

## **Report Statement**

### **Report Purpose:**

ROAR Grant Application over £2000

### **Author:**

Town Clerk and Assistant Town Clerk

### **Background**

ROAR (Reach out and Recovery) is a non-for-profit Community Interest Company and we have been established in Cheshire East for 10 years, supporting those with addictions.

### **Proposal**

ROAR have supplied the following information inline with the Grants over £2000 policy. They are asking for £8,308.80.

Safeguarding policies have been supplied to the Town Clerk.

## Grants application Town Council: Reach Out and Recover

### **Type of Organisation:**

Reach Out and Recover is a non-for-profit Community Interest Company and we have been established in Cheshire East for 10 years.

We are built on the ethos of helping people to see the person and not the addict/label or stereotype. Furthermore, to support people to overcome traumatic and/or unpleasant life challenges, through love, care, and structure.

### **Our main mission:**

For people in our care to feel like a person and not a label.

To remove the stigma, judgement and aging stereotypes by people seeing the person and not the addict.

With this innovative approach, we bring the whole community together through our principle of love, unity, hope and most importantly, action. Subsequently, we aim to inspire people and their families to live thriving and fulfilling lives rooted deep within the community and its shared values. Our core values include love, Respect, Honesty, Compassion and Faith.

### **How do we achieve this:**

We provide 24-month residential support for those people who may be lost in addiction, in-life, fighting childhood trauma, homelessness and/or mental health and domestic violence.

We support people to believe, achieve and succeed.

### **Our goal:**

Is that by completing our program, people will discover themselves and achieve lasting health, both physically, mentally, emotionally and spiritually.

### **As an organisation:**

We believe in Community Assets, and we welcome volunteers to participate in the work we do, including those who have successfully completed our program. Currently we have 22 volunteers and 11 paid staff within our organisation many of whom came through our program and lived experience is their biggest asset.

As an organisation we accept self-referrals, and referrals from other organisations such as social services, prisons, probation, community drugs teams, hospitals to name a few.

As an organisation we believe in quality assurance and collate data for our outcomes and personal experience.

### **Our Project**

**NLP: Neuro- Linguistic Programming** At Reach Out and Recover we believe in doing things differently and would like to add NLP to our program as a regular therapy to be accessed by those within ROAR providing another tool to help people from rebuild their lives from addiction, chaotic lifestyles and crime, Those that join access the project can gain qualifications and can then in turn deliver the project to the young people with our Youth Justice program Ravens Roots.

We all use language to ourselves all the time. We perceive the world through our senses and the language we use to describe those perceptions. We perceive the world from our own unique and different perspective. This is why eyewitnesses can have such different perceptions of the same incident.

NLP therapy intervenes in the self-talk language used by the client and the therapeutic work with clients is largely silent on their part! Why? The clients are led to the places where they need to go to make their own changes. This is a talking therapy which is internal. The changes are created in every neuron in their body, instantly. And powerfully. And permanently, by the new and powerful language they say to themselves.

The therapist will start by assessing the current thoughts, emotions, behaviours, and goals for each individual person, this will help them understand the unique situation and develop a personalised therapy plan.

#### **Identifying patterns:**

The therapist will help the individual identify any negative thought patterns, beliefs, and behaviours that are affecting their well-being and how they behave within daily situations.

#### **Reframing and refocusing:**

The therapist will use NLP techniques such as reframing and refocusing to rewire the individuals' neural connections and replace negative thoughts and behaviours with positive ones.

#### **Practising communication skills:**

The therapist will teach communication skills, such as active listening and assertiveness, to help the individual communicate more effectively and build stronger healthier relationships.

#### **Setting goals:**

The therapist will help set realistic and achievable goals for personal growth and well-being. Review and evaluation: The therapist will regularly evaluate the progress and adjust the therapy plan as needed.

#### **How NLP Can Help Addiction:**

The substantial benefits of Neuro-Linguistic Programming for addiction stem from emotional strength. Addiction can make you feel helpless, and that feeling of hopelessness can undermine the steps you take toward Recovery. NLP helps you build resilience, so you don't get whiplash from the emotional roller coaster.

