



The National Lottery Community Fund



RUBIC- Annual Report 2019 – 2020 (Year 3)

What has been achieved?

Successful outputs and outcomes.

The RUBIC project has reached all its output targets and many elements have exceeded those targets.

The evidence collected shows that the desired outcomes have been achieved including:

- Young people and adults feel safer and less isolated.
- Young people and adults have increased confidence, self-esteem and self-worth.
- Young people and adults feel that as a result of having been part of the project, they have increased resilience and coping strategies to deal with difficult situations.
- Young people and adults report having a better understanding of 'people not like us.'

Partnership working and building relationships

The key to achieving the RUBIC outcomes has been the unique bringing together of a range of interventions through the partnership of four organisations.

Over three years there has been a significant journey for all partners in learning to work together and in developing a project approach rather than a siloed approach.

The building of relationships with local groups, individuals and organisations through our community engagement work. This has been an achievement in an area where very little of this kind of work exists.





The National Lottery Community Fund



Conversations and consultations

What matters to local people has been community led. An example of this has been the issue raised by parents at one primary school around the new Relationship and Sex Education curriculum. The school asked RUBIC to convene some Safe Space Conversations for parents and staff (separately) so they could have a space to air their feelings, concerns and objections. This led to all participants feeling that they had been listened to and has started a process of dialogue.

'Happy Group'





The National Lottery Community Fund



The weekly group for unaccompanied young asylum seekers and refugees is established, thriving and has filled a gap responding to the original consultation which identified this need for young people in the City.

In December 2019, the project had a Clinical Psychology student from the University of Sheffield, attending Happy Group in order to undertake a service evaluation as part of her university course. This included coming to the group every week to build relationships with the young people.

She then conducted semi-structured interviews with 11 group participants and volunteers who were all refugees and aged between 15 and 28 years old. A thematic analysis of the data identified five main themes: *diversity*, *feeling good*, *safe place*, *learning and expansion*.

Her findings were:

- *Diversity* reflects the benefits participants reported as they could meet people from different backgrounds, cultures, religions and ages which enabled them to build confidence talking to a range of people.
- Happy Group was described as a family, where participants valued having fun and feeling a range of positive emotions, captured in the theme *feeling good*.
- Happy Group was a *safe place* young refugees and asylum-seekers could go to relax and was a safe alternative to being on the streets.
- Participants valued *learning* and improving their skills in the group.
- Participants wanted the group to *expand* in terms of the range of activities available and an increased number of group attendees.



The National Lottery Community Fund



Young Community Leaders

This training for young people at both primary and secondary age, has produced evidence that their knowledge, skills, understanding and confidence has increased, and the impact has been profound.

The culmination of their learning led to the Young Community Leaders peer evaluation event, attended by approximately 25 young people and adults and took place in November 2019 at Parkwood school. This event was led by four of the YCL who had received specialist training in peer evaluation. They designed the event as a way of gathering evaluation evidence on RUBIC outcomes and ran it themselves. The event was also attended by other YCL's, members of Happy Group as well as partners and stakeholders in the project.



'The planning and delivery of the workshop was led by the four Young Community Leader / peer researchers who, with RUBIC staff designed and delivered a complex and engaging programme based on sound research ethics. The event explored the adult and children experiences of their communities, the pressures they face, and the impact of RUBIC on their lives. The researchers spent two hours working through activities which saw participants remain articulately engaged and attentive, offering honest insights about their lives and their communities. The Young Community Leader peer researchers modelled behaviour which some grown-ups could learn from.'

(RUBIC Third Evaluation Final Report, Dr. Richard Slade, March 2020).



The National Lottery Community Fund



Awareness Raising and Schools of Sanctuary

Three primary schools have become 'Schools of Sanctuary' and evidence shows they have embedded their learning and activity through RUBIC throughout their school community.

Awareness Raising activity has been remarkably effective in terms of exceeding targets, reaching large numbers of adult and children participants, and leaving a legacy of RUBIC impact which other project elements have built on.

'The impact of Awareness Raising was conveyed in self-evaluations which revealed a strong sense of empathy for and willingness to reach out to asylum seekers, essential elements of cohesion. Teaching staff reported that as a result of sessions, children were thinking about and behaving differently towards migrants.'

(RUBIC Third Evaluation Final Report, Dr. Richard Slade, March 2020).

