



**Future**  
**Leaders**

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**Academy** ✨ **Furness**

# Furness Future Leaders Academy

## An outline prospectus

### 1. About the Academy

Preparations are underway for the launch of a new educational initiative this summer that will involve Furness primary schoolchildren coming together to take part in the first-ever leadership project of its kind.

The idea for the Future Leaders Academy was conceived by Barrow and Furness MP John Woodcock, who after delivering Furness Summer Camp in 2014, is joining forces again with Inspire Furness director Neil Doherty and former head teacher Jill Byrne to develop a dedicated leadership academy for pupils from year 5 onwards.

Our mission is to:

- develop leadership and entrepreneurial skills in young people who show early potential so they can share in the fantastic opportunities on the horizon in Furness, and
- inspire young people from the Furness area to reach their full life potential.

### 2. Why we need a Future Leaders Academy

The Academy has its foundations in last year's summer camp trial which provided an opportunity for fifty year 5 pupils to come together for three weeks at Furness College to engage in a package of fun activities designed to help with their personal development and improve literacy and numeracy.

Their progress was captured in a short documentary film and an independent evaluation conducted by Lancaster University between August 2014 and January 2015. The feedback from all who took part – children, staff, businesses, teachers and parents - bears testimony to how much children benefited from the experience.

What emerged afterwards, was the need for a longer term, more sustainable project to encourage young people to reach their full potential, not only for themselves and their communities, but also for the businesses investing here in Furness. High end leadership and entrepreneurial skills are in big demand. A key priority for employers is to 'home grow' the local skills base whilst promoting Furness as a place to pursue a fulfilling career after going off to study.

The project has an excellent strategic fit with the Cumbria Strategic Economic Plan 2014 to 2024 and the Furness Economic Delivery Plan 2014 to 2017. Both documents refer to the need for targeted intervention to develop entrepreneurial skills in young people alongside a drive to improve attainment in English and maths.

Active engagement by the business community and schools will be essential in ensuring that from an early age pupils in this area have the opportunity to develop these vitally important skills.

### **3. Stepping in early**

In the UK there are relatively few concentrated leadership programmes for young people before they enter their final years at school. Yet if we want to inspire our next generation of leaders we need to think significantly younger and provide opportunities much earlier on. By the age of ten children are sufficiently developed, mentally and emotionally, to learn many of the essential skills required for leading such as team building, organising, motivating others, problem-solving, budgeting, negotiating and handling conflict.

The purpose of the Academy will be to step in early, develop leadership skills during these formative years, then keep them engaged as they make the important transition from primary to secondary education and continue their journey through school.

### **4. What we hope to achieve**

Starting with children in year 5, we will use the experience of running the successful summer camp pilot to build a more ambitious, long-term facility for young people in Furness.

Each year we will seek to:

- Provide places for up to a hundred year 5 pupils from primary schools across the constituency in a free summer programme of activities that will run from 3 August to 21 August at Furness College.
- Introduce young people to a range of new experiences aimed at developing leadership skills and broadening their horizons in partnership with schools, key employers and the Furness Education and Skills Partnership [FESP].
- Inspire those who would benefit from extra support to improve their progress in numeracy and literacy.
- Run a suite of projects for every cohort each year as part of an ongoing leadership programme.

### **5. The 2015 Summer Academy Programme**

The Future Leaders Academy will start with an exciting summer programme in August. Up to 100 fully funded places will be available for year 5 children from primary schools across Furness.

The Academy is an ongoing venture from day one. We will work closely with head teachers and families to recruit children with the enthusiasm and motivation to gain maximum benefit from the experience.

The initial intake will be split equally between two main groups:

- A Receptive children who are driven by the motivation to learn and have demonstrated early leadership potential.
- B Borderline pupils who, based on teacher assessment, are predicted to fall below Level 4 in English and maths without extra support.

## **Programme Details**

The summer programme will be held over three weeks from Monday to Friday. Core hours will be from 10.00am to 2.30pm with half an hour for lunch.

The day will be split into two 2-hour sessions in the morning and afternoon. Groups will alternate between two hours of fun classroom time and two hours of fun activity. Everyone will engage in leadership and team-building activities, but the programme will be tailored according to the needs of each group.