#### **Dual diagnosis:**

Is common with addiction. A co-occurring psychological or psychiatric disorder complicates treatment. NLP is a versatile framework you can apply to almost any problem in life, and that includes dual diagnosis. Addiction involves complex emotional reactions. NLP helps break down each behaviour into digestible pieces so you can address the root cause and form a step-by-step plan to cement change.

#### **Location:**

The Project will be carried out at Ravens Nook Eco Therapy Centre and in a hired community space.

### **Examples of a few sessions**

- Create the feeling of being totally confident on demand. Learning the skill of anchoring a positive powerful feeling. And stacking anchors. Timeline therapy used here. Learn how to use this skill in a job interview.
- Cutting energetic ties with people, past events and past situations.
- NLP goal setting ... using timeline therapy to set and achieve your own goals.
- Tonalities ... how to have complete control over your tone when you speak. This will pay dividends, not only when you speak to others, but also when you do your inner self-talk.
- Discover how you and others perceive the world differently through your senses and past experiences. How this impacts your current behaviour and how to change it, permanently.
- Create and perform a speech using some straightforward guidelines. Use your tonality skills and confidence anchors to deliver a speech to others.
- Eye accessing cues ... learning how you use your eyes in forming language, spoken aloud or as self-talk.
- Empathy training just by using your eyes! Feeling other people's emotions by closely observing their body language.
- Time ... how our perception of time influences our daily life. And how to perceive it differently to feel either in zen mode or dispassionately well organised.

### **Who will be delivering the project:**

Robert Comer: level 3 qualified personal trainer, Usui Reiki master/teacher, mindset coach and master performance coach. He has coaching mindset for 12 years been using NLP techniques.

### **The Project will be delivered:**

Twice a week from 10am until 4pm. This project will run for a year and make available 576 hours of therapy to be accessed for 80 people over the year. Each session will hold up to 10 people in a session.

### **The target groups:**

Those that have suffered addiction and are within Reach Out and Recover Residential Therapy and young people enrolled by the Youth Justice program. The project will be available for up to 20 people every 12 weeks: this project has the capacity to benefit 80 people directly in a year and more people indirectly with delivery of the project. The indirect benefits are the families, communities, and the possibilities to challenge the intergenerational transmission of offending, by working with a generation to help the next.

### **Youth Justice:**

We work with several Children from Youth Justice in a program called Ravens Roots, Appendix 1 which is our intervention program. This is based on a Buddy Scheme to engage young people with lived experience. Our buddies that complete the Reach Out and Recover program and gain the qualification provide NLP to the young people as part of Ravens Roots.

### **How have we identified the need for this project?**

Reach Out and Recover offers a 2-year residential program for people who primarily have been in addiction; however, there is often a dual diagnosis.

At Reach Out and Recover we believe addiction is a symptom of something that has happened in a person's life. Sadly, a lot of people who come through Reach Out and Recover have suffered some form of childhood adversity, resulting in addiction, mental health, toxic relationships, and domestic violence.

We know the challenges faced by those who have experienced trauma and suffer mental health can be complex, multifaceted, and diverse.

At Reach Out and Recover we believe in doing things differently and giving people the opportunity to change their lives with as many different therapeutic ways as possible. We ran a pilot project with Therapist Rob Comber for 6 months and we had the most outstanding results. See attached appendix 2 and 3.

We work alongside the Police: Probation, Integrated Offender Managers and they have cohorts within ROAR who have taken part in this pilot project. (See attached appendix 4.) Social Services, Schools, Mental Health Teams,

We know that if you can break the cycle of addiction and criminal behaviour in a placement like Reach and Recover as you have the opportunity to work with the individual and change the behaviours and thinking patterns through therapy, we are aware of intergenerational transmission of offending as children see the patterns of addiction and offending. However, we believe that this can be mediated by intervention and reduce the risk intergenerational transmission when children see their parent's change.

**The Project aims to deliver:**

- Sustain and promote a timetable of therapy and wellbeing.
- To expand the capacity and deliver to the target group.
- To Lower the reoffending and relapse rates within Cheshire East of those that have accessed Reach Out and Recover
- Promote learning from new experiences within a safe environment
- For those to complete the project to gain qualifications in Reiki and NLP for CV and employment opportunities.

