some of the grants were made for projects running for more than 12 months, which means that they were not at an appropriate stage to participate in an end of programme evaluation. Some of the grants were so small that it was felt onerous to ask them to participate in this evaluation, but the monitoring which they returned to the Office of the Police and Crime Commissioner has been taken into account. Four projects also did not respond to requests for information and meetings.

BACKGROUND TO THE INNOVATION FUND

In support of his Police and Crime Plan, the Police and Crime Commissioner for Wiltshire and Swindon created the Innovation Fund. Funded through reserves, the programme had a budget of £1m for distribution to support initiatives which helped him to achieve the 6 main priorities of his Police and Crime Plan which were:

- reduce crime and anti-social behaviour
- protect the most vulnerable in society
- put victims and witnesses first
- reduce offending and re-offending
- drive up standards of customer service
- ensure unfailing and timely response to calls for assistance

Through the programme the Police and Crime Commissioner was seeking to fund projects which offered a new or innovative way to tackle community safety issues, as well as approaches which had a proven track record in breaking the cycle of offending and antisocial behaviour.

The panel consisting of representatives from Wiltshire Police, Wiltshire Council, Swindon Borough Council, and the Wiltshire Community Foundation, met three times to award grants. The planned distribution was £400,000 in July 2013, £300,000 in November 2013 and £300,000 in March 2014.

The Programme attracted a great deal of interest and a large number of applications were received, requesting in excess of four times the amount of funding which was available.

Programme Round	Applications Received	Amount requested	Applications Funded	Amount Awarded
1 - July 2013	27	£1,373,685	12	£384,644
2 - November 2013	47	£1,460,462	11	£332,432
3 - March 2014	51	£1,641,159	12	£313,214
Total	125	£4,475,306	35	£1,030,290

The Fund was kept deliberately open and few restrictions were placed upon the programme meaning that a diverse range of organisations were able to bid for funding. Ninety one applications (73%) came from third sector organisations, but 19 (15%) came from Statutory agencies, with others received from businesses (6%) and local partnerships such as Forums and Community Safety Partnerships (6%)

The size of groups also varied from new groups and those with a turnover of just a few thousand pounds to those with a turnover of tens of millions.

Applications against Fund criteria

The Fund required that applications met at least one of the six main priorities to be considered however many applications sought to work across a number of the priority areas.

The number of beneficiaries stated below relates to people would be directly engaged or involved in the project, although there were of course much wider benefits to local communities as a result of this work.

The greatest amount of funding was awarded to projects which sought to reduce offending and re-offending, but this was not the category with the highest number of beneficiaries. This reflects the very intensive and targeted nature of these projects focussing on the relatively small number of individuals whose activities have a considerable impact on the victims of their crimes and local communities.

Analysis against Programme criteria	Grants awarded	No service Users	Value of grants	Cost per head
Reduce crime and antisocial behaviour	14	21,286	£289,532	£13.60
Protecting the most vulnerable in society	9	2,320	£167,229	£72.08

Putting victims and witnesses first	1	100	£72,600	£726.00
Reducing offending and re-offending	11	894	£500,929	£560.32
Driving up standards of customer service	0	-	£ -	£ -
Ensuring unfailing and timely response	0	-	£ -	£ -
	35	24,600	£1,030,290	£41.88

Location of projects

The spread of applications was reasonably even across Wiltshire and Swindon with many projects working across both unitary authorities. Where organisations were working in only one unitary authority area, there was a weighting towards Swindon organisations, which may be a reflection of the size of the third sector in Swindon, and the high levels of need in the town.

Area of benefit	Number of grants made
Swindon	16
Swindon and Wiltshire	7
Wiltshire	12
Total	35

Schedule of funded projects

Round 1	Grant awarded
SPLASH	£38,448
Centre for Justice Innovation	£72,600
Wiltshire Police Outbox Scheme	£22,200
Unchosen Swindon	£660
BIOS Project	£63,500
Wiltshire Probation Trust	£92,805
Trowbridge Community Area Partnership	£7,500
Doorway Wiltshire	£9,000
Swindon Advocacy Movement	£25,598
Swindon Women's Aid	£35,000
Victim Support	£7,333
Salisbury Street Pastors	£1,000

Round 2	Grants awarded
C-Change Empowerment	£28,410
Circles South West	£78,739
Friends of Biss Meadows	£1,200

SBC Our Place Café	£11,000
SEQOL	£29,500
Sixth Sense Theatre Company	£17,500
Swindon 105.5 FM	£11,790
Threshold Housing	£20,865
Warminster Street Pastors	£600
Wiltshire Wildlife Trust	£97,958
Youth Adventure Trust	£34,870

Round 3	Grants awarded
Alabare	£20,228
DASH	£11,500
National Ugly Mugs	£3,000
SCA Group	£29,600
SPLITZ	£35,000
St Joseph's College	£1,000
Swindon Youth Offending Team	£78,000
Nelson Trust	£34,382
Wiltshire Fire and Rescue Service	£2,175
Wiltshire Mind	£27,405
Wiltshire Wildlife Trust	£58,149
Zee Tee Project	£11,775

OVERALL PROGRAMME FINDINGS

Impact measurement

As has already been stated many of the smaller groups struggled to measure the impact of their work in a meaningful way, and this has to a certain extent limited the findings of this report. Even some of the larger projects did not have processes in place to measure the outcomes of the projects or were at a stage in their development where the focus of any evaluation activity was on the implementation of the initiative rather than the long term impact.