An important element will be the development of life skills through a fun-packed programme of physical and recreational activity, team-building and outdoor adventure delivered by qualified coaches.

Buses will be laid on to offer children transport to and from the nearest collection point to home. A staff member will be present on the bus when children travel.

Branded t-shirts will be available for all children and staff to wear during the programme.

Graduates or apprentices from the main supporting companies will have the opportunity to work alongside a professional leadership facilitator to help deliver the leadership programme. They will be responsible for running joint group sessions in the afternoons. These sessions will consist of 10 mixed groups of 10 children per group who work on real entrepreneurial or outdoor challenges.

The children will be allowed to choose from a selection of ideas and will be debriefed before, during and after the project. They will be in the driving seat and during the course of the programme every child will have the opportunity to lead a group.

The leadership facilitator will provide continuity from the morning session and feed back to both children and graduates/apprentices to ensure a coherent programme.

A range of sporting, outdoor and team-building activities will be included to increase students' understanding of the importance of physical activity as well as their social skills, confidence and self esteem. Activities will include trips to LazerZone, Park Leisure Centre, Duddon Canoe Club, Chetwynde School for archery and to local companies who are able to offer STEM activities.

On the last day all the children will come together to take part in a sports day and a final celebration event where they will give group presentations to parents on what they achieved.

## **6. Future projects**

After completion of the initial summer programme, students will have the opportunity to take part in ongoing projects and challenges each year to further develop their skills.

Depending on resources, these will consist of:

### **Mentoring support**

A high quality mentoring scheme will be introduced to provide practical help and encouragement to learners as they encounter the various transition milestones from year 6.

Each year twenty graduates or apprentices from the main supporting companies will have the opportunity to provide mentoring to groups of five pupils, meeting individually or sometimes as a group every half term.

**The mentors will act as positive role models who will work with pupils to:**

- Increase confidence and help raise aspirations.
- Improve organisational and study skills.
- Discuss progress on Academy-related projects and agree plans of action.
- Provide an insight into university life and the opportunities available within their own companies.

**Participation in the scheme will provide mentors with the opportunity to:**

- Participate in valuable mentoring training delivered by a recognised provider (one day course).
- Experience the satisfaction of helping young people develop and achieve their goals.
- Gain skills and experience which will contribute to their own personal development and career prospects.

**A programme of one-day events (two a year for each cohort)**

The detailed programme of events will be worked up in conjunction with FESP and local employers but is likely to include:

**Dragons Den enterprise challenge**

Students will be given a brief at the start of the day and work together to produce enterprising business ventures. Each group will work with a business mentor and be tasked with developing their original idea into a 3-minute sales pitch to a panel of 'Dragons' who will select the winner and present the prize along with certificates to everyone who took part.

The purpose of the day is to create awareness, promote enterprise as a viable option and provide an opportunity to develop entrepreneurial skills.

**Community action challenge**

Training will be provided to enable students to plan and lead a project for the benefit of people in their communities. The project could be based on anything they feel passionate about - from providing a service for vulnerable people to improving a building or outdoor area or raising funds for a worthy cause. Students will have the opportunity to promote the project in their community, publicise their achievements and encourage local organisations to support them. Working in small groups, they will need to recruit additional young peers to help deliver their project.

**Leadership workshops (for all year groups)**

A structured programme of 'learning to lead' workshop modules and the chance to work towards a CMI or ASDAN accredited student leadership certificate.

Pupils will be encouraged to take up leadership roles in their schools, sports teams or youth club or in their local community.

### **Optional residential and outdoor challenge weekend (biannual)**

We will work with an outdoor educational charity, such as the national YMCA centre at Lakeside, to organise a fun-packed residential weekend to help inspire young people to fulfil their potential through challenging outdoor experiences.

### **Job shadowing opportunities**

The Academy will introduce a work placement programme, linking in with existing schemes such as the Dream Placement scheme run by the Centre for Leadership Performance.