"I learnt about the difference between refugees and asylum seekers and more about the process and pitfalls of the system. I think my school could be friendlier and more welcoming by being more aware of differences in cultures."

(Year 6 pupil, Hatfield Primary School).

"People in Uganda go to prison just for talking about human rights, after I have heard the refugee stories I will fight to be what I want to be."

(Year 5 pupil, Hatfield Primary School).



The National Lottery Community Fund



Conflict Resolution and Community Mediation

30 community members have been trained as Community Mediators and evidence collected demonstrates how they have reported increased confidence in dealing with conflict in themselves and others, been able to transfer the skills learnt into both their personal and professional lives and how the training has led to an increased understanding of 'others who are not like me'.

In his final evaluation report, Richard Slade, who has been undertaking an external evaluation of the project over the last year, noted,

'more harmonious cohesion was evident in Community Mediation training. It was heartwarming to hear participants felt cohesion had improved. It is possible that this view might be influenced by the sense of personal well-being which had been developed through engagement with RUBIC, leading to a more positive personal view of localities.'

"The mediation training gave me the chance to meet other workers and discuss different aspects of the community, especially how there have been fewer incidents in our area. I also feel that recent politics have raised concerns about people from different backgrounds; in conversations it appears the community are worried about the implications of this, but this training has meant we're more confident and able to communicate with people 'not like us'.

(Community Mediation participant, Year 3).

What has the learning been?

That 'cohesion' is not always understood and can be interpreted differently. Just using the word does not explain what RUBIC hopes to achieve and we need to find better ways, more succinct ways of describing the project.

It takes a lot of time to build relationships and engage people in activity. This means that this time must be built into the process model.



The National Lottery Community Fund



The partnership works. Although it took time for us to work out how it works best, the combined power of the partners and their interventions is what has created the impact of the project.

We need to get better at 'integrating' people that engage in the project, bringing different groups together to share learning, find out more about each other and plan activity together.

Often once the intervention is over then it has been the end whereas our model needs to then have an additional stage which works with people on 'what next?'

There is a lot of interest in our model of partnership working (we have had some international interest) and we need to have the capacity to better promote this.

How have people been involved in leading the direction of RUBIC?





The National Lottery Community Fund



RUBIC has undertaken a range of consultations, conversations, evaluation activities and impact events as a way of including participants in the design of the ongoing project. This has included:

Ongoing evaluation of activities in RUBIC in which people have identified their own cohesion issues and have highly valued the project's flexibility.

Case Studies of those who have undertaken Community Mediation training which outlines the impact and learning as well as what they would like to see as the next stage for this area in the project.

An evaluation event run by four young Peer Evaluators. The young people had been trained and designed the evaluation session to capture both the impact and future ideas for progress.

A small group of the trained Community Mediators from RUBIC recently took part in an advanced three-day training course. This was designed to extend their skills but also worked with them on identifying how their skills could be better used in their own communities.

We carry out regular and ongoing evaluation with young people involved with RUBIC who lead on decisions affecting the content and direction of Happy Group and other young people's work.

All school leads have been asked about how they see RUBIC meeting their needs in the future.

The external evaluator has met with beneficiaries and leads within organisations and has fed the feedback from this into his evaluation reports and recommendations.



The National Lottery Community Fund



What do we consider to be unique/amazing about our project?

The RUBIC model compliments and challenges structures already in place. Schools tell us, for example, they cannot teach the lived experience of those asylum seekers and refugees who share their lived experience.

There are a number of projects and services supporting the refugee and asylum seeking community directly but very few that are working with the communities that receive them to hear about their experiences of connection and offer a toolkit to help improve that connection.

RUBIC is working with the full age range of 11 - 90+, mixed ethnicity and mixed gender.

Through the use of peer evaluation, people feel they are really listened to.

RUBIC is focused on a specific geographic area and concentrates on impacting the few and not the many.

RUBIC has a unique mix of interventions and activities using the expertise of all four organisations. It is then able to build on this by responding to the needs of the individual or organisation by providing the interventions which will best meet the need.

RUBIC has created two models of interventions: one for adults and one for young people. Both models are responsive by offering 'choose your journey', starting with engagement and moving through the chosen interventions.



The National Lottery Community Fund



RUBIC Outputs, 2017 – 2020 (as of 1 May 2020).

