

SOCIAL INTEGRATION: THE ROLE OF UNIFORMED YOUTH GROUPS



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FOREWORD



Jennie Price

Social integration is one of the most important challenges facing the United Kingdom today. We are fortunate to live in a diverse country, made up of people from many different communities and backgrounds. But living together harmoniously, with strong bonds of friendship and trust across communities, cannot be taken for granted. The experiences of our young people are perhaps the most important of all: we want them to grow up with a shared sense of values and common experiences, respecting the British values of equality, freedom and tolerance.

I am therefore delighted to introduce this important research into the impact of uniformed youth groups in encouraging social mixing and social integration. Most people who have been involved in uniformed youth groups, whether as a member, volunteer or parent/carer, will have seen social mixing in action. The purpose of this research is to quantify that aspect of uniformed youth experience, to understand why it happens, and to suggest how it can become even more widespread and impactful for the benefit of young people and communities.

Its findings are striking. Young people who are members of a uniformed youth group are consistently more likely than those who are not to say that they spend time with other young people from different backgrounds, and to report these interactions as positive. Uniformed young people are also twice as likely as their non-uniformed counterparts to take part in regular social action activities and have a strong sense of working to improve the lives of others.

I hope you have an opportunity to read the full report, but if not, I urge you to look beyond the Executive Summary. Scattered throughout the report are quotes from the young people, their parents and the volunteers who support them. They capture the spirit of this report, and show far better than all of the tables and graphs – powerful as they are – the difference uniformed youth groups are making to social integration.

The Foundation's resounding mission is to give every young person who wants it the opportunity to join a uniformed youth group. In particular, we want to increase opportunities in areas and communities where there is least provision and most need. We have been fortunate to receive public funding for this in the past from both the Cabinet Office and DCLG, and have put it to good use, creating over 40,000 new places since 2012. But demand remains strong, with formal waiting lists of 180,000 and capacity to grow – so that all young people have the opportunity to participate in uniformed youth groups – far exceeding that number. Additional funding, as this report shows, could make a big difference.

We are very grateful to the many people and organisations who have contributed to this report, especially the Youth United Youth Panel, which consists of 25 young people across the UK, who have given up weekends, evenings and even taken days off work to support us in our shared vision.

Finally, I would like to extend my personal thanks to the tiny but enormously dedicated staff of the Youth United Foundation, who have worked tirelessly on the commissioning and production of this report amidst many other competing priorities, and for whose dedication and skill we are extremely grateful.

EXECUTIVE SUMMARY

ComRes was commissioned by the Youth United Foundation (YUF) to conduct a programme of research to contribute to the ongoing conversation around social mixing and social integration in the UK. YUF is a charity formed in 2012 by the eleven members of the Youth United Network: Army Cadets, Boys' Brigade, Fire Cadets, Girlguiding/Brownies, Girls' Brigade, Jewish Lads' and Girls' Brigade, Police Cadets, RAF Air Cadets, Scouts, Sea Cadets and St John Ambulance. YUF's vision is that 'every young person who wants to join a uniformed organisation is able to do so'.

The objective for the research project was to understand the role that uniformed youth groups play in enabling social mixing and integration, and to identify areas where the organisation can learn and improve what it does, gathering both quantitative and qualitative data. For the quantitative phase, ComRes conducted an online survey of 2,015 young people aged 11–18, including 569 uniformed young people. For the qualitative phase, ComRes conducted 52 interviews with uniformed young people, their parents and group volunteers, visiting each of the 11 member groups across 5 different locations: London (Waltham Forest, Hackney, Redbridge and Chingford), Peterborough, Leicester, Bradford and Blackburn.

The research is particularly timely given the publication over the last few years of several government reports highlighting the importance of social mixing and integration: the 2016 Casey Review, the 2017 Race Disparity Audit, and most recently, the 2018 Integrated Communities Strategy Green Paper. It seeks to build on, and contribute to, the existing evidence from internal and external evaluations of uniformed youth programmes which have highlighted a range of positive outcomes for uniformed youth, including the development of soft skills, improved wellbeing and happiness, and increasing community participation.

Key findings

Uniformed youth groups are an effective way of encouraging young people to mix socially with those who are different from them.

- Uniformed youth are between 6–23 percentage points more likely than non-uniformed youth to say that they spend time with people who are different from them.
- 84% of uniformed youth report that at least some of the members of their group are different from them in some way (i.e. they are part of a diverse group).
- Young people who attend uniformed youth groups are also more likely to recognise the importance of mixing with people who are different from them: 79% say this in comparison to 66% of non-uniformed youth.

- Trips and activities provide further opportunities for social mixing and social integration outside uniformed youth groups: 88% of uniformed youth report that they meet people through their group activities who are a different demographic to them.

Uniformed youth groups not only facilitate social mixing, but also more positive social interactions, often over many years, helping to encourage social integration and social cohesion.

- Uniformed young people are more likely than non-uniformed youth to say that the contact they have had with people that are different to them was positive: for example, they are over ten percentage points more likely to say this about their contact with people who are a different religion from them (55% vs 42%).
- Interviews with uniformed young people, their parents/guardians and adult volunteers also suggest that the environment of uniformed youth groups fosters positive interactions with others, particularly the small group sizes and individual attention from group leaders.
- The fact that uniformed youth attend their groups for a sustained period of time helps to foster strong relationships and allows social bonds to grow, showing that long-term involvement contributes to positive social mixing.

Uniformed youth groups help to foster a sense of social responsibility and connection to British society and British values.

- Uniformed youth are twice as likely as their non-uniformed counterparts to say they take part in social action at least once a week (58% vs 30%), and are also more likely to say that it is important for young people to tackle social issues (81% vs 73%).
- Uniformed youth, parents/guardians and volunteers report feeling that uniformed youth groups help to increase collaboration and young people's connection to British society, and that they foster the values felt to be a fundamental part of British citizenship such as freedom, tolerance and equality.
- Uniformed youth groups are felt to have a positive impact on the confidence and resilience of young people, and to foster a sense of belonging.

Uniformed youth groups are in line with the national average for most demographics, but should continue to improve in areas where they are underrepresented.

- Findings indicate that uniformed youth participation reaches across the boundaries of gender, faith and social class, suggesting that there is a gap between the perception and the reality of the type of young people that take part.
- Uniformed youth groups are particularly inclusive for young people with a mobility/mental health or disability challenge: 19% of uniformed young people report a health challenge, in comparison to 10% of non-uniformed youth.

- The demographic profile of uniformed youth reflects the profile of young people nationally in many ways: the ethnic background of uniformed youth does not differ significantly from the average, they are similarly likely to be from a non-Christian faith and similarly likely to receive free school meals.
- However, uniformed youth are more likely to live in an urban area, such as Greater London, likely reflecting the fact that units in these areas are able to be accessed by a greater number of people.
- There is also a slight gender bias evident, with uniformed youth slightly more likely to be male, when compared to the national average gender balance.

Recommendations

Uniformed youth groups have a significant role to play in encouraging social mixing and integration amongst young people from different backgrounds, as evidenced by this research. With continued investment in their capacity to actively encourage a diverse, inclusive environment, these groups have the potential to extend their impact even further. Our research has generated seven recommendations around how to support this.

- 1. Continue to encourage social mixing and social integration through YUF's development model:** it is clear that uniformed youth groups facilitate social mixing. If this is to be a priority for the growth of uniformed youth provision, it will be important for YUF to lead a conversation with Network members on how the YUF development model can help to achieve further reach, delivery at scale and impact.
- 2. Give stakeholders a stake in shaping the Foundation's work:** young people, their parents/guardians and volunteers are those that best understand their own social integration needs. Continuing to give these stakeholders the opportunity to share their views and to influence the Foundation's work – such as via the Foundation's Youth Panel – will help Youth United to identify innovative ways to facilitate meaningful and positive social interactions.
- 3. Continue to support the increased diversity of both young people and volunteers:** encouraging the involvement of underrepresented social groups both as members and volunteers would help to extend the impact of uniformed youth on social mixing and integration. This might include offering greater flexibility in expectations or commitments, enhancing training in social inclusion or sharing examples of good practice across the Network.
- 4. Continue to fund disadvantaged areas to ensure young people from all backgrounds have the opportunity to join uniformed youth groups:** the Youth United Foundation's targeted funding strategy has already helped to increase the number of group units located in deprived areas, however, funding is essential to continue this expansion and to ensure that existing groups are supported to evolve in this respect.

- 5. Continue to build up an evidence base about the participation of uniformed youth:** this research establishes a foundation in understanding the profile and mixing in uniformed youth groups. However, there is potential to build on this to gain a more granular view of uniformed youth participation and to repeat this research in future to measure changes over time.
- 6. Tailor support to each group:** each of the Network Members has a distinct culture and ethos, and each individual group operates within a specific local context. It will be important to understand the different opportunities for social mixing in each of the Network Member groups, as well as within different locations. Collaborating on this development with strategic partners working in the youth sector – such as The Mix, Experian/Mosaic or the iWill campaign – might provide a useful means through which to provide tailored support to young people and adult volunteers.
- 7. Develop a communications and marketing strategy to encourage young people to join:** this research suggests that uniformed youth groups could do more to promote themselves to young people as a preferred activity. YUF should consider how a communications and marketing strategy and campaign could be developed in order to raise the profile and encourage membership of uniformed youth groups.

RESEARCH CONTEXT

The challenge

This research project sought to build on the 2016 Casey Review, which noted the important role that uniformed youth groups play in encouraging positive social interactions between young people. The review highlighted how division and segregation within communities across the UK has fractured social ties and undermined social cohesion. It outlined how a lack of social mixing can act as a barrier to social integration and how youth programmes offer the opportunity for young people to mix with those from different backgrounds, particularly those involved in social action. It called for an expansion of the reach and impact of youth social action, building on the network of sector organisations and promotion by public bodies and private sector businesses.¹

The publication of the first set of findings from the government's Race Disparity Audit in October 2017 also provides some useful context for this report.² It highlighted significant disparities between ethnic groups when it comes to measures of social capital and community participation. The ethnic background of British adults affects the extent to which they feel that their local area is a place where people from different backgrounds get on well together, the extent to which they feel that they belong to Britain and the extent to which they agree they are able to influence decisions affecting their local area.³

The publication in March 2018 of the government's Integrated Communities Strategy Green Paper means this research is particularly timely. The Green Paper emphasises how a lack of integration in British society acts as a barrier to opportunity, exacerbating the inequalities and injustices that hold people back, dividing communities and undermining British values of tolerance, freedom and equality. It identifies several barriers to integration for young people, including segregation in schools and out-of-school settings such as sports clubs. It suggests that providing young people with the opportunity for meaningful social mixing with those from different backgrounds is crucial to preparing them for life in modern Britain.⁴ All these themes are touched upon in this research report. The report's findings are also of particular relevance as the five locations in which the qualitative interviews were conducted (Blackburn, Bradford, Peterborough, Leicester and London (Waltham Forest, Hackney and Redbridge, and Chingford)) largely align with the five key 'Integration Areas' (Blackburn with Darwen, Bradford, Peterborough, Walsall and Waltham Forest) set out in the Green Paper.

¹ *The Casey Review Report*, p.59–61.

² *Race Disparity Audit, Summary Finding from the Ethnicity Facts and Figures website* (October 2017), www.ethnicity-facts-figures.service.gov.uk/static/race-disparity-audit-summary-findings.pdf

³ *Race Disparity Audit, Summary Finding from the Ethnicity Facts and Figures website* (October 2017), p.13–18.

⁴ *Integration Green Paper*, (March 2018) assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/696993/Integrated_Communities_Strategy.pdf, p.7–34

The role of uniformed youth groups

It is clear that participation in uniformed youth groups can have a positive impact on young people. An Evidence Review conducted by the Youth United Foundation (YUF) in 2017 found that uniformed youth benefit from enhanced life skills and character traits, better school-related outcomes and better physical and mental wellbeing. A recent evaluation of the impact of Sea Cadets similarly highlighted a range of positive outcomes for young people including gaining qualifications, developing skills for later life, improving wellbeing and happiness, as well as reducing problem behaviour and increasing community participation.⁵ Through social action, uniformed youth also benefit the wider community. An independent evaluation of the Uniformed Youth Social Action Fund 1 (UYSAF 1) in 2016 found that beneficiaries of social action efforts by uniformed youth reported an increased sense of pride in their local area, improved opinions of young people and increased their propensity to volunteer themselves.⁶ Evidence also suggests that Youth United groups can appeal to hard-to-reach young people. A second evaluation, of UYSAF 2, found that Uniformed Youth organisations were successful in engaging children and young people, including those from minority ethnic groups and those with disability.⁷

Significantly for this report, evidence also suggests that uniformed youth groups can encourage social mixing and integration. The evaluation of the Sea Cadets, for example, highlighted several ways in which the organisation successfully engaged disadvantaged young people. In particular, the evaluation highlighted that the structure and environment of the groups helps young people to create strong friendships with others who may be from very different backgrounds. The welcoming and inclusive environment was also felt to ensure that all young people were treated the same, regardless of background or social status, whilst the stability, structure and guidance meant that disadvantaged young people felt listened to and supported.⁸ This is supported by the evaluation of UYSAF 2, which found that when provided with funding, uniformed youth groups were highly successful in engaging hard-to-reach children and young people, as well as ensuring that they are successfully integrated into the groups.⁹ The evaluation of UYSAF 1 also suggested that social action activities contributed to social mixing and community cohesion. It found that through participating in social action, interaction between adult beneficiaries and young participant increased, improving inter-generational relationships and helping beneficiaries feel more engaged with their communities.¹⁰

Nonetheless, it is clear that further research is necessary in order to understand more fully the impact that uniformed youth groups have, particularly with regards to social mixing, integration and cohesion. The YUF Evidence Review emphasised that whilst considerable work has been done by member organisations to evaluate their impact and understand the needs of young people and adult volunteers, the depth of evidence varies significantly. Whilst there is strong evidence that uniformed youth organisations have a positive impact on the development of

⁵ S. Denselow & J. Noble, *The Impact of Sea Cadets: a review of the evidence* (January 2018)

⁶ Ipsos Mori, *Evaluation of the Uniformed Youth Social Action Fund 1* (October 2016)

⁷ Ipsos Mori, *Evaluation of the Uniformed Youth Social Action Fund 2* (October, 2016)

⁸ *The Impact of Sea Cadets*, p.35

⁹ *Evaluation of the UYSAF 2*, p.2–3

¹⁰ *Evaluation of the UYSAF 1*, p.8

young people, some evaluations have been more robust than others, with varying use of a control group, for example. The Review also highlights several gaps in the evidence, including the need for further qualitative work to add detail to the existing findings that uniformed youth groups contribute to a range of positive outcomes for young people, particularly in terms of soft skills, character traits, health and wellbeing.¹¹

This report aims to build on existing evidence by exploring the role that uniformed youth groups play in enabling social mixing and integration, particularly through more detailed qualitative research, as well as identifying areas where the organisation can learn and improve.

¹¹ *Youth United Evidence Review* (2017), p.7

BACKGROUND

Youth United Foundation: background and mission

In 2009, HRH The Prince of Wales brought together a number of uniformed youth groups to explore how they could work better together. Over time this became the Youth United Network, and in 2012 the members established a charity, YUF. The Network's aim is to work together to increase access to the opportunities they offer young people, particularly in disadvantaged areas. Across the Network, around 1.5 million young people are currently engaged in uniformed youth activity, and waiting lists currently exceed 180,000. A central focus of their work has been on opening up opportunities for young people in disadvantaged communities and from hard-to-reach groups, including the creation of new places in deprived areas of the UK, funding social action and commissioning research into improving outcomes for uniformed youth. Their organisations hope to give young people a sense of belonging, raise their self-esteem, help develop skills that make them more employable and enable them to contribute to the communities in which they live.

Research objectives

As part of their ambition to increase access to the opportunities they offer young people, YUF wanted to examine the role Youth United Network Members play in enabling social mixing and integration, and identify areas where the organisation can learn and improve what it does:

1. *Whether uniformed youth groups enable young people to interact with those from different ages, cultures, abilities and backgrounds.* Either via the diversity of their membership and/or through participation in social action activities.
2. *Whether the interactions that take place via uniformed youth groups are positive.* Research cautions against the assumption that all mixing is positive. It has been shown that some environments, such as workplaces, can play a vital role in fostering positive experiences of social mixing and minimising negative experiences. As such, this research explores the environment of uniformed youth groups as a potential factor in facilitating positive social mixing.

3. *Whether the impact of uniformed youth groups contributes towards social integration.* For example, addressing barriers to opportunity for disadvantaged groups or fostering key British values of tolerance, freedom and equality.
4. *How uniformed youth groups can learn and improve.* What organisations can do in order to encourage social mixing and social integration for young people in Britain.

Definitions

It is important to clarify the meaning of the terms 'social mixing' and 'social integration' for the purposes of this report:

- *Social mixing:* In the Casey Review, 'social mixing' is set out as 'social interactions between people from different backgrounds', and is suggested to play a significant part in enabling integration and social mobility.¹
- *Social integration:* 'Social integration' is therefore viewed as a positive outcome of social mixing, in 'which strong social ties, maintained through a web of relationships and interactions, inspire bonds of trust, reciprocity and solidarity between Britons from all backgrounds (or how well communities and societies hang together)'.

¹ *The Casey Review*, (December 2016) p.53, www.gov.uk/government/uploads/system/uploads/attachment_data/file/575973/The_Casey_Review_Report.pdf

SUMMARY OF METHODOLOGY

The research¹ consisted of a quantitative online survey amongst a nationally representative sample of uniformed and non-uniformed youth, followed by a comprehensive programme of qualitative interviews with uniformed youth, their parents and volunteer group leaders.

The quantitative survey has a sample size of 2,015 young people aged 11–18, including 569 uniformed youth and 1,426 non-uniformed youth. It provides a robust profile of those who participate in uniformed groups, and the extent to which they participate in social mixing and social integration in comparison to young people in general.

The 52 qualitative interviews were conducted amongst uniformed youth, their parents/guardians and volunteer group leaders. They provide a richer understanding of the uniformed youth environment and how it might facilitate social mixing and integration. In conjunction with the YUF, ComRes identified 5 locations across the UK in which to conduct uniformed youth group visits. These were: London (Waltham Forest, Hackney and Redbridge, and Chingford), Peterborough, Leicester, Bradford and Blackburn. The locations were selected for the ethnic and/or faith diversity of their populations, while also ensuring a variety of locations based on geography, affluence and population size.

Figure 1. Qualitative research locations map



¹ A full methodology can be found on page 74.



Nabil Laasid, 17, Volunteer Police Cadets, Royal Borough of Kensington and Chelsea unit

I got involved with Police Cadets after my brother got stabbed in school.