## **7. Project management and delivery**

### **Accountable body**

Inspire Furness will be the accountable body for the project this year. As a not-for-profit community interest company, Inspire Furness has considerable experience of managing comparable projects and programmes including Furness Summer Camp in 2014.

### **Strategic support – steering group**

The Academy will receive strategic support from a steering group, which will ideally be employer-led and comprise representatives from FESP, schools, community and business sectors together with John Woodcock and Neil Doherty. The group will meet on a regular basis in the lead up to the summer programme and after to agree the future plan.

### **Co-ordination and day-to-day delivery**

A high calibre team will be appointed to deliver the Academy programme, including

- an education director/consultant to provide high level educational input (part time)
- a professional leadership coach (summer programme and follow-up events)
- a project co-ordinator to facilitate the development and initial set up (part time)
- a lead teacher to co-ordinate literacy and numeracy activities (summer programme initially)
- a 'broadening your horizons' leader who will be responsible for the physical activity sessions, taking children on trips and on the buses in and out of Furness College (summer programme only)
- two assistants (summer programme only)

The whole programme will need additional volunteers to help run and deliver sessions.

Ideally volunteers will be:

- Retired and other teachers who can volunteer time
- Teacher trainees or teaching assistants
- Ambassadors or mentors from local businesses and organisations
- Outdoor activity enthusiasts

Two induction days/evenings will be arranged in early July for everyone involved in the programme, with additional training for those involved in mentoring.

An open evening will also be arranged in July for children taking part in the programme.

## 8. Outline timescale

Project launch	March 2015
Appeal/bid for funding and in-kind support from industry sponsors	March- May 2015
Work up the detailed programme and project plan	March - June 2015
Recruit education director and project team	March - June 2015
Recruit and DBS check volunteers and facilitators	April - June 2015
Invite schools to participate	March - April 2015
Schools to identify and select children	April - June 2015
Meet children in school and gather baseline data	June - July 2015
Open evening for children and families	July 2015
Induction evenings for staff and volunteers	July 2015
Commission an independent evaluation of the project	July 2015
Deliver mentoring training	September 2015
Establish forward programme	March - December 2015

## 9. Budget

Furness Summer Camp became a reality last year thanks to the generosity of local companies, both large and small, who along with Cumbria County Council and charitable trusts, contributed financially and provided staff and other resources to provide hand-on support. Without that level of support we simply couldn't have delivered the project.

It is forecast that a total budget of £266,000 will be required for the next three years to provide places in the Academy for 300 young people. This includes an annual three-week summer programme for each new intake as well as a follow-up programme of mentoring, leadership workshops and projects or challenges. The cost of the summer programme is approximately £62,000 but this could change, depending on the level of sponsorship and in-kind support.

Our estimated budget to deliver the full programme over three years is:

	<b>£</b>	<b>total places</b>
<b>2015</b>	80,000	100
<b>2016</b>	88,000	200
<b>2017</b>	98,000	300

## 10. How can businesses help?

Funding contributions are now being urgently sought as early commitments to funding are essential to ensure the success of the programme. Just as important are in-kind contributions, such as volunteering staff time to help with the leadership challenges, literacy and numeracy tuition or supporting instructors in running some of the activity sessions.

### Financial contributions

- Sponsoring an element of the summer programme or a follow-up event.
- A financial contribution to kick-start the project and help towards general running costs.
- A donation to support the cost of transport, meals or one of the activity sessions.

If possible, we would like companies to fund the programme for a minimum of three years.

### In-kind support

- Becoming a volunteer or co-ordinating a group of staff to act as ambassadors or mentors.
- Offering business facilities for one of the activity sessions.
- Donating equipment, books and stationery or providing help with printing and publicity materials.

## 11. What are the benefits?

- **Contribution to economic development in Furness:** by helping to raise aspirations and tackle some of the issues around skills and low attainment.
- **Recruitment:** forging an ongoing relationship with the students and schools involved.
- **Engagement in the local community:** creating a positive image of the role employers are playing in the community.
- **Helping young people make informed choices** about their futures and allowing them to learn more about specific industries, job roles and organisational cultures.

For more information or to discuss your ideas or potential involvement please contact:

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