

Mary's

5 YEAR PLAN

2024-29

Welcome to Mary's 5 Year Plan. Here we set out Mary's approach. The plan shows the scope of work that Mary's will undertake as well as how Mary's will achieve our goals.



Contents

— Mission Statement and Vision	3
— Mary's and Our Principles	4
— Belonging	5
— Work Areas	6
— Evidence	8
— Violence Interruption and Knife Bins	10
— Mentoring and Education	12
— Prisons Work	15
— Volume for Key Outputs	17
— Building Work	18



Mission Statement and Vision

Mission

Mary's mission is to be the UK's leading Serious Youth Violence charity

Vision

Mary's vision is to be a specialist beacon for vulnerable young people affected by serious youth violence.

Purpose

Mary's purpose is to save lives impacted by trauma and violence so that young people can achieve their greatness.



Who we are:

Mary's is an independent charity for young people. We reach vulnerable young people at high risk of violence and exploitation.

Our principles:

A holistic approach which follows the person through the system and their lives.

Mary's commitment is to provide consistency, continuity and a focus on seeing and knowing the young person. This includes our commitment to continuity around the clock: being there when the young person needs us, operating a 24hr/365 day model.

Therapeutic person-centred care. Attachment theory underpins all of Mary's work. Mary's helps a young person addressing the problems they face from a fundamental understanding of the way a young person thinks and connects to others.