**Top 4 Outcomes of the Project are:**

1. Enable individuals from target group to access new therapy and self-development.
2. To lower reoffending and relapse in return preventing crime
3. Gain qualifications in Reiki Level 1 and a Diploma in NLP.
4. Diversion and Early Intervention.

We know this project will impact the skills, knowledge and capacity of those providing the project. Following the principles of asset-based community development, we believe that rolling out this project to not only those within Reach Out and Recover but to those engaged through the Youth Justice program through the buddying scheme will help develop the skills of the staff and volunteers working within our organisation. It will in turn increase training opportunities and build on the skills and strengths within our existing team.

Ref	Outcome	Financial / Non-Financial	When will this be realised?	How will this be measured, evaluated & reported?
1	Enable individuals from target group to access new therapy and self-development.	<b>Financial –</b> <ul style="list-style-type: none"> <li>- reduced cost for the justice system long term</li> <li>- Reduced cost for NHS</li> </ul> <b>Non – Financial –</b> Individuals gain from new experiences and self-development and confidence.	At the end of each program for individuals  Quarterly for project outcomes	<ul style="list-style-type: none"> <li>• Self-evaluation forms at the beginning and end of every session.</li> <li>• Evaluations and reports from youth justice to capture this.</li> <li>• Wellbeing wheels</li> <li>• Journey Diagrams for individuals at the end of the program</li> <li>• Engagement records</li> <li>• Lower admittance to hospital and use of mental health services for mental health (Internal hospital and medical records)</li> <li>• Reported in quarterly and final report.</li> </ul>
2	To lower reoffending and relapse in return preventing crime	<b>Financial –</b> <ul style="list-style-type: none"> <li>- reduced cost for the justice system long term</li> <li>- Reduced cost for NHS</li> </ul> <b>Non – Financial</b> <ul style="list-style-type: none"> <li>- Improved health</li> <li>- Reestablished family and community connections</li> <li>- Public safety and protection</li> <li>- Breaking cycle of generational offending</li> </ul>	At the end of each program for individuals  Quarterly for project outcomes	<ul style="list-style-type: none"> <li>• IOM, Probation and youth justice compile data and report quarterly on the reoffending of those engaging.</li> <li>• Quantitative Interview with participants to the project and their families to measure the intergenerational transmission of offending and the quality of the reestablished relationships.</li> <li>• Lower admittance to hospital and use of mental health services for mental health (Internal hospital and medical records)</li> <li>• Reported in quarterly and final report.</li> </ul>
3	Gain qualifications in Reiki Level 1 and a Diploma in NLP.	<b>Financial –</b> Individuals that gain the qualifications can then if they choose gain employment. <b>Non – Financial</b> Individuals that gain the qualifications can then if they choose to further their education. - Self- confidence and achievement	At the end of each program for individuals  Quarterly for project outcomes	<ul style="list-style-type: none"> <li>• Self-evaluation forms at the beginning and end of every session.</li> <li>• Evaluations and reports from youth justice to capture this.</li> <li>• Wellbeing wheels</li> <li>• Records of qualifications given awarded</li> </ul>

				<ul style="list-style-type: none"> <li>• Qualitative Interviews at the completion of the course.</li> <li>• Reported in quarterly and final report.</li> </ul>
4	Diversion and Early Intervention	<b>Financial –</b> <ul style="list-style-type: none"> <li>- reduced cost for the justice system long term</li> <li>- Reduced cost for NHS</li> </ul> <b>Non – Financial</b> <ul style="list-style-type: none"> <li>- Improved health</li> <li>- Reestablished family and community connections</li> <li>- Public safety and protection</li> <li>- Breaking cycle of generational offending</li> </ul>	<p>At the end of each program for individuals</p> <p>Quarterly for project outcomes</p>	<ul style="list-style-type: none"> <li>• IOM, Probation and youth justice compile data and report quarterly on the reoffending of those engaging.</li> <li>• Quantitative Interview with participants to the project and their families to measure the intergenerational transmission of offending and the quality of the reestablished relationships.</li> <li>• Reported in quarterly and final report.</li> </ul>

### What is the total request from this grant?

£8,308.80

### What is the total cost of the project? *This includes all costs including in-kind contributions and match funding.*

£38,784.96

### Match funding secured from Reach Out and Recover: £30,476.16

Therapist: £15,600 per annum covered by Reach Out and Recover, this includes the qualification assessment and award for the participants.

