



**action on
disability**



Youth Service Theory of Change

Activities	Mechanisms/Themes	Outcomes	Impact
<p>AoD Youth Service, led by a youth board and through creative partnerships, offer a wide range of inclusive, accessible, dynamic projects including junior clubs, youth clubs, holiday programmes, DofE, volunteering and arts-based projects.</p>	<p><u>Inclusion</u> Young people have access to activities and wider community opportunities in a safe environment.</p> <p><u>Informal Learning</u> Young people are positively challenged to develop new skills and knowledge through a variety of different themed workshops and forums.</p> <p><u>Personal/individual</u> Young people are listened to, respected and supported. Their needs will be acknowledged and catered for.</p> <p><u>Development</u> Young people have access to wider community advice, information and guidance and appropriate professional networks.</p>	<p><u>Knowledge and skills</u> Young people will;</p> <ul style="list-style-type: none"> • Have greater interpersonal skills • Have increased awareness of healthy life choices and well-being. • Have acquired practical life skills • Have improved employability skills • Have increased creativity • Have accredited learning outcomes <p><u>Attitude and Behavior</u> Young people will;</p> <ul style="list-style-type: none"> • Have a positive perspective of disability. • Have confidence to access their communities and their wider communities. • Have a greater understanding of social and professional responsibility • Have increased self-esteem and emotional resilience. • Make informed decisions • Have enhanced self-awareness and an awareness of others. <p><u>Personal and social</u> Young people will;</p> <ul style="list-style-type: none"> • Have increased independence and economic well-being. • Have gained peers support and friendships • Have a greater sense of belonging and contribution. • Have improved well-being 	<p>Young disabled people are thriving as equal members of their communities and will continue to achieve their full potential.</p>

Accountability line

AoD Youth Service Theory of Change

Who we are?

Action on Disability (AoD) is a disabled people's led organisation (DPO) that is working to ensure the full equality of all disabled people. We do this through running services that support disabled people to make choices they are in control of, create opportunity and promote independence. We play an influencing/campaigning role to ensure society understands and works to remove the barriers that disable individuals.

AoD adheres to the social model of disability which views disability as a social construct. We see disabled people as "disabled" by society and the multitude of barriers that they face which may include environmental, attitudinal, and economic etc.

AoD Youth Service works with young people of all abilities aged between 11 and 25. Our main aim is to remove barriers that are faced by young disabled people so that they can take part in activities of their choosing and support them to reach their full potential. We are also strong advocates of inclusion and actively create partnerships and projects where disabled young people can participate equally.

We run dynamic and creative youth activities, the Duke of Edinburgh Award scheme, volunteering and holiday programmes to provide a space where young people can come together, make new friends, step out of their comfort zone, and challenge themselves, learn new skills and have lots of fun!

What is our theory of change?

AoD's youth service has created a theory of change to highlight the impact of the work that we deliver with young disabled people, and be able to clearly define what we do, how we do it, and how it can be measured.

1. Activities

Activities outline the structure of the youth service and what is delivered.

2. Mechanisms

Our mechanisms are a breakdown of how our activities engage with young disabled people. It provides four clear themes that we incorporate in our approach when engaging with young disabled people.

3. Outcomes

Our outcomes describe what young disabled people get out of our service. This is where we see the results of young disabled people's engagement with our service and our activities.

4. Accountability

This is where we set realistic SMART targets to achieve the results set out in our theory of change and reflect on how we are ensuring that we do what we say we do. It also looks at how we capture and evidence outcomes from young people and their journey with us.

5. Impact

Our impact describes the effect and influence that we aim our service to have in the lives of young disabled people, and the message we aim to share with the young people we work with, our partners, and the wider community.

1. Activities

AoD Youth Service, led by a youth board and through creative partnerships, offer a wide range of inclusive, accessible, dynamic projects including youth and junior clubs, holiday programmes, DofE, volunteering, arts-based project, and sports and wellbeing projects.

Junior Club

Our weekly, term time Friday Junior club is for 11 to 16-year-olds and is delivered from the Lyric Hammersmith from 4pm – 7pm. We aim to create a safe and supportive space where young people can be themselves, spend time with their peers, make new friends and learn new skills. We offer a varied programme of fun activities which are chosen by the young people, including hip hop dance, yoga, multi-sports, non-contact boxing, circus skills, photography, and drama.

Youth club

Our weekly term time youth club is for 16 to 25-year-olds and is delivered on Thursdays from Action on Disability from 4pm to 7pm. The youth club provides a fun and vibrant space where young people can develop safe peer relations, take part in activities, and have fun. We deliver sports, performing arts and other activities. Young people who access this project tend to be 16 years and over, so we also deliver workshops relative to their needs and wants that help raise awareness of issues that might impact on their lives. This might include healthy relationships, bullying and crime etc.

Holiday programme

We run holiday projects during the April and summer holidays, October and February half term breaks. The holiday projects are very popular with our members and provide a wonderful opportunity for young disabled people to access fun and social educational activities at critical times for families. All our holiday projects include a range of different activities that encourage young people to gain a new skill, develop important knowledge, or simply enjoy themselves. On any typical day during holiday delivery we might see up to 50 different young people, so it does provide a great opportunity for young people to socialise and build important friendships in a safe space.