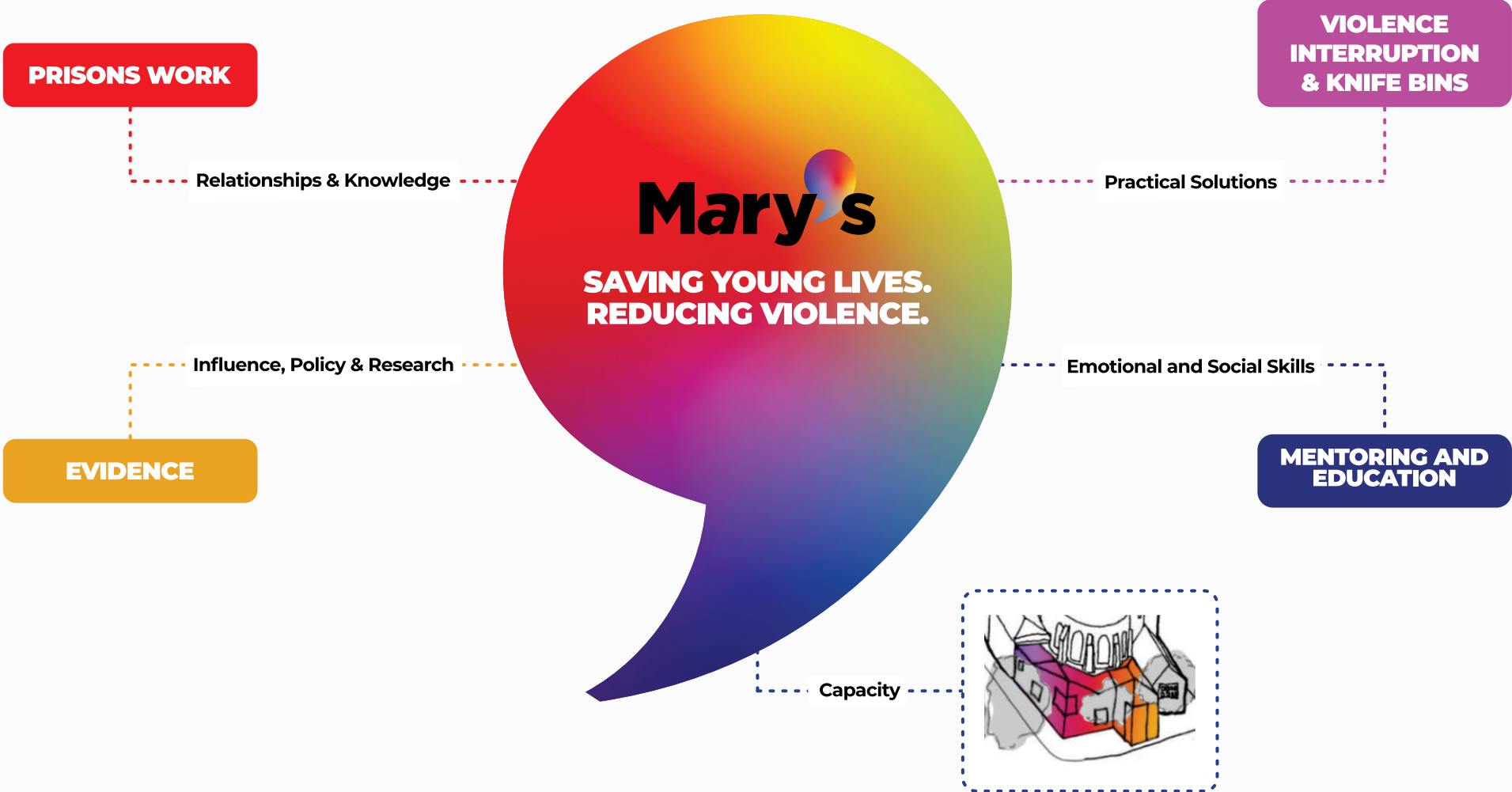
Belonging

Mary's promotes a sense of belonging for young people. Young people often perceive this as unconditional belonging. Young people describe Mary's as feeling like family.

Our apostrophe represents this belonging. It holds vibrant colours to show the flourishing of a young person that can happen where there is a sense of belonging.



