



The Black Prince Trust – Training and Development Strategy

Black Prince Trust - Overview

The Black Prince Trust (BPT) is a not-for-profit charity whose primary purpose is to both manage the Black Prince Community Hub in Lambeth, South London and deliver key social outcomes to the local community. BPT has a 125-year headlease with Lambeth Council to operate the Hub as a community asset and works in collaboration with multiple partners to deliver a range of social outcomes to the local community.

The Hub is an inclusive, inter-generational community centre focussed on creating opportunities in life skills, training, education, healthcare, employability etc for the local population which is in an area of high multiple deprivation. BPT and its partners typically use sport as the platform to engage people (sport for development) however, the Trust uses several different delivery methods to achieve social impact.

The Trust's ethos is to inspire participation, learning and development in a safe and non-discriminatory environment. With the help of partner organisations, the Trust delivers a wide range of sessions and programmes for the community – many of which are free at the point of use.

BPT Community Hub - Facilities

The Hub comprises a 2.5-acre site of first-class sporting facilities, learning facilities and an administration building with office space and a community café. The Hub's sporting facilities include:

Athletics track / two multi-sport pitches / two five-a-side pitches /one large 9-a-side football pitch / boxing gym and exercise studio /gym and fitness studio / The Space (a multi-purpose training and education room) /one large basketball court /one small basketball court/Trim Trail (Outdoor exercise stations) - as well as multiple changing facilities.

BPT - Social Outcomes

The Black Prince Trust is a partnership hub that thrives on working with great sport for development and capacity building organisations, to ensure we are collectively delivering programmes that focus on challenging the wider issues in society. Our 6 social impact strands are:

1. **SOCIAL INCLUSION**
2. **YOUTH INTERVENTION**
3. **HEALTH & WELLBEING**
4. **MENTAL HEALTH**
5. **EMPLOYABILITY**
6. **FEMALE ENGAGEMENT**

BPT – Training and Development Strategy

Overview

A key platform for how BPT delivers social impact is its through our Social Impact Strands. In relation to “Training & Development” BPT has committed to addressing:

- **EMPLOYABILITY** – *‘A set of achievements, understandings and personal attributes that make individuals more likely to gain employment and to be successful in their chosen occupations’*
 - 1) To support programmes aimed at providing 16 – 24 year olds with skills, qualifications and experience to lead to eventual employment
 - 2) Develop a partnership model to enhance employment opportunities for young people including mentoring, work experience and training courses

- **YOUTH INTERVENTION** – *‘Providing young people with positive experiences, positive relationships and positive environments’*
 - 1) Challenging anti-social behaviour including gang culture
 - 2) Providing diversionary programmes and activities in both sport and education to engage and sustain young people in positive activities
 - 3) Offer young people pathways to education, training or employment

It is structured as follows:

1) The guiding principles behind the strategy

- a) Tackling the wider findings from the Race Disparity Audit (revised March 2018) in youth unemployment
- b) London Sport – Building a workforce for the future and Lambeth’s Physical Activity and Sports Strategy 2015 to 2020
- c) Playing to our strengths
- d) Taking a partnership approach

2) Our areas of focus

- 1) **NEET (Not in Education, Employment or Training) Provision** – to work in partnership with charities and organisations that support NEET young people 16-24 in empowering them through education and training to gain employment, vocational training or move back into education

Findings from the publication of the Race Disparity Audit (RDA) showed that young people from ethnic minorities between the ages of 16 and 24 are almost twice as likely to be unemployed (23%) as their white peers (12%) – despite having similar qualifications. Evidence from the RDA clearly shows that while the educational attainment gap between people of different backgrounds has narrowed over time, this has not been reflected in getting jobs.

Within Lambeth 66% of children and young people under the age of 20 are from black and minority ethnic groups (BAME) with 49% from black ethnic groups (www.lambeth.gov.uk). Lambeth’s share of under 20 BAME children and young people is 9% higher than the London average (57%).

As a Lambeth based charity BPT is strategically placed to directly address the inequalities around youth unemployment that effects our young people today and to build a brighter future for our young people of tomorrow, so they can achieve their full potential.

- 2) **Coach & Workforce Education** – providing opportunities for the whole community to gain national governing body (NGB) qualifications and sport related CPD opportunities.