I always wanted to join some service to do with the police or military. So when I gave evidence about the stabbing, I told the police officer I wanted to join the police when I got older. He told me: 'First you need to learn how to behave'. He introduced me to Jane, our unit leader, and I got started.

Joining Police Cadets changed my life.

On the first night I came, I thought 'this is it'. I was committed to it straight away. Before, I was always around the wrong crowd, and was starting to get in trouble, but when I joined cadets it turned me around. Now I'm Head Cadet for my unit. I'm more responsible and I'm accomplishing things every day.

I lost a friend in the Grenfell Tower fire.

I sat next to her in maths – she lived on the top floor. I saw the fire on TV the night it happened, as I was up late after fasting for Ramadan. Suddenly there were helicopters flying over my building – I couldn't believe it.

So I ran towards my friend's building.

I've never seen a fire that big. I stayed outside overnight, until 8 or 9 in the morning. I was waiting for my friend. All my calls went straight to voicemail. I didn't fast that day.

As Police Cadets, we did what we could to help.

I was the first cadet to be in the police station that day. We were giving the survivors water and snacks and helping the police with their shifts when we could.

I feel Kensington, my borough, is split into two different worlds.

You get the rich side and you have the estates. I believe that Police Cadets is right in the middle – everybody comes together here as one, no matter what colour they are, how much money they have, what age or religion. There are no barriers to getting involved. In here those two worlds can coexist.

There was a big anti-police feeling in my school, which made being a cadet challenging at first.

I tried to keep it a secret at first, but people found out. That was challenging, but I knew if I carried on here I would accomplish something in life. The leaders of my unit inspired me too – they talked to me a lot to help me overcome my fears. That encouragement was vital.

Wearing my uniform makes me feel proud.

It just makes me happy about what I've accomplished and what I've overcome. I'm sure that if my brother hadn't got stabbed, and all this hadn't happened, I'd just be rocking a tracksuit or something informal. Instead, I'm representing a positive force in the world.

SECTION 1

SOCIAL MIXING IN AND VIA UNIFORMED YOUTH GROUPS

INTRODUCTION

To assess the level of social mixing within uniformed youth groups, uniformed youth taking part in the online survey were asked to:

- Think of others in their uniformed youth group and assess whether they were different from them in terms of age, ethnicity, gender, religion and place on the social ladder.
- Think of the people they came into contact with through group activities and how they are different from themselves – in terms of age, ethnicity, gender, religion and place on the social ladder.

Qualitative interviews also asked uniformed young people, their parents/guardians and volunteers:

- How similar or different other uniformed young people in their group and volunteers are to other people that they know.
- Whether they ever meet or talk to different types of people through the activities they do.

SUMMARY

- Uniformed young people are up to 23 percentage points more likely than non-uniformed young people to say that they mix with people who are different from them.

- Two thirds or more of uniformed young people say that 'at least some' of their group's members are different from them, whether in terms of ethnicity, gender, socioeconomic background, religion or ability/health.

- 88% of uniformed young people report that at least some of the people they come into contact with through group activities are people who are different from them.

- Uniformed youth are also more likely than non-uniformed youth to recognise the importance of social mixing by up to 14 percentage points.

- In qualitative interviews, uniformed young people, their parents/guardians and volunteers described the atmosphere of uniformed youth groups as inclusive, tolerant and welcoming. Some parents/guardians spoke about the opportunities they had been given to meet those who were different to them through their children's involvement with uniformed youth groups, even volunteering themselves.

- Some interviewees did feel that social diversity can sometimes be difficult to achieve, for example due to catchment area and location.

- Others felt that public perceptions of uniformed youth groups present an obstacle to overcome, with uniformed groups sometimes seen as old-fashioned, not inclusive, or associated with a particular religion.

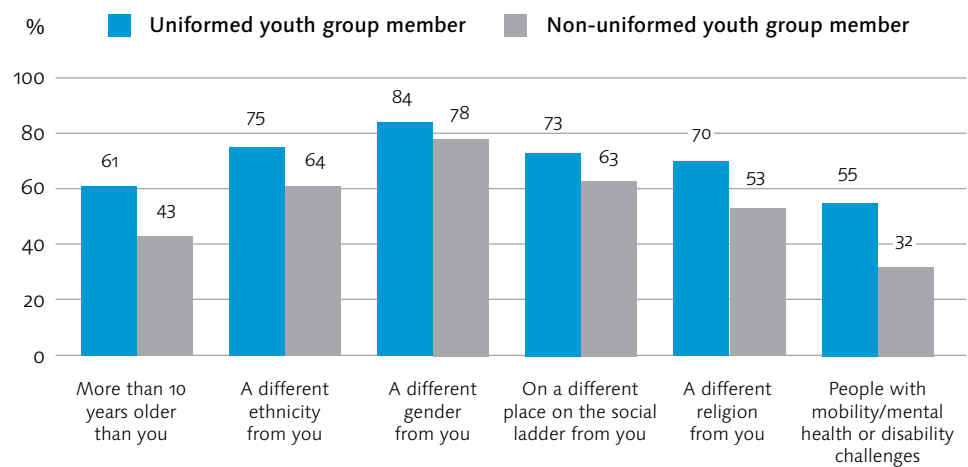
RESEARCH & ANALYSIS

1.1 Social interactions amongst uniformed youth vs non-uniformed youth:

Uniformed youth are significantly more likely than non-uniformed youth to say that they mix with people who are different from them.

Figure 1. Social mixing via regular socialising

Showing % who said 'at least some'



Q. We have asked you about the 5 people (not including your family) you tend to spend the most time with. Now, we would like you to think more broadly about all the different people you spend time with or see often, rather than just the 5 people you spend the most time with. These might be people you go to school with, you do groups or activities with, etc. Thinking about these people, roughly how many would you say are...? Base: all uniformed youth group members (n=569), all non-uniformed youth group members (n=1,426).

Uniformed youth are more likely than non-uniformed youth to say that at least some of their social circle:

- are a different ethnicity (75% vs 64%);
- mix with others who are on a different place on the social ladder (73% vs 63%);
- are at least 10 years older than them (61% vs 43%);
- have mental health, mobility or disability challenges (55% vs 32%).

Differences in how uniformed youth and non-uniformed youth mixed by gender were less pronounced, perhaps because many of the uniformed youth groups are single sex. However, they were still significant: 84% of uniformed youth said that at least some of the people they mixed with regularly were a different gender compared to 78% of non-uniformed youth.

“ I think they integrate lots of different people, I mean, I know schools do it as well, and other organisations, but it just seems to be more with Scouts, they'll bring in a lot of people from lots of different backgrounds, lots of different religions and they're very, very accepting of other people's religions.

Parent/Guardian, Scouts, Blackburn

“ In the Cadets, you get a mixture, so different religions, ethnicities, you just feel okay to go and talk to them about it, and learn about it.

Member, Sea Cadets, Peterborough

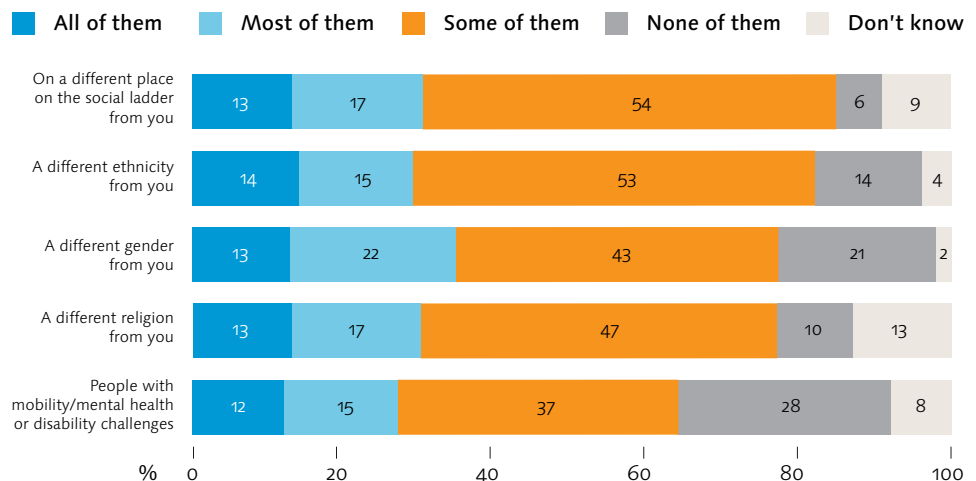
“ It's all mixed. Everyone's different, no one's the same here. Everyone's got a different outside life, outside school or colleges. I don't go to college with anyone here or school with anyone here, so you have to talk and just get to know each other from the beginning and just carry it on.

Member, Fire Cadets, Hackney

1.2 Social interactions through uniformed youth groups

The vast majority of uniformed youth report that at least some others in their group are different from them in terms of ethnicity, gender, social background, or religion.

Figure 2. Social mixing in uniformed youth groups



Q. You said earlier that you are a member of a youth group or organisation (for example the Scouts, Police Cadets, or the Girls' Brigade). Thinking about the other members of your group(s), roughly how many would you say are...?
 Base: all uniformed youth group members (n=569).

When asked, the vast majority of uniformed youth say that 'at least some' of their group's members are different from them. This applies to all metrics of difference: ethnicity, gender, socioeconomic, religion and ability/health. The highest level of mixing reported is between different social backgrounds, with 82% of uniformed young people saying that at least some of their group are on a different place on the social ladder.

This was borne out by qualitative interviews with uniformed young people, parents/guardians and volunteers, many of whom emphasised the diversity of people who formed a part of their groups. In particular, interviewees reported that their groups were able to draw members from a wide area, or from different schools, and therefore include a mix of young people from different backgrounds.

“ I've met loads of girls who are here who I would have never met in my life if I hadn't. People who have been home-schooled, who go to different schools completely, from completely different backgrounds, different religions, different beliefs.
Member, Girls', Brigade, Leicester

“ I think because of where we've situated geographically as well... One side of that main road is people from slightly more disadvantaged backgrounds with the council estate being next to it. This side of the road, we've got what people see as a private estate, semi affluent families sort of, suburbia. So these children mix, put them in a uniform and they're all the same. They don't know whether one family's got nothing or this family can afford to go on several holidays a year, but here we all do the same thing, we all mix.
Parent/Guardian, Girls Brigade, Leicester

“ Our catchment area is like that, so we'll incorporate a dozen schools in all of that and secondary schools. With schools, there's nothing stopping you being in your own group, whether that group is defined by locality, culture, religion, friendships or family orientation, whatever it is, here it's not allowed. It's that element of it's one group regardless of age, culture, background, schooling, family. It doesn't matter.
Volunteer, Air Cadets, Bradford

Notably, even those groups that might traditionally be expected to struggle to attract young people of different backgrounds were cited by uniformed youth or parents/guardians as encouraging social mixing. Several groups with Christian heritage, for example, included members from different faith backgrounds. Uniformed youth, volunteers and parents/guardians often spoke about an open and inclusive atmosphere, which seeks to involve as diverse a range of young people as possible.

“ I thought it was a really positive thing for them to get involved, to give them both an opportunity to meet not necessarily just children who are at their school, but other kids in the community in a different setting to school, and to the family, which is Hindu... From a historical point of view, with people moving into the country, I think it's something essential. I think the work that these types of organisations do is invaluable if we're going to build any sort of cohesion going forward.
Parent/Guardian, Girls' Brigade, Leicester

“ While you're at school it can all feel a bit like you're in a bubble of just people who go to that school. When you, sort of, break out of that and you go into the world, it's very different. There are a lot of different people from a lot of different backgrounds, and Jewish Lads' and Girls' Brigade really mirrors that.
Member, Jewish Lads' and Girls' Brigade, Redbridge

"Uniformed youth groups welcome all, no matter their background or religion."

Qualitative interviews did also suggest, however, that sometimes social diversity can be a challenge for uniformed youth groups. Groups tend to be able to draw from a wider area than schools, which is perhaps one reason why they have been cited as providing a valuable opportunity for young people to mix socially.¹ However, when locations are less diverse, this can mean that the groups can struggle to recruit members from a range of different socioeconomic, religious and ethnic groups.

“ Blackburn has had bad publicity about the different faith communities being very insular and keeping themselves to themselves. We're keen to prove that wrong, it's something that we're working towards. There have been some recent moves in the Muslim faith to open up to scouting, and they've started groups in their madrasas. Only recently our Explorers went on a trip with one of the Asian community's groups as a celebration of one community.

Volunteer, Scouts, Blackburn

“ I know that they all, more or less, come from this area of Leicester and this area is a fairly affluent area of Leicester. We have a few different religions in the group. There are some Muslim girls. We have a Hindu girl... it's probably a 95% Christian group really.

Volunteer, Girlguiding/Brownies, Leicester

Other interviewees discussed how the historic perception and image of particular uniformed groups in some cases meant that they struggled to recruit a diverse range of young people. This was especially true of groups with a particular religious background. Volunteers from these groups did discuss the possibility that some felt that some young people from different religious backgrounds might be put off joining for this reason. However, many involved in these groups were keen to emphasise that they welcomed all, no matter their background.

“ I think Boys' Brigade has a tough challenge and it's tougher than Scouts really because of its Christian ethos. It can be cool to be a Scout, I'm not so sure as they get a bit older but it's okay to be a Cub or a Scout. To be in Boys' Brigade carries a lot of baggage with it. I don't know whether it's to do with its name or whether it's to do with its Christian heritage or what... it has an image problem really.

Volunteer, Boys' Brigade, Blackburn

“ When I first came I don't think there were any non-Christian children that came, I think they were all from Christian families. That's probably one step in a different direction. We probably get more non-Christian children coming now than we did before. If we can give a child that opportunity to do things that we do here, where they wouldn't normally get that, that's fine. Just because it's a Christian-based organisation, no we don't shut the door on you, come and join in.

Volunteer, Girls' Brigade, Leicester

¹ Integrated Communities Strategy Green Paper, p. 27–31



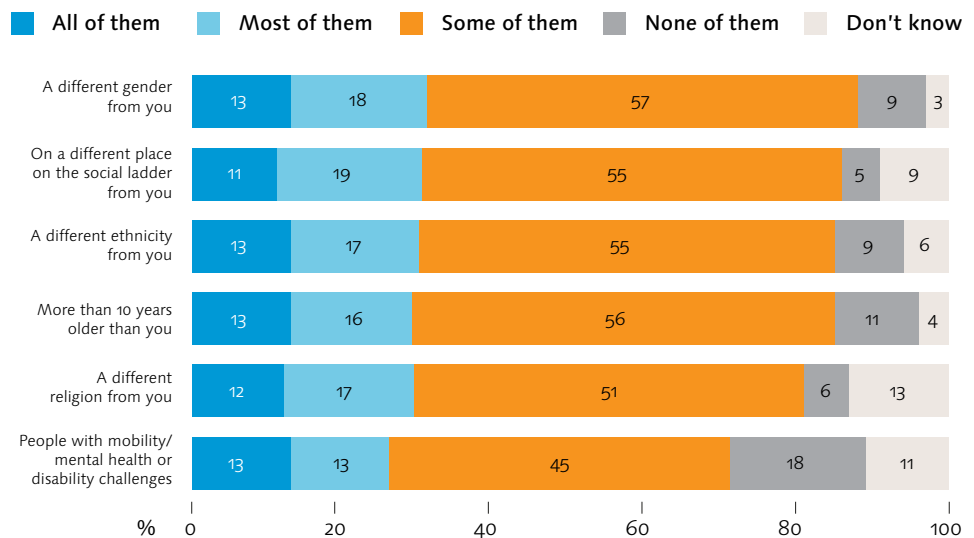
Everybody's Jewish, but different levels of observance. Jewish Lads' and Girls' Brigade's really good in that they cater to the most observant, whilst also making it relaxed enough that people who aren't very observant or aren't observant at all, feel part of it and feel connected, and want to join in. It's not like I come here to see Jewish people, I come here to see people from Jewish Lads' and Girls' Brigade. To see friends, people from all kinds of different backgrounds, people who go to private schools, people who go to state schools, anything, people who live in different areas. Just generally socially different.

Member, Jewish Lads' and Girls' Brigade, Redbridge

1.3 Social interactions via uniformed youth group activities

Uniformed youth are highly likely to report that at least some of the people they come into contact with through the group activities are different from them across a range of demographics.

Figure 3. Social mixing via uniformed youth groups activities



Q. And thinking about all the people you may come into with through being a member of your group(s) (for example through volunteering activities, going on trips), roughly how many would you say are...? Base: all uniformed youth group members (n=569).

Between 80–88% of uniformed youth report that they meet other people of a different ethnicity, religion, socioeconomic grade, gender and age to them through group activities such as volunteering. The proportion of those reporting interactions with those with mobility, mental health or disability challenges through group activities is slightly lower, but at 71% still represents a high level of interaction.

The role that group activities play in encouraging social mixing was a key theme in interviews with uniformed youth, parents/guardians and volunteers. Trips were a particularly common means through which uniformed youth said that they were able to meet and interact with a wide range of peers. These included local or national parades, weekend camps and annual summer camps. Sometimes this involved meeting people from other nearby uniformed youth groups through

“Uniformed youth members have the opportunity to mix with other young people from all over the country and sometimes the world.”

local socials. One group in Blackburn, for example, reported jointly-held activity days with another group based in a predominantly Asian community. Competitions provide another opportunity for mixing – including drill competitions for the uniformed forces, informal bowling, sports or outdoor activities.

For some uniformed youth, trips might provide one of the few opportunities they had to leave the local area. In particular, large events or parades such as Trooping the Colour, allow uniformed youth to meet a diverse range of others from their own and other organisations. Annual camps can offer opportunities for social mixing on an even bigger scale. Interviewees felt that they gave young people the opportunity to mix with large numbers of young people from all over the region, country, and sometimes the world. Notably, uniformed youth, parents/guardians and volunteers often emphasised that cost was not a barrier, and all in the group would be supported to attend any trips on offer. Many reported that financial support was available to those who might otherwise struggle to afford these activities.



Some of the kids that we have, they've never been on holiday. They don't know what it's like to socialise. So even a trip to Leeds Sea Cadet unit, massive thing for them. They might as well have been going to a different continent, because they'd never been out of Keighley.

Volunteer, Sea Cadets, Bradford



On camp, it opens a lot of gateways to new friends. There are about 500, 600 that come in the summer, people from Bushey, Barnet, Liverpool, from Israel, from France, from Russia, from England, Scotland as well, all come down. Your friendship group expands dramatically from when you joined.

Member, Jewish Lads' and Girls' Brigade, Redbridge



Every year we have something called JOTI, Jamboree on the Internet, it's like a chatroom for Scouts and Guides all over the world. So, at the weekend we just chat and there are little quiz things that everyone gets you to download off the website, little pieces of paper to do little things on. We have stuff called JID codes, which is a little code, you put that in and you can find out what country they're from.