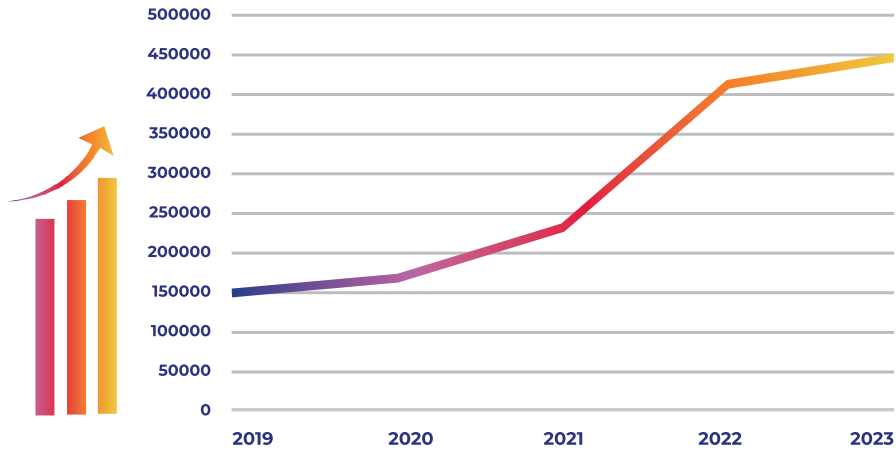
Work Areas 2024-29



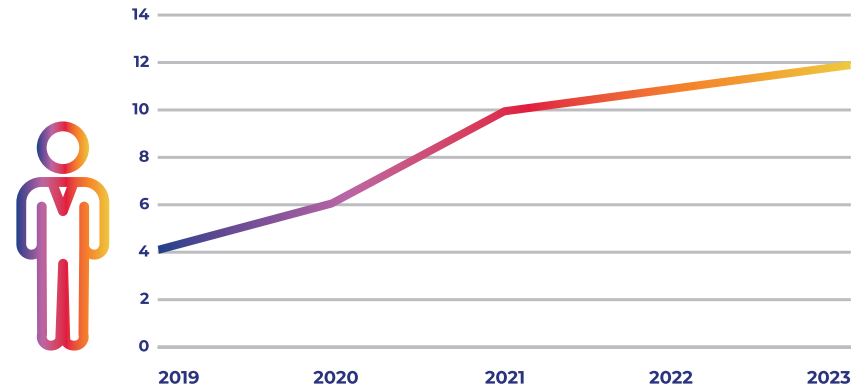
The Past 5 Years



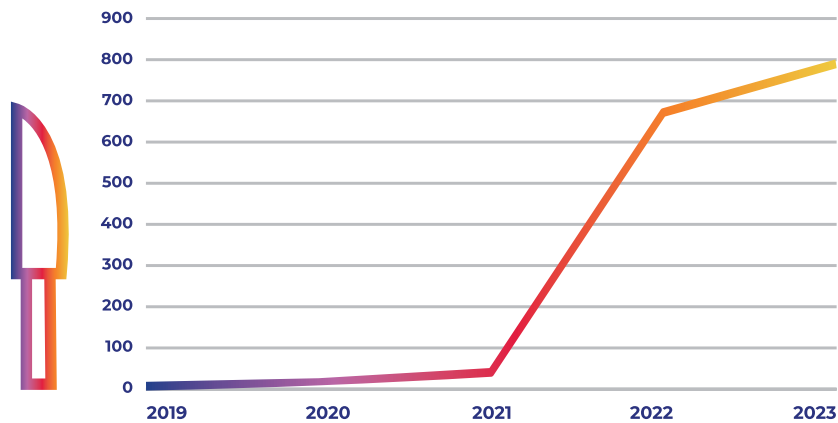
TURNOVER



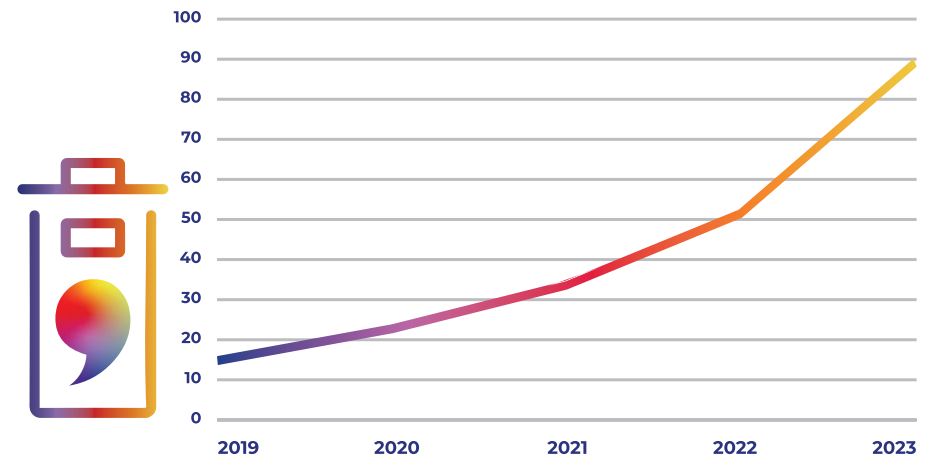
STAFF



WEAPONS REMOVED



VIOLENCE INTERRUPTIONS



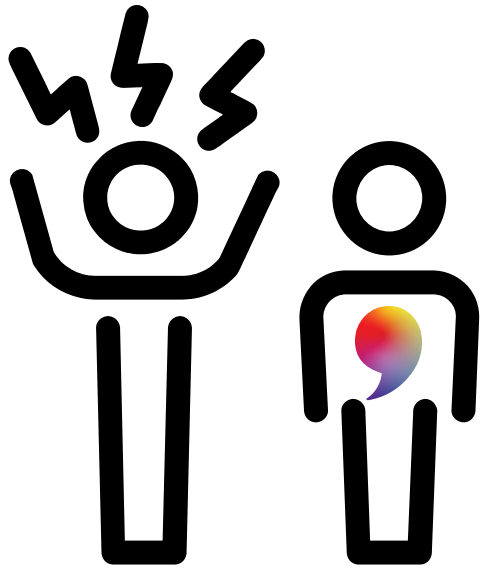


Work Areas 2024-29

Mary's will work through five Work Areas during 2024-29:

- Mentoring and education
- Violence interruption and knife bins
- Prison Work
- Evidence
- New building

Workplans for each of the work areas will be produced annually alongside the annual budgeting process. This strategic plan lays out the goals, aims and outcomes for each work area for the period.



