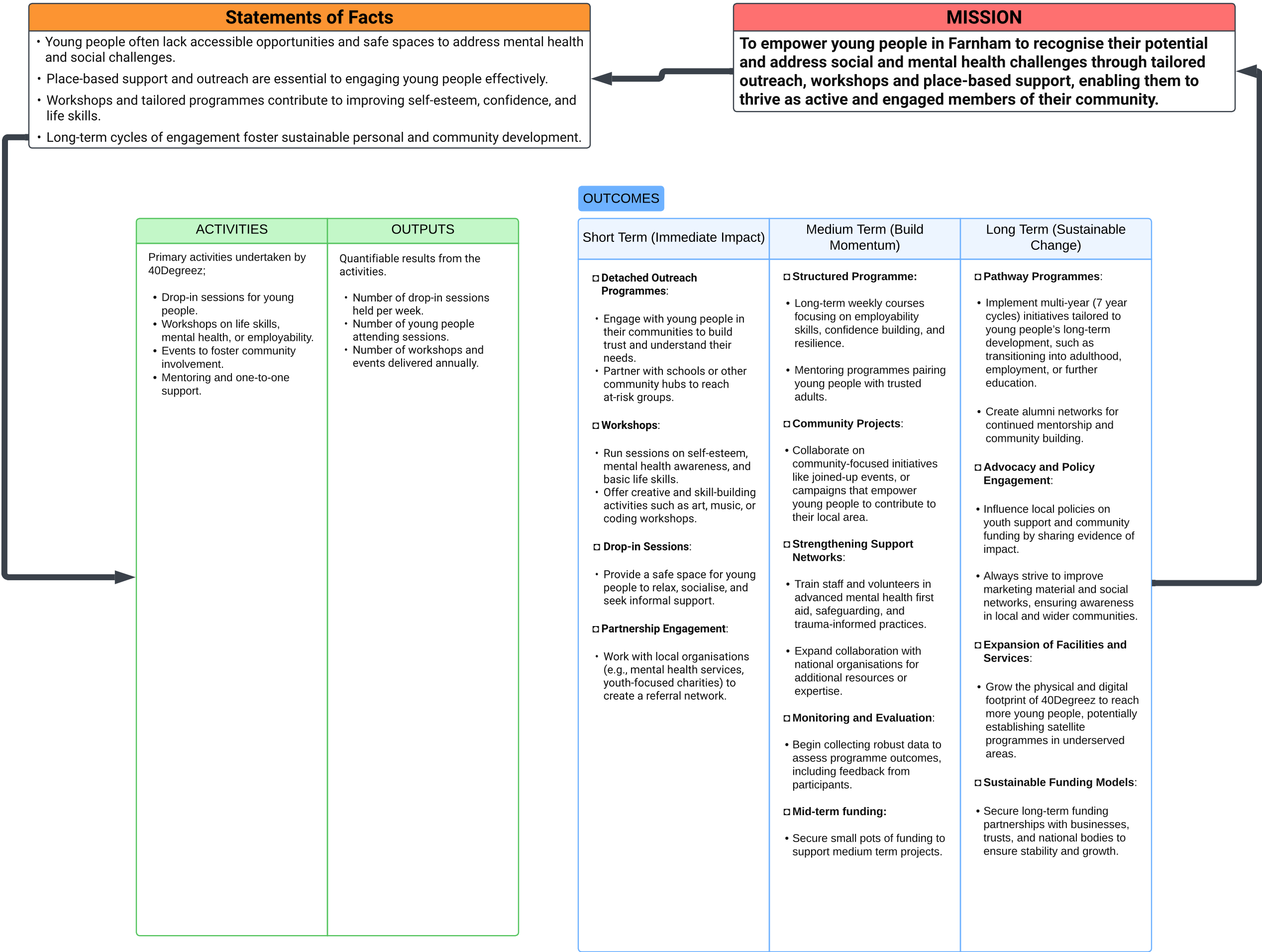


40 Degreez - Theory of Change



KEY ASSUMPTIONS	AREAS FOR DEVELOPMENT
<div><div>1. Young People's Engagement:</div><ul style="list-style-type: none">Young people will participate in programmes and utilise the safe spaces if they are accessible, welcoming, and aligned with their needs and interests.Outreach and place-based support effectively engage young people who may not otherwise seek help.<div>2. Impact of Support:</div><ul style="list-style-type: none">Workshops and tailored support programmes can improve self-esteem, confidence, and life skills when delivered in a safe and inclusive environment.Consistent access to trusted adults and mentors contributes to young people's emotional and social development.<div>3. Community and Stakeholder Involvement:</div><ul style="list-style-type: none">Local networks and partnerships (e.g., schools, councils, charities) are willing to collaborate and provide complementary resources or services.Families and communities are supportive of young people's participation in 40Degreez activities.<div>4. Relevance of Content:</div><ul style="list-style-type: none">Activities and workshops address the real-life challenges and aspirations of young people, making them relevant and engaging.A mix of creative, recreational, and skills-based activities appeals to a diverse range of young people.<div>5. External Factors:</div><ul style="list-style-type: none">Wider social, economic, and policy conditions remain stable enough for young people to benefit from programmes (e.g., availability of job opportunities for employment-focused outcomes).Funding and resources for the charity remain consistent to sustain long-term activities.<div>6. Mental Health and Wellbeing:</div><ul style="list-style-type: none">Early intervention in mental health challenges increases the likelihood of long-term improvement in participants' wellbeing.Providing a safe, non-judgmental space is essential for addressing sensitive issues like mental health or self-esteem.<div>7. Pathways to Outcomes:</div><ul style="list-style-type: none">Short-term improvements (e.g., increased confidence) will contribute to medium- and long-term outcomes (e.g., re-engagement with education or employment).Skills and confidence developed during the programmes are transferable to other areas of participants' lives.<div>8. Monitoring and Evaluation:</div><ul style="list-style-type: none">Self-reported outcomes from young people accurately reflect the impact of the programmes.Evidence from other youth organisations or academic research supports the assumptions about the link between the activities and the outcomes.</div>	<div><div>1. Programme Design and Diversification</div><div>a. Gap Analysis: Assess whether current activities comprehensively address the needs of all young people in Farnham, particularly those from underrepresented or vulnerable groups.</div><div>b. Customisation: Develop more tailored programmes for specific groups, such as young people with disabilities, those from diverse cultural backgrounds, or those at risk of exclusion.</div><div>c. Digital Reach: Explore online or hybrid programme delivery to engage young people who may not attend in-person activities regularly.</div><div>2. Impact Measurement and Evidence Building</div><div>a. Robust Monitoring and Evaluation: Establish a more formalised system to track participant outcomes over short, medium, and long-term periods. This includes:<div><div>i. Pre- and post-programme surveys.