It might be of note for Funders when developing programmes seeking new or innovative approaches to issues, to require impact reporting for any project, provide additional funding to assist with the cost of developing / buying in impact systems, and offer non funding support where possible particularly for smaller groups. The creation of a body of learning on which approaches are evidence based and capable of replication or scaling is essential.

Applications against the fund criteria

Reduce crime and anti-social behaviour

Forty percent of successful applications, who had identified reducing crime and antisocial behaviour as their primary aim, received 28% of the available funding. The majority of these initiatives were universal provision, open to all although perhaps targeted at particular communities where there were recognised issues with crime and antisocial behaviour.

A huge range of diverse provision was supported including detached youth work, targeted holiday activity programmes, creative performances and projects, street pastors projects, recycling projects and whole school assemblies. Because of the very open nature of these projects, by far the greatest number of direct beneficiaries was expected with in excess of 21,000 taking part in these activities.

It might possibly have been erroneous to attribute detached work, which has increasingly been seen as a control or enforcement tool, to reduce antisocial behaviour in a specific area. It is however likely that by these projects working in a neighbourhood it would have resulted in a reduction in antisocial behaviour for the time they were present, but it would not be possible to evidence this as no neighbourhood surveys were conducted. The commonly recognised aim of detached work is more about developing trusting and positive relationships with young people over time to be able to influence their behaviours and attitudes and this can be at odds with the expectation that workers will take a more directly controlling role.

It is more likely that the longer term impact of projects such as BIOS, SPLASH, and the Youth Adventure Trust, although the latter two were not detached projects, would have been to reduce offending by supporting young people to address their immediate issues, raising their aspirations and re-engaging them with education, training or employment.

Activities funded under this programme included:

- activities to divert in excess of 1,000 young people away from anti-social behaviour
- a mural project to improve an area and reduce crime
- support for people who were vulnerable through drink or drugs
- translation services for the Polish community
- workshops and performance for over 15,000 young people to prevent them becoming victims of domestic violence or homophobic bullying in the future
- activities that increase the confidence and self-esteem of 600 young people with a view to reducing the potential for them offending

Protect the most vulnerable in society

Applications seeking to address this theme of the fund were much more targeted at specific groups of people who were recognised as being vulnerable, such as people

with learning disabilities and older people. Only one project, the roll out of the Safe Places initiative could be described as universal with the rest being closed provision.

Three of the projects sought to work with people with Learning Disabilities, or those with Autism and Aspergers. These grants were made in recognition that people with these conditions are both more likely to become the victim of a crime, but also to come into contact with the criminal justice system as offenders.

All three projects, whilst providing services directly to vulnerable people, also included an element of working with professionals to raise their awareness of the condition and help them to understand why these clients would react differently to the general public. Some training was delivered by an organisation to its own staff, such as in the case of SEQOL who could mandate attendance, which made the uptake of the offer much higher than for those at which attendance was voluntary.

Other programmes such as that of DASH aimed at working with people within the Police Service and also Solicitors. There had been a positive response to the offer from Solicitors, however a much poorer take up from the Police. DASH considered this to be an ongoing training issue as they could not gauge the Police's commitment to the Autism Alert Card. Anecdotal evidence suggested that Police Officers sometimes disregarded the Card as they felt it was used by people trying to mitigate their offences, and that offenders have also been known to get hold of the card fraudulently.

Activities funded under this programme included :

- raising awareness about human trafficking
- providing specialist support to victims of domestic violence
- support for people with learning disabilities, including training and the promotion of the autism awareness card
- the setup of 4 safe place projects for the benefit of any person in the local area who felt vulnerable or afraid
- Autism Awareness Training for 150 professional workers
- A specialist bed for up to 250 young people who had runaway to avoid them spending unnecessary time in Police custody suites

Put victims and witnesses first

The only project which sought to make a primary impact against this theme was the Neighbourhood Justice Panels through their restorative justice approach which brings the offender directly face to face with those who have been affected by their offending.

It should be recognised that a number of projects would have addressed this as their secondary aim, such as the National Ugly Mugs scheme which sought to give an

anonymous and supportive system through which sex workers could report offences against them, and the Swindon Youth Offending Team Project which sought to improve the communication skills of Young Offenders to enable them to participate more successfully in restorative justice approaches.

Reduce offending and re-offending

The majority of projects under this category sought to provide a range of support to individual offenders to reduce the likelihood of them re-offending in the future. Many projects aimed to work with offenders in a holistic way, identifying the underlying issues which might have resulted in their offending behaviour and address the root cause. One example of this was the Wiltshire Mind Project which worked with people whose mental health problems were thought to have been a factor in their offending, providing them with counselling support. The organisation reported a high incidence of offenders who had themselves been the victim of abuse or trauma which had not been previously addressed resulting in anxiety and anger issues. The level of severity of mental health problems was also much higher than expected.

Projects delivered by the Wiltshire Probation Trust, SCA Group and Wiltshire Wildlife Trust project targeted Offenders who had received short term sentences of less than 12 months, as historically these individuals would have had minimal or no contact with the Probation Service and had a very high probability of further offending, the so called 'revolving door'.

Not surprisingly given the very intensive nature of these interventions, this theme of the programme received 49% of the available funding. This funding might be perceived to target a relatively small number of individual beneficiaries; however the benefits to the wider community in reducing offending and re-offending are huge when considering the cost of theft of property, time off work for victims, increased insurance and security measures etc.

Activities funded under this programme included :

- specialist support and mentoring for ex-offenders to address issues and reduce their offending
- direct support for people who were homeless, at risk of homelessness or who had been newly housed to help them to gain and keep their tenancy
- training for offenders to increase their skills and confidence
- specialist support for sex workers, and also the ability to anonymously report crimes against them
- driver safety training

The final two priorities of the fund, ***Drive up standards of customer service*** and ***Ensure unfailing and timely response to calls for assistance*** received no applications which sought to address this priority as their primary aim.