EVIDENCE

Goal

Promotion of understanding, data and needs of young people affected by Serious Youth Violence

Aims

Co produce research with Mary's young people to produce evidence, ideas and a basis for advocacy

Inputs

Activities

Outputs

Outcomes

Impact

Process Impact

Primary research with Mary's young people on a range of issues which affect their engagement and appropriateness of services

- A. Partnerships with funders per topic
- B. Research being undertaken with Best in Class Youth Voice
- C. Evidence Report publication
- D. Allied promotion

- A. Establish, grow & maintain strong partnership arrangements with Funders
- B. Staffing to research & write reports
- C. 2 Acts of specific promotion of Mary's evidence work

- A. Secured funding for research projects
- B. 2 Evidence Reports published per year
- C. Increased % young people reporting feeling their voice is heard
- D. Analytics from web and socials on effectiveness of promotion of reports

- A. Youth Voice: More young people heard in Serious Youth Violence research
- B. Reach: Greater uptake and awareness of Mary's evidence of what works to reduce Serious Youth Violence.

Rationale & Assumptions

Rationale: Cohorts, demographics and life experiences of Mary's young people is underrepresented within policy making and primary research. Contextually effective practice and coproduction vital. Assumptions: Youth will enjoy or gain empowerment from the process; funders' alignment with these principles.



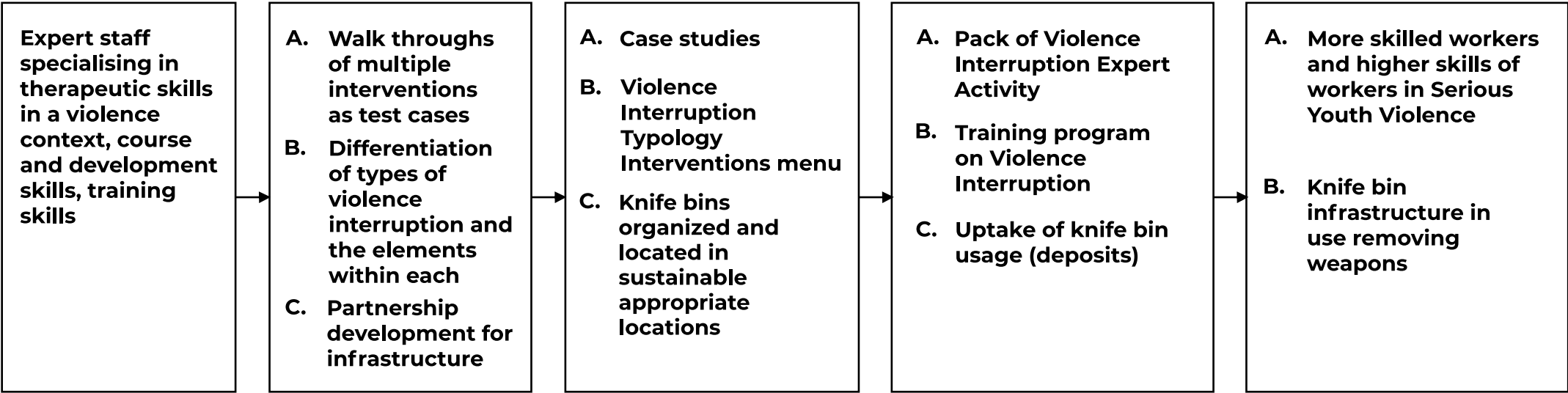
VIOLENCE INTERRUPTION AND KNIFE BINS

Goal Interventions which reduce violence and infrastructure which supports violence reduction