Management hours to run the NLP Project: based on 15 hours per week at £15.00 per hour

15 hours per week x 52 weeks: 780 hours @ £15.00 per hour = £11,700

Volunteer hours value based on £10.18 (minimum wage 2023) to run the NLP Youth Justice Program

6 hours per day 1 x day for 52 weeks: 312 volunteering hours @ £10.18 per hour = £3,176.16

### Budget breakdown:

All costs worked out for the 12-month period:

- Venue Costs – £10 per hour x 7 hours per day = £70 per day x 2 days a week = £140 x 52 weeks = **£7,000**
- IT equipment Tablets - £250 x 2 = **£500**



- Music System – Alexa Sound system **£179.88**
- Audio-Technica ATR2100x-USB Cardioid Dynamic Microphone = **£79.00**
- HP External Portable Slim Design CD/DVD RW Write/Read Drive, USB, Black = **£49.00**
- Certificates and presentations = **£150**
- Flip board stand = **£80.00**
- Flip board paper = **£159.00**
- Workbooks and pens = **£183.92**

**I can confirm that the organisation has policies and procedures relating to Safeguarding Children and/or Vulnerable Adults that are in accordance with national guidelines and any guidance issued by the relevant Local Safeguarding Adults Board and/or Local Safeguarding Children Board**

**Appendix 1- Ravens Roots YJ**

**Appendix 2- NLP.CB**

**Appendix 3 - NLP Pilot**

**Appendix 4 - Case Study PC Ollie Needham**

A is a 16 year old young person who received a statutory Court Order for offending. As part of his Court Order, Cheshire Youth Justice Service explored what activities the young person could take part in based, on his interests and wishes, to reduce risk of re-offending. A placement was set up with Reach Out and Recover. It was agreed that he would attend weekly and take part in activities such as joinery, landscaping and animal care. These were all activities that were of interest to A and as he was eager to enter the workplace the skills and knowledge he would get from this opportunity would be invaluable to help him to achieve this goal. A was not enrolled in any form of education or training when starting the order.

We initially visited the stables when there was a den building activity taking place and A was able to meet the team and discuss the activities on offer.

A risk assessment was conducted and information obtained from A around allergies and his experience around water. Agreements as to behaviour expectations and health and safety requirements were obtained.

A was introduced to J who had joinery skills and partnered with ROAR service user W who he would work with on a weekly basis. A described W as 'sick' and 'funny' and said he made him laugh. At each of the sessions W would talk to A about his life in custody and history of drug use, advising A not to follow in the same path

Each session was planned carefully and took place on a day when other ROAR service users were not there so that the activities were tailored to A's needs and interests. It was felt that this would be more appropriate as the mentors and buddies were specifically matched up to work with him.

During the first session A worked with W and J to build steps leading down to the stream. He worked hard and told us that he enjoyed the activity.

In the second session A helped to clean out the horses, fed the horses, chickens and goats and cleaned out the chicken house. He expressed his interest in animals and his love for horses. A assisted in the preparation of an orienteering task; offering the suggestion for the word to be placed on the wooden plaques hidden around the woods and he then prepared the plaques by writing the symbols on each one.

At the next session A helped to fix metal wiring around the chicken house to stop rats getting in. Again he worked really well with the team and produced some great work. On this day he also put together a bird box using problem solving skills to piece it together and a discussion took place about using it as a template to make more bird boxes and practice his joinery skills. A seemed very interested in this idea.

He attended a further session where he moved the horses from one field to another, fed the goats and prepared hay nets. He moved posts from one part of the land to another to prepare for a new path for the horses. He and W also fixed some existing fencing with nails and hammers.