Cross cutting themes

Partnerships

Many of the projects seeking to reduce re-offending, which were delivered by third sector partners, naturally relied upon partnership with agencies such as the Police or Probation Service to provide them with direct access to potential clients. Their experience of delivering projects successfully often hinged on the strength of the partnership and the engagement from the partner agency at all levels within their organisation.

It was often reported that although there was engagement at a quite senior level, that this often did not filter down to front line staff whose responsibility it would be to actually make the referrals or signpost to the services, or that when awareness raising had taken place amongst front line staff, subsequent change over in staff had meant that much of this work had been lost. It was also felt that although they had buy in at a Senior Management level front line staff might not have felt that this was a part of their core delivery and possibly placing additional duties upon an already pressured environment. This had particularly impacted upon the Short Term Custody Project, the Neighbourhood Justice Panels and the Wiltshire Mind Counselling Project who saw a dramatic decrease in referrals over the life of the project, in spite of the benefit to the referring agency being recognised but perhaps in different areas.

Most notable perhaps was the inability of the project proposed by Alabare, to provide a bed space for a vulnerable young people who have runaway, to proceed. In returning the grant the organisation reported "We not been able to deliver this project due to neither the police or social care being able to agree on a process/procedure to access this bed".

As well as the perhaps understandable difficulties experienced in bedding down such new initiatives within a large and complex organisational structure, there were also many positive findings to suggest that agencies were open to learning, development and cultural change. The Wiltshire Probation Officers particularly fed back on the speed of the service, whereas previously they might have made a referral and in some instances waited up to 12 months for the clients to access services, through this funded project their clients were now receiving support within two weeks.

Many of the projects funded to deliver in the Swindon area worked in partnership with each other either by loose association or by developing more formal referrals processes between services.

Volunteering

Perhaps in recognition that as a result of austerity measures it is not possible to sustain services using paid members of staff, and many statutory agencies are struggling to maintain their core delivery of services, many of the funded projects

relied heavily on volunteers, sometimes specialist but more often than not local people, to deliver these initiatives. Throughout Wiltshire and Swindon 397 volunteers came forward to contribute their time and benefit from personal development.

Some issues arose with achieving the appropriate vetting for volunteers, particularly where they were required to work with vulnerable people, or in sensitive areas such as Police Custody Suites. The STC project initially lost a number of volunteers, who felt it was too onerous to undertake a 50 page Police vetting form. A shorter version of the form was eventually negotiated which allowed the project to move forward.

Monetary value

As already referenced in this report, many of the funded groups were unable to demonstrate the impact of their work, either because they lacked the skills and capacity, or in many cases because it was too early to be able to collect robust evidence data.

The longer term savings of projects to reduce offending and re-offending, when data is available, are expected to be substantial. If the impact for the Wiltshire Mind Project was to continue as initially indicated and 40 of the individuals did not re-offend, the fiscal savings to the Police and CJS would have ranged from £319,704 should they have received a non-custodial sentence to £1.8m should they have received a 1 year custodial sentence.

If just 10% of the audience of the Sixth Sense and SPLITZ Domestic Violence workshops were to avoid becoming a victim as a result of their increased confidence and knowledge then the fiscal saving of this prevention would be in excess of £5.6m let alone human and emotional cost to the victim and their families.

A fairly simplistic exercise in calculating the cost saving for the projected number of beneficiaries indicates that these activities would have contributed towards an overall cost saving of £21,880,612, most notably £11,181,810 in preventing the occurrence or recurrence of domestic violence, and £8,221,122 in preventing re-offending, but evidence was not available to confirm this figure. Whilst some work would need to be done about the degree of impact which could be attributed to each initiative, the financial returns are high.

It was possible to undertake this exercise with a degree of confidence for the 9 projects where impact measurement data was available. The data below is based on the monitoring returns from Swindon Women's Aid, Salisbury Street Pastors, C-Change Empowerment, Circles South West, Threshold Housing, SCA Group, The Nelson Trust, Wiltshire Mind and the Repair Academy.

The number of impacts reported was 215 but this represented 196 individuals where some of whom had benefits from a number of outcomes. For example beneficiaries of the Wiltshire Mind Project would have reduced their offending behaviour but also

enjoyed improved mental health. Given the referrals between projects, it is also possible that individuals would have benefits from more than one funded project, and hence may have been recorded on more than one occasion.

Based on the table below, and utilising data from the Troubled Families Cost Database, New Economy Unit Cost Database, The Association of British Insurers and the Ministry of Justice, the actual fiscal savings of 9 projects have been £3,081,186 as a result of preventing domestic violence; improving mental health; reducing offending and re-offending; avoiding hospital admissions; re-engaging young people with education employment and training; and preventing evictions.

Outcome	No of impacts	Estimated Cost £'s	Total cost £'s
Domestic violence	122	18,730	2,285,060
Mental Health	53	942	49,926
Adult re-offending assuming custodial sentence	14	45,171	632,394
Re-offending assuming non-custodial sentence	13	7,266	94,458
Hospital admission - no investigations / treatment	8	53	424
NEET	3	562	1,686
Eviction	2	8,619	17,238
Total	215		3,081,186

OUTCOMES FROM INDIVIDUAL PROJECTS

The following information is a summary of each funded project, its desired aims, and the progress and outcomes which had been achieved at the time of writing this report.

Where it was not possible to meet with projects then information from any monitoring reports have been taken into account, or if no information was available then this is stated.