Member, Scouts, Blackburn



It's important that everyone does mix together and we're not segregated by things like income and where you live, you know, which is why I like the events because it just brings them from all over the city and sometimes out in the country as well. The centenary was ... out in Hinckley, was just Brownies from all over Leicester and Leicestershire, which is, you know, amazing.

Parent/Guardian, Brownies, Leicester

In interviews, uniformed youth, parents/guardians and volunteers also discussed how voluntary and charitable work can provide a way for uniformed youth to meet a broad range of people. The range of voluntary work referenced was wide, including bag packs at supermarkets for the elderly, making Christmas cards for homeless people, helping in care homes, holding charity coffee evenings, maintaining community spaces in hospitals and hospices, and running stalls at community fêtes.

Quantitative findings suggest that uniformed youth take part in these types of activities more frequently than those who are not members of a uniformed youth group. 58% of uniformed youth say they take part in social action at least once a week compared to 30% of non-uniformed youth.

“ *I think it does, because where it is possible she volunteers for the public events. She is just confident enough to say, 'I'm a first aider, I can help,' that doesn't just happen with close friends, it happens wherever we are. If you're in the middle of a park and somebody is not well she will just jump to it straight away.*

Parent/Guardian, St John Ambulance, Peterborough

“ *When you do the bag packs [in a supermarket], you talk to the people, sometimes you find out a little bit about them, you have a little conversation. Because I've done that, talked to so many elderly people when we do bag packs so I'm thinking about volunteering with the elderly homes and helping out there.*

Member, Sea Cadets, Peterborough

1.4 Social mixing for parents/guardians and volunteers

Uniformed youth groups are seen as helpful in encouraging parents/guardians and volunteers to meet and interact with those who were different from themselves.

Notably, many of the volunteers we spoke to were also parents/guardians of uniformed young people. Many parents/guardians talked about how, through their child joining the group, they had met and become friends with other parents/guardians, group leaders and the local community more widely. It was clear that the opportunity to mix with the range of different people involved in the group was particularly welcome for those who were less likely to do this elsewhere. This included retirees, or parents who had given up work to look after their families.

“ *Before I joined the Sea Cadets – I'm actually what you would class as your typical antisocial person. I still prefer my own company, I'd rather be indoors on my computer doing what I need to do, but I've met hundreds of people, and I've got some really great friendships through joining the Sea Cadets, so yes, I'm definitely a changed person, whereas before I probably wouldn't be sat here talking to you, and I am quite nervous because that's just who I am, I do get social shyness and everything.*

Parent/Guardian/Volunteer, Sea Cadets, Peterborough

“ *I was speaking to my husband's best friend, I was like, 'Oh, nobody needs me anymore so at home I'm at a loose end, I've got nothing to do.' I got married at 20, and he said, 'Well, what would you have done if you'd gone into a career thing?' So, I said, 'I would have joined the RAF me.' So, at 21 I had my child so a career was out of the window basically. When [another volunteer] told me about the RAF cadets I came down, spoke to OC, spoke to the flight sergeant and it was, yes, 'I see myself fitting in here,' and it's been three-and-a-half years now.*

Volunteer, Air Cadets, Bradford



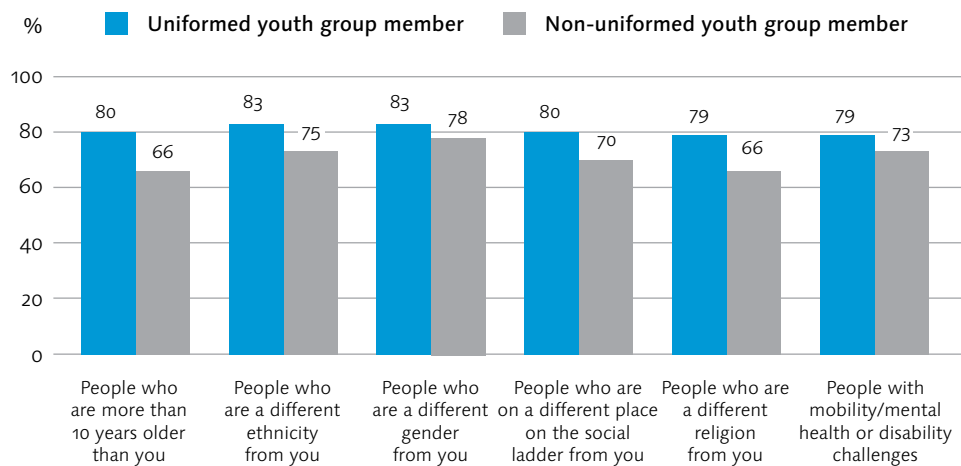
Before [my daughter] started in the Scout movement, I was basically at home by myself. I'd given up work to look after the kids, so I wasn't working or doing anything like that. I only really saw my family, because you don't tend to meet other people when you're at home by yourself with a little child, so I have managed to get new faces, get new friends.

Parent/Guardian, Scouts, Blackburn

1.5 Importance of social mixing

Both the qualitative and quantitative findings suggest that uniformed youth are more likely to recognise the importance of social mixing as an end in itself.

Figure 4. Perceived importance of spending time with people who are different to you



Q. How important, if at all, do you think it is to spend time with each of the following different types of people?
Base: all uniformed youth group members (n=569), all not uniformed youth group members (n=1,426).

A clear majority of both uniformed and non-uniformed youth agree that it is important to spend time with a range of people who are different from them. Uniformed youth are also significantly more likely than non-uniformed youth to say that it is important to mix with different types of people. This difference between uniformed and non-uniformed youth is highest when considering the importance of mixing with people from a different religion, with over a ten percentage point difference (79% vs 66%). It is also particularly significant when considering mixing with people who are more than 10 years older (80% vs 66%). Overall, there is a significant difference between uniformed youth and non-uniformed youth across all the demographic groups they were asked to consider. This indicates that participating in uniformed youth groups has a positive impact on members' opinions towards others and increases participants' recognition of the importance of spending time with people who are different from themselves.

In qualitative interviews, most uniformed youth, parents/guardians and volunteers thought that interacting with people from different backgrounds was an important part of being a member of a uniformed youth group. It was viewed to be important for several reasons. Primarily, it is a practical requirement for uniformed youth to get along and be able to work as part of a team.

“ Even if they don't like each other, we're still a unit, so we have to work together to make it work.

Member, Army Cadets, Blackburn

“ They're just friends. When they go away, they all stay in the same accommodation so you've got to get on with each other, just like the forces. You can't afford to have prejudices. You're working together, you're sleeping together, you're doing your training together.

Volunteer, Sea Cadets, Peterborough

“ You're just forced, in a way, to go with people that you don't know and do activities with them, because I know there are a lot of things where you're just, like, 'Right, group up with these random people.' You've got two hours and you might squish together, literally, and try and get through this really hard treetop maze and stuff like that with people you've never met, it's just like the teamwork of doing stuff like that. With school and stuff you're just in a classroom, just do your work, bell goes, 'Right, just go to your next class.'

Member, Scouts, Blackburn

Secondly, developing the ability to interact with people from different backgrounds was viewed as a vital life skill. Uniformed youth, parents/guardians and volunteers recognised that uniformed youth groups provide a safe and inclusive environment in which to develop important social skills such as empathy, and to practise getting along with others.

“ [At Sea Cadets] you learn respect, you learn that these some things you can and can't do and, sort of, it brings you up for life skills in a way. You learn to teach these kids and then you can go away to other people and you're like, 'This is what you do,' and sort of thing. You can tell them and you know how to respect them and it sets you up for, like, you go to a job and there's things you can't just get away with and stuff. I feel like it prepares you for that.

Member, Sea Cadets, Peterborough

“ If you can enhance children's capabilities to do general life successfully and have that confidence I think we're on a good path, whereas some children just don't get anything. They're stuck in front of a screen, a laptop, a computer. If it's just those social skills that can be sort of brought to the forefront and worked on and moulded to make them decent human beings and adults in society then we've succeeded in something, haven't we?

Parent/Guardian/Volunteer, Girls' Brigade, Leicester

Finally, uniformed youth, parents/guardians and volunteers all emphasised the importance of facilitating social mixing as an end in itself. For the uniformed youth groups linked to a particular service (e.g. St John Ambulance, Fire Cadets, and Army Cadets), being able to interact with a wide variety of people was felt to be particularly crucial, thanks to their emphasis on public duty.

One element of this was accessibility. Volunteers across all groups took this very seriously, and were concerned that all of their members get the most out of their experience and are able to participate fully in activities. Several spoke about ensuring access for uniformed youth from less well-off backgrounds to activities like trips or camps, and how they felt this to be an important part of their role as a volunteer.



We can't leave one child out, and it's very important to be inclusive.

Volunteer, Sea Cadets, Bradford



We have a big department who helps with bursaries and stuff, for camps and things like that. So, these kids come on a weekly basis. They have no idea whether they're being helped to go to next camp, whether they're being half-subsidised or whether they can afford the whole lot.

Volunteer, Jewish Lads' and Girls' Brigade, Redbridge



There's no segregated groups. You'll see all kinds of people mixing together. Yes, we encourage that kind of thing, so we don't want, you know, cadets to be left out, neglected or one group there, one group here. We want everyone to mix together, talk to each other, learn things off each other.

Volunteer, Police Cadets, Waltham Forest



They need to learn how to interact with different people of different ages from different backgrounds and that's what the group provides. That's invaluable. The wife and myself would love to do it ourselves, but [home is] not necessarily the best setting. It needs to be in a wider environment, the environment that they're going to be living in long after we've gone, hopefully, so they can set an example to the girls that come behind them.

Parent/Guardian, Girls' Brigade, Leicester



Any activity that's going to happen, they're all given the same opportunity, no matter what, whether it's boy or girl, whatever religious background, whatever the social background of the child is, they're all given that same opportunity to do things. If there is a particular family which is finding it hard, because as much as they try to keep it at a low cost, the day-to-day, some of the trips can get a little bit expensive, but they do have that, if you are struggling and you still want your child to go, they will help. They'll subsidise that for you so that everybody can join in.

Parent/Guardian, Scouts, Blackburn



TJ Routledge, 18, Assistant Commissioner Ambassador, London Fire Brigade (LFB) Fire Cadets

Cadets is more than just cadets – it's a family.

We're challenging negative perceptions of youth. Joining Fire Cadets and sticking to it creates self-respect. It encourages people to love others and show respect, too. That attitude extends outside our unit and at the events we go to. To have London Fire Brigade (LFB) on my upper left chest and sleeve is a true privilege.

It also gives young people options they didn't even know were there.

I didn't want to choose the university route. You can explore all sorts of different ways, and volunteering with a uniformed group is one of those.

My father passed away in 2012.

I wasn't a troubled young person, but my confidence was knocked. I got involved with LIFE – an intervention scheme LFB runs to help youths develop. I won a Jack Petchey Achievement Award through that, and a fire fighter who was running the course suggested I should join Fire Cadets. He said I'd be a credit to them.

I want to help other young people see that they can be who they want to be".

I watched a documentary about gangs and a young boy said that living in London was about survival. London should be about thriving – I want to show young people that's possible. Fire Cadets has given me the

opportunities to become someone with self-respect and respect for others. I know other young people can achieve the same.

In cadets, we don't care about where you're from.

We all come together and learn from each other. I worked with one young person who was struggling. She wasn't really doing her GCSEs. Fire Cadets was the only educational input she was getting, and with us she got her BTEC. That qualification showed her she could achieve more.

Joining cadets has inspired me to travel the world a bit too.

In 2015 I went to Lebanon to volunteer at a time when it was quite dangerous. We helped refugees and went to schools there to deliver lessons. That was the most amazing life experience I've ever had. In 2016, I went back, and I also went to Sri Lanka to work in an orphanage. This was all separate from Fire Cadets but Cadets gave me the confidence to do it.

Fire Cadets has been a massive part of my journey towards who I am now.

There's also no pressure to be a fire fighter. I want to progress in the fire brigade – maybe someday I'll be a Commissioner. But there's no way I'll ever forget how cadets helped me."

SECTION 2

FACILITATING POSITIVE INTERACTIONS AND MIXING

INTRODUCTION

In order to explore the extent to which uniformed youth groups encourage meaningful social mixing, it was also important to understand whether the groups encouraged positive relations between those of different social groups.¹ To assess this, young people taking part in the online survey were asked:

- Whether the contact they had had with people from different groups made them feel positive or negative.

Qualitative interviews sought to explore:

- The relationships uniformed young people had with others in their group, especially those from different backgrounds.
- How uniformed young people felt about the interactions that they had with those from different backgrounds through the group, for example through activities.

¹ Integration Green Paper, p.12

SUMMARY

- Uniformed youth are both more likely than non-uniformed youth to mix socially with those who are different from them and to say that they feel positive about these interactions.

- Between 50% and 61% of uniformed youth say that they feel positive about their contact with each of the groups tested. Over half of those who have had positive contact said that this took place at their uniformed youth group.

- The qualitative findings indicate that the environment fostered within uniformed youth groups contributes to social mixing as it is felt to allow uniformed young people to 'be themselves' without pressure or fear of judgement.

- Qualitative interviews also suggest that uniformed youth tend to be involved with their uniformed youth groups over a long period of time, fostering strong relationships between young people (as well as with volunteers).

- Many interviewees spoke of the confidence and increased self-esteem that uniformed youth groups instil in their members, equipping young people with the ability to talk to a wide range of different people, both within and beyond the group.

- Interviews also suggest that uniformed youth groups cultivate a sense of belonging and a 'family' atmosphere, ensuring all young people feel included and can participate in activities in a way that is appropriate for them.

- Uniformed young people, their parents/guardians and volunteers reported that uniformed youth groups help to increase young people's connection to British society and to foster British values such as equality, tolerance and freedom.

RESEARCH AND ANALYSIS

2.1 Positive interactions amongst young people in uniformed youth groups

Uniformed youth are between 6–23 percentage points more likely than non-uniformed youth to mix socially with those who are different from them. They are also more likely than non-uniformed youth to say that they feel positive about these interactions, with between 50–61% saying that they felt positive about their contact with each of the groups tested.

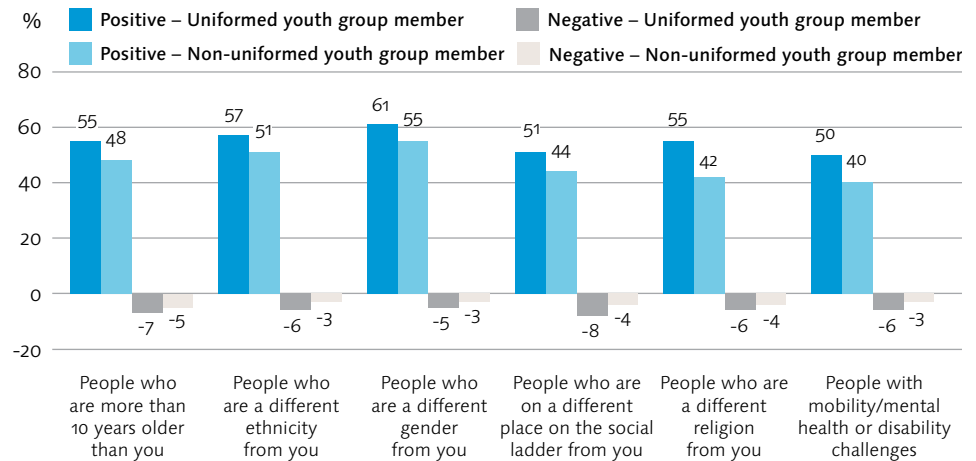
Overall, young people are more likely to say that contact they have had with each of the different demographic groups stated was a positive experience than a negative one. For example, while 53% of young people say that their contact in the last month with someone of a different ethnicity to them was positive, just 4% say that it was negative (and a further 34% say that it was neither positive nor negative).

"Almost unanimously, the interactions uniformed youth have with others of different demographics are extremely positive."

Uniformed youth are significantly more likely than non-uniformed youth to say that their contact with the different demographic groups was positive. For example, 50% of uniformed young people say that their conversation with someone with a mobility, mental health or disability challenge in the past month was positive. Just 40% of non-uniformed young people say the same. Looking at recent contact with someone of a different religion, 55% of uniformed young people say this was positive, compared to 42% of non-uniformed young people.

It is also important to note, however, that while overall few uniformed or non-uniformed youth report feeling negative following contact with those who are different from them, uniformed youth are slightly more likely than non-uniformed youth to report this. For example, whilst 6% of uniformed young people report that conversations with people who are a different ethnicity from them made them feel negative, only 3% of non-uniformed youth say the same. There are a number of potential explanations for this, one of which is that uniformed young people are slightly more likely to have contact with those from different groups than non-uniformed youth. For example, whilst 19% of non-uniformed young people say they have not spoken to someone with a mobility or mental health disability or challenge in the past month, just 9% of uniformed young people say the same. It is perhaps to be expected that young people reporting more frequent contact with different groups are more likely to have had some negative contact, as well as positive.

Figure 1. Positive/negative contact with different demographics



Q. Thinking about any times when you've seen/spoken to people from each of the following groups in the last month (not including members of your family), how positive or negative have these conversations made you feel? Base: all uniformed youth group members (n=569), all not uniformed youth group members (n=1,426).

Qualitative interviews supported the quantitative findings. Almost unanimously, uniformed youth reported that their interactions with others in the groups were extremely positive, often contrasting this with those occurring in other environments such as school. Indeed, interviewees often reported that the different backgrounds of the other members were not something they had previously thought about in very much detail.

“ Everyone’s welcome at cadets whether you have, as I said, belief, colour, whatever, gender, everyone’s welcome really, and the uniform just makes them feel a part of something.
Volunteer, Fire Cadets, Hackney

“ I know cadets that have been bullied in school, but when you come to Cadets it’s completely different, because you don’t hear of bullying in the Cadets at all. So, it’s different backgrounds, it’s a lot different from school.
Member, Sea Cadets, Bradford

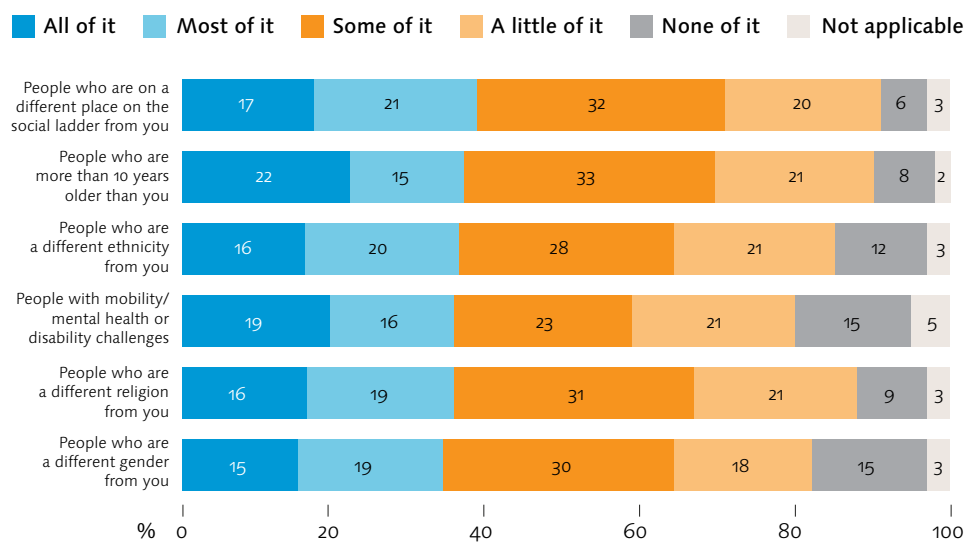
The quantitative survey also looked to understand what proportion of the positive or negative contact with different demographic groups had taken place at the member’s uniformed youth group. A majority of uniformed youth say that at least some of the positive contact they have had took place at their uniformed youth group or organisation:

- people who are more than 10 years older – 69%;
- people who are a different ethnicity – 64%;
- people who are a different gender – 64%;
- people who are on a different place on the social ladder – 71%;
- people who are a different religion – 71%;

- people who are a different religion – 67%;
- people with mobility/mental health or disability challenges – 59%.

