



Family Pathway

Enabling Adults, Families, Children & Young People

IMPACT REPORT 23/24



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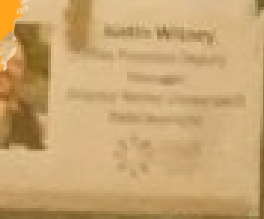
Introduction

FamilyPathway is a specialist service in all matters of Diversity, Inclusion and Equity. We provide Person-Centred Coaching solutions, underpinned by working with individuals' Executive Functioning Skills and Neuro Differences. All our coaches are experts in working with all matters of Additional Needs, including the wide spectrum of neurological differences and needs.

We have trained over 100 educational and local authority service delivery staff to provide Person-Centred Coaching solutions and support in 1:1 and whole group settings. Within the workplace, we have delivered training to over 250 adults around neurodiversity and mental health in the workplace.

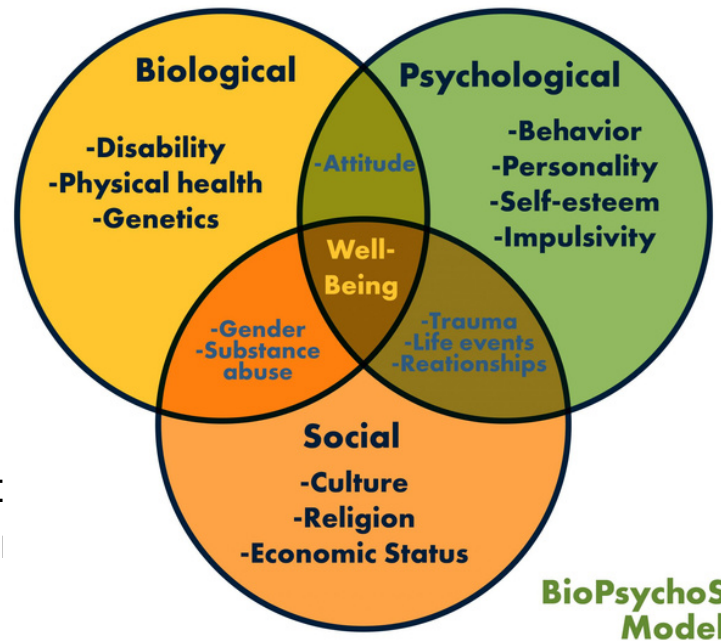


ending



We have experienced a huge increase in the demand for our services from parents, schools, youth services, alternative providers, local authority services, businesses seeking training and support around executive functioning skills, neurodiversity, trauma informed practice, ACES, which is underpinned by reflective practice to support clients i.e. adults, young people and children with neurodivergent conditions, including ADHD, ADD, Autism, Dyslexia and Dyspraxia.

We share a common view across all our partners, and provide an environment-focused Biopsychosocial model of disability across all the work that we deliver. This model guides us in all our interactions with all our client in widening access, and breaking down barriers.



We offer: Person-Centred Coaching training, Neurodiversity within the workplace, Neurodiversity in the classroom, and “Being a Mentor” programme for Young People and Adults.

All our work takes an Evidenced-Based approach, which Integrates Executive Functioning, Trauma-informed care, Neurodiversity into Reflective practice.

Person-Centred Coaching training, provides a holistic approach into supporting Neurodiversity and trauma-informed principles.



Cardiff LA: Into Work Team

Excellent trainers, exceptionally knowledgeable, patient and willing to answer and explore all questions.

Really enjoyed - thank you. I think everyone who works with people should receive training/ awareness sessions on ESF & neurodiversity - including the people who make the decisions lol.

