The Theory of Change:

**Methodology**

**WE DO THIS SO THAT**

**WHAT**

- We work in partner schools with young people referred by the school
- Our activities always include one-to-one mentoring time and group fun
- We focus on attainment and character development
- Our mentors and mentees meet weekly for a minimum of one school year, supported on-site by a ReachOut project leader
- We maximise the links between our corporate partners and young people

**WE FOCUS OUR SUPPORT ON OUR TARGET POPULATION**

- Attendance averages over 80% each week
- Evidence shows that both are required for positive outcomes
- Evidence shows that long-term, high frequency mentoring services produce the strongest outcomes for beneficiaries
- Young people understand the connection between education and future success

**ACTIVITIES**

- Attainment:
  - Young people work through a structured, age-appropriate English and Maths curriculum with their mentors
  - Young people spend more focused time on academic work with one-to-one support
- Character strength theory:
  - Young people work through a structured, age-appropriate character curriculum with their mentors
  - Young people understand the concepts of Self-Control, Staying Power, Fairness and Good Judgement and how they apply to real-life situations
- Character strength practice:
  - Young people take part in structured group activities every week that focus on putting the character strengths into practice
  - Young people have regular opportunities to put the character strengths into practice, learn to live them and build good habits.
- Knowledge:
  - Young people take part in a structured programme of education options and workplace visits
  - Young people learn about different career pathways and the required educational achievements necessary to pursue them

**Outputs**

**Short-term outcomes**

- 80% of students make target academic progress
- 80% of young people develop Self-Control
- 80% of young people develop Staying Power
- 80% of young people develop Fairness
- 80% of young people develop Good Judgement

**Intermediate outcomes**

- Young people achieve a minimum of five A*-C grades at GCSE including Maths & English
- Young people make good decisions on their future and go on to high quality destinations
- Young people build good habits.
- Young people develop Self-Control
- Young people develop Staying Power
- Young people develop Fairness
- Young people develop Good Judgement
- Young people make good decisions on their future and go on to high quality destinations

**Long-term outcomes**

Our target population live good and happy lives and contribute positively to their communities