Group: SPLASH - Wiltshire	Amount awarded : £38,448
Project summary:	
SPLASH delivers an activities programme targeted at young people who might be at risk of anti-social behaviour or offending. The organisation was able to employ a Fundraiser for the first time to investigate new sources of funding, and to diversify their funding base. The new role of Volunteer Co-ordinator was also created to	

improve the effectiveness of its delivery through recruitment and better management of the large number of volunteers who approach to the scheme. A small amount of funding was also given for SPLASH to be able to bring in specialist support to review its Governance arrangements.

Outcomes:

- Both posts were successfully and quickly recruited once the grant was confirmed, as well as the external facilitator being identified
- A new website was launched and the organisation improved its use of social media
- A number of volunteers were recruited to work across the organisation including back office functions, running fundraising events and delivery of activities for young people
- Funding was secured and a wide range of activities continued to be delivered
- The organisation was not able to evidence a statistic impact upon the behaviour of young people; however there was a wealth of qualitative information (including case studies and feedback from parents and observations from activity providers) which demonstrated positive outcomes and behavioural changes for the young people who took part
- Subsequent to receiving the grant SPLASH entered into discussion with Community First about the potential for a merger, this process was successful and the merger was completed in March 2015. This means that the delivery of the activity programme can be guaranteed in a more sustainable manner in the future

Group: Centre for Justice Innovation	Amount awarded : £72,600
---	--------------------------

Project Summary:

The Centre for Justice Innovation was funded to further develop the Neighbourhood Justice Programme throughout Swindon and Wiltshire. The panels are intended to bring local respondents and perpetrators together to agree what action should be taken to deal with an offence, using restorative and reparative approaches

Outcomes:

- System for monitoring for the long term impact were not in place for the project, but discussion were taking place about how this might be done. Even with this in mind there is strong qualitative evidence that the Panels provided a meaningful form of dispute resolution
- 4 new panels were set up in Trowbridge, Chippenham, Salisbury and Devizes
- 50 volunteers were recruited and trained
- 33 referrals were received to the panels, but not all of these progressed to a hearing. 61% were for neighbourhood disputes, 21% for antisocial behaviour, 9% for criminal damage and 3% for environmental damage
- The programme had the target of hearing 78 cases across Wiltshire, but only 21

cases during the duration. It was agreed that there had been an over estimation of what could be achieved

- Of the 22 panels at which contracts were signed, the perpetrator apologised for the harm that was caused. In 63% of these cases, the perpetrator agreed to perform an act of direct reparation, in 41%, an act of indirect reparation (respondents can agree to do both). In 14% of cases, perpetrators agreed to make monetary payments to victims
- The project has now been taken 'in-house' by the Wiltshire Police

Information on outcomes was taken from the final report produced by the applicant, as they did not respond to requests to participate in a final evaluation meeting.

Group: Wiltshire Police Outbox Scheme	Amount awarded : £22,200
<p>Project Summary:</p> <p>This initiative sought to combine the discipline of boxing with mentoring and support to encourage young people to adopt healthier lifestyles and make positive life choices. By using the existing network of gyms and clubs throughout the county to project sought to work with agencies to refer young people to the project, provide equipment and subsidise the fees at sessions. The grant supported the purchase of equipment and subsidise gym fees.</p>	
<p>Outcomes:</p> <p>Results are unknown as the group did not participate in this evaluation.</p>	

Group: Unchosen Swindon	Amount awarded : £600
<p>Project Summary:</p> <p>This was a new group who came together to increase understanding of the issue of human trafficking by running an event which included the screening of a film at St Joseph's School in Swindon.</p>	
<p>Outcomes:</p> <p>The event screened three films about human trafficking, and exhibitions from Amnesty International, Stop The Traffik / ACT Swindon, Swindon Fairtrade Coalition, Harbour Project, CAFOD, Salvation Army, Christian Aid, Hope For Justice and Swindon Borough Council Safeguarding Department.</p> <ul style="list-style-type: none"> • 180 people attended the event • In a post event survey 46% of respondents reported that they had an increased understanding of what human trafficking is, 45% had a greater understanding of the scale of human trafficking and 53% had a greater understanding of what 	

human trafficking looks like in the UK

- 90% of respondents said that they would tell other people about human trafficking, and 89% said that they would look out for it in their area
- This was a one off event so there was no expectation that it would be sustained

Group: **BIOS Project**

Amount awarded : £63,500

Project Summary:

Swindon BIOS Project delivers detached youth work and positive youth activities at locations in Swindon where young people congregate, to reduce the incidence of nuisance and antisocial behaviour. The funding was for the purchase of a bespoke mobile youth work vehicle, and associated running costs.

Outcomes:

- The vehicle was commissioned and delivered on time and on budget
- The vehicle now works in 12 different locations each week with 350 different young people
- 401 sessions were delivered with 10,293 attendances by young people
- 79 detached sessions were delivered in the first 12 months of the project
- The group were not able to evaluate their long term impact but did record the issues discussed with young people. The three issues which were brought up at every session were self esteem / self worth, relationships, family and home life.
- After the initial start-up cost, ongoing running costs are low. Full funding has been secure for the second year of the project including a large amount of support in kind related to the maintenance of the vehicle

Group: **Wiltshire Probation Trust**

Amount awarded : £92,805

Project Summary:

Wiltshire Probation Trust assess, risk manage and supervise offenders released from prison on licence and those on community sentences ordered by the Courts. A pilot project provided a package of support to people who have received short term custodial sentences to reduce their rates of re-offending. Each Prisoner would be visited in prison by a volunteer who would meet them at the gates upon release and provide support for up to 3 months helping to address issues such as debt, benefits advice, education and training.