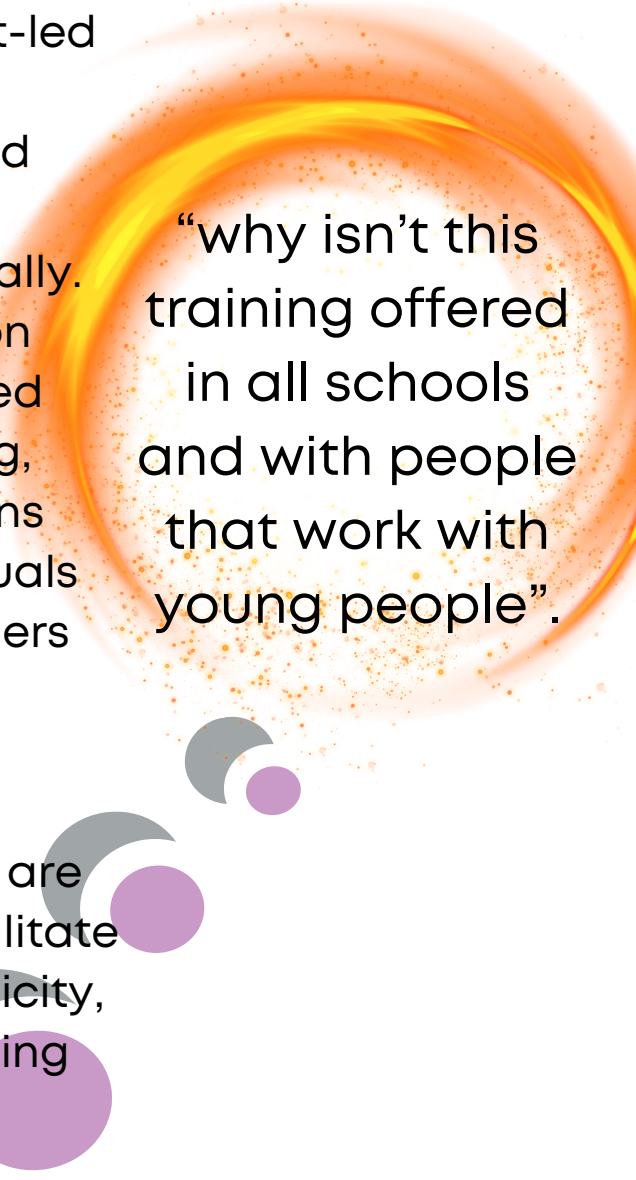
Our training across education, services, and local authorities aims at skilling professionals and support workers who work with vulnerable and disadvantaged children, young people and adults with disabilities. This training encompasses evidenced-based research by the Sutton Trust, IOE and the Gottman Institute.

The interactive workshops focus on how professionals and *paraprofessionals can have a positive impact on enabling individuals overcome challenges so that they can engage with the things they need to do, want to do and are expected to do, including environmental challenges. This training enables all professionals to develop the understanding, compassion and connection when working with the wide spectrum of neurological differences and needs within the settings that they work in.

*Paraprofessionals are support workers who work with vulnerable children, young people and adults with disability. This includes teaching assistants, youth workers and support workers in education, and care industry.