Our holiday projects are delivered with support from our extensive network of partners, which is supported through membership of London Youth and Young Hammersmith & Fulham Foundation (YHFF). They might be specialists who deliver different specific activities and workshops. This can also encourage young people to engage with various other organisations within the community and across London. Some of these organisations include Lyric Hammersmith, Dance West, The Science Museum, or Octavia Foundation to name just a few. This also means that organisations like these are engaging with young disabled people which encourages confidence to welcome everyone as equals. It also means that young disabled people are taking part and enjoying opportunities that they may not ordinarily access.

Duke of Edinburgh Awards

AoD Youth Service are a directly licenced centre that offers the Duke of Edinburgh Awards scheme (DofE). The DofE acts as an effective way for young disabled people to engage in a nationally recognised programme that encourages them to not only build confidence, but also learn vital new skills. Many young people who do the DofE see it as a platform to push themselves to the limits and appreciate the importance of hard work and dedication. While most of the DofE is fun, it takes a lot of commitment and determination as each level requires goal setting and assessment. Upon completion of the DofE scheme, participants are invited to Buckingham Palace to receive their medal, certificates and to meet with very well-known celebrities and members of the Royal Family.

Arts based projects

Dance

AoD Youth Service partners and supports an inclusive dance project called “Move it Mondays”. This is an inclusive offer for young people aged 8-26 years, which is delivered every term time Monday at the Lyric Hammersmith. The project is managed and delivered by Dance West

The project has been running successfully for many years and young people have had the opportunity to perform in front of their friends, family, and the public on the main stage of the Lyric Hammersmith. They have also performed at the Joy Festival (H&F Arts Fest) and the Ignition Dance Festival organised by Dance West.

Music

AoD Youth service has a long history of delivering high quality, exciting, inclusive music projects for disabled and nondisabled young people aged 11 to 25 at the Lyric Hammersmith. This provides the opportunity for young people to develop their music skills by creating and performing bands, access one-to-one music sessions and to explore their musical expression and interest further. This is a partnership between Lyric Hammersmith and AoD and we continue to aim to secure further funding to continue delivery.

Performing Arts

AoD Youth Service has worked in partnership with several different performing arts companies including Lyric Hammersmith to provide all young people with an opportunity to create, produce and direct live theatre pieces. Historically this work has been funded through different sources including the Arts Council and London Youth. We continue to aim to secure further funding to continue delivery.

Volunteering scheme

AoD Youth Service offer the opportunity for young people aged 16+ to volunteer within our Youth Service and get a feel for the working environment. The aim is to allow disabled and non-disabled young people to gain experience and skills within a professional working environment. It allows them to build on their confidence and motivates them to become more work ready. All our volunteers go through a recruitment process that includes an induction, training, DBS procedure and an application form. This aims to encourage young people to become more confident in the recruitment process.

2. Mechanisms

Inclusion

‘Young people have access to activities and wider community opportunities in a safe environment’

AoD Youth Service consult with young people to develop and deliver projects that encourage voluntary participation. We will develop and maintain partnerships that enable disabled and non-disabled young people to engage in projects together. We will work with other organisations to improve access and young people’s ability and confidence to engage in wider opportunities.

Informal learning

‘Young people are positively challenged to develop new skills and knowledge through a variety of different themed workshops and forums’

We will engage with wider organisations, partners and networks to provide tailored and specialised workshops focusing on a range of topics that young people have highlighted as important to them or have a direct impact on their lives. This will raise the young people’s awareness on a range of different important topics.

We will also provide workshops and opportunities that will help young people to develop skills in a variety of areas. Through participation and collaboration with their peers and our projects, young people will learn lifelong skills that will enhance their self-development.

We will also engage young people in the process of learning about their rights and the social model of disability so that they feel empowered to challenge the barriers that they face daily.

Personal/individual

‘Young people are listened to, respected and supported. Their needs will be acknowledged and catered for’

Building trusting relationships with young people and taking the time to really understand their needs is central to our approach. We will ensure that we are positive role models and act with integrity whilst supporting young people to shape their experience within our service.

We will liaise with key individuals within young people’s lives to get a whole picture of who they are and how best to ensure that they reach their full potential. We will endeavour to adapt our approach towards each young person to ensure that they are able to access all aspects of our projects. We will provide safe spaces where young people feel comfortable to be themselves and are respected.

Development

‘Young people have access to wider community advice, information and guidance and appropriate professional networks’

Through networking and research, we aim to build good relationships with other organisations that our young people can access. We will respond to young people’s aspirations and signpost them accordingly.

Communication and information sharing are vital in ensuring that our young people’s needs are acknowledged by all professionals in their lives and to ensure that community organisations are up to date with our services and activities.

3. Outcomes

The list below is a general overview of what young people may gain through accessing our services. Please note that there may be significant outcomes for some young people that are not listed here. It is important to acknowledge this as we are a pan disability organisation so each young person will have a different journey based around their needs and interests.