Outcomes:

- The project was initially delayed as a result of prisoners being sent to a different prison which the staff did not have access to. The estimated 250 offenders had been based on national projections but in reality had been lower than expected

- 68 Offenders were worked with. 111 were considered to be outside of the criteria for the programme due to them being either high risk of harm, working with core Offender Management in Probation and or not resident in Wiltshire
- A network of service providers has been brought together to work with Offenders, including referrals to the Wiltshire Mind Counselling project for those with mental health problems
- It was not possible to measure the impact of the project in the timescales of this evaluation as it would be a minimum of 15 months to be able to identify a reduction in offending. It was felt unrealistic to expect a complete reduction in offending in some cases, but perhaps that the severity or frequency of offending had reduced
- In February 2015 Through the Gate legislation was introduced which made it a statutory responsibility for Offenders to engage with this services and it will be funded in the future by the Probation Service directly

Group: Trowbridge Community Area Future	Amount awarded : £7,500
<p>Project Summary:</p> <p>Trowbridge Community Area Future works together to support the priorities of the local area. The grant was given to run a series of event to engage with the local Polish population to ensure that they were aware of the services available to them, to update and translate an online information directory, and to recruit volunteer translators to work with schools and other agencies.</p>	
<p>Outcomes:</p> <ul style="list-style-type: none"> • Two events were held which were attended by 100 people. As a result of these events 12 volunteers came forward, of which 8 went on to undertake training from EMAS to become a volunteer translator with schools. Further volunteers were still required to work with the colleges • Other organisations working with the Polish community had expressed an interest on the project to help with their translation needs • The CAB directory was updated and translated 	

Group: Doorway Wiltshire	Amount awarded : £9,000
<p>Project Summary:</p> <p>Doorway runs a twice weekly drop in service for people who are homeless or at risk of homelessness. The funding enabled the employment costs of a Support Services Manager who ensure that clients receive the support which they need.</p>	
<p>Outcomes:</p>	

- Homeless people are able to access computers through Doorway to access online processes such as claiming benefits and bidding for accommodation
- Other agencies such as Wiltshire Substance Misuse Service attend the drop in sessions to be able to contact clients
- During the period of the grant 14 new volunteers were recruited bringing the total number to 57
- 277 individuals attended one or more of the 100 sessions which the organisation delivered, serving 4,609 meals. The average age of guests was 33, although 30% were under 25
- In excess of 1,000 referrals were made including for drug and alcohol treatment, to mental health services and for education, employment or training. The greatest number of referrals was understandably related to housing, with physical health being the second most referred issue

Group: Swindon Advocacy Movement	Amount awarded : £25,598
<p>Project Summary:</p> <p>Swindon Advocacy Movement provide one to one Advocacy Support for people with Learning Disabilities to ensure that they can speak up for their rights and access the services which they need. Funding supported the costs of a project to provide training for vulnerable adults to make them less susceptible to crime.</p>	
<p>Outcomes:</p> <ul style="list-style-type: none"> • 35 people received training on Staying Safe over Christmas. 100 training packs were sent out to people who were unable to attend • 80 people received training “When a Friend Really Isn’t A Friend”. The course was delivered in Devizes, Trowbridge, Warminster and Swindon • The Safe Place Scheme was promoted to people with Learning Disabilities, Autism and Aspergers • A number of individuals were also given direct support, including one who disclosed abuse 	

Group: Swindon Women’s Aid	Amount awarded : £35,000
<p>Project Summary:</p> <p>Swindon Women’s Aid provides refuge and domestic violence services to the Swindon area. Young people at most at risk from Domestic Violence in the UK and the grant was awarded to create a new Independent Domestic Violence Advocate (IDVA) post to work with young people challenging their perceptions of domestic violence, and provide specialist services to those affected.</p>	

Outcomes:

- Many young people don't recognise that a relationship is abusive and Media influences have normalised sexual violence for young people
- Police, Children's Services and Youth Offending Team all made referrals to the service. The Worker held drop in sessions at both of the Swindon Colleges.
- Between November 2013 and September 2014 the IDVA had case managed a total of 161 young people
- Awareness training was provided into 4 local secondary schools on healthy relationships to 600 students from year 9 and above
- Funding for continuation of the post was uncertain at the time of the visit

Group: **Victim Support**

Amount awarded : £7,333

Project Summary:

Victim Support helps people affected by crime and co-ordinated the roll out of the Safe Places initiative which engages establishments in the local community to provide an initial point of contact for people who might feel vulnerable or threatened.

Outcomes:

- The scheme was piloted in Salisbury and is being rolled out to other towns across Wiltshire
- Victim Support created interest in a new area and then local steering groups were established in each location to take over delivery. Each area was provided with a suite of materials to launch the scheme which was funded by the Innovation Fund
- Specific training such as Dementia Awareness was delivered by specialist organisations such as Wiltshire Mind. Victim Support provided ongoing support and mentoring as required
- Once established the oversight of the scheme was transferred to the Wiltshire Community Safety Partnership without the need for ongoing funding

Group: **Salisbury Street Pastors**

Amount awarded : £10,000

Project Summary:

Salisbury Street Pastors use teams of specially trained volunteers to provide patrols on weekend evenings supporting people affected by drink or drugs to prevent accident, injury or the potential for becoming a victim of crime.

Outcomes:

- 12 new volunteers were recruited
- Given the transient nature of contact it is not possible to record the long term

impact of the initiative. It had been hope that some data might have been obtained from the Salisbury Hospital about the potential reduction in admissions on the nights where the Street Pastors patrolled but this was not forthcoming.