While between 6–15% of uniformed young people say that none of this positive contact occurred at their uniformed youth group, this low percentage indicates that for most uniformed youth, their uniformed group is a place where positive contact with those different from them regularly occurs. Some negative contact with different demographic groups is also reported to have taken place at uniformed youth groups, albeit amongst a very small minority (the chart is not shown as the base sizes are low). It should also be noted that the survey provides us with little sense of what 'negative' contact might be – this may include the types of friendship disputes or minor arguments that are common amongst young friends.

Figure 2. Positive contact with different demographics at uniformed youth groups



Q. Thinking about this positive contact you have had with people from each of the following groups, how much of it happened when you were with your uniformed youth group or organisation (for example the Scouts or Girl Guides)? Base: all who have had positive contact with each group tested (n=290–352).

2.2 The environment of uniformed youth groups

Qualitative interviews suggest that positive interactions are encouraged by the inclusive, relaxed and supportive environment of uniformed youth groups, as well as long-term attendance, and supportive leadership.

INCLUSIVE

Interviewees would frequently – and spontaneously – discuss how they felt their group was a safe, inclusive and welcoming place to be. This was often reported to be a central reason that young people enjoyed attending uniformed youth groups. The inclusive atmosphere was often commented on in particular by those from minority demographic groups, or with disability/mental health challenges.

For some, it stood in contrast to other environments, such as school. An important contributing factor was felt to be the fact that unlike many other clubs, uniformed youth groups do not require members to have a particular skill or ability. They offer the opportunity to try out a wide variety of activities, including those that might otherwise be inaccessible due to their cost.

“ *If he'd have been at school, they perhaps would have teased him about not being able to do things, but here, they've encouraged him. There've been other kids that don't know about his disability, that have just accepted him for who he is. So, it's been absolutely brilliant. There's a young lad as well that had autism in the group. There was another young lad who had ADHD. They've ... learnt skills of how to behave in front of these other children, and how to react to them and calm them down. That's been excellent.*

Parent/Guardian, Boys' Brigade, Blackburn

“ *He is the only one, black Caribbean. He is the only one in this unit. At first, I used to feel as if it is, because he has had situations where he has been called names in the past, at school, so I thought it would have been a problem here but they don't treat him any differently. He has never come to me and said, 'I feel offended,' or, 'I feel targeted.' He is treated the same, and I think that's brilliant.*

Parent/Guardian, Army Cadets, Blackburn

“ *When I joined I was this quiet person, just stood in the corner. Now I'm like, new person comes in, I'm straight over making friends with them, making them feel welcome because I know when I joined I loved that that people were coming to me and making me feel welcome.*

Member, Sea Cadets, Peterborough

“ *The football club I used to represent used to be very 'you need to win, you need to perform'. Now, the Scouting Association, we know that children all have different levels. We know that they can't all be superstars.*

Volunteer, Scouts, Blackburn

RELAXED

Uniformed young people often contrasted the atmosphere at their group favourably to their school or college. At school, young people reported that they felt less able to express themselves freely and felt pressured to act or behave in a certain way. The positive group atmosphere and dynamic at uniformed youth groups meant that young people felt able to 'be themselves' without fear of judgement or mockery. The smaller numbers in the groups was central to this, as it meant the young people were able to get to know each other well and did not feel lost in a large crowd, as they might at school. Other uniformed young people commented that the negative aspects of school such as arguments, bullying, or fights were less evident in uniformed youth groups, making the groups feel like a safe place for them to come to.

“ In school I grew up with people, but there are always bad times, but in here, Police Cadets, there's no bad times. You grow up with each other, yes, but there's no bullying happening or nothing.

Member, Police Cadets, Waltham Forest

“ I think it's more friendly here. I think I could talk to almost all leaders here and have a good conversation and not be scared that I'd be judged, whereas at school, I feel like none of the teachers really have time for it, but everyone here, I think does and would talk to me if I needed it.

Member, Boys' Brigade, Blackburn

LONG-TERM ATTENDANCE

“Participation in uniformed youth group activities makes our young members happy and confident.”

Another factor that uniformed youth felt contributed towards the friendly and inclusive atmosphere was the fact that many attend their uniformed youth group over a sustained period of time, often for several years. The long-term aspect of the groups meant that they felt they had got to know others in the group well and felt comfortable in their presence. Many had made friends with whom they socialised outside of the group. Adult volunteers also were able to spend time getting to know each of the young people and were able to provide them with tailored support and attention as a result. The long-term model also means that the groups are able to establish an inclusive and welcoming atmosphere, and to assimilate new members into this as they join.

“ I think it's better in the sense of being able to talk about people, things that are concerning us when we're at Boys' Brigade because we've all been together for a few years and we're comfortable with each other and with whatever we say, whereas when I'm in my football team, I feel like I can only talk about football and games and stuff like that.

Member, Boys' Brigade, Blackburn

“ You do make close friends because you get to know them more and you're staying with them for weeks or days and weekends. Because you're working together a lot of the time so you'll have to talk to people and talk about what they're doing. You'll find out what they're like and what their qualities are, what they like to do and what they hate and stuff like that. When we go on trips, like large trips with all the Companies, we're all talking to each other and we make lots of friends because we're put in a room together.

Member, Sea Cadets, Bradford

SUPPORTIVE LEADERSHIP

Group leaders were often perceived to contribute to this welcoming atmosphere. They were often compared to teachers, whom young people felt were less able to spend quality time with them, due to the pressures of school life. Young people reported feeling that they are valued and listened to by uniformed youth group leaders. This was felt to help improve their confidence in speaking to and interacting with different people both within and outside the groups.

“ *[At school] everywhere you look it's always busy, for the whole day, and then as you come here, it's a lot calmer and you can relax and ask all the leaders about anything that you need, and they've got a lot more time to spend on you, rather than if a teacher was busy dealing with something else.*

Member, Girls' Brigade, Leicester

“ *The leaders will get you involved, they'll push you to your limits, which is really good, especially on camps. Yes, they'll encourage you, they'll motivate you, they'll help you reach your goals, which is really good.*

Member, Boys' Brigade, Blackburn

POSITIVE ROLE MODELS

Interviews also suggested that in addition to support, adult volunteers also provided positive role models for uniformed young people. Many volunteers reported that they made a conscious effort to model the values they felt to be important in enabling young people to contribute to wider society – kindness towards others, tolerance and altruism. Young people corroborated this, often reporting that the adult volunteers leading their group were inspirational figures, who helped give them the life skills they needed to interact with others in a positive way.

“ *The Army Cadet Force itself is there to help young people develop. We try and instil certain values in them, because they can take them standards into any walk of life. The teamwork thing, that's what we always aspire to, that's the biggest thing we praise.*

Volunteer, Army Cadets, Bradford

“ *Staff [group leader name] – he gets us, he talks to us as someone grown up, more mature. He actually goes through things with us... teach[es] us about law, and how to deal with things and good life skills. They're like head cadets, so they drive us onto the right path. I never had self-esteem. I'm always shy, I'm always in a corner, but staff taught me to speak up for myself.*

Member, Police Cadets, Waltham Forest

2.3 The positive impact of uniformed youth groups

Both the quantitative survey and qualitative interviews suggested that the inclusive and welcoming atmosphere of uniformed youth groups had a positive impact on young people – particularly in encouraging their confidence and sense of self-worth.

It was also important to explore the impact that the social interactions taking place within uniformed youth groups had on the young people who are members. To assess this, young people taking part in the survey were asked:

- How they felt when taking part in activities as part of their group;
- Whether they felt it was important for people to spend time with others who were different from them.

Qualitative interviews sought to explore this further, asking uniformed young people, parents/guardians and volunteers about:

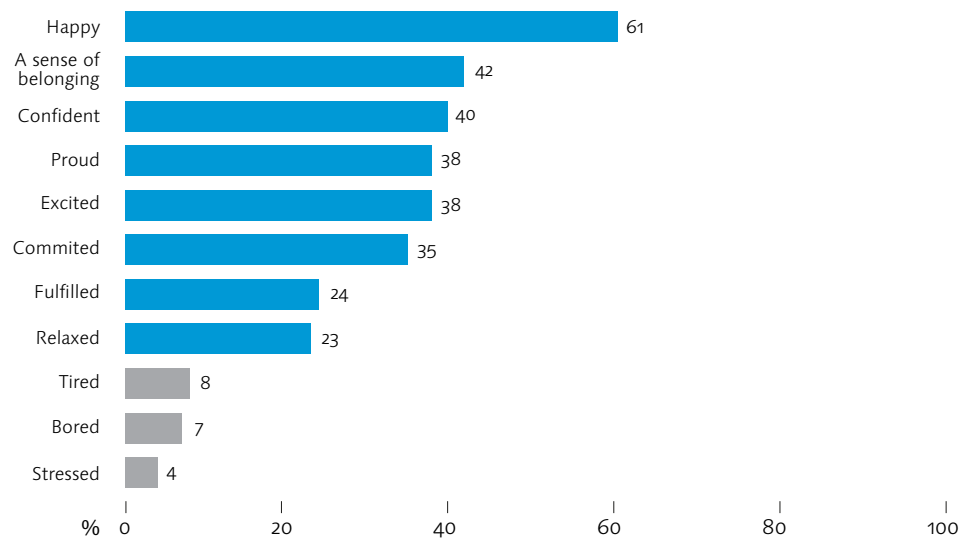
- How being a member made them feel;
- Whether they felt they had changed as a result of being a part of the group, and how;
- Why groups are important and what they contributed to British society.

CONFIDENCE AND SELF-WORTH

A majority of uniformed young people surveyed say that taking part in their group activities makes them feel happy (61%), while two in five say it makes them feel a sense of belonging (42%) or confident (40%). This is particularly significant given that the Prince's Trust Macquarie Youth Index (2018) suggests that young people's happiness and confidence are at the lowest levels since the study was launched.² Only small proportions of uniformed young people said that their group activities made them feel negative emotions (8% saying tired, 7% bored, and 4% stressed) – considerably less than for the positive emotions.

² www.princes-trust.org.uk/about-the-trust/news-views/macquarie-youth-index-2018-annual-report

Figure 3. Reported feelings when taking part in uniformed youth activities
Showing % who said the following



Q. When you take part in activities as part of your group, how do these make you feel? please select all the ways these make you feel from the list below. Base: all uniformed group members (n=569).

The qualitative findings strongly support those from the quantitative survey. Uniformed youth reported almost unanimously the positive impact that that they felt their group had on their confidence, with parents/guardians and volunteers also noting the impact groups had in developing self-esteem. Many noted that the opportunity to socialise with a different set of people was particularly valuable in increasing the confidence of young people, both within and outside the group. This was felt to have a knock-on effect, with the confidence that young people developed in uniformed youth groups also encouraging social mixing beyond the environment of the groups themselves.

“ I think it has definitely helped with her confidence. Just talking from the point of Brownies because we've had a few issues at school where she will hold onto my hand and she doesn't want to go in, it's usually after the summer holidays so it's resettling. We didn't have that at all with Brownies, which obviously is a good thing and I think that's because she's confident to come here. I think it's definitely improved her confidence and she loves to come.

Parent/Guardian, Girlguiding/Brownies, Leicester

“ The biggest benefit? Definitely their confidence and I think it's a sense of belonging. We had one girl join and I really felt like she was an outsider to the group but I've noticed in the past weeks that some of the girls have taken her under their wing and brought her into group activities, group discussions. I think that's really nice, so I think that's the main thing they get out it. That girl has come along. She's really confident now, so it's confidence, a sense of belonging, also helping each other, I think.

Volunteer, Girlguiding/Brownies, Leicester

“ *Mixing with the different people probably makes you more confident so, if I ever did meet up with anybody who I hadn't known before, I would probably have better social skills because I've mixed with a lot of people.*

Member, St John Ambulance, Peterborough

“Uniformed youth groups provide a valuable opportunity – particularly for those from disadvantaged backgrounds – for socialisation, developing soft skills and gaining qualifications such as BTECs.”

RAISING ASPIRATION

A theme that came through particularly strongly in interviews with those from disadvantaged backgrounds was how uniformed youth groups raise the aspirations of these young people, particularly those from families or communities where challenging circumstances might mean they are more at risk of marginalisation.

Young people, parents/guardians and volunteers involved with uniformed youth groups that had a higher proportion of young people from disadvantaged backgrounds, such as those located in more deprived areas, emphasised the particularly crucial role that groups play in these circumstances. Several volunteers noted that for young people who were at risk of being isolated due to a difficult family situation, uniformed youth groups provide a valuable opportunity for socialisation, and the chance to interact with peers in a supportive setting. In addition to giving young people the chance to develop soft skills such as leadership, many offered uniformed youth the opportunity to build more concrete skills base, such as through BTEC courses.

“ *We had parents that were alcoholics, we had parents that were drug addicts, parents that were imprisoned. Children with low IQs, and they became very insular. I had one lad ... this was a very introverted young man who had a lot of problems, and didn't know how to communicate with his peers. He reported that he didn't have any friends at school, and when he joined cadets, learning that he could actually achieve something, he could actually be something, and each time he got a qualification, you saw that confidence in him grow, and it made such a difference to him.*

Volunteer, Sea Cadets, Bradford

“ *With me, I feel that when I think of being a firefighter, obviously it's a male dominated career. For me, coming from a Black, Muslim background and being female, I thought that maybe that would be a barrier for me. Becoming a Fire Cadet, it helped me learn that I can still be a firefighter because it doesn't matter if I'm Muslim, or Black, or I'm a female. It made me more determined to actually want to become a firefighter.*

Member, Fire Cadets, Hackney

“ *It'll get you a lot of skills and a lot of qualifications, because you can get BTECs in Cadets as well, so it can help you with your education as well. It takes teenagers and helps them out. If they've got things happening at home, and are going to school and are just going straight to a problem at home, when you can come here, meet new people, have a good time. Obviously, Cadets is not just helping you within Cadets, it can help you outside of Cadets, and help you at home as well. So, if there are any problems, they can help you with that. So, it takes stress off people as well, and it gives you a lot of opportunities and things like that.*

Member, Sea Cadets, Bradford

2.4 Sense of belonging

Uniformed youth groups help to nurture a sense of belonging amongst young people, where everyone is treated the same.

Qualitative interviews supported the finding from the quantitative data that being a member of a uniformed youth group helped to nurture a 'sense of belonging' amongst young people. There were a number of factors felt to contribute to this, including the 'family' network the groups provide, the uniform, as well as the recognition that the group was part of a bigger whole.

FAMILY NETWORK

The atmosphere of uniformed youth groups was consistently described as like 'a family'. The structure of the groups means young people are aware of their role as well as how it relates to the group as a whole. The interaction of young people with others of different ages also contributes towards this 'family' feeling, giving younger members something to look up and aspire to. The clear levels of progression in youth groups mean that uniformed youth recognise and take pride in their own personal development, as they rise through the ranks, often taking on responsibility for younger members, and developing their leadership skills.

“ *They want to feel like they do belong and they want to feel part of something, and I think we all want to feel part of something. It is like a family. That's the only way I can describe it.*

Parent/Guardian, Jewish Lads' and Girls' Brigade, Redbridge

“ *I just think, when I've come here, the way [my son] talks about it, it's just a real great big family. From the head to the new cadet, everyone's respectful to each other, everyone looks out for each other... You just feel like it's one big family.*

Parent/Guardian, Fire Cadets, Hackney

Uniformed young people, parents/guardians and volunteers also discussed how the uniformed youth groups feel like a family because everyone is perceived to be accepted and treated the same. Respondents provided several examples of young people with learning disabilities or other issues whom, it was felt, may have struggled in other activities, but were welcomed in uniformed youth groups. The leaders understood that they would not necessarily be able to complete all of the tasks or activities to the same level as others, but these young people were still treated like the others, with adjustments made to ensure they could enjoy their experience and feel part of the group.

“ *[My son] has trouble learning quickly. It might take him a couple of years to get through it but he will get to it eventually, in his own time. They have time for him here. There's no set standard. They let them go at their own pace. [At school] they all have to be on a par, don't they? Whereas here, they go at their own pace. If they don't pass, they just have to do it again the year after.*

Parent/Guardian, Army Cadets, Blackburn

“ One [cadet] in particular, has quite severe learning difficulties. We know in our heart he's not really going to progress in the Sea Cadets, because it's quite difficult, some of the learning stuff, but he loves it, he's just happy, he's given jobs that he needs to do, and it's just wonderful to see him with that massive smile on his face. It really is, it's a proud moment.

Parent/Guardian/Volunteer, Sea Cadets, Peterborough

Wearing a uniformed helps young people feel they are part of a wider community, providing a tangible connection to others in the group.

UNIFORM

Wearing a uniform is also perceived to contribute to this sense of belonging and shared goals, as it is seen to help young people feel that they are part of a wider community, and provides a tangible connection to others in the group. The uniforms are also viewed as instilling a sense of pride in young people. Several commented that they felt different when they were wearing it and emphasised that they took the responsibility of wearing the uniform seriously.

“ [When I'm in my uniform and marching in the band] something overtakes me. I'm not chatting to the person next to me, and it's not because someone's there telling me, 'stop talking,' it's because I'm a cog in a machine, and I'm part of something bigger than myself.

Member, Jewish Lads' and Girls' Brigade, Redbridge

“ Having a uniform, you're all the same. You all start off at the same line and you've just got to progress from there.