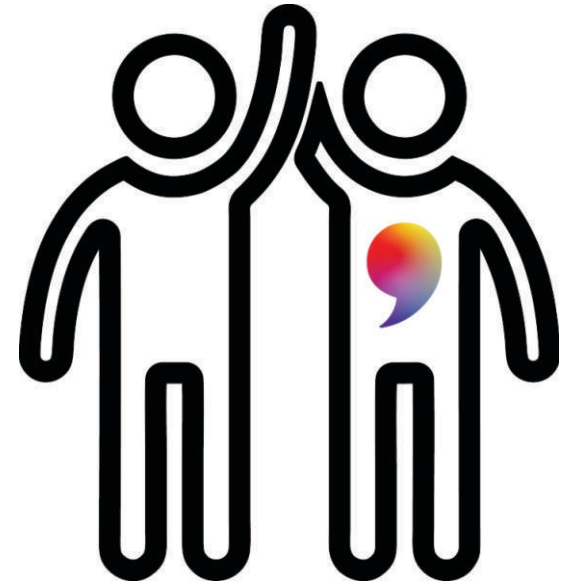
Aims Clear model for violence mediation; increased training provision on Mary's model, increased knife bins

Inputs **Activities** **Outputs** **Outcomes** **Impact**

Process Impact



Rationale & Assumptions Rationale: Translation of Mary's operational expertise into model for understanding allowing improved effectiveness of practitioners. Assumption that weapon bins are part of of a sustainable infrastructure for reduction of Serious Youth Violence.



MENTORING AND EDUCATION

Goal Reduce school exclusions of those at risk of Serious Youth Violence and increase engagement in employment and inclusive activities

Aims Bespoke mentoring for young people at risk of Serious Youth Violence articulated and demonstrated, provision of preventative mental health provision for young people at risk of Serious Youth Violence

Inputs **Activities** **Outputs** **Outcomes** **Impact**

Process Impact

Behaviour Lead staffing
Referral system from community and organisational partners
Caseworkers
Activity based staffing

A. Core program development related to mentoring content
B. Behaviour Lead presence in classes
C. Core Cohort development
D. Activities provision

A. One to one and group course material for young people at risk of Serious Youth Violence
B. School specialisms further developed
C. Core Cohort mentoring quality and scale
D. Suite of supportive activities

A. Number of course materials prepared
B. Working model for school based assistance
C. Core Cohort volume (number)
D. Supportive activities (number)

A. Young people's outcomes in courses
B. Exclusion reduction
C. Operational data on Core Cohort Young Person outcomes

Rationale & Assumptions Tailored programs created with awareness of Serious Youth Violence context enhance engagement and individual impact of mentoring and activity provision.



PRISONS WORK

Goal

impact levels of Serious Youth Violence through improvements in YOI experience

Aims

Reduce recidivism and increased positive societal engagement for young prisoners

Inputs

Activities

Outputs

Outcomes

Impact

Process Impact

Through the gate appropriate staffing
Suite of prison partnerships
CFO Evolution and DPDPS