- The organisation ran a triage centre on new years eve which resulted in 8 people not having to attend hospital
- During 2013 the organisation responded to 70 drink related incident, 34 incidents of antisocial behaviour and 22 other incidents. They collected 1527 bottles from the streets preventing these from potentially being used as weapons or causing accidents
- The scheme has been extended to a Thursday night as this is becoming a more popular night out with local students
- An unexpected outcome of the grant was the introduction of the service to Amesbury following a request from the local Inspector
- It is the intention of the organisation to continue to delivery its services and fundraising efforts will support this

Group: C-Change Empowerment	Amount awarded : £28,410
Project Summary:	
C-Change used a grant of £28,410 to work directly with young people living in the Foyer who were at risk of exclusion or offending. The project encouraged them to adopt positive behaviours and attitudes and re-engage with education employment or training.	
Outcomes:	
<ul style="list-style-type: none"> • 49 out of the 50 young people at the Foyer took part in the project, and 46 completed the course, which is an extremely high rate of participation for this target group • 22 young people went on to be involved in voluntary community activity including fundraising for a charity, performing at a local nursing home, involvement with a local community radio station and producing an anti-bullying video • One young woman re-engaged with College • A change in the culture of the Foyer itself was noted as young people developed more positive behaviours and attitudes • Staff who took part of the course were also able to see young people in a more positive light and develop improved relationships with them 	

Group: Circles South West	Amount awarded : £78,739
Project Summary:	

Circles South West works with Convicted Sex Offenders upon their release from prison using volunteers to support them to settle into their communities and prevent any further offending. The grant of £78,739 enabled the creation of 4 'Circles' over a two year period.

Outcomes:

- A dedicated Wiltshire Circles Co-ordinator was appointed. 20 volunteers were recruited and received specialist training. 4 new Wiltshire Circles were established
- 7 referrals were made to the programme of which 3 have been allocated to a new Circle, 1 is on the waiting list, 1 was assessed as unsuitable, and 2 are awaiting assessment
- No Offender has gone on to re-offend whilst participating in the project, although tracking in the longer term is difficult as they cannot access PNC data through the Ministry of Justice.
- One unexpected outcome was that the need of specialist Circles for a younger group was identified

Group: Friends of Biss Meadows	Amount awarded : £1,200
<p>Project Summary:</p> <p>Friends of Biss Meadows seek to protect the country park in Trowbridge. And applied for support towards a mural project, working with young people, in an area where problems have been experienced with graffiti.</p>	
<p>Outcomes:</p> <p>The mural successfully project took place but the group were not required to participate in this evaluation.</p>	

Group: Swindon Borough Council	Amount awarded : £11,000
<p>Project Summary:</p> <p>Swindon Borough Council developed a project to open a Youth Café in an area experiencing problems with anti-social behaviour.</p>	
<p>Outcomes:</p> <ul style="list-style-type: none"> • The project identified and refurbished a shop in Sussex Square turning it into a Youth Café which was to open twice per week • The project was suspended as it led to an increase in antisocial behaviour in the 	

local area. It was not possible to gain any further information for inclusion in this report

Group: SEQOL	Amount awarded : £29,500
Project Summary: SEQOL provide health and community care services in Swindon. The grant of £29,500 was awarded to enable them to provide training for their staff and direct services to people with Autism and Aspergers.	
Outcomes: <ul style="list-style-type: none">• 10 Awareness sessions were delivered to 150 staff. Subsequent surveys showed a sustained increase in awareness• Staff have made a number of referrals after being able to recognise the condition• a number of staff have reported a change in their approach to support and management of an offender and their family as a result of the training <p>This information is taken from the group monitoring as the organisation did not participate in the evaluation.</p>	

Group: Sixth Sense Theatre Company	Amount awarded : £17,500
Project Summary: Sixth Sense is a youth theatre company who wanted to create a theatre in education project for young people around the issue of domestic violence.	
Outcomes: <ul style="list-style-type: none">• The play toured for 5½ weeks, performed 52 times in 23 educational settings and played to 3,250 young people aged 13 – 22• Positive feedback was received from pupils, teachers and other professionals and the play resulted in some very challenging discussions with young people• Further external funding was secured from partners to produce a film of the play which will be hosted on a new website with a suite of additional resources	

Group: Swindon 105.5	Amount awarded : £11,790
Project Summary: Swindon 105.5 is a community radio station who received a grant to purchase equipment and develop a project with young people.	

Outcomes:

- The outside broadcast equipment was purchased and is being well utilised at community events and other locations including schools.
- Children from Drove School worked with local Police Officers to make a programme on bullying related issues
- Young people at the Foyer were supported to make a programme about their experiences
- Local Police officers make a weekly programme

Group: **Threshold Housing**

Amount awarded : £20,865

Project Summary:

Threshold provides resettlement and supported accommodation, and were awarded a grant of £20,865 to employ a Support Worker to work with homeless people, providing activities to prevent boredom which can lead to antisocial behaviour, and build their confidence and self-esteem.

Outcomes:

- They have seen a reduction in evictions as a result of tenants being on the programme
- The Worker is qualified to deliver the Duke of Edinburgh Bronze Award and at least one client will successfully achieve this award by the end of the grant
- One client was encouraged to take up a college course, and others took up a wide range of short courses
- Clients were encouraged to take up volunteer placements with local organisations
- A number of clients who took part in the programme went on to run a £10k fundraising run which would have been previously unheard of
- The project has been so successful that the organisation has committed to continue funding it after the grant finishes

Group: **Warminster Street Pastors**

Amount awarded : £600

Project Summary:

Warminster Street Pastors use teams of specially trained volunteers supporting people affected by drink or drugs. The grant of £600 purchased new equipment.