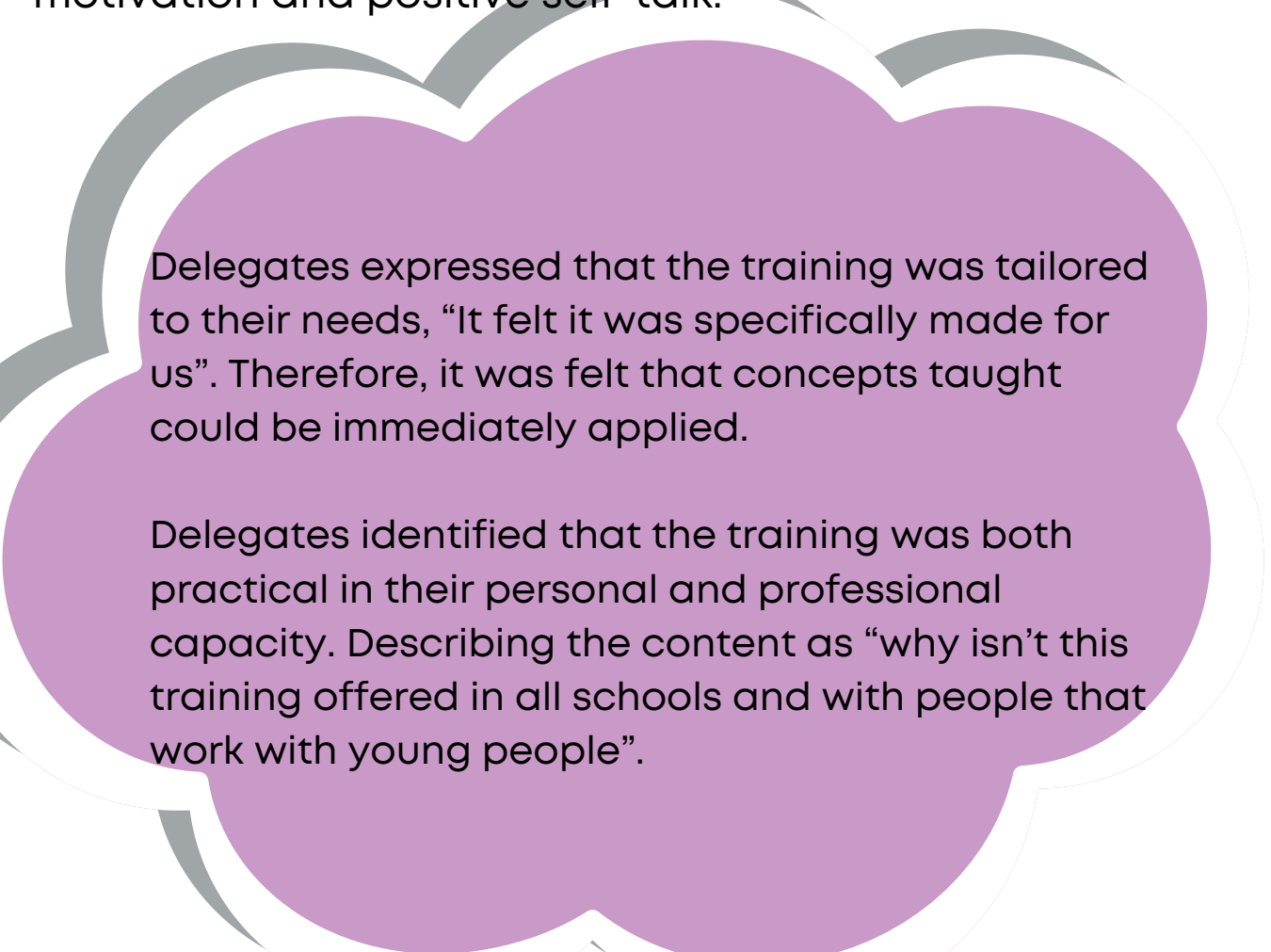


Our coaching model uses a learner/client-led approach to behaviour change. It helps individuals to develop self-awareness and form new habits so that they can flourish personally, academically and professionally. The training and 1:1 coaching is focused on viewing behaviour through a multi-faceted lens, which includes Executive Functioning, Trauma Informed, and Neurodivergent lens and we co-create strategies with individuals to support them in overcoming their barriers and restriction to access.



“why isn’t this training offered in all schools and with people that work with young people”.

After all our training, professionals, paraprofessionals, and service providers are equipped with the tools they need to facilitate coaching sessions that covers neuroplasticity, having growth mindset, mental constrasting techniques, metacognitive practices, motivation and positive self-talk.



Delegates expressed that the training was tailored to their needs, “It felt it was specifically made for us”. Therefore, it was felt that concepts taught could be immediately applied.

Delegates identified that the training was both practical in their personal and professional capacity. Describing the content as “why isn’t this training offered in all schools and with people that work with young people”.

With 3 years of trainings behind us, this report outlines the impact that the training has had on the thousands of disadvantaged young people that we have reached through our Person-Centred trained professionals. It aims to answer the following questions:

1. How has the training supported professionals in seeing progress and positive outcomes in their students/clients?
2. What impact has the training had on professional development?
3. How has the training changed the perspective of professionals with respect student/client behaviour and challenges?



"Inspiring!
The focus on practical
application has been
fundamental in
implementing the
training and seeing
progress in our
learners."

Measures of Impact



We are committed to developing and evaluating the impact of our Person-Centred Coaching training programmes and interventions.

Using a mixed method approach we identified four measures of training impact.