London Sports vision is to make London the most physically active city in the world. To support this vision London Sport produced a strategy document – “Building a workforce for the future”. BPT believes that The Hub is in a unique opportunity to be able to support workforce development by empowering and upskilling local community champions leading towards sustainable physical activity.

The role of the workforce*

The physical activity and sport workforce can support Londoners to more active in a variety of ways. The most important characteristics identified by Londoners for the physical activity and sport workforce are:

- Motivation for those that lack self-motivation
- Ability to adapt to customer needs
- Encouragement in building confidence

*UK Coaching, Coaching in the UK. The Coaching Workforce Statistical Report, 2017

Current Workforce picture*

- 68% of Londoners feel that the traditional workforce which delivers physical activity and sport in London meets their current needs – this drops to 52% for inactive Londoners
- 38% of traditional workforce in London see working with inactive people as their role
- 22% of the traditional workforce in London feel confident that their approach would work effectively for inactive people

*Sport England Active Lives survey, 2017

The Hub can offer:

- Discounted facility hire to National Governing Body’s (NGBs) and organisations delivering workforce development courses
- Volunteering opportunities for the workforce to gain valuable experience as part of their continued professional development
- Opportunities for local young people to explore careers in sport and gain employment experience by our “Young Sports Ambassador” programme

- 3) **Professional Development** – hosting of continued professional development (CPD) courses to upskill the workforces within the charity and 3rd sector organisations.

Lambeth Physical Activity and Sports Strategy 2015-2020

Looking locally the Lambeth Councils Physical Activity and Sports Strategy 2015-2020 references “developing the skills of Lambeth’s people to provide physical activity and sport opportunities”. The actions Lambeth have stated include:

- Deliver training and volunteering opportunities for priority groups, to develop trainer, coaches and officials.
- Map the current local providers of physical activity and sport training, help recognise and co-promote the wide range of opportunities available locally
- Work with providers to adopt the London Living Wage, as a minimum level of pay for directly employed staff
- Develop staff and volunteer training programmes which also support increasing participation in physical activity and sport for our priority groups.
- Identify and develop community volunteers and champions to increase activity within facilities, programmes and raise local awareness, building on the West Norwood Health and Leisure Centre volunteers scheme
- Work with schools to support career development, advice and training for young people, particularly those not in education, employment or training (NEET).

Taking a partnership approach

To maximise the effect of the strategy BPT will take the joint delivery model approach and work with specialist organisations from the fields of workforce development and NEET provision. BPT is currently working in partnership with regional and national organisations including Streetgames, CenterPoint Sport, Fight for Change and The Princes Trust to maximise the opportunities for our community to gain the training and support they need to move into sustained employment, education and vocational training.



Partnered organisations will lead on the recruiting of young people and community members onto the identified programmes with BPT, supporting with onsite awareness and facilities to make the opportunities affordable and reachable to the community around The Hub.

BPT is committed to supporting local and pan London strategies for workforce development and NEET provision to expand on our offer and to make sure BPT is meeting the complete needs of our community. This will require us to work in partnership with charities, 3rd sector organisations, National Governing Bodies and colleges that can bring a track record of success supporting professional and personal development.

Playing to our strengths

BPT is uniquely positioned to contribute to the building a willing and qualified workforce to give the local community a positive and professional experience of becoming active.

- An inspiring physical asset that can engage local people from all backgrounds to become physically active
- BPT delivers and facilities a wide range of community sports activities that engage both local and pan London members of the community
- BPT can offer NGBs and sports training providers space to deliver sports related qualifications at affordable prices or at no charge
- BPT's unique partnership model is a major asset. BPT provides an enormous range of activities and has the ability to reach a large and varied audience (all ages, all abilities, from the TMO through to Sports for Development groups)
- Practically, BPT offers a variety of large, flexible meeting space in central London (convenience and equality of access) with capacity to host large meetings at convenient times (evenings and weekends). This is in short supply in Lambeth and Southwark

BPT Training and Development Strategy – Next Steps

To drive the above strategy forward BPT intends to focus on the following areas:

- Showcase the enormous value BPT can bring to the local community and local stakeholders and increasing awareness that BPT exists as a major community asset
- Raising awareness of BPT's training and development strategy and that we are "open for business"
- Engage with existing and new partners in the delivery of our strategy and on-site programmes
- Collecting and measuring data and qualification attainment in both NGB qualifications, national recognised qualifications and outcomes into employment, education or training via our already existing M & E system "Upshot"