Outcomes:

No outcome information was available as the group was not required to take part in

the evaluation.

Group: Wiltshire Wildlife Trust	Amount awarded : £97,958
Project Summary: Wiltshire Wildlife Trust was awarded a grant of £97,958 to create a community growing site in Swindon to work with Ex-Offenders through the Community Payback Team.	
Outcomes: <ul style="list-style-type: none">• The site was transformed into vibrant community facility• Participants developed skills not only in horticulture, but healthy eating, cooking and woodworking• Accredited training in Food Hygiene was provided through the project• As well as working with the Community Payback Team, the project also worked with young people through the Swindon and Wiltshire Attendance Centre• A number of clients went on to volunteer with the Wildlife Trust and other local projects after the end of the grant• Two other funded projects, Threshold Housing and the Nelson Trust, used the facility to work with their own clients groups.• The project will be sustained by Swindon Borough Council and the Probation Service	

Group: Youth Adventure Trust	Amount awarded : £34,870
Project Summary: Youth Adventure Trust provide a three year programme of challenging activities to enable at risk young people to develop their skills and confidence. The grant of £34,870 supported the cost of a Volunteer Co-ordinator.	
Outcomes: <ul style="list-style-type: none">• 240 young people took part in the programme, supported by 180 volunteers.• The grant had enabled the organisation to provide better support and training to volunteers. This has freed up time for staff to deal with challenging behaviour and provide more mentoring support• 82% of young people who join the programme complete all of the activities• The organisation has just implemented an NPC tool which will help them to measure their impact better in the future• Four young people who have previously benefited from the programme have become volunteers to help others• One young person now studying at University actively credits his involvements	

with the programme on the successful outcome of his life

Group: Alabare	Amount awarded : £20,228
Project Summary: Alabare were awarded a grant of £20,228 to create a scheme to provide specialist support and accommodation for children and young people who run away.	
Outcomes: The project was not able to proceed as a result of “the police or social care being able to agree on a process/procedure to access this bed”.	

Group: DASH	Amount awarded : £11,500
Project Summary: DASH provides support for people affected by Autistic Spectrum Disorders and the grant of £11,500 enabled the organisation to employ a support worker to both support individuals but also raise awareness of the condition within the criminal justice field.	
Outcomes: <ul style="list-style-type: none">• Contact was made with a wide range of agencies including Job Centre Plus, Neighbourhood Justice Panels, CAB, Probation, Housing etc. Two Autism Awareness Presentations were delivered• The organisation further promoted the Autism Alert Card which has resulted in an increase in applications for the card• A ‘Stress and Mood Management for Adults with Autism’ DVD was produced and distributed• In the first 9 months of the project 63 clients were supported around a range of issues including neighbourhood disputes, housing issues, benefits problems, isolation and issues with the Police or Criminal Justice system	

Group: National Ugly Mugs	Amount awarded : £3,000
Project Summary: This national initiative aims to reduce crime and protect vulnerable people by improving the safety and access to justice for sex workers, and creating a network	

through which they can anonymously report information relating to offences which have been committed against them. The grant of £3,000 supported their running costs.

Outcomes:

- The organisation has worked closely with the Nelson Trust Project and in December training was delivered in Swindon to an audience of the Police, Support Services and Drug & Alcohol Services to raise awareness of the service and issues relating to violence against sex workers
- Through the introduction of the scheme in Wiltshire and Swindon, 6 reports of violence have been received

Group: SCA Group	Amount awarded : £29,600
-------------------------	--------------------------

Project Summary:
SCA Group was awarded a grant of £29,600 to develop a project providing support to vulnerable people upon their release from custody.

Outcomes:
The Short Term Custody project also experienced difficulties in inducting new volunteers, as they were required to undertake a 50 page Police vetting form, which was off putting for a number. A shorter version of the form was eventually negotiated which allowed the project to move forward

- 20 volunteers from a diverse range of backgrounds were recruited, vetted and trained
- The project had expected to receive referrals from Officers in the Custody Suites, but in practice most have come through the probation Trust or the SWITCH Team
- Number of referrals were lower than expected, and at the time of meeting with the group 40 individuals had been supported
- Key issues supported were housing, employment, benefits and debt. Volunteers noted that many clients had underlying mental health issues
- Some short term impacts have been seen. In working with individuals who were heavy offenders, regularly re-offending every couple of weeks for many years, although their offending has not stopped they are increasing the length of time between their offences.

Group: SPLITZ	Amount awarded : £35,000
----------------------	--------------------------

Project Summary:
SPLITZ were awarded a grant of £35,000 to develop a project working with young people learning about respect and respectful relationships to help them to avoid

becoming either the victim of perpetrator of domestic violence.

Outcomes:

- A baseline survey of young people at the beginning of the project showed that 59% of those who responded felt that domestic violence in all forms was not acceptable, this increased to 90% at the end of the project
- 64% of young people recognised the different forms of domestic violence, which increased to 93% at the end of the project
- An unexpected outcome of the project was an improvement in behaviour in school, and a reduction in disciplinary incidents

Group: **St Joseph's College**

Amount awarded : £1,000

Project Summary:

St Joseph's College applied for a grant of £1,000 to purchase tools for a wheel project working with young people who were on an alternative education programme.

Outcomes:

- Two young people had gained work placements with local motor companies
- Young people have reported adopting safer riding habits on their motorcycles

Group: **Swindon Youth Offending Team**

Amount awarded : £78,000

Project Summary:

Swindon Youth Offending Team recognised the communication difficulties experienced by many of its clients and secured a grant of £78,000 to employ a specialist Speech and Language Therapist.