Member, Fire Cadets, Hackney

Uniformed youth in the armed forces groups (Sea, Army and RAF Cadets) were particularly positive about the uniform. Several parents/guardians mentioned how their children felt a strong sense of pride in it, and that they took the maintenance of it very seriously. Interviewees felt that this was as young people understood they were representing their particular organisation (i.e. the Navy, Army or RAF) when wearing it, and therefore felt a duty to do this properly.

“ My daughters, spend two days after school once they've done all their homework preparing their uniforms, making sure they're all clean, they're pressed, their boots, and they just take a massive sense of pride in that uniform.

Parent/Guardian/Volunteer, Sea Cadets, Peterborough

“ Something without a uniform is a little bit wishy-washy, not taken seriously, whereas something with a uniform is a lot more clean-cut, concise...it's more structured. You know, you've got your uniform, you're ready. The perception is it's a more structured association, club, whatever, so I do think uniform does make a lot of difference.

Parent/Guardian, St John Ambulance, Peterborough

“ Having a uniform, it makes you feel part of something as well. It makes you feel like you're linked to whatever service you're in, obviously the Sea Cadets is the Royal Navy, so it makes you feel like you're part of the Royal Navy, and that, somehow, you're the same as them.
Member, Sea Cadets, Bradford

A PART OF SOMETHING BIGGER

Some uniformed young people, parents/guardians and volunteers commented on the fact that being involved with a uniformed youth group connected them to something bigger than just their local group. For example, several discussed their experiences interacting with young people from other locations, and even from outside of the UK on camps. While this was not the case for all groups, it was felt to be exciting, and something that made young people feel connected to others with whom they had something in common.

“ The biggest thing for the Cadets that are coming here, and every other detachment, is that they make friends. So when you go on weekends, you make friends in a bigger, wider circle, and then when you're on annual camp, or you do county shooting team, you get even a bigger, wider circle. So, you're making friends from all over the county.
Volunteer, Army Cadets, Blackburn

“ I'm quite proud to be representing St John. So, whenever I go out on duty, or even just in general, I think, because you're part of a community, it's not like you're in isolation, it's just this unit, you're one unit out of many in the country. When you're with St Johns, people respect you and people know that you are a trustworthy person. I think that's a nice feeling to get when you talk to someone.
Member, St John Ambulance, Peterborough

“ I think getting into groups like this, it helps build your confidence. It helps build your self-worth. It makes you feel as if it is your matter, you know, even though you're one person, you're part of a bigger picture. I think that can be a great change for society.
Parent/Guardian, Army Cadets, Blackburn

2.5 Citizenship and British values

Interviews with parents/guardians, uniformed young people and volunteers suggested that uniformed youth groups helped to heighten young people's connection to British society, as well as fostering the values felt to be a fundamental part of British citizenship.

Interviewees often spoke about how membership of a uniformed youth group heightened young people's awareness of their role as a British citizen. This aspect is particularly well-developed in the service-oriented uniformed youth groups (for example the Fire and Police Cadets, St John Ambulance and the armed forces groups), perhaps due to the particularly public-facing nature of these services and activities they engage in. However, this aspect was by no means limited to

these groups, and many interviewees from different groups talked about how being a member of a uniformed youth group helped young people to feel more connected to both their local community and to British society as a whole.

National events attended by many of the uniformed youth groups, such as Remembrance Day Parades and the Lord Mayor's Show were felt to be particularly powerful in encouraging young people to feel proud of British traditions and heritage, by emphasising their own sense of citizenship and belonging. In addition, uniformed young people, parents/guardians and volunteers often emphasised how uniformed youth groups help to develop key British values,³ such as tolerance, freedom and equality of opportunity.

“ *Remembrance Day that's just gone. We had nearly 30 cadets all lined up. Because Sea Cadets is the senior service, because it's attached to the Navy, we had a navy before we had an army, and the Air Force comes last, those kids stood at the front, more or less, or directly behind serving soldiers, and marched through Bradford City Centre, and being looked at. You could see their heads lift... they actually felt a part of society.*

Volunteer, Sea Cadets, Bradford

“ *One, they teach the kids respect. It's traditional, you know even if you see the Lord Mayor's Show and you see all the old troops marching. Then when you get the younger generation, it's very respectful and I will always want that to continue. We should always be proud of these people, they're volunteers, so when a young adult is volunteering their time to actually do something and is proud of it, it's very British I think.*

Parent/Guardian, Fire Cadets, Hackney

“ *In the context of people moving into this country, I think [these groups] are something essential... I think the work that these types of organisations do is invaluable, if we're going to build any sort of cohesion going forward... I can remember when my father [arrived in Britain] in the 1950s and so myself and my two siblings were in this sort of setting from day one, Cubs and Scouts and things... That's what it gives everybody, that sense of belonging, regardless of where you're from.*

Parent/Guardian, Girls' Brigade,

“ *It definitely contributes to British values. It's one of the British values to be everyone in one society, all the mixed different ethnicities, backgrounds, everything all mixed in together, so they're not just segregating themselves from each other. Obviously, you've got people from different backgrounds, different all that, and you've put them together, you get them to work together, they go back out into society, the normal community, they spread it just from being who they are and their improved self that cadets creates.*

Member, Army Cadets, Chingford

³ As outlined in the Integration Green Paper, p.10



Daisy Birch, 10, Girls' Brigade, First Huncote, Leicestershire

Girls' Brigade makes a big difference in our local area of Huncote, Leicestershire.

We're a fun place for local families and let them know they'll always have someone to talk to if they need it.

I was 4 years old when I joined up – my mum was helping.

I was excited but also a bit nervous to meet new people. But I've now been coming six years – I love it.

A highlight was going to Buckingham Palace as part of Girls' Brigade.

I liked going to London and I also met Prince Charles – that was an amazing moment.

I'm always learning lots of interesting and useful things.

We had a badge called Speaking Out, and I learned that once you've said something you can't take it back, but you can apologise to make it better. That's important because if you've had an argument with a friend that you trust, you need to be able to speak to them about it.

We do lots of crafts.

For example, we made fish out of paper plates. I've also met lots of people who don't come to my school – I've made new friends from new places by coming here every week.

I hope I'm part of this until I'm 18.

I just enjoy it a lot and I love the crafts we do. I'd like to be a leader in future. I'd like to start a new Girls' Brigade group like my mum did. In the meantime, I hope we can get a lot more people to join our group to make it bigger and better.

SECTION 3

SOCIAL ACTION

INTRODUCTION

Both the Casey Review and the Integration Green Paper have highlighted the potential of youth social action programmes to encourage positive interactions between young people and those from different backgrounds.¹ Youth United Foundation were therefore keen to explore the attitudes of uniformed youth towards social action activities, in comparison to young people who are not members of these groups. The online survey asked young people:

- How often, if at all, they gave up their time to do something that would help others while learning and developing themselves;
- How far they agreed with a range of statements discussing the role of young people in tackling social issues.

Qualitative interviews sought to explore this further, asking uniformed young people, parents/guardians and volunteers:

- Whether young people undertook any social action projects;
- The impact that they felt this had on young people and the community more broadly.

¹ The Casey Review, p. 58–59; Integration Green Paper p.30–34

SUMMARY

- Uniformed youth are nearly twice as likely as non-uniformed youth to say they take part in social action at least once a week – a difference of 28 percentage points – and 8 in 10 agree that it is important for young people to help tackle social issues.

- Uniformed youth are much more likely than non-uniformed youth to say that young people in their local community are encouraged by adults to tackle social issues and to say that adults in the community think that the social action undertaken by young people is worthwhile.

- Qualitative interviews also found that uniformed youth groups provide opportunities for young people to take part in social action, even inspiring young people to do this in their own time.

- In interviews, uniformed youth, their parents/guardians, and volunteers discussed how taking part in social action had helped young people become more confident meeting and interacting with others.

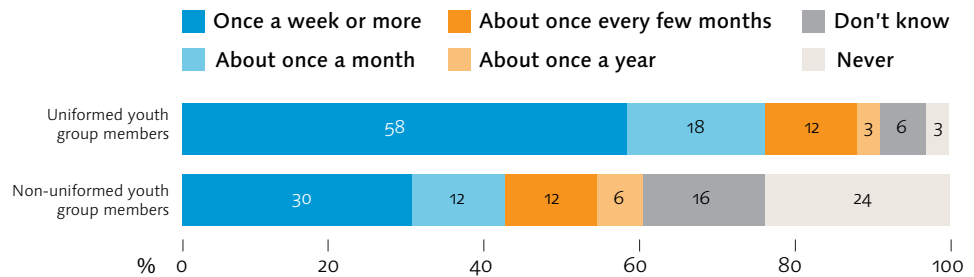
- Many felt that social action activities helped young people to feel more rooted in their community and British society more widely, fostering British values such as freedom, tolerance, and equality.

RESEARCH AND ANALYSIS

3.1 Participation in social action

Uniformed young people are much more likely than their non-uniformed counterparts to take part regularly in social action activities, giving them greater opportunity to interact with a wide range of people.

Figure 1. Time spent taking part in social action activities



Q. How often, if at all, would you say that you take part in activities where you give up your time to do something that will help others whilst also learning and developing yourself? Base: all uniformed youth members (n=569), all non-uniformed youth members (n=1,426).

58% of uniformed youth say they take part in social action at least once a week compared to 30% of non-uniformed youth. Whilst 24% of non-uniformed youth never take part in social action activities, only 3% of uniformed youth say the same. Twice the amount of uniformed youth as non-uniformed youth say that there are clear opportunities for them to tackle social issues in their local areas (62% vs 30%). This may point to the particular opportunities to take social action that young people can access through uniformed youth groups, for example through the #iWill campaign.²

Qualitative interviews supported these findings, with uniformed young people, parents/guardians and volunteers speaking often about how uniformed youth groups encouraged young people to take part in voluntary or charitable activities in the local community.



We do a lot of social action projects. So, for example, we had a drive last year where we brought in Christmas presents for people who are homeless, for a local homeless shelter. Some of us went out and gave them out and made hot drinks, and all things like that which was really nice. I've got involved with a little volunteering project in care homes and things like that. Just because of Jewish Lads' and Girls' Brigade really, it sounds really cliché, but inspires you to want to get involved.

Member, Jewish Lads' and Girls' Brigade, Redbridge

² The #iWill campaign aims to increase the number of young people taking part in social action by 2020 from 40% to 60%. Initiated by The Prince of Wales, it is convened by Step Up To Serve and enjoys the support of all major political parties. YUF works to proactively support this campaign.

3.2 Social action and social integration

In qualitative interviews, uniformed young people, parents/guardians and volunteers emphasised how taking part in social action projects encouraged uniformed young people to interact with a wide range of people in the local community, providing more opportunities for social mixing.

Uniformed young people are nearly twice as likely as non-uniformed youth to take part in social action at least once a week.

Interviewees often noted how groups helped to develop social skills through volunteering and community work. Uniformed young people discussed how social action work encouraged them to broaden their horizons, placing them in new and unfamiliar situations, and encouraging them to interact with a broader range of people than they might otherwise. In undertaking social action projects, uniformed youth were felt they were able to develop a greater awareness of the world around them, gaining an insight into communities which developed their sense of empathy and understanding.

“ *It's brought my confidence up a lot through meeting new people, seeing new adults, doing different things that are out of my comfort zone. I feel like it's brought me a long way and I know that it will look good in future times when I'll need a good reputation or something.*

Member, Army Cadets, Blackburn

“ *It opens your eyes to different things, you're also looking at life that you may not even come across. Your families may not go to those kinds of events. Communication again is the skill. They know how to approach people and that's really important because it's a diverse culture we live in and we need to be able to understand those things.*

Parent/Guardian, Sea Cadets, Bradford

“ *Because in Cadets, you've got so many different backgrounds, you've got so many different cultures coming together, and then we do events for all kinds of different communities. I didn't know much about the Jewish community, but we started working with them to raise awareness about the Holocaust, and that gave me an insight on their community.*

Volunteer, Police Cadets, Waltham Forest

In addition to heightening awareness of social issues, uniformed young people, parents/guardians and volunteers discussed how involvement with social action and community work helped young people to develop a sense of citizenship. Some respondents discussed how working towards tackling social issues, often through the delivery of social action, helped young people to better understand their place in society, and the role that they could play as an engaged British citizen.

“ *I just think they contribute so much. When a young adult is volunteering their time to actually do something and is proud of it, it's very British I think. I realise that despite all the horror stories you hear [in the media] about young people, the majority are good kids that want to do something and want to get along.*

Parent/Guardian, Fire Cadets, Hackney

“ It's giving them a work ethos. It's making them understand that there are needs out there outside of their own four walls. The money tonight is going to a local homeless charity. It's just giving them that bigger picture that there is actually more to life than just school or work, there's a community out there that we all need to be part of... it's about respecting each other, offering something back to society and not expecting it on a plate.

Volunteer, Boys' Brigade, Blackburn

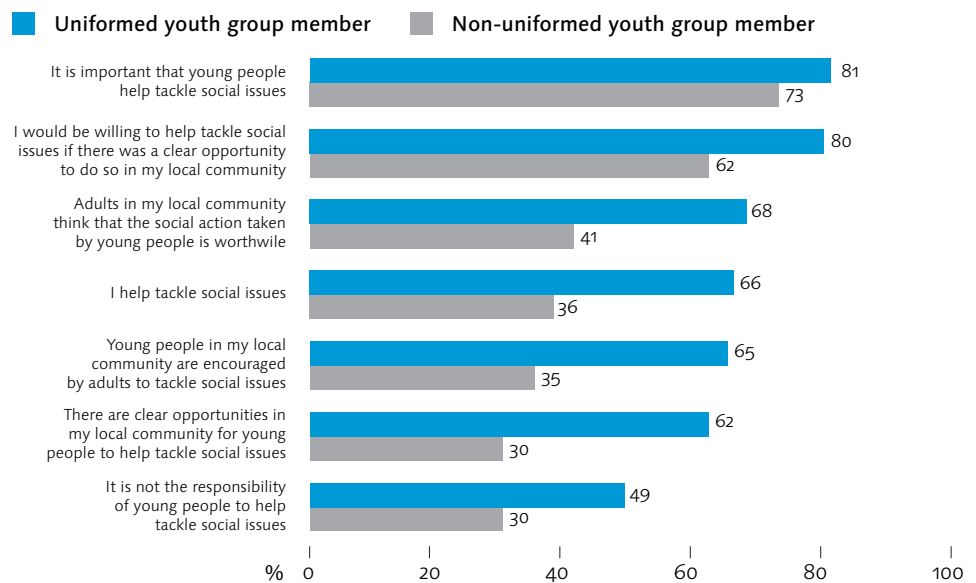
“ When we do the community side of the stuff, like crime prevention, going out there in public, talking to the public, recruitment, you know. I think it's interaction between the cadets and the community. The community come to us to talk to us, you know, ask us what we do. We talk to the community. It's like building bridges, you know, with the community, and talking to different people.

Volunteer, Police Cadets, Waltham Forest

3.3 Importance of social action

Uniformed youth are more likely than non-uniformed youth to recognise the importance of social action, and to say that they would be willing to tackle social issues themselves.

Figure 2. Young people and social action
Showing % who agreed with each statement



Q. To what extent do you agree or disagree with each of the following statements about young people and social issues? Base: all uniformed youth group members (n=569), all not uniformed youth group members (n=1,426).

Social action was helps young people become more confident meeting and interacting with others, as well as feeling more rooted in their community.

Overall, young people as a whole say that there is tremendous value in young people taking social action (75%) and that they would be willing to tackle social issues and challenges themselves with the right opportunity in their local community (67%). Uniformed youth are particularly likely to say this, however, with 81% saying they think it is important for young people to help tackle social issues, compared to 73% of non-uniformed youth. More uniformed youth than non-uniformed are willing to tackle social issues themselves, if there was a clear opportunity to do so in their local community (80% vs 62%). Young people who attended uniformed youth groups are also more likely to say that they currently help to tackle social issues. 66% of uniformed youth say they help tackle social issues, compared to 36% of non-uniformed youth who say the same.

This was borne out in qualitative interviews, where uniformed young people, parents/guardians and volunteers suggested that uniformed youth groups not only provided the opportunity to take part in social action, but could also encourage this to carry on into young people's ordinary lives, giving them both the awareness and confidence needed to volunteer to help to tackle social issues in their local community.

“*Yes, every so often they go into the community and they do bag packs to raise money for charity, we do a lot of events where they've done car park activities or they've just stood there with a bucket. My daughter's also just approached the CEO about an idea. She wants to actually get a group of them to go into a day care centre for the old people and just volunteer.*

Parent/Guardian/Volunteer, Sea Cadets, Peterborough

“*We're obviously part of an Indian community as well, which has lots of functions and things. It was never something that really she thought about, but in the last couple of years I know exposure to [Girls' Brigade] has made her volunteer herself, without me even asking. She went, 'Dad, can I help out,' she wants to do things that she's learnt here, she wants to take into different community, her family community.*

Parent/Guardian, Girls' Brigade, Leicester

3.4 Responsibility for social action

Uniformed young people also discussed recognition from those in the community more broadly for social action. Some reported that the uniform in particular boosted the visibility of the group when taking part in efforts around the local community. It was often referenced when young people recounted positive interactions with the general public.

Uniformed youth are significantly more likely than non-uniformed youth to agree that adults encourage their local efforts to tackle social issues (65% vs 35%) and that adults in their local community think that social action taken by young people is worthwhile (68% vs 41%). Non-uniformed youth are twice as likely as uniformed youth to say they do not know the answer to either question (31% vs 16% and 41% vs 19%, respectively). They are also more likely to disagree that adults encourage their social action efforts (31% vs 17%) or think that young

people's social action is worthwhile (15% vs 11%). Interestingly, uniformed youth are more likely than non-uniformed youth to agree that it is not young people's responsibility to tackle social issues. This might be because they are more likely to have experienced the support and encouragement of adults when taking part in social action through their groups.³

In qualitative interviews, uniformed young people frequently spoke about how adult volunteers took a genuine interest in supporting and developing them, and gave them roles with real responsibility. Many felt that this encouragement gave them the sense that their efforts were important and valued. Whilst this was often discussed in a more general sense – for example, comparing the support and attention from adult volunteers to that received from teachers at school – it may also suggest, as indicated by the quantitative findings, that uniformed youth are also more likely to feel that adults recognise the contribution that they are making when it comes to social action.



Sometimes they'll ask us, because we're the older group, if we can think of anything for the younger ones, and if we can, then to write it down. So, it's good because they let us have control as well. So, they let us have free leadership.

Member, Girls' Brigade, Leicester

Uniformed young people also discussed recognition from those in the community more broadly for social action. Several noted that uniform in particular played a role in this, boosting the visibility of the group when taking part in efforts around the local community. It was often referenced when young people recounted positive interactions with the general public.



I think the community here gets to see us a lot and because I've seen a lot of people wearing [uniform] around here. I think they like seeing us around because when we do, like, bag packs, raising money for our thing, well, we get a lot of money because of how smart we look and how we address people and help people out.

Member, Sea Cadets, Bradford

³ As this was the only negative statement amongst a range of positive statements about young people's role in social action, there is also the possibility that the question was misunderstood.



Uno Baker, 18, Volunteer Police Cadets, Tower Hamlets unit

I moved here at 16 from Saudi Arabia; you can't do so much as a woman there.

Here I can play football, do my Duke of Edinburgh award ... and volunteer with Police Cadets. I'm so proud to represent an organisation that has such a positive impact.

I heard so many things against the police in my school, and I found myself wondering why.

I wanted to find out for myself, rather than following the trend. One of the staff members from Tower Hamlets cadets came to visit, and when they told us about all the things we could achieve I was very interested. I thought I'd give it a shot.

Since I joined in 2015, I've done so much with cadets.

I was really happy when I first attended – I felt comfortable instantly. I did my bronze and silver Duke of Edinburgh, climbed the three highest mountains in the UK in three days, visited Poland, went to Summer Camp. I even saw the Queen – she waved at me twice!

I voted for the first time this year.

A lot of young people choose not to vote – it's not considered cool. I felt really proud just being able to go in there and cast my vote.

We're encouraged to do proactive things in the community as part of cadets.

It's called aid. I've done volunteering in mosques, at the Trooping the Colour, at Notting Hill Carnival. As a Muslim young lady, I wouldn't actively go to a carnival to have fun, but I was proud to be there. I was telling people about cadets – I got some really positive responses from other young women. 'You're a girl and you're a cadet – can I do that?' Yes, 100%. You can do anything you want.

People look at young people in such stereotypical ways – as if we're a disappointment.

When I'm representing the Metropolitan Police, that changes. People look at us with respect, and that's important. It gives me a sense of pride in myself and my generation more generally.

There's a unity and understanding between all of us, wherever we come from.

We share that pride in being part of Cadets. Tower Hamlets cadets has grown so much – and as we continue to grow and train we just get better. So I see a really bright future. I hold out hope to inspire people who are anti-police too.

SECTION 4

ENCOURAGING MEMBERSHIP OF UNIFORMED YOUTH GROUPS

INTRODUCTION

In order for uniformed youth groups to deliver social mixing, it is important for them to be able to attract a wide range of members, from a variety of backgrounds. Therefore, the online survey and qualitative interviews also sought to explore drivers and barriers to uniformed youth group membership. The online survey asked:

- Uniformed young people why they had joined their particular group;
- Non-uniformed young people why they had not joined a uniformed youth group.

Qualitative interviews also explored this more generally, looking to gain insight into:

- Uniformed young people and parents/guardians' reasons for joining their group;
- How uniformed young people, parents/guardians and volunteers might encourage other young people to join, and which messages they would use to do this.

SUMMARY

- In the online survey, the most cited reason for joining a uniformed youth group was to have fun, with nearly half saying this.

- A similar proportion of uniformed young people say they joined their group to learn new skills, with 4 in 10 saying that they joined to make new friends or meet new people.

- While the base size is low, uniformed young people from the most deprived socioeconomic backgrounds are particularly likely to say that they joined their group to meet new people or to make new friends, suggesting groups may provide an important way for this demographic to socialise and interact with others.

- The qualitative findings highlight that family members and peers play a key role in encouraging young people to join uniformed youth groups, with uniformed young people hearing about groups from school friends or being encouraged by parents or guardians.

- The main reasons cited as to why non-uniformed young people have not joined a uniformed youth organisation were that they were not interested (52%), were too busy with other activities (32%) or that none of their friends were members (29%).

- Young people from the most deprived backgrounds are more likely than others to say that affordability is a barrier to them joining, as well as to say that they haven't joined a group as there are not any local to them.

RESEARCH AND ANALYSIS

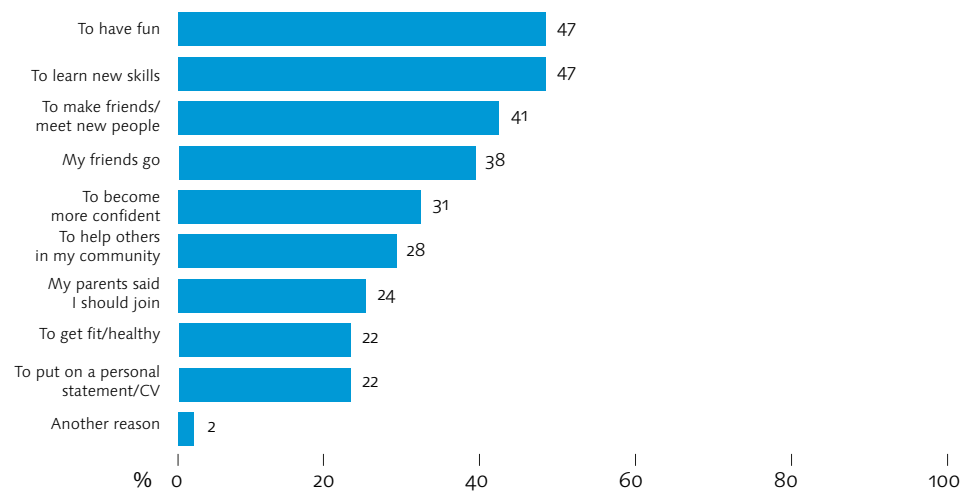
4.1 Drivers to uniformed youth group membership

The quantitative findings highlight a range of drivers that motivate young people to join a group, from having fun to meeting new people. These sometimes vary by demographic group.

Young people attending uniformed youth groups were asked what motivated them to join the particular uniformed youth group that they attend. The chart below provides a summary of responses across all of the uniformed young people. The most common reasons cited for joining a uniformed youth group are to have fun (47%) or to learn new skills (47%). Making friends or meeting new people is also an important reason for joining a group (41%).

Figure 1. Reasons for joining a uniformed youth group (all uniformed young people)

Showing % who said the following



Q. You mentioned that you are a member of at least one of the groups asked about in the previous question. Why did you join this group to begin with? Base: All uniformed youth (n=837) (please note that as some uniformed youth are members of more than one group, this number is higher than the number of uniformed youth members who answered the survey).

Table 1 highlights the differences in reasons for joining a uniformed youth group by different demographic groups. It provides an overall summary of all responses, whilst Table 2 below shows the question was broken down by uniformed youth group to provide granularity in responses. Significant differences are highlighted with an asterisk.

By appealing to the reasons that motivate young people to join for different demographic groups, YUF can encourage greater diversity and draw in underrepresented groups to help encourage social mixing. These findings highlight, for example, that uniformed young people who attend a comprehensive school are particularly likely to say that they joined to have fun (57%), or to meet new people (50%). This suggests that these messages may be particularly effective in encouraging more young people from these schools to join. Similarly (although the base size is low for this group), those from the

most deprived social backgrounds are most likely to say that they joined a uniformed youth group to meet new people (66%). This indicates that this is a particularly important aspect for young people from these backgrounds.

Table 1. Reasons for joining a uniformed youth group (all uniformed young people)

		To have fun	To learn new skills	To make friends/ meet new people	My friends go	To become more confident	To help others in my community	My parents said I should join	To get fit/ healthy	To put on a personal statement/ CV/college application
	Total	47%	47%	41%	36%	31%	26%	24%	22%	22%
AGE	Net: 14 and under	47	43	41	37	32	26	25	23	20
	Net: 15 and over	47	54*	43	33	31	27	23	21	25
GENDER	Male	43	41	38	37	29	25	27	25*	23
	Female	52*	54*	46*	34	34	28	21	18	20
SOCIO-ECONOMIC GRADE	AB	42	42	38	35	28	26	25	23*	22
	C1	55*	53*	43	35	33	22	24	16	20
	C2**	50	61*	42	32	37	25	18	20	15
	DE**	63*	55	66*	44	49*	43*	33	36*	32*
ETHNICITY	White British	48*	47	43*	38*	33*	25	26*	22*	21
	White other**	39	44	27	20	18	21	7	21	26
	BAME**	37	42	35	26	26	35*	23*	20	26
RELIGION	Christian	45*	45*	40*	36*	31	28	27	25*	24*
	Other faith**	26	30	24	22	23	22	20	24	23*
	Not sure	54*	53*	50*	36*	34*	21	22	16	13
	Atheist**	67*	63*	50*	45*	37*	32	24	19	27*
DISABILITY/ MENTAL HEALTH CHALLENGE	Yes	30	30	29	23	25	21	18	20	23
	No	53*	53*	46*	40*	34*	28*	27*	23	21
URBAN/RURAL	Urban/town and fringe	45	45	41	35	33	26	25	23	23
	Village/hamlet**	57*	58*	47	37	21	23	23	15	14
TYPE OF SCHOOL ATTENDED	Private	31	32	31	30	26	26	23	28*	26*
	Selective**	46*	43*	33	33	35	32	20	26*	30*
	Comprehensive	57*	56*	50*	41*	33	25	27	17	16

	To have fun	To learn new skills	To make friends/ meet new people	My friends go	To become more confident	To help others in my community	My parents said I should join	To get fit/ healthy	To put on a personal statement/ CV/college application
Total	47%	47%	41%	36%	31%	26%	24%	22%	22%
INCOME SUPPORT OR FSM									
Eligible for FSM at school	41*	38	40*	36	31	28	24	27*	26
Household received income support	32	32	31	29	27	24	23	25	26*
Both apply	35	34	34	31	28	25	22	25*	24
Neither apply	59*	59*	48*	40*	34*	27	27	19	19

FSM = free school meals

BAME = black, asian and minority ethnic

*This is a statistically significant difference in relation to the comparison demographic group (significance is at the 95% confidence level).

**Indicates a base size of less than 100 – results should be treated as indicative rather than representative.

It is interesting to note the variation in motivations to participate by uniformed youth group, perhaps indicating that it is positive to have a breadth of groups available to young people depending on their interests and priorities. The sample sizes at the individual group level are small so should be taken as indicative only. The top reason provided for each individual uniformed group is shown in bold in Table 2.

Table 2: Reasons for joining a uniformed youth group (by uniformed youth group)

	Scouts	Girlguiding/ Brownies	St John Ambulance	Army Cadets	Sea Cadets	Jewish Lads' and Girls' Brigades	Fire Cadets	The Boys' Brigade	The Girls' Brigade	RAF Air Cadets	Volunteer Police Cadets
Unweighted Total	199	132	70	74	56	33	37	71	55	61	49
Weighted Total	182	131	64	69	49	27	29	57	47	54	41
To have fun	62%	60%	36%	42%	31%	20%	47%	33%	38%	45%	28%
To learn new skills	52%	53%	48%	54%	42%	15%	48%	39%	38%	45%	36%
To make friends/meet new people	49%	52%	34%	34%	34%	36%	38%	27%	41%	36%	34%
My friends go	42%	43%	25%	34%	35%	17%	39%	41%	33%	25%	21%
To become more confident	33%	28%	34%	31%	26%	26%	41%	24%	26%	42%	34%
My parents said I should join	30%	25%	27%	12%	24%	26%	15%	26%	24%	19%	29%

	Scouts	Girlguiding/ Brownies	St John Ambulance	Army Cadets	Sea Cadets	Jewish Lads' and Girls' Brigades	Fire Cadets	The Boys' Brigade	The Girls' Brigade	RAF Air Cadets	Volunteer Police Cadets
To help others in my community	24%	24%	34%	27%	17%	26%	27%	34%	25%	26%	30%
To get fit/healthy	19%	12%	13%	30%	38%	16%	31%	23%	31%	33%	23%
To put on a personal statement/ CV/ college application	13%	15%	23%	25%	29%	25%	22%	16%	39%	37%	32%
Another reason	3%	1%	0%	9%	3%	0%	0%	1%	3%	0%	2%

Members of the Scouts and Girlguiding/Brownies are more likely to say they joined to have fun (62% and 60% respectively) than for the other groups. The others tend to be more focused on learning new skills (although the motivation of having fun is still a commonly cited reason). This also emerged in the qualitative interviews, where almost all uniformed young people interviewed said that they had fun at their group. Members of armed forces or other service groups were also keen to emphasise what they had learned at their group and the qualifications they had gained.

“ Well, they obtain skills that you wouldn't have thought they had. With the new training programmes, with the NVQ, they're getting qualifications. Boating and things like that, they're getting qualifications. On the Marine side, they get shooting qualifications.
Volunteer, Sea Cadets, Peterborough

“ I just really enjoy it. I have nothing else to do on a Friday night apart from just sitting at home doing nothing, so it's just a fun thing to do. I just really enjoy the atmosphere here of how everyone's really friendly and like family. It's just really nice. All the activities we do as well, it's loads of different stuff. All the way through Beavers to Scouts now, you just do lots of different varied activities as well, so it's just really fun and engaging.
Member, Scouts, Blackburn

The qualitative interviews also demonstrated that young people hear about and join uniformed youth groups for a variety of different reasons. One reason to emerge more strongly in the qualitative findings was having a family connection to the group. Many reported that their parent/guardian, sibling or cousin had previously attended and had enjoyed their experience. Several parents/guardians had very positive memories of their own experience of uniformed youth groups and were keen for their children to also have this experience. These findings indicate the importance of targeting these influential groups when looking to expand uniformed youth group membership among underrepresented demographic groups.

“ My auntie was a Sea Cadet in this unit before me, so it's been in the family. I only went to school, and I had nothing else outside school, so she said, 'If you join Sea Cadets, you'll be interested.' At first, as I came down, I liked it, so I came back. Then, six years later, I'm still here.

Member, Sea Cadets, Bradford

“ Touch wood, we seem to be on that right road and she seems to be forging what I can see, hopefully, lifelong friendships. It's not always the children you're with at school, it's from a wider variety, and a wider age group as well.

Parent/Guardian/Volunteer, Girls' Brigade, Leicester

Some young people had done research about the groups themselves and had asked their parents/guardians if they could join – in some cases the parents/guardians had not heard of it before but had been convinced by their child's enthusiasm.

“ Originally, she didn't tell me about it, I just heard after she'd got a place and everything, and she said, 'Mum, I want to do this'. She brought a form I think, and I signed the form on her behalf. I thought it was going to be about a school area, but I never thought it was going to be this big and she has to come here and everything.

Parent/Guardian, Fire Cadets, Hackney

Word of mouth also played a key role in convincing young people to join uniformed youth groups. Some uniformed young people had heard about the group at school (for example at a presentation given by a group leader), or had joined because their school friends were members, and had recommended it to them.

“ The friend that told me about it, she's from this school. We used to stay in break time and talk about what she was doing in police cadets. She told me that I should join because it would be fun. I said, 'Why not?'

Member, Police Cadets, Waltham Forest

Parents/guardians prefer their children to be at a group rather than watching TV or being out on the streets.

Some parents/guardians had also thought that it would be a good idea for their child to join due to the social benefits of uniformed youth groups such as making new friends. Others liked the fact that the groups instilled positive values in their children, including respect, a sense of pride and citizenship. Several commented that they would prefer their children to be at the group than staying at home watching TV or playing video games, or simply being out on the streets.

“ With the way my foster son was behaving, I thought he needed something to bring him out of himself, make him more confident, get out and about more.

Parent/Guardian, Army Cadets, Blackburn

“ If they're meeting people, doing stuff, rather than being at home on their own, just on a PlayStation, they need to be encouraged to talk and do activities together, because we're losing that. We are totally losing it in today's society.

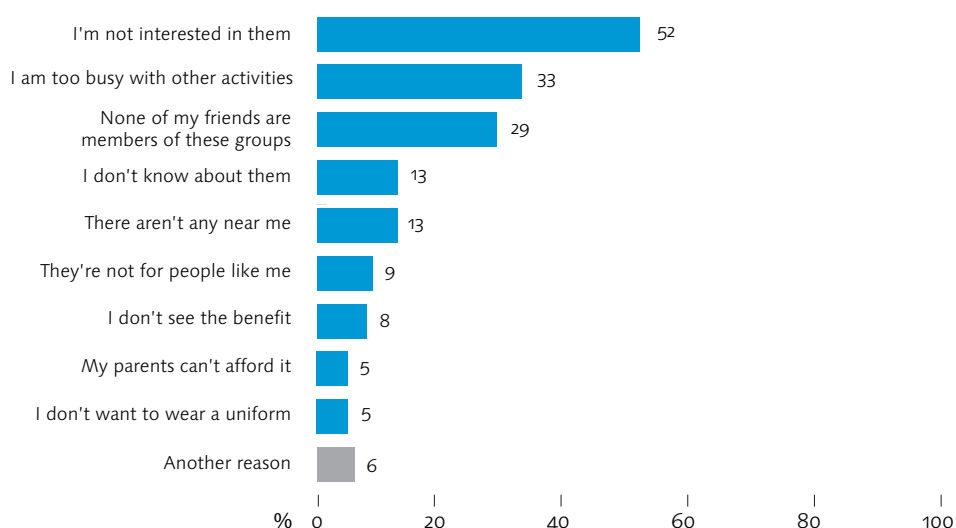
Parent/Guardian, Boys' Brigade, Blackburn

4.2 Barriers to uniformed youth group membership (quantitative findings)

Young people who did not participate in uniformed youth groups offered a number of reasons as to why this is the case. The three main reasons were that they were not interested (52%), were too busy with other activities (33%), or that none of their friends were members (29%).

While these reasons suggest that uniformed youth groups could do more to promote themselves to young people as a preferred activity, it is encouraging that perceived attributes of uniformed youth groups do not seem to be off-putting. For example, young people are least likely to say that their parents/guardians could not afford it or that they did not want to wear a uniform (both 5%). As expected, young people from the most deprived social backgrounds and those eligible for free school meals are most likely to say their parents/guardians could not afford it (10% and 13%).

Figure 2. Reasons for not being a member of a uniformed group
Showing % who said the following



Q. You mentioned that you are not a member of any of the groups asked about in the previous question. Why are you not a member of any of these groups? Base: all those not a member of any uniformed group (n=1,426).

Table 3 highlights the differences in reasons why young people have not joined a uniformed youth group, by different demographic groups. This information is useful for the YUF in order to understand why some young people may be less likely to join uniformed youth groups than others, and how these obstacles might be addressed. It is clear, for example, that young people from the most deprived social backgrounds are particularly likely to say they have not joined a group because their parents/guardians can't afford it (10%). Not having access to a nearby group (or perhaps knowledge of a nearby group) is also cited by the most deprived social grade as a reason for not joining a group (17%), indicating the importance of having wide coverage in more disadvantaged areas, as well as publicising the groups and their benefits effectively.

Table 3. Reasons not being a member of a uniformed youth group (all uniformed young people)

		I'm not interested in them	I am too busy with other activities	None of my friends are members of these groups	There aren't any near me	I don't know about them	They're not for people like me	I don't see the benefit	I don't want to wear a uniform	My parents can't afford it
	Total	52%	33%	29%	13%	13%	9%	8%	5%	5%
AGE	Net: 14 and under	51%	31%	29%	14%	14%	8%	6%	4%	6%
	Net: 15 and over	54%	35%	30%	13%	11%	10%	9%	6%	5%
GENDER	Male	54%	32%	29%	13%	14%	10%	9%*	7%*	5%
	Female	51%	34%	29%	14%	12%	8%	6%	4%	6%
SOCIO-ECONOMIC GRADE	AB	49%	39%*	35%*	12%	12%	5%	7%	7%*	3%
	C1	54%	33%*	27%	12%	11%	11%*	8%	6%*	6%*
	C2	57%*	31%	28%	12%	11%	11%*	7%	5%	4%
	DE	51%	25%	24%	17%*	16%	8%	7%	3%	10%*
ETHNICITY	White British	54%*	34%	30%	13%	10%	10%*	7%	6%*	5%
	White other**	50%	28%	24%	13%	33%	9%	11%	9%*	3%
	BAME	44%	31%	28%	19%*	27%*	4%	8%	1%	5%
	Mixed race**	54%*	33%	36%	16%	18%*	5%	8%	3%	6%
	Asian**	35%	35%	27%	26%*	30%*	4%	8%	0%	5%
	Black**	39%	17%	11%	14%	41%	3%	7%	0%	5%
RELIGION	Christian	41%	40%*	30%*	16%*	14%	6%	5%	5%	4%
	Other faith**	37%	24%	16%	23%*	26%*	8%	7%	2%	5%
	Not sure	55%*	32%	33%*	11%	10%	9%	8%*	6%	5%
	Atheist	69%*	29%	27%*	11%	11%	13%*	11%*	7%	7%
DISABILITY/ MENTAL HEALTH CHALLENGE	Yes	55%	21%	28%	19%	15%	16%*	9%	6%	14%*
	No	52%	34%*	29%	13%	12%	8%	7%	5%	4%
URBAN/ RURAL	Urban/town and fringe	53%	31%	29%	12%	14%*	10%	8%	6%	6%*
	Village/hamlet	49%	41%*	29%	20%*	8%	7%	5%	4%	3%
TYPE OF SCHOOL ATTENDED	Private	38%	41%	27%	18%	18%	4%	11%	10%	1%
	Selective	37%	35%	27%	15%	19%*	6%	10%	6%	2%
	Comprehensive	54%*	32%	30%	13%	13%	9%	6%	5%	6%*

	I'm not interested in them	I am too busy with other activities	None of my friends are members of these groups	There aren't any near me	I don't know about them	They're not for people like me	I don't see the benefit	I don't want to wear a uniform	My parents can't afford it	
INCOME SUPPORT OR FSM	Eligible for FSM at school	50%	25%	27%	21%*	17%*	12%*	11%*	5%	13%*
	Household received income support	50%	28%	24%	18%*	14%	12%	10%*	7%	10%*
	Both apply	48%	26%	25%	19%*	17%*	12%*	11%*	6%	11%*
	Neither apply	54%	35%*	31%*	12%	11%	8%	6%	5%	3%

FSM = free school meals

BAME = black, asian and minority ethnic

*Significantly higher at the 95% confidence level.

**Indicates a base size of less than 100 – results should be treated as indicative rather than representative.

While the qualitative interviews did not probe specifically on barriers to joining uniformed youth groups, these obstacles did emerge spontaneously in conversation on several occasions. Volunteers at some of the older and more traditional groups spoke about the negative associations that they believe continue to surround some uniformed youth groups, particularly those with a religious basis. Some felt that this may put some people off joining. In particular, interviewees at the armed forces groups expressed concern that potential members might view the youth groups as a recruiting tool. However, there was also a more general sense that many young people simply did not know about some uniformed youth groups, particularly those with a lower profile and fewer units. When asked how they might convince others to join their group, uniformed young people spoke about the enjoyment they derive from their activities, meeting new friends, and gaining new skills and qualifications which would help their future career.

“ I would say that, if you're looking for ways to encourage participation, would be taking current members from different settings and sort of mixing them, whether that's at events, at open events, or just go to the settings where those people are and just visit them. Whatever the visit looks like, I would say, to me, that would be the most powerful one, just based on her experiences.

Parent/Guardian, St John Ambulance, Peterborough

“ I'd say join because it gives you loads of opportunities otherwise you wouldn't get, if you weren't in the Cadets. You get to meet people you never thought you'd meet, and it gives you a lot of skills. It's not boring at all, it'll get you a lot of skills and a lot of qualifications, because you can get BTECs in Cadets as well.

Member, Sea Cadets, Bradford

“ Well, you make new friends, and you get to play loads of games and do crafts and you learn new things.

Member, Girlguiding/Brownies, Leicester

4.3 Barriers to uniformed youth group membership (qualitative findings)

Volunteers in several groups also discussed the challenges posed by a lack of funding and resources.

In qualitative interviews, volunteers frequently discussed their concerns that groups were struggling to meet demand. Funding was often an issue, particularly because group leaders felt that it was important to subsidise uniforms, activities and trips so that cost was not a barrier to participation. Funding and a shortfall of volunteers were also frequently discussed as barriers to expansion, with many conscious that demand for uniformed youth group places outstripped supply. Indeed, several group leaders talked about how a short supply of adult volunteers limited the activities their group was able to run – and made the possibility of opening new groups seem very slim. The YUF estimate that nationally the waiting lists for groups exceed 180,000.¹

“ It's not easy because we need a lot of funding as well, so we can't branch out to every single area and help every single person. So in order for us to progress and to go out to all the boroughs within London we need a lot more funding so it's really hard at the moment but we are getting there.

Volunteer, Fire Cadets, Hackney

“ We could try and do a recruitment drive... mind you this unit is quite full. That's the only thing I'd be worried about. Are there enough volunteers to support how many children want to come?

Volunteer, Girlguiding/Brownies, Leicester

¹ Please see Appendix 2 for more detail.



Elmer Jaci, 14, Volunteer Police Cadets, Tower Hamlets unit

I've been a cadet for about 3 years. Before joining, I didn't have much to do.

I was told by a friend that Police Cadets was a great thing to get into, and thought I'd give it a try. I wasn't very active – Cadets was a way for me to get out the house and do something different that taught me new skills.

Voluntary Police Cadets is always part of the conversation between young people and police.

Within school there are always the two extremes – you've got people who really like the fact you're doing something related to the police and those who don't want anything to do with it. By being in between those two groups, Cadets lets those who want to get involved to come and do so, and those who have this different ideology about police to get a better understanding of how we work. That means negative images and ideas get challenged.

Joining cadets has helped me to develop into a more confident and self-reliant person.

It's allowed me to be part of things I never thought I could – like volunteering at the London Marathon or on the Mall. It's quite extraordinary to think about all the things we do across the year. I'd never have achieved so much if I hadn't joined.

When you're a cadet you feel like more of an individual, but also more of a team player.

It's made me think about the kind of person I want to be. I also understand what my role is and what I'm expected to do within the group. That adds up to greater awareness of my surroundings.

I definitely see Cadets as bringing people together from different cultures.

Having a more diverse community allows barriers to be removed. More broadly, I've learned how to adapt to certain types of people – I know how to conduct myself.

I'm more excited about my future now.

Being in Cadets means I have more options for career choices, and that I have a better idea of how the world works. I hope I continue to develop and get a greater understanding of how everything works.

Wearing the uniform keeps an important tradition alive.

Especially with younger cadets, there's a new generation coming in and the values we represent aren't lost. Instead, they're passed down, and in the process we can develop our society and strengthen the links between generations and different groups. It means that, overall, society becomes better.

SECTION 5

PROFILE OF UNIFORMED YOUTH

INTRODUCTION

The quantitative survey was conducted amongst a nationally representative group of young people aged 11–18. This enables the comparison of the demographic profile of uniformed youth with the profile of those who do not currently participate in uniformed youth groups.

SUMMARY

- The ethnic background of uniformed young people shows they are as diverse as the general youth population.

- Uniformed youth are just as likely as non-uniformed youth to report belonging to a faith group other than Christianity. However they are more likely than non-uniformed young people to say that they are Christian (non-uniformed young people are more likely to say that they are atheist or that they are unsure).

- Uniformed young people are more likely than non-uniformed young people to report having a mobility or mental health or disability challenge.

- Uniformed youth are more likely to live in an urban area, such as Greater London, reflecting a bias in opportunities for participation based on where young people live.

- The likelihood of participating in a uniformed youth group diminishes as young people get older, with uniformed young people more likely to be at the younger end of the 11–18 year age range.

- There is a slight gender bias evident, with uniformed young people slightly more likely to be male, when compared to the national-average gender balance.

RESEARCH AND ANALYSIS

5.1 Demographic profile of uniformed youth

Broadly, the demographic profile of uniformed young people reflects that of non-uniformed youth, although it will continue to be important to fund disadvantaged areas to ensure young people from all backgrounds have the opportunity to join uniformed youth groups.

The quantitative findings suggest that the demographic profile of uniformed young people largely reflects that of non-uniformed youth. For example, the ethnic composition of uniformed young people reflects the wider 11–18 year-old group, and uniformed young people are similarly likely to report being of a non-Christian faith as non-uniformed young people (8% vs 6%, respectively).

In some respects, uniformed youth groups appear particularly inclusive – for example, uniformed young people are more likely than non-uniformed young people to report having a mobility or mental health disability or challenge (19% vs 10%, respectively).

Geographically, those participating in uniformed youth groups are more likely to live in a densely populated urban area compared to non-uniformed youth, reflecting a bias in opportunities for participation based on where young people live. However, placement of uniformed groups in higher density urban areas also improves efficiency of funding as the groups are likely to be accessible for a greater number of young people.

The profile of uniformed youth sample, and how it compares to the nationally representative sample of young people aged 11–18 is provided in Table 1 below.

Table 1. Demographic profile of uniformed and non-uniformed young people

	Total	Uniformed youth member	Non-uniformed youth member	
<i>Unweighted Total</i>	2015	569	1,426	
<i>Weighted Total</i>	2015	530	1,468	
AGE	11–12	25%	36%*	21%
	13–14	24%	27%*	23%
	15–16	25%	22%	26%
	17–18	26%	15%	30%*
	Net: 14 and under	49%	63%*	44%
	Net: 15 and over	51%	37%	56%*
	GENDER	Male	51%	54%*
Female		49%	46%	50%
Other		*	0	*
Prefer not to say		*	0	*

		Total	Uniformed youth member	Non-uniformed youth member
	<i>Unweighted Total</i>	2015	569	1,426
	<i>Weighted Total</i>	2015	530	1,468
ETHNICITY	White – English/Welsh/Scottish/Northern Irish/British	85%	86%	85%
	White other	4%	5%	4%
	BAME	10%	9%	11%
	Mixed race	4%	4%	5%
	Asian	4%	4%	4%
	Black	2%	1%	2%
	Christian	35%	50%*	30%
RELIGION	Other faith	7%	8%	6%
	Not sure	35%	28%	38%*
	Atheist	21%	13%	24%*
MOBILITY, MENTAL HEALTH OR DISABILITY CHALLENGE	Yes	13%	19%*	10%
	No	87%	80%	89%*
SCHOOL FINANCING	Child received free school meals	18%	18%	18%
	Scotland	8%	7%	9%
REGION	Wales	5%	4%	5%
	Greater London	13%	27%*	8%
	South East England	15%	12%	16%*
	South West England	8%	8%	8%
	West Midlands	10%	8%	11%
	East Midlands	7%	6%	7%
	North West England	11%	10%	11%
	North East England	4%	4%	4%
	Yorkshire and Humberside	9%	6%	10%*
	East of England	10%	9%	10%
	AREA	Urban – population over 10,000	43%	53%*
Town and fringe		38%	32%	40%*
Village		17%	13%	19%*
Hamlet and isolated dwelling		2%	1%	2%

* Significantly higher at the 95% confidence level.

The points below compare the demographic profile of uniformed young people with a nationally representative sample of young people.

Age: Uniformed young people tend to be at the younger end of the 11–18 age range. 36% of them are aged 11–12 compared to 25% of the full 11–18 year-old group and 21% of non-uniformed youth.

Gender: Uniformed young people are slightly more likely than non-uniformed young people to be male (54% vs 50%), although the difference is not large.

Ethnicity: The ethnic composition of uniformed young people is reflective of the wider 11–18 year-old group. White Irish are slightly over-represented (4% compared to an overall average of 1% and 0% of non-uniformed youth).

Religion: Uniformed and non-uniformed young people are similarly likely to be from a non-Christian faith (8% vs 6%), although uniformed young people are more likely to say their religion is Christian (50% vs 30%), and are less likely to say they are atheist (13% vs 24%).

Mobility/mental health or disability challenge: While one in five uniformed young people (19%) report having a mobility, mental health or disability challenge, one in ten non-uniformed young people report this (10%).

Free School Meals (FSMs): Uniformed youth were no more likely to have received free school meals than those who did not attend uniformed youth groups.¹

Region: 27% of uniformed young people live in Greater London, compared to 8% from non-uniformed youth surveyed.

Area: 53% of uniformed young people live in an urban setting, significantly higher than the 39% of the nationally representative sample of non-uniformed young people surveyed. Non-uniformed youth are more likely to live in a town or fringe area (40% compared to 32% of uniformed young people) or a village (19% compared to 13% of uniformed young people).

5.2 Youth United investment in areas of deprivation

Youth United's focus to date has been on opening up new opportunities for young people in disadvantaged communities, with a particular focus on promoting engagement with young people in the most deprived areas of the UK, as defined by the ONS Indices of Multiple Deprivation (IMD).²

Figure 1 and Figure 2 below are based on data provided by Youth United and illustrate how targeted funding has been used to open units in these areas of greatest deprivation. Figure 1 demonstrates how units who have received specialist funding from the Youth United Foundation have been concentrated in more deprived areas, compared to all units shown in Figure 2.

¹ Although it must be noted that some have suggested that as awareness that FSM is used as a metric of poverty has increased, parents may be less likely to register for their child to have free school meals due to increasing stigma.

www.tes.com/news/analysis-why-are-free-school-meals-claims-all-time-low-when-our-pupils-are-needy-ever

² <http://yuf.org.uk/wp-content/uploads/2018/03/yuf-impact-report-2015-16-spreads.pdf>

Figure 1. IMD by unit type for funded units only

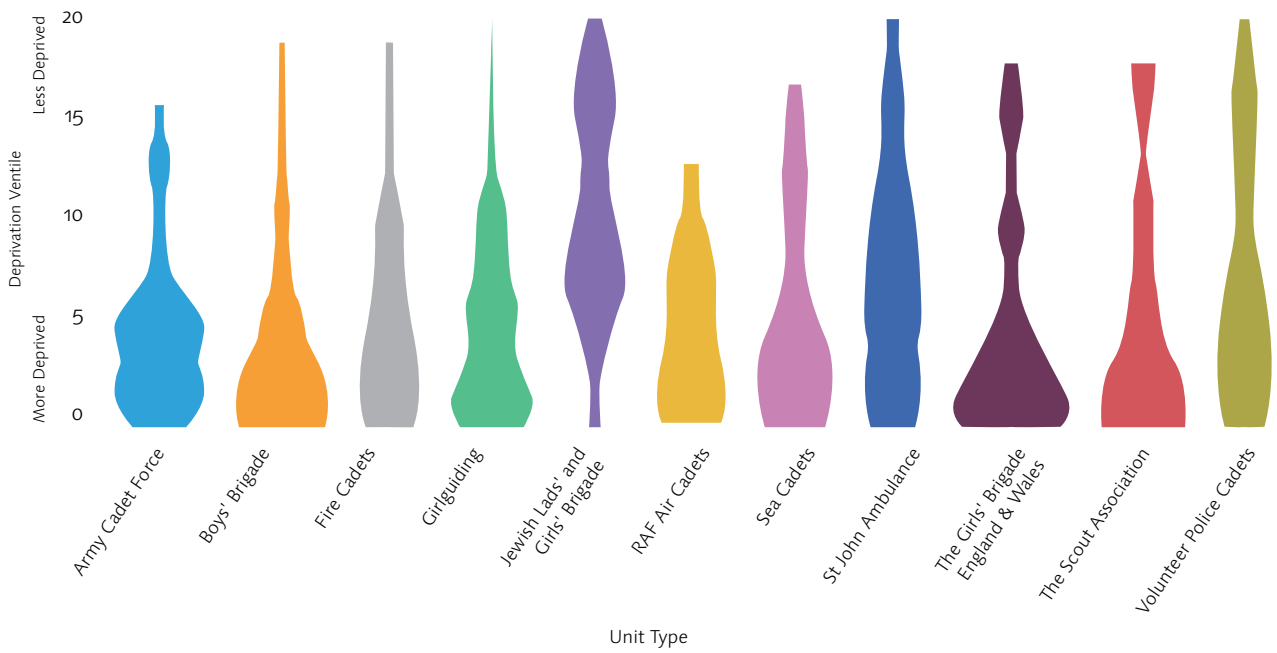
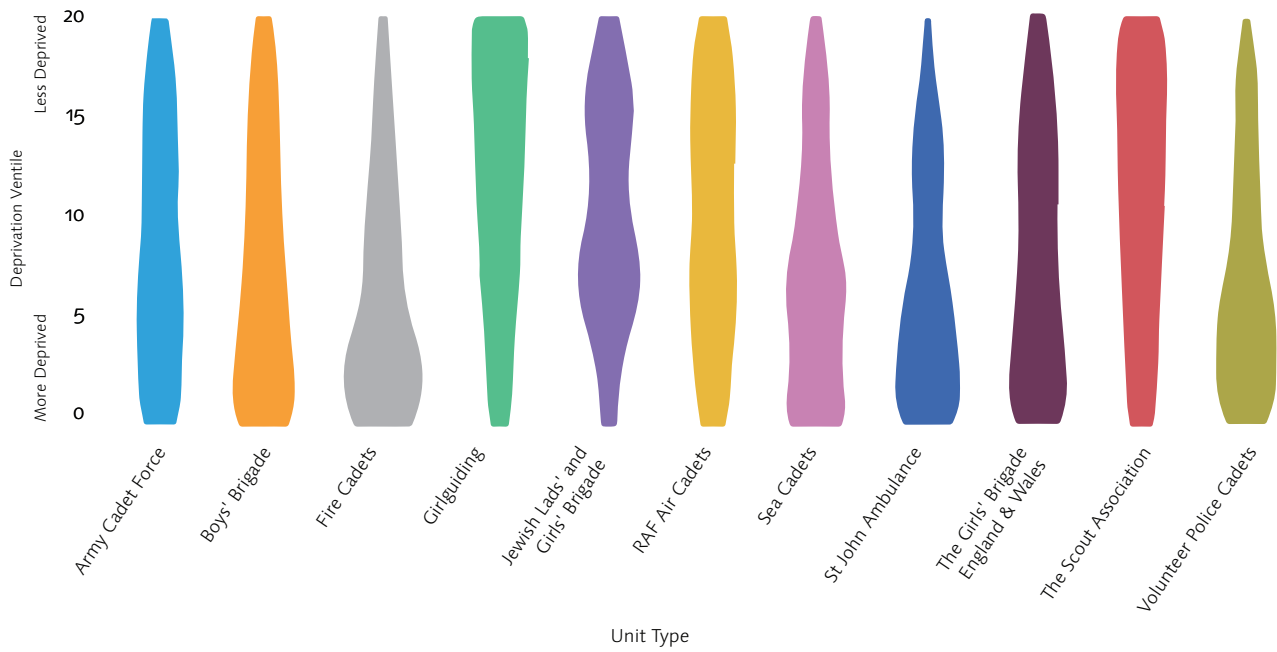


Figure 2. IMD by unit type for units not receiving targeted funding





Tariq Hardadou, 19, Volunteer Police Cadets, Royal Borough of Kensington and Chelsea unit

Cadets and other uniformed groups help to create more socially-conscious citizens.

Any young person who goes through cadets is likely to give more back to society. Volunteering-wise, I've given over 1,000 hours in one year alone. As a unit, we've given 14,000 volunteering hours. Altogether, that makes such a difference.

When the Grenfell fire happened, our cadets tried to bring the community back together.

We tried to do as much as we could. Because many of our cadets live in that community, they chose to wear the Metropolitan Police uniform and go out there. It was important, at that moment, that people saw our faces and met us as people who really care about this community."

Cadets and similar uniformed groups can be life changing for some kids

Seeing that happen makes your heart so full of love. Especially with kids who aren't privileged or have difficult lives, cadets can give them a focus and purpose they never thought was possible.

I'm reminded of a young man I worked with who used to be very challenging in school.

After a year or so at cadets he had changed. He ended up at one of the best secondary schools in the country,

got a music scholarship and even played in the Albert Hall. He's gone on to do so much with his life as a result of that encounter with police cadets.

For somebody my age in society right now joining the police isn't easy.

Young people often see the police in a different way – they want to stand against them. I do my very best to show them that the police do what they do for the benefit of society. They think their mission is to annoy them, when it's actually for the sake of the public.

We have meetings with youth leaders who are very anti-police.

We invite them into the police station and ask what they would change about how we operate, in order to make them feel safer and do our jobs better. For some of them it's the first time they've been into a police station without being arrested. They all came up with really good, valid answers.

I was a cadet for seven years and now I'm a special constable.

I never expected that at 19. But I'll be involved with this unit even as I continue to move up the ranks of the police force.

RECOMMENDATIONS

Uniformed youth groups have a significant role to play in encouraging social mixing and integration amongst young people from different backgrounds, as evidenced by this research. With continued investment in their capacity to actively encourage a diverse, inclusive environment, these groups have the potential to extend their impact even further. Our research has generated seven recommendations around how to support this.

CONTINUE TO ENCOURAGE SOCIAL MIXING AND SOCIAL INTEGRATION THROUGH YUF'S DEVELOPMENT MODEL

It is clear from this research that uniformed youth groups facilitate social mixing, whether through the environment they create, or more structural commitments to inclusivity such as mottos or community outreach agendas. If this is to be a priority purpose for the growth of uniformed youth provision it will be important for YUF to lead a conversation with stakeholders and funders on how Network members can continue to provide opportunities for social mixing through establishing new groups.

The Foundation's development model can help to achieve this by ensuring new groups have the support needed to sustain themselves over time, something that we know is important if young people are to develop strong social ties with others. In 2016, for example, Youth United's Supporting Inclusion Programme established 600 new groups in areas of high deprivation and need across the UK, 87% of which are still in operation, suggesting that targeted funding can help to drive high long-term engagement among young people and volunteers.¹

GIVE STAKEHOLDERS A STAKE IN SHAPING THE FOUNDATION'S WORK

It is clear from conversations with uniformed young people, their parents /guardians and volunteers that those who best understand social integration needs are those on the ground. Consulting these stakeholders directly will help Youth United to identify innovative ways to facilitate meaningful and positive social interactions. For example, a working group of stakeholders could contribute to a toolkit to better equip group leaders with the tools and techniques to encourage social mixing.

¹ Youth United Foundation, *Impact Report 2015–2016* (2016), p.4

The Foundation is increasingly giving young people the opportunity to influence their priorities and decisions, such as via the Youth Panel.² Given its success, the Foundation should be ambitious in its inclusion of young voices to help set its direction, bringing them into a more central role in their governance structures, and continuing to consult with them on their delivery plans for social integration.

CONTINUE TO ENCOURAGE THE INCREASING DIVERSITY OF BOTH YOUNG PEOPLE AND VOLUNTEERS

There is an opportunity to extend the impact of uniformed youth on social mixing and integration by encouraging the involvement of both minority and under-represented social groups as members and volunteers. Uniformed groups, with the support for the Foundation, might actively promote the inclusivity of the groups and their aim that anyone should be able to get involved. Evaluations of the Uniformed Youth Social Action Fund suggest that targeted funding can be particularly effective here.³

Anecdotal evidence suggests that those from disadvantaged backgrounds may worry about committing to regular attendance as either members or volunteers, especially if their home circumstances may make it challenging to do so. Offering greater flexibility in expectations for commitment may help to address this barrier and encourage greater involvement of minority groups, for example by providing support to purchase uniforms, more flexible sessions and long lead-in times.⁴

Educating and equipping volunteers, as the faces of uniformed groups, will ensure they feel prepared for the facilitation of social mixing and encouragement of integration in the communities in which they are based. The Foundation can play a role in sharing examples of good practice by particular groups or individuals, such as by providing opportunities for volunteers to meet and share knowledge with others across the country. Offering training on social inclusion for adult volunteers might also be useful, particularly as evaluations suggest that young people from marginalised backgrounds often require more assistance and support, although it will be important to ensure that the burden on volunteers is not excessive as recruitment for volunteers to run groups among 'hard to reach' young people can be challenging.⁵

CONTINUE TO FUND DISADVANTAGED AREAS TO ENSURE YOUNG PEOPLE FROM ALL BACKGROUNDS HAVE THE OPPORTUNITY TO JOIN UNIFORMED YOUTH GROUPS

The Youth United Foundation's main objective is to extend the opportunity to be part of a uniformed youth group to every young person. Several external impact evaluations show that YUF's targeted funding strategy has helped to increase the

² The Youth Panel was set up in December 2017 to ensure the Foundation was authentically representing the voices of children and young people in all of the work it delivers. The panel are drawn from across the Network of the 11 organisations the Foundation supports.

³ *Evaluation of the UYSAF 2*

⁴ *Evaluation of the UYSAF 2*, p.17

⁵ *Evaluation of the UYSAF 2*, p.3

number of group units in areas that are located in deprived areas of the UK, as defined by the ONS Indices of Multiple Deprivation,⁶ but there is huge potential to do more. Funding is essential, both to continue the expansion into more deprived areas and to ensure that existing groups are supported to evolve in this respect. An innovative approach to recruiting adult volunteers – for example by emphasising career benefits or offering skills training – might also help to overcome the challenge of opening and running groups in these areas.

CONTINUE TO BUILD UP AN EVIDENCE BASE ABOUT PARTICIPATION OF UNIFORMED YOUNG PEOPLE

Whilst this research establishes a foundation in understanding the profile and mixing in uniformed youth groups, there is potential to build on this to gain a more granular view of uniformed youth participation and to repeat this research in future to measure changes over time. Including data collection as part of a grant-giving model in the future will ensure that data around social integration, mixing, and social action is maximised. This valuable data set could then be used to inform further funding and impact overall.

The findings on the attitudes of young people who are not members of uniformed youth groups and those who drop out will be helpful in ensuring that YUF is able to continually improve its offer to young people. Further research would enable uniformed groups to identify how to overcome barriers to participation, and to tailor solutions based on the particular uniformed groups and demographic profile of the young person.

Collection of basic data on young people by the uniformed youth groups would enable a detailed view of participation in different uniformed groups. The collection of more detailed demographic data will enable the Network to understand their strengths when it comes to promoting social mixing, as well as establishing where there is the opportunity to improve. This will require a programmatic development strategy and dedicated resource to carry out, with those uniformed groups with smaller membership and budgets likely to need the most support. As such, it may be pragmatic to focus this initially on key areas of interest – such as the five Integration Areas – before working towards a more comprehensive picture. It would also help to track how this profile changes over time – in particular, to measure the impact of continued investment and support into diversity and social mixing.

TAILOR SUPPORT TO EACH GROUP

This research makes clear that each of the Youth United Network Members has a distinct culture and ethos, and indeed that each individual group operates within a specific context shaped by the demographics of the local area. As such it will be important to understand the different opportunities for social mixing in each of the Network Member groups, as well as within different locations. In turn, the Youth United Foundation should carefully consider how it may engage groups at local level in their strategies to increase social mixing, as well as offering guidance and support to groups that is sensitive to their particular style and offer.

⁶ *Evaluation of the UYSAF 2*. Also see Appendix 1 for further details.

The Youth Panel has already flagged that they want to support groups from across the Network that don't have the opportunities that are open to those in more affluent areas. Collaborating on this development with strategic partners – such as The Mix, Mosaic or the iWill campaign,⁷ as well as others – will provide a useful means through which to provide tailored support to young people and volunteers.

DEVELOP A COMMUNICATIONS AND MARKETING STRATEGY TO ENCOURAGE YOUNG PEOPLE TO JOIN

The findings from this report suggest that a significant proportion of young people lack awareness of the opportunity to participate in uniformed youth groups. 13% of young people say that they aren't a member of a uniformed group because they don't know about them or there aren't any near them, whilst 29% say that none of their friends are members of these groups. In particular, qualitative interviews with uniformed young people, their parents and volunteers suggest that many young people are simply unaware that uniformed youth groups exist, or are unfamiliar with their offer.

Developing a comprehensive communications and marketing strategy will be critical to ensure that YUF is able to identify and target audiences amongst whom awareness and familiarity with uniformed youth groups is low, in order to more effectively communicate the benefits of uniformed youth group participation to those who are unsure or unaware of what these groups offer. An impactful, multi-channel campaign could celebrate the benefits that being a member of a uniformed youth group brings, encouraging young people to join, particularly in areas where participation is low.

⁷ www.themix.org.uk, www.mosaicnetwork.co.uk, www.iwill.org.uk

METHODOLOGY

QUANTITATIVE SURVEY

ComRes surveyed 2,015 young people in Great Britain aged 11–18 online between 21st November and 19th December 2017. A quota of 500 members of uniformed youth groups was set on the sample, and the final sample size for this group was 589. The final sample size of non-uniformed young people was 1,426. The total number of 16–18 year-olds to complete the survey in this way was 184, while 1,831 young people aged 11–15 completed the survey via their parent or guardian.

Sampling and quotas: Interviews were conducted from a comprehensive respondent panel, and invitations were sent out to participate based on profiling data to meet the quotas. Quotas were set on age, gender and region (using ONS population estimates) to ensure that the sample was demographically representative of this group as a whole, and final data were weighted to correct quotas that were not fully met.

Table 1. Sample breakdown

Region		Gender		Age	
East	10%	Female	51%	11	13%
East Midlands	7%	Male	49%	12	12%
London	13%			13	12%
North East	4%			14	12%
North West	11%			15	12%
Scotland	8%			16	13%
South East	15%			17	13%
South West	8%			18	13%
Wales	5%				
West Midlands	10%				
Yorkshire and The Humber	9%				

The invitations to uniformed young people were similarly sent out to the nationally representative sample, from which the uniformed youth members fell out naturally to achieve a final respondent sample which is representative of those participating in uniformed youth groups.

Accessing young people to the survey: The survey was sent out to parents/guardians of children aged 15 and under, who answered some demographic questions about themselves and their child. After requesting their permission for their child to complete the survey, they were asked to invite their child to answer the survey questions. Additionally, invitations were also sent directly to 16–18 year-olds, who did not need parental permission to take part.

A note on individual uniformed youth groups: Within a sample of 589 11–18 year-olds, uniformed young people from 11 uniformed youth groups were represented. Therefore, the numbers of young people from individual uniformed groups are not large enough for us to analyse at a specific uniformed youth group level. The Youth

United Foundation may look to conduct research on individual youth groups in future, but this particular report focuses on uniformed youth groups as a whole.

QUALITATIVE INTERVIEWS

In conjunction with the Youth United Foundation, ComRes identified five locations across the UK in which to conduct uniformed youth group visits. The locations were selected for the ethnic and/or faith diversity of their populations, while also ensuring a variety of locations based on geography, affluence, and population size. These were: London (Waltham Forest, Redbridge, Hackney and Chingford), Peterborough, Leicester, Bradford, and Blackburn. ComRes conducted 12 visits in total, visiting each of the 11 Youth United Network Members at least once between 30th November 2017 and 26th February 2018.

At each visit, ComRes conducted between 3 and 5 face-to-face interviews with uniformed young people, parents or guardians, and volunteers. The total number of interviews completed was 52 (21 uniformed young people, 12 volunteers, and 17 parents or guardians). The breakdown of the locations and groups visited can be found in the table below:

Table 2. Breakdown of qualitative visits

Group	Location
Army Cadets	Blackburn and Chingford
Boys' Brigade	Blackburn (Oswaldtwistle*)
Fire Cadets	London (Hackney)
Girlguiding/Brownies	Leicester
Girls' Brigade	Leicester
Jewish Lads' and Girls' Brigade	London (Redbridge)
Police Cadets	London (Waltham Forest)
RAF Air Cadets	Bradford
Scouts	Blackburn
Sea Cadets	Peterborough and Bradford
St John Ambulance	Peterborough

* Some uniformed youth groups did not have a presence in the selected locations; in these cases, indicated in the table above with an asterisk, the radius of a particular location was widened in order to ensure that all groups could be included. The precise location ComRes visited is specified in brackets.

APPENDIX 1

Full list of Youth United Foundation member organisations:

Army Cadets



Boys' Brigade



Fire Cadets



Girlguiding/Brownies



Girls' Brigade



Jewish Lads' and Girls' Brigade



Police Cadets



RAF Air Cadets



Scouts



Sea Cadets

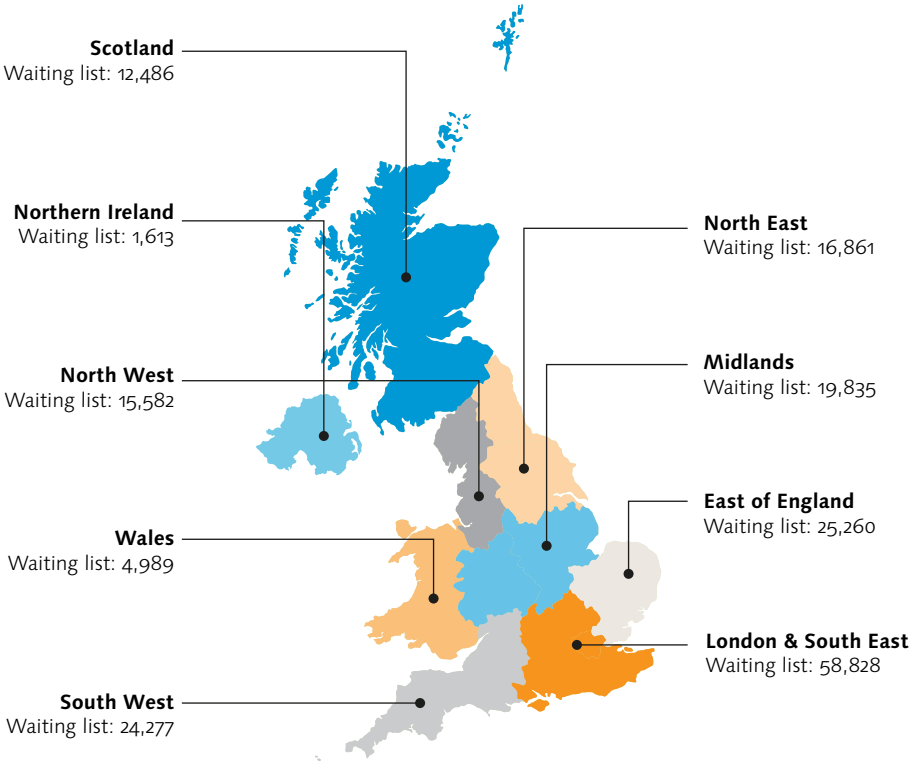


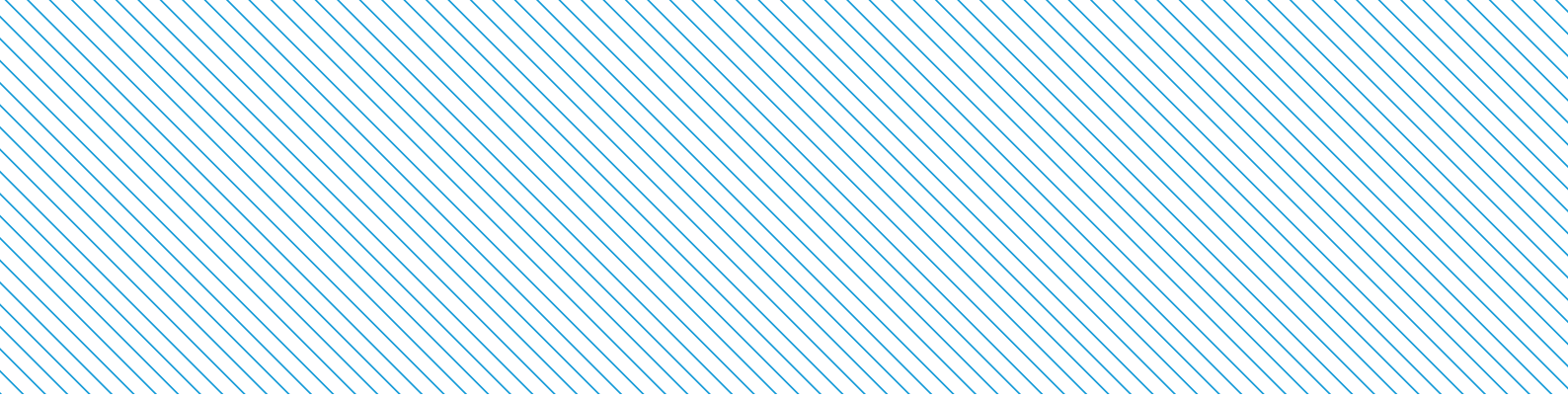
St John Ambulance



APPENDIX 2

Figure 1. The breakdown of the 180,000 young people currently on known waiting lists across the UK





YUF'S NETWORK OF ORGANISATIONS:

