



# Further information and application guidance

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youth social action



Department  
for Culture,  
Media & Sport





# Learn more about PAC

## PAC's approach to peer research

Peer research is a participatory research approach in which people with lived experience of the issues being studied take part in directing and conducting the research. Peer research aims to empower young people to become involved in positive change in their own communities by contributing to the research process.

With training and guidance from The Young Foundation and input from YEF on project topics, young people will design their research projects end to end.

A Delivery Partner will choose to focus on Mental Health, Policing or Children's Services at the start of the project. After this point, this is what the stages of research will look like:

<b>Design</b>	YEF will provide a list of overall research questions that could be answered through peer research projects. PAC Leads will be supported to choose a question and The Young Foundation will support PAC teams to decide on the right methods and design their research tools, such as interview or workshop guides. The Young Foundation will take them through an ethical approval process before teams can start their research to ensure it is delivered inclusively and safely.
<b>Fieldwork</b>	Delivery Partners will support PAC Leads to carry out their research, providing pathways for recruitment.
<b>Analysis</b>	The Young Foundation will provide training on analysis, and Delivery Partners will support PAC Leads to carry out analysis of their data to arrive at key themes.
<b>Reporting</b>	Delivery Partners and PAC Leads will design research outputs - whether this is a presentation, report, video or other creative method of sharing their findings. The Young Foundation will provide guidance and feedback.

## YEF focusses on seven essential sectors to work for change

YEF work focuses on the seven essential sectors that must work together to support young people affected by violence.

These sectors are:

- Health,
- Policing,
- Children's Services,
- Youth Sector,
- Education,
- Youth Justice,
- Neighbourhoods.

YEF carries out research and evaluations where there are gaps in knowledge, and then produce guidance on how to prevent children's involvement in violence for each sector.

From this list YEF have chosen three sectors that would benefit most from PAC research; **Health (mental health), Policing, and Children's Services.**

Peer research carried out through PAC will contribute vital youth voice to YEF's understanding of these sectors.

Here is an example of guidance YEF have produced for Education, drawing on a range of YEF funded research.

## Our research topics

Below is a description of some of the topics young people could research through involvement in PAC:

### Children's Services

PAC will hear from care experienced young people to better understand how their journey through the care system protected or exposed young people to involvement in violence, and how they think they could have been better supported. Care experienced young people are significantly over-represented in the criminal justice system, so it is important their voices are heard, and we consider the intersection with other over-represented groups when carrying out research and social action.

### Policing

PAC will hear from young people who have experience of interacting with the Police. We are interested in how young people's experiences affected levels of trust, and the impact of the setting these interactions take place in, for instance at home, in a police station or on the street. Considerations of racial disproportionality will be vital for this research, as we know for example that Black young people are disproportionately likely to be represented in stop and search, arrests and custody.

### Mental Health

PAC will hear from young people affected by violence, looking into topics such as the barriers and enablers to therapy attendance for young people, and the settings and situations in which young people would like to access support. It will be important to hear from young people from Black and other racially minoritised backgrounds who have less access to therapeutic support through primary care, and instead are more likely to be referred through the social care or justice systems.

## PAC social action

All PAC social action should follow [#iwill's six principles of youth social action](#).

When we talk about social action in the context of PAC, we are speaking about projects created by young people with the aim of making positive change based on the findings from the peer research. This could be in young people's communities or on a regional or national level.

Young people might create social action projects that aim to:

Change community provision	Young people might choose to directly fill a gap they see in their community by creating a resource such as a workshop plan or tool to deliver to other young people.
Create a movement	Young people might choose to campaign for issues that matter to them, using social media as well as in person meetings with stakeholders to try and convince them of their aims.
Change local or national policy	Young people have worked with an impressive amount of stakeholders during their time on PAC, from Violence Reduction Units, to local councils. Some PAC social action could include bringing young people's perspectives to work that is already in progress, such as a strategy.

## Who do Delivery Partners recruit?

The PAC model involves engagement of different groups of young people in paid and voluntary roles which a Delivery Partner will be responsible for supporting and managing. The descriptions below offer a breakdown:

PAC Leads	
Summary	Role overview
<p><i>Paid roles for young people ages 16-20 with lived experience of violence, who are motivated to find out what needs to happen to make their area a better place to live and turn these insights into action.</i></p>	<ul style="list-style-type: none"> <li>• Young people will be given training on the PAC delivery model and based on their skills and interests will take leadership responsibility on either the research or social action, or a combination of the two.</li> <li>• The employment is for the duration of PAC delivery. We understand that circumstances around a young person's life may lead to some drop out, and therefore an organisation may at stages have to recruit and onboard young people to maintain the core team's capacity.</li> <li>• Delivery Partners will be required to create a working pattern and schedule which works for the young people recruited and can achieve the PAC programme deliverables. The recommendation is that each young person should be engaged across 32 hours per month, but this can be adapted so that some young people might work more and others less.</li> <li>• Delivery Partners will line manage PAC Leads, providing day-to-day support.</li> </ul>
<p>Minimum young people recruited</p>	<p>10</p>

## RESEARCH PARTICIPANTS

### Summary

*Young people aged 10 – 20 with lived experience of the topic the research is addressing who will be engaged through different research methods.*

### Role overview

- Delivery Partners should be equipped with networks to identify and support PAC Leads to access 150 research participants across two projects.
- We encourage that where research participants are engaged that they are given opportunities to participate in other areas of PAC in roles detailed below. It is important that they see the impact of their participation in research.