A. Prison based individual and group courses
B. Therapeutic mentoring with YOI known to service

A. Mary's prison course content increased
B. Volume of prisoners seen

A. Numbers of individuals with OCN or CPD qualifications
B. Number of individuals completing courses

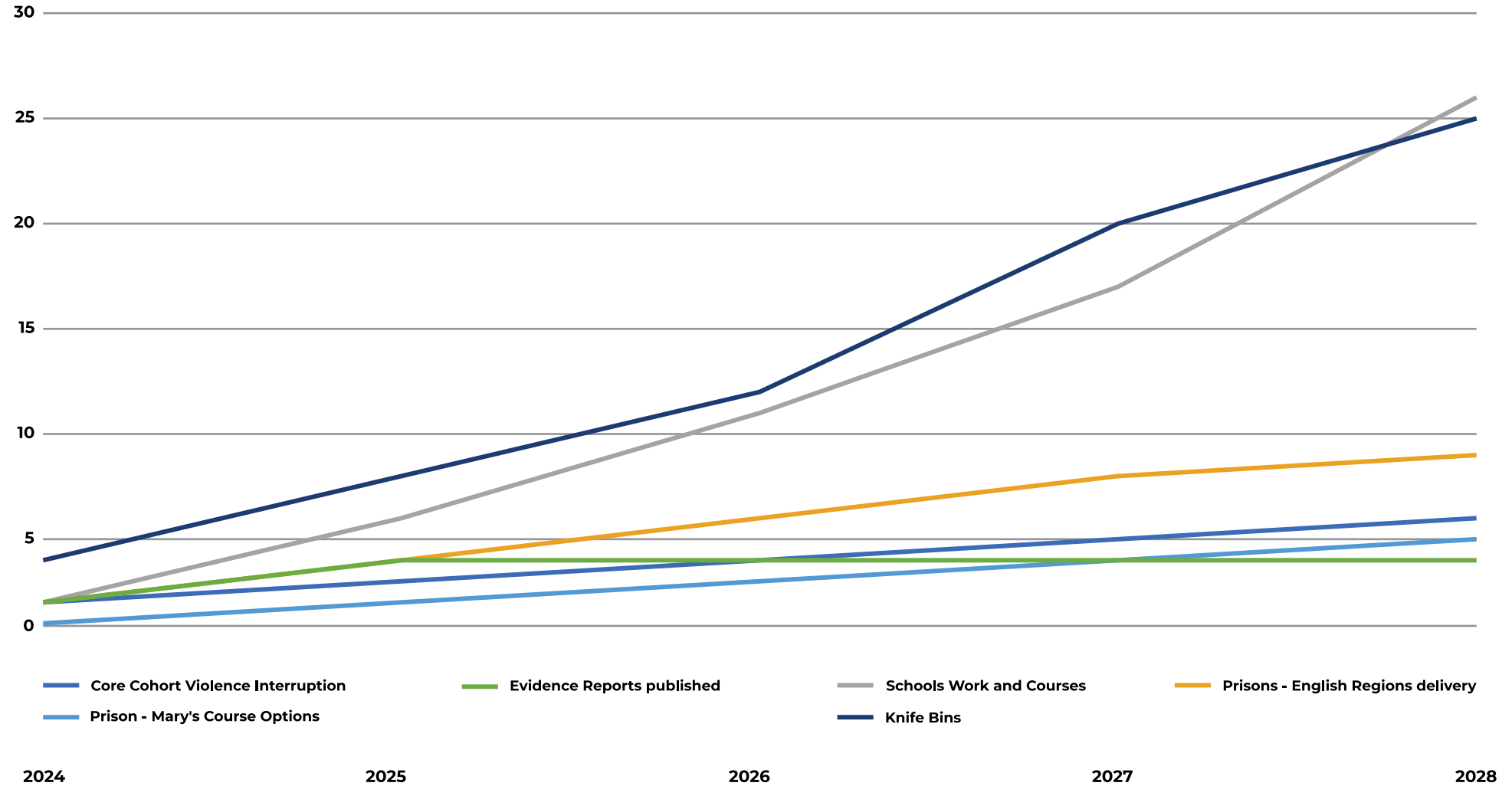
A. Improvement in self-rated confidence to engage in positive societal engagement
B. Improvement in self-rated mental health

Rationale & Assumptions

Released former YOI prisoners engagement with society impacts on local area violence, rates of violent activity upon release and life chances.



Volume for Key Outputs



Building

Mary's will work with its Friends and Supporters to invest in a Serious Youth Violence specialist centre.

- Fit for purpose counselling rooms
- Groupwork and activities space
- Office space
- Disabled WC and shower
- 80 person renovated hall





**We reduce violence.
We save lives.**

St Mary's Centre Community Trust
Charity Number 1122054
www.maryscharity.org