He began to talk to staff about apprenticeships and said he would be happy doing this kind of work and would like to work with ROAR. He told us that he enjoyed coming to the stables and said *'I like the stables because I can get out of the way*





I attended Rob's weekly sessions and always looked forward to them. Having been an alcoholic and suffering with mental health issues made it really hard to concentrate and listen at the beginning, but something about Rob's presents and understanding made it easier to take everything in.

My confidence was in pieces when I entered ROAR and because of the work I did there I now have it back. During NLP sessions I learnt how to change state, and feel confident in any situation, this is something I automatically do now.

The meditation I learnt was beautiful, this helped me as it was something I could do anytime, for example after writing an overwhelming piece of written work in my room I could do a meditation after and use the time to process my emotions and take me to a better place. Not only meditation but other skills helped to clear my mind.

I use visual techniques to help me when unwanted or negative thoughts come to me, and with this I recognise that I have control over my thinking, which I never thought I had before.

Learning about 'the Teddy bear syndrome' was very interesting, and as I did other group work in ROAR on things like my relationships and childhood issues, having this knowledge helped me to understand where my own feelings around these issues came from.

Removing negative relationships with certain people from my life who do not support me on my journey has been an absolute must for me. Doing a visual technique to support that in groups with Rob has been very helpful, and again another tool that I now carry along with me and have the knowledge to use whenever I need too.

I finished working with Rob in March when I completed the initial 6 months first step programme in ROAR before moving onto the next step. Since then, I have noticed how I use NLP in my everyday life. It helps me deal with and approach situations differently and with a better outcome and understanding than I would have before. Sometimes when I reflect on what I've done that day, I notice how I've used NLP subconsciously.

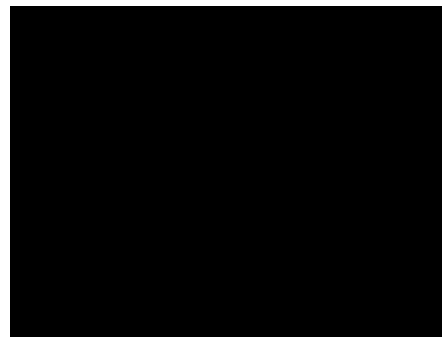
I went into ROAR to learn how to live a life in the community without drugs and alcohol, and this meant changing my thinking. I'm 9 and a half months sober now, reunited with my children and now live in a new home with them as a single parent.

I see the world in a totally different light, and NLP has certainly played a part in this.

I have gained my Diploma in NLP and Reiki Level 1 which I can use on my CV and am planning to continue my education and work within the field of addiction. Helping those that are struggling like I was.

[REDACTED]

Date: 05/06/2023



Dear Sir / Madam,

I work as an Integrated Offender Manager on the Navigate Scheme within Cheshire Constabulary.

Navigate is a Multi-Agency team, that provides offenders an opportunity to break their cycle of crime through continuous support and guidance.

There are certain cases, in which a period of rehab is the only option to guide and support someone away from alcohol or drugs.

I have referred and visited many cohorts in recovery and rehab premises within the Northwest and Cheshire area's.

I currently have three Navigate cohorts in ROAR, Macclesfield. ROAR stands for Reach out and Recover.

They are an award-winning, non-profit organisation, built on the ethos of helping people to see the person and not the addict/label or stereotype.

Furthermore, to support people to overcome traumatic and/or unpleasant life challenges, through love, care, and structure.

Out of all the rehabilitation premises at my disposal, I have been very impressed with ROAR and the support and structure they undertake. A lot of the clients they help are victims of domestic violence, men and women.

They were established in 2012 and were initially provided some funding from Police. Since then, they have expanded, they now rent a farm, which their clients work on. Often clients find this healthy for the mind, but it costs a lot of money to maintain.

They have qualified course coaches that attend to educate recovery. They attended schools for education inputs about substance mis-use.

As well as the recovery group work they feel it is important to offer physical health sessions, park runs, swimming, football and gym equipment.

All this is coming at a cost and they have asked if Cheshire Police can financially support them please.

ROAR have a good success rate for rehabilitation. There is a difference in how they manage their clients, which has really impressed me. I am confident in saying they get the best results.

They are very supporting in accepting ex-offenders. This is helping Cheshire Police in reducing crime and victims within the community.

Yours Sincerely,