Knowledge and skills

Young people will;

- Have greater interpersonal skills
- Have increased awareness of healthy life choices and well-being.
- Have acquired practical life skills
- Have improved employability skills
- Have increased creativity
- Have accredited learning outcomes

Attitude and Behaviour

Young people will;

- Have a positive perspective of disability.
- Have confidence to access their communities and their wider communities.
- Have a greater understanding of the social model of disability and their rights
- Have increased self-esteem and emotional resilience.
- Make informed decisions
- Have enhanced self-awareness and an awareness of others.

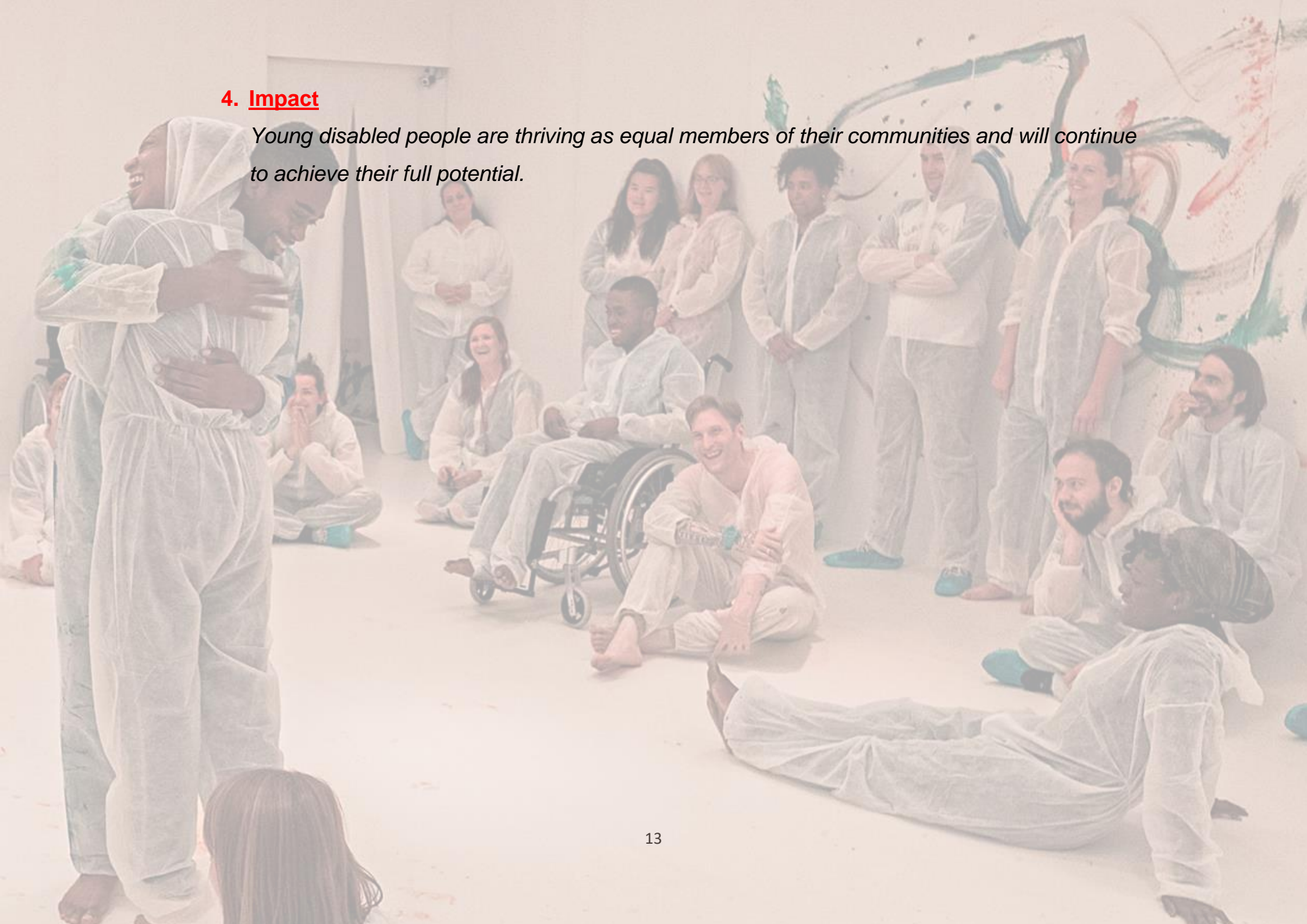
Personal and social

Young people will;

- Have increased independence and economic well-being.
- Have gained peer support and friendships
- Have a greater sense of belonging and contribution
- Have improved well-being

4. Impact

Young disabled people are thriving as equal members of their communities and will continue to achieve their full potential.



action on disability

Youth Service

h&f
hammersmith & fulham



WELCOME
TO ADDISON
YOUTH



JOHN LYON'S
CHARITY




DE | THE DUKE OF
EDINBURGH'S AWARD

Lyric



 **LY** London
Youth


YOUNG HAMMERSMITH
& FULHAM FOUNDATION