



OFF THE RECORD
ROADMAP
2022-2027



OUR VALUES

PERSON-CENTRED:

We believe, with the right support, each of us can choose and define our own way forward.

YOUTH-CENTRED:

We strive for young people to take the lead and we respond to what young people tell us works.

INCLUSIVE AND ACCESSIBLE:

We work hard to be truly inclusive and accessible to all young people in need.

EQUITABLE:

We believe in the importance of equity, especially in status, rights and opportunities.

FREE, CONFIDENTIAL, INDEPENDENT:

We believe young people should freely access our services, feel confident that we're independent, and have the right to confidentiality.

COLLABORATIVE:

We believe that working together with young people and other organisations, we can do more to improve young people's lives.

PEOPLE:

Our staff and volunteers are at the heart of what we do. We're committed to supporting them to thrive.



THE CHALLENGES



As OTR faces the period between 2022 and 2027, there are many challenges to which we will need to rise. Many young people are experiencing a decline in their mental health, compounded by the Covid-19 pandemic, concerns about discrimination and institutional justice, and eco-anxiety. Stress, isolation, financial pressures, increased social media use, reduced face to face support networks, family difficulties, and fewer educational, work, and travel opportunities all play a part in this worsening.

IN PARTICULAR, OUR RESEARCH SUGGESTS THE FOLLOWING:

- Demand for our services is likely to remain high, and potentially increase. In a recent survey conducted by us, **94%** of our young people said that they expected the current situation facing young people to worsen over the next five years.
- In spite of the relative affluence of Bath and North East Somerset, there are still enormous problems with poverty and socio-economic inequality. The latest estimate, undertaken in 2019, said that **19%** of young people in BANES lived below the poverty line. Considering that an additional **700,000** people now live in poverty in the UK compared to the beginning of the Covid-19 pandemic, including approximately **120,000** young people, it is likely that this figure is now higher.
- We work with considerably more girls and young women than boys and young men, with only **21.9%** of the young people currently registered as active cases on IAPTUS self-identifying as "male".



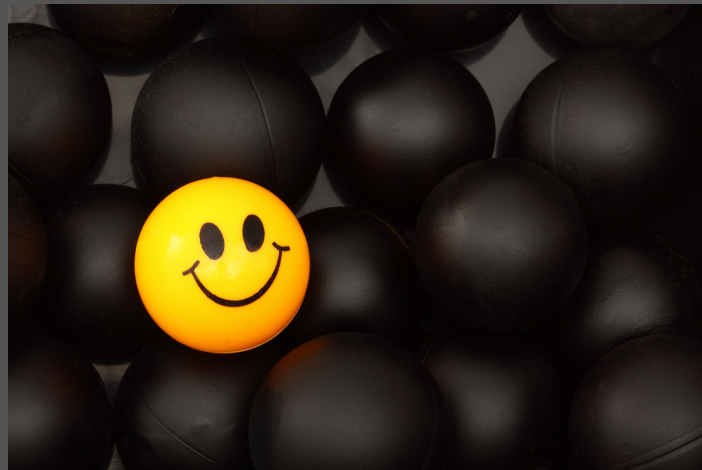
In spite of these challenges, Off the Record remains committed to providing the highest standards of emotional health and wellbeing support that we believe young people deserve.

We remain committed to our core values of being person-centred, youth-centred, inclusive, equitable, free, confidential, independent, and collaborative.





Reasons to be Optimistic



Our funding doubled between 2016 and 2020. Considering the enormous impact on charity funding created by the pandemic, with charities on average reporting a **17%** drop in their funding, this is a fantastic achievement.

Satisfaction with our services is high, with **94%** of respondents in a recent survey stating that they would recommend our listening services to a friend.

We have adapted well to the challenges of the pandemic, with most of our services such as the OK Cafe and the Space evening for young LGBT+ people surviving the lockdowns and retaining a good attendance.

As the coronavirus continues to ebb, and with the increase in vaccination uptake, we are predicting that we shall be able to do more in-person events and provide more face-to-face services for our young people.

Our young people remain enthusiastic and involved. They remain at the heart of what we do and they engage at every level of our decision-making process.

Our relationship with the Council and with our major funders remains healthy and beneficial.



Our aims are:

- Continue to offer all young people in Bath and North East Somerset access to free high-quality emotional, health and wellbeing support, and meet the expected increase in demand.
- Continue to offer direct wellbeing support to LGBT+ young people.
- Continue to work in line with our values, having a workforce that mirrors the young people and their lived experiences, and engaging minority ethnic groups.
- Engage with more young people from areas of socio-economic deprivation, given the multiple challenges facing them and their families.
- Work with more boys and young men in need.
- Strengthen our local partnerships - new and existing - to increase our impact and reach, particularly in schools.
- Work in new ways to maximise our resources as demand increases.
- Move away from working with younger children and parents, signposting them to services that are better placed to support them.
- Consider expanding our work to neighbouring counties.



To achieve our aims, we will:

- Develop target outcomes to measure our progress and objectives, and a decent work plan to help ensure our finances will support our aims.
- Continue to involve young-people in the decision-making process.
- Prioritise the development and wellbeing of our staff.
- Use data to monitor how much and how well we are doing.
- Make sure senior staff and trustees check on progress regularly and adjust the plans where necessary.