Outcomes:

There was a substantial delay to start of the project after difficulties in recruiting a Speech and Language Therapist. A slightly amended proposal was agreed with the PCC's Office but did not start within the timescales to include in this report.

Group: **Nelson Trust**

Amount awarded : £34,382

Project Summary:

Nelson Trust was awarded a grant of £34,382 to employ an Outreach Worker to support Sex Workers to manage their risk taking behaviour and move away from sex

work.

Outcomes:

- The project was in contact with 30 women and had identified another 13 to engage with
- A mental health clinic was set up at the ISIS Women's Centre allowing women to have their mental health needs assessed at set appointments
- A strong relationship has developed between the Outreach Workers and Wiltshire Police, particularly the CID Teams. Sex workers have been able to help in two current murder investigations
- As a result of observations from the Outreach Worker, 5 kerb crawlers were arrested
- 9 volunteers were recruited to support the Outreach Worker
- 5 women were exited from sex work
- The Swindon model proved so successful that it was replicated in Gloucestershire

Group: Wiltshire Fire and Rescue Service	Amount awarded : £2,175
Project Summary: A grant of £2,175 was awarded to run a 'Young Driver Awareness Course'.	
Outcomes: No outcome information was available as the organisation did not respond to requests to take part in the evaluation.	

Group: Wiltshire Mind	Amount awarded : £28,405
Project Summary: Wiltshire Mind was given a grant of £28,405 to provide counselling for Ex-Offenders where their mental health problems had been a factor in their offending.	
Outcomes: <ul style="list-style-type: none">• Working closely with the Probation Service and SWITCH teams, sessions were delivered at three locations throughout the County• Probation Officers fed back on the speed of the service, which has reduced the waiting time for clients to access services from 12 months to two weeks• Additional support was also made available to families to enable them to adjust to the offender returning to the home environment• At the time of interview, out of 13 clients from the initial cohort who went on to	

complete the whole course of 8 sessions, only one was known to have re-offended

Group: Wiltshire Wildlife Trust	Amount awarded : £58,149
Project Summary: Wiltshire Wildlife trust were part of a consortium who received a grant of £58,149 to establish the Repair Academy which will provide training for young people who are NEET.	
Outcomes: <ul style="list-style-type: none">• The organisation is likely to be completely financially sustainable within two years. Currently still being run by the consortium of partners, led by the Wiltshire Wildlife Trust, they are currently working towards creating an independent social enterprise• One young offender referred to the project has enrolled to start a college course• A number of local schools referring young people at risk of becoming NEET• The organisation is working towards becoming an accredited learning centre through which young people can gain recognised qualifications	

Group: Wiltshire Council Project	Amount awarded : £11,775
Project Summary: This Wiltshire Council Project secured a grant of £11,775 to deliver a series of special assemblies in to primary and secondary schools to counter homophobic bullying amongst young people.	
Outcomes: <ul style="list-style-type: none">• Assemblies were delivered at 22 schools• Promotional campaigns were delivered as part of Freshers Week and Health and Wellbeing days at local Colleges• As a result of the assemblies 12 young people came forward for support <p>The above information was obtained from an interim monitoring report. Due to changes in staffing the organisation did not take part in the final evaluation.</p>	

CONCLUSIONS

The Innovation Fund supported an incredibly diverse range of new approaches and activities, as well as sustaining and developing some existing services. Although the evidence of impact was limited at the time of this report it would appear that the financial return for the fund is £3 for every £1 of funding awarded, but with a potential to be as high as £21 for every £1, although care must be given on whether the outcomes can be fully attributed to the services created by the Innovation Fund.

Some grants such as the Nelson Trust and the Wiltshire Wildlife have supported the creation of approaches which are gaining national recognition as successful models of delivery, which either has already been replicated in others areas in the case of the Sex Outreach Worker, or are likely to be with the Repair Academy.

Given that it was implicit in the programme that there would be no continuation funding, it is positive to note that 24 (68%) projects will continue beyond the end of their grants. Of the remainder 7 were finite and not intended to continue, 2 were unable to commence and the future of the remaining two was not known. From this perspective it would appear that the Innovation Fund appeared to act as a successful pump-primer for the development of some effective practice.

Two of the projects which sought to work with the Wiltshire Police struggled to engage with front line workers, which had a direct impact upon the results they were able to achieve and the timescales of the project. DASH did not access Police Officers to deliver Autism Awareness Training and the Short Term Custody Project had issues around both vetting of volunteers and gaining referrals from Officers in the Custody Suite, which meant that vulnerable people were not better supported. It was of particular concern that the Alabare Project to provide bed space for vulnerable young people who had run away in order to avoid them spending unnecessary time in Police Custody Units was unable to proceed as Wiltshire Council Social Care and Wiltshire Police could not agree a process of access the bed, again impacting upon a very vulnerable group.

RECOMMENDATIONS

- For projects seeking to work between statutory and non-statutory agencies, agreements on information sharing, referrals and other protocols are in place at the time of application
- For projects seeking to work within larger statutory organisations such as Wiltshire Police and the Wiltshire Probation Trust, engagement with front line staff needs to be assured at a senior level and support given to projects which seek to address any issues which arise through the life of the project

- If such a Fund was to be repeated in the future, impact reporting for projects should be required from all applicants. Funders should provide additional funding to assist with the cost of developing / buying in impact systems, and offer non funding support where possible particularly for smaller groups
- Non statutory groups should be encouraged to apply to the Ministry of Justice for assistance with tracking the impact of their services over the longer term