Year 1

Safe Space Dialogues:

Expected:

Achieved:

4 SSD for between 48 and 60 people.

4 SSD for 42 people.

Community Mediation:

Expected:

Achieved:

1 course for 8 – 10 people.

1 course for 11 people.

Happy Group and New Arrivals:

Expected:

Achieved:

30 sessions for 20 – 30 young people.

unrecorded number of sessions and engaged 17 young people.

Young Community Leaders:

Expected:

Achieved:

No courses.

1 course for 17 young people.

Awareness Raising workshops:

Expected:

Achieved:

6 awareness raising workshops for 150 young people.

3 assembly sessions to 1,128 young people, 50 staff and 40 Parents

1 school achieved 'School of Sanctuary' status.



Year 2

Safe Space Dialogues:

Expected:

Achieved:

6 SSD for between 72 and 90 people.

8 SSD for 60 people.

Community Mediation:

Expected:

Achieved:

2 courses for 16 – 20 people.

1 course for 13 adults.

1 combined course with Young Community Leaders to 12 young people.

Happy Group and New Arrivals:

Expected:

Achieved:

40 sessions to 20 – 30 young people.

39 sessions to 32 young people + additional days out.

Young Community Leaders:

Expected:

Achieved:

2 courses for 24-32 young people.

2 courses for 27 young people.

Awareness Raising workshops:

Expected:

Achieved:

6 awareness raising workshops for 150 young people.

16 awareness raising sessions in 6 schools to 993 young people and 82 staff.

2 schools achieved 'School of Sanctuary' status.



The National Lottery Community Fund





Year 3

Safe Space Dialogues:

Expected:

Achieved so far:

Community Mediation:

Expected:

Achieved so far:

Happy Group and New Arrivals:

Expected:

Achieved so far:

Young Community Leaders:

Expected:

Achieved so far:



The National Lottery Community Fund



6 SSD for between 72 and 90 people.

4 SSD for 30 people.

1 course for 8 – 10 people.

1 x 2 hr. conflict resolution workshop for 12 school support staff.

3 x day Advanced Community Mediation training for 6 people.

1 x 2 hour online 'Taster' session for 6 people

1 online course for 5 people (12 hours of training).

40 sessions to between 20 and 30 young people.

43 sessions to 49 young people and 7 young volunteers.

5 Happy Cruise Dance sessions to 30 young people.

12 additional visits, trips and workshops.

1 x Happy Group led workshop at Sheffield Hallam University involving 3 Happy Group members and 10 University students

2 online Happy Group sessions during lockdown

2 courses for 24 – 32 young people.

1 course for 11 young people.



The National Lottery Community Fund



58 hours of YCL PHSE content to approx. 190 young people at Parkwood Academy.

2 additional YCL visits and trips.

1 x 1 hr. workshop by 7 young people for 12 professionals as part of Cohesion Sheffield conference.

20 hours of Peer Evaluation training to 4 young people.

1 x Peer Evaluation event for 2 hours, led by 4 young people and attended by 22 people.

1 x online session during lockdown

Awareness Raising workshops:

Expected:

Achieved so far:

6 awareness raising workshops to 150 young people

3 assemblies to 508 young people and 5 classroom workshops to 176 young people.

1 school achieved 'School of Sanctuary' status.

TOTALS over 3 years.

Safe Space Dialogues:

The total target number of people we were aiming to engage in SSD over the three years was between 192 and 240 and so far, we have engaged 132.

Community Mediation:



The National Lottery Community Fund



The total target number of people we were aiming to engage in Community Mediation training over three years was between **32 and 40** and so far, we have engaged **38 adults + 12 young people**.

Happy Group and New Arrivals:

The total target number of young people we were aiming to engage in the groups were between **30 and 45 young people** and so far, we have engaged **49 young people and 7 young volunteers**.

Young Community Leaders:

The total number of courses we were aiming to deliver was **4 courses** to a total of between **48 and 64 young people**. So far, we have delivered **3 courses** for **44 young people**.

Awareness Raising Workshops:

The total target number of sessions we were aiming to deliver was **18 workshops** to **450 young people**. So far, we have delivered **26 sessions** to **2,805 young people, 134 staff and 40 parents**.
4 schools have achieved 'School of Sanctuary status'.