</div><div>ii. Longitudinal studies to assess the sustainability of outcomes.</div></div></div><div>b. Evidence Base: Build or reference academic evidence to strengthen claims about the effectiveness of interventions like workshops, mentoring, and place-based support.</div><div>c. Data-Driven Insights: Use the data collected to refine activities and demonstrate impact to funders and stakeholders.</div><div>3. Capacity Building</div><div>a. Staff Training: Enhance staff and volunteer training in specialised areas like trauma-informed care, cultural competency, and advanced safeguarding techniques.</div><div>b. Volunteer Engagement: Increase the recruitment and retention of skilled volunteers who can bring new perspectives and expertise to the programmes.</div><div>c. Leadership Development: Provide leadership and management training to ensure the organisation's sustainability and adaptability as it grows.</div><div>4. Partnerships and Networks</div><div>a. Stronger Local Partnerships: Build deeper collaborations with schools, local councils, healthcare providers, and businesses in Farnham to:<div><div>i. Increase referrals to and from 40Degreez.</div><div>ii. Access additional resources (e.g., spaces, funding, expertise).</div></div></div><div>b. National and Regional Networks: Leverage partnerships with larger organisations to benefit from best practices, advocacy opportunities, and funding streams.</div><div>c. Private Sector Engagement: Forge relationships with local businesses to create work experience opportunities, sponsorships, and skills-sharing initiatives.</div><div>5. Funding and Sustainability</div><div>a. Diverse Funding Streams: Explore more diverse income sources, including:<div><div>i. Social enterprise activities or charging small fees for specific services.</div><div>ii. Applying for grants from regional or national funders.</div><div>iii. Corporate sponsorships and partnerships.</div></div></div><div>b. Long-Term Strategy: Develop a financial sustainability plan to ensure continued delivery of services despite potential fluctuations in funding.</div><div>6. Advocacy and Community Awareness</div><div>a. Youth Advocacy: Use the organisation's platform to advocate for issues affecting young people in Farnham, such as mental health resources, education opportunities, and social equity.</div><div>b. Brand Awareness: Increase visibility within the local community to attract more participants, volunteers, and supporters.</div><div>c. Community Engagement: Regularly seek feedback from young people and their families to ensure the programmes remain relevant and impactful.</div><div>7. Infrastructure and Accessibility</div><div>a. Facility Improvement: Assess whether the current facilities meet the needs of the young people and consider upgrading or expanding them if necessary.</div><div>b. Accessibility: Ensure all activities and spaces are inclusive and accessible to individuals with different needs (physical, cultural, or otherwise).</div><div>8. Innovation and Future Planning</div><div>a. Exploring New Models: Test innovative approaches to youth support, such as peer mentoring, social prescribing, or creative therapy.</div><div>b. Scaling Up: If successful, consider expanding to neighbouring areas where similar youth support might be needed.</div><div>c. Scenario Planning: Develop contingency plans for challenges like economic downturns, changes in policy, or shifts in community needs.</div></div>