- As well as in-person peer research, young people will be engaged through a survey expected to reach 350 young people.
- The survey will be co-designed with PAC Leads and The National Partner, The Young Foundation.
- Delivery Partners will be responsible for meeting the survey response rate, but will be supported by the National Partner to build a plan to do so.

Total young people recruited

Peer Research

150

Survey

350

For PAC Leads and Research Participants, 10% of the cohort can be aged up to 25 if there is good rationale for this.



## CHANGEMAKERS

### Summary

*Young people aged 10-20 who will volunteer in the designing and delivery of the social action.*

### Role overview

- Changemakers will receive training to plan their projects drawing from research findings, as well as other soft skills to boost their employability such as public speaking and time management.
- Research Participants can be invited to stay engaged in the programme as Changemakers.
- Changemakers engage for 12 hours or more.

Total young people recruited

50

## SOCIAL ACTION PARTICIPANTS

### Summary

*Young people aged 10 – 20 who will volunteer to become involved in social action activities.*

### Role overview

- Social Action Participants take part in the social action projects for under 10 hours.
- As an example, they might attend a workshop planned by Changemakers, form part of a consultation process to strengthen social action projects or get involved in campaigning activity.

Total young people recruited

100

## Diversity requirements

We know that some children and young people are overrepresented in the youth justice system or struggle to access mainstream support services. We're particularly interested in projects which can show that they successfully and appropriately support these groups. This includes children and young people from Black and other racially minoritised groups and those who have experience of care\*, as well as children with special educational needs and disabilities.

As part of this commitment, we are seeking Delivery Partners that can confidently recruit and support young people from a diversity of backgrounds. This will look different depending on the research topic that the Delivery Partner team chooses, whether this is Children's Services, Policing or Mental Health. As standard, we will ask that every team fulfil the following targets:

- Disabled young people (including learning disabilities): at least 8%
- Young people from Black and other racially minoritised groups that are over-represented in the criminal justice system: at least 30%.

*\*Because of the disproportionate effect that youth violence has on care-experienced young people, it is vital that their voices are included in PAC. Whilst there isn't a specific target for the Policing and Mental Health themes, we expect partners to plan for how they will ensure care experienced young people are represented. The expectation is that the Delivery Partners researching Children's Services will agree a target.*

Read YEF's Racial Disproportionality report [here](#).

## Training and development

The Young Foundation will provide core training in research and social action as well as ongoing support and management. This will include:

Training	Support
In-person training at key points of delivery, such as research and social action design, analysis and reporting.	Monthly online check ins, and opportunities to meet with other Delivery Partners. Additional ad-hoc support will be provided where requested.
Supplementary online training sessions throughout the programme.	A residential for all PAC teams to take place after the first research project.
Resources such as session plans for Delivery Partners to deliver with their teams.	Reviewing research and social action tools and plans and providing sign off.

Delivery Partners might also bring their own training offer in topics that they think their teams could benefit from. We have seen PAC Delivery Partners in the past deliver soft skills training on topics like communications and presenting, to formal youth work training, to mental health first aid. Delivery Partners are welcome to suggest any additional training they would want to include in the overall package offered to young people within their budget.

## Learn from existing PAC projects

From 2021–2023, High Trees Community Development Trust, in consortium with several organisations, worked on the Peer Action Collective in Lambeth, London. The PAC Leads believed that the environment that young people in Lambeth live in could be an important contributor to violence. They conducted research to explore the role that housing, poverty, community interaction and informal youth programmes and activities have on violence affecting young people.

They carried out a campaign in response to their findings focussed on housing, education and opportunities for young people. They created a manifesto around these three themes, and built on this during their social action.

Some key achievements the team have worked towards off the back of their manifesto include:

- Getting their research and manifesto in front of important stakeholders to discuss the changes they want to see, including the London Violence Reduction Unit and their Lambeth MP.
- Meeting with the Met Police to share their research to help to shape their new Children and Young People's strategy.
- The PAC Leads were part of Lambeth's Made Safer commissioning panel for the Summer Violence Prevention Programme funding.
- Meeting with the Met Thames Valley Housing association to plan for youth voice in regeneration – ensuring that youth voice is starting to be embedded in this institution.

You can read more about their project [here](#).



# Application Guidance

## Is my organisation eligible to apply?

### Who can apply?

We will accept applications from registered charities; Charitable incorporated organisations (CIO), Community interest companies, not for profit companies limited by guarantee, Community Benefit Societies, Co-operative Societies (with appropriate profit/asset locks and registration with FCA) and statutory bodies.

### Where can Delivery Partners be based?

Applications will be open to all locations in England.

### What should a PAC location look like in terms of scale?

We have learned that PAC works best in focussed geographical areas. We would consider applications proposing to work across a local authority or metropolitan district. While localised applications targeting specific local areas are preferred, proposals covering a broader area such as a combination of neighbouring local authorities will be considered if they can demonstrate significant benefits in terms of diversity and reach, and if they can present a feasible structure for a multi-location team.

**What factors will you consider when looking at locations?**

We are not prescribing locations where PAC should be run but we do ask that Delivery Partners outline the rationale behind their selection of a specific location or area and how this relates to local characteristics and needs (for example, by referencing [youth justice statistics](#), [The Co-op Community Wellbeing Index](#) or any other appropriate measures for your region). This rationale should provide strong evidence for why young people's involvement in violence is an important local issue that needs to be addressed, with consideration to your chosen research topic.

**Do you accept consortium bids?**

Yes. We expect consortium applications to be no more than 3 organisations (excluding additional experts on topics like research and social action support), that are led by an organisation with sufficient capacity to process a grant of this size. The lead partner should also be able to demonstrate an existing working relationship with partner organisations.

If applying as a consortium consideration should be given to the employment of young people and how they will be supported as a whole team to avoid isolation. It is important that young people can physically meet at regular intervals.

## Budget Guidance

A grant of up to £400,000 is available to deliver PAC as a Delivery Partner. As part of the application process, we request a budget which details a breakdown of projected expenditure across the delivery period Aug '25 – Oct 27. We provide a simple budget template but applicants are welcome to supply additional information and detail to accompany this.

The overall budget will depend on your organisation and how your proposal is set up. However, there are some principles that are important to consider and will help guide your planning:

### **Staff**

Adequate staff resources and roles with relevant experience are required. Staff capacity should cover project management, pastoral support, research expertise, and adequate administrative capacity for a programme which collects and reports large amounts of data. Core PAC staff resource will need to be in place from August 2025 but some specialist roles may start at different times depending on your chosen structure.

### **PAC Leads (x10)**

Young people should be paid at living wage levels and should each work on PAC for an average of 700 hours (approx. 32hrs per month) although we understand that some may work more and others less based on their circumstances. PAC Leads will be in role from December 2025 – August 2027.



<b>Research costs</b>	Delivery partners should consider access to relevant equipment for research i.e. laptops, tablets or recording devices.
<b>Social action costs</b>	Dedicated budget will be required for social action activities to fund the projects young people design for things like running events or developing outputs.
<b>General project costs</b>	Including things like venue hire, team travel to events, food, additional training - flexible costs throughout the programme.
<b>Travel for national events</b>	It is anticipated that all PAC teams, including PAC Leads, will meet together centrally at least 3 times over the course of the programme - some of these may require overnight accommodation.
<b>Overheads</b>	Overheads should be included in your budget (i.e. rent, office supplies, senior management, payroll, etc). As a guide these should be 20% or less of the total budget.

## How to apply

Please complete the separate response template, outlining how you plan to meet our key assessment criteria. We will detail the criteria below:

### **1. Your organisation's relevant experience and credentials for undertaking the work, including (40%):**

- Evidence of strong ties to young people affected by violence within your region, including clear recruitment pipelines to reach young people and recruit them for the different PAC roles.
- Evidence of working on one of the three areas PAC will focus its research on – children's services, policing or health.
- A clear demonstration of previous research experience, or a plan to bring in external expertise.
- Experience of working with young people to create change, through youth led social action or other, comparable projects.
- High quality project management skills within the core delivery team evidenced through previous engagement on a project of this scale, including experience of collating demographic data and reporting in a timely manner.
- If applying as a consortium, evidence should be provided of an existing working relationship between the partner organisations and considerations given to communications and how the teams will work together.
- Three references from relevant previous contracts or grants.

### **2. Your proposed approach to conducting the work, including (50%):**

- A rationale for your preference of research topic (children's services, policing or mental health), including why it is important in the area you propose to work in.
- How you would recruit young people to be involved in PAC, and which groups you would target to be part of the programme.

- An outline of how you would propose to work with PAC Leads on designing and carrying out research and social action.
- A clear outline of how you will ensure that your project will promote diversity and inclusion throughout, and what this will look like.
- An overview of how you will fulfil project requirements such as reporting and monitoring.

### 3. A clear budget setting out: (10%)

- Salary costs including a detailed list of activities each team member is allocated to.
- Salary costs for PAC Leads.
- Non-staffing costs (e.g., DBS checks, equipment, travel to training/events).
- Social action delivery budget.

The budget for this work is up to £400,000. We encourage you to think about how you can use these funds to best support your PAC teams.

YEF will score applications using the following criteria:

<b>0</b>	Totally fails to meet the requirement - information not available
<b>1</b>	Meets some of the requirements with limited supporting information
<b>2</b>	Meets some of the requirements with reasonable explanation