Professionals and paraprofessionals found the training to be relevant to their needs whilst enhancing the quality of support for their learners and clients.

Previous expectations were met and often exceeded.

Significant improvements in individuals progress has been found as the result of 1:1 coaching support within alternative provisions, youth community centers and with service providers. This is also well evidenced and supported by parents and adults accessing 1:1 coaching.

Professionals and paraprofessionals have emphasised the value and the power of a shared Person-Centred language with their learners and clients, colleagues, and reported further benefits in their personal lives.

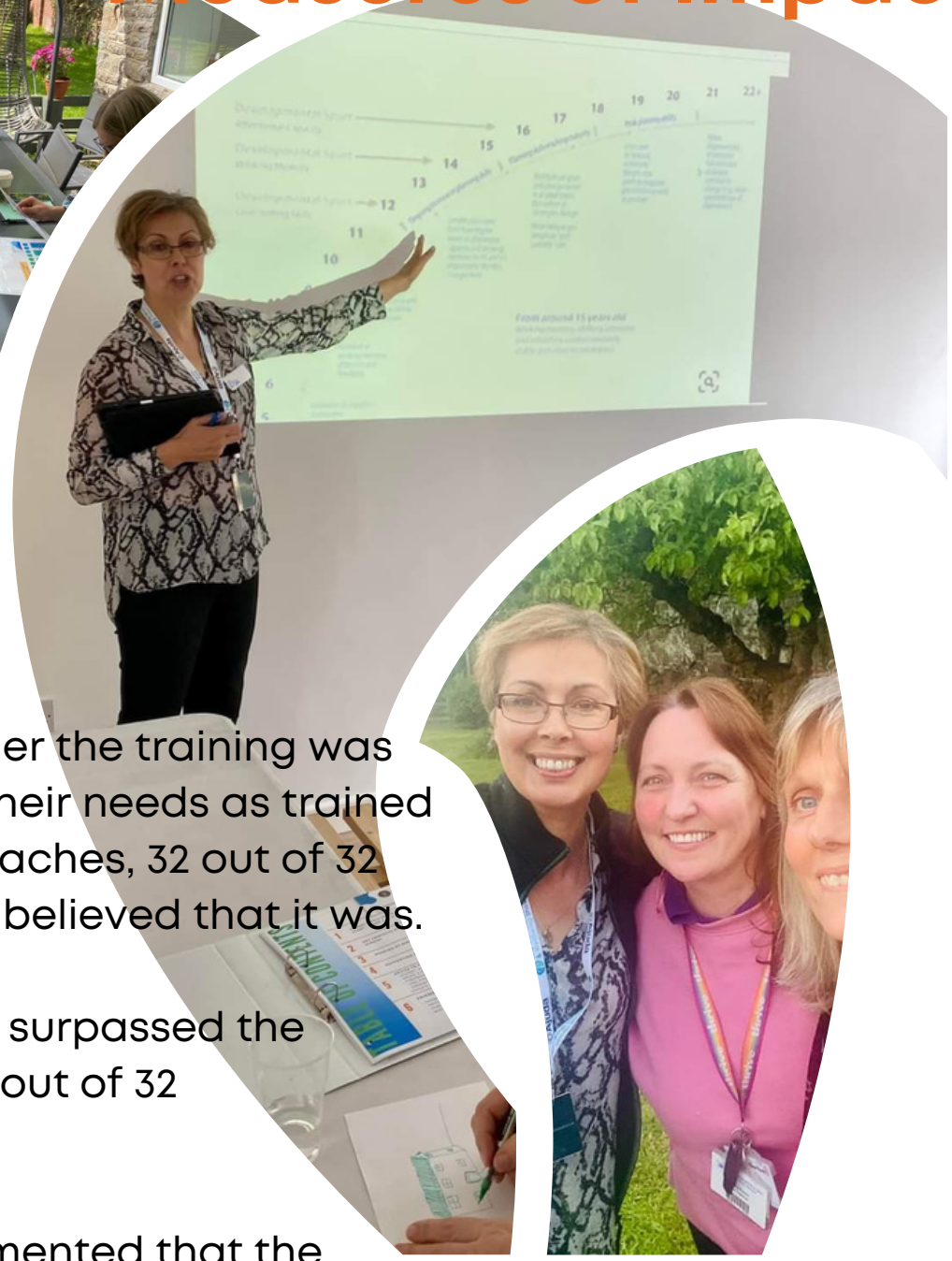
Overall, there was an increase in confidence in delivering support and communicating effectively with students and clients. This has enhanced student and client outcomes and their professional practice.

- Training Quality
- Coaching Skills
- Person-Centred Language
- Confidence

Feedback:



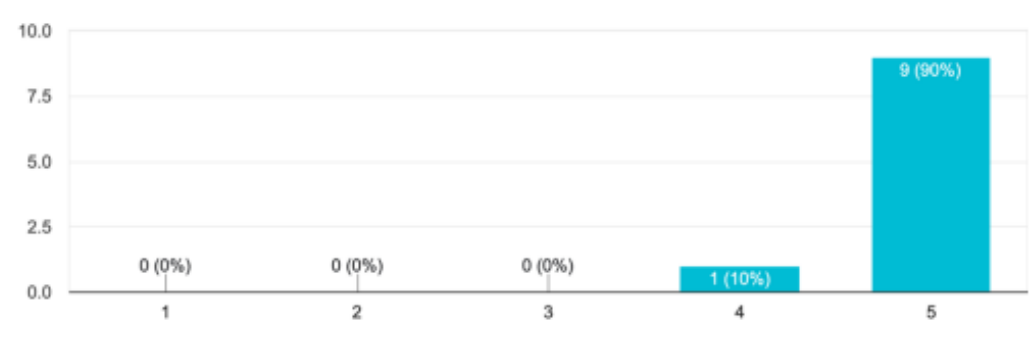
Measures of Impact



- When asked whether the training was relevant or not to their needs as trained Person-Centred coaches, 32 out of 32 training attendees believed that it was.
- The training met or surpassed the expectations of 30 out of 32 professionals.
- Professionals commented that the training was "informative and well structured" and delivered by "excellent trainers".

Relevance of Content

How relevant did you find the content of the course?

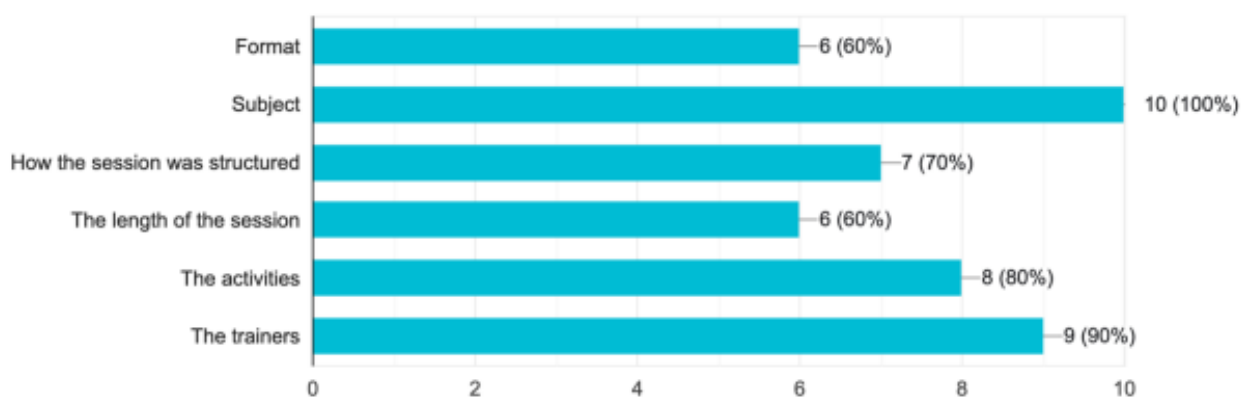


Person-Centred Coaching Language

- Embedding a shared Person-Centred language into their practice has enabled professionals and paraprofessionals to look at challenging behaviour with their learners/clients through a Person-Centred lens.
- The language has supported students and clients in “understanding why they might find certain aspects of their learning and access challenging”.
- Professionals have been sharing the Person-Centred language with their colleagues and with their wider networks.



Specifically, what worked well?



"Using Person-Centred language helps my learners/clients to look at their challenges through a different lens. They are kinder to themselves as a result."

Confidence

- 76% of professionals agreed that they felt more confident in supporting students/clients with more complex challenges.
- 89% of professionals agreed that they were better equipped to communicate with their students/clients.
- 92% of professionals felt that they were equipped to reflect on their practice and make improvements.

In conversation with Bex...

**Head of Gaming
HWB at MAC Media**

Neuro-inclusive Person-Centred environments create safe, calm spaces, and promotes positive wellbeing.



Focus on the environment being accessible to individuals.



Family Pathway
Enabling Adults, Families, Children & Young People



Michael Ivins - Director Ministry Of Life Education CIC, says:

Family Pathway have been supporting Ministry Of Life Education projects since September 2022. We have had over 100 full time students in that time and Family Pathway have been instrumental in assisting both staff and students with wellbeing, attendance, attainment, and progression.

Family Pathway have been providing Person-Centred services to our project participants on a 1:1 and group basis multiple days of the week throughout the academic year.

The outcomes that we have achieved in partnership have revolutionised the pastoral care services that we offer as an organisation. They have provided our students who have learning difficulties progression routes through their cooking project. They have helped the students to obtain visas, access solicitors, benefits advice, mental health services, social services, sign posting and career progression opportunities. Our organisation was overrun with the social issues of the learners post pandemic and the introduction of Family Pathway has been nothing short of revolutionary for both the students and the staff members.

There have been too many fantastic outcomes to write in one letter, but the positive effect that the partnership has had on young people's lives is almost unmeasurable. Long may this valuable partnership continue.

Case Study:



Every Learner Succeeding & Achieving – Cathays Youth Empowerment Projects

Our projects aim to empower young adults (17-25) who have Additional Needs, and are currently not able to access learning or employment. Through Family Pathway's Person-Centred Coaching specialist delivery model, we tailor support to each learner at the point they are able to access, to enable meaningful access to employment and/or volunteer opportunities.



Our Story so far...

The kitchen project:

Part 1: 10 weeks practical learning, and access qualifications:

Food Safety Level 2;

COSH Level 2;

Manual Handling Level 2;

First Aid Level 3;

Customer Service Level 2;

100%

Part 2: 5 weeks work experience running the Cathays Community Kitchen

Part 3: Minimum of 10 weeks volunteer work supported by 1:1 Person-Centred Coaching with our Community Champions and employer partners.

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Honeybee House Tearooms

Blend Coffee



Next Steps

In an extraordinary year, we have achieved extraordinary things. Where do we go from here?



We remain committed to providing world class training and service provision to our communities. This section outlines our next steps for continuing our mission to increase accessibility to Person-Centred Coaching support and services in Wales.

01

Grow current Relationships and building New Ones

We continue to support our current partners whilst building new relationships so that we train even more individuals in youth charities, schools, business and alternative support organisations.

03

Grow learner led Projects providing vulnerable young people and adults with skills and tools to access independence and employment.

Continue to build on the Kitchen Project, and engage partnerships with community partners where our young people live - Community Champions.

02

Modify our Trainings for our Communities

We are working on modifying the training programmes that we offer to tailor delivery to community needs, including train young people directly in mentoring and coaching programmes, building resilience and leadership across the youth community.

04

Research, Research, Research!

We want to ensure that we are consistently delivering training of the highest quality. Researching the impact of our training programmes and also the interventions that we deliver allows us to reflect on our success whilst continually making improvements.




FamilyPathway would like to acknowledge those who have helped deliver high quality Person-Centred training and services, as well as those who have contributed to this report:

- All of our educational, alternative provision professionals, youth workers and our business and charity partners, as well as those who kindly contributed and participated in our research.
- Our fabulous and expert team at Family Pathway
- Our excellent trainers
- Our Non- Executive Directors

We thank you for your continued support in our efforts to provide access to Person-Centred support for disadvantaged and vulnerable young people, adults and families.

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Operating as Family Pathway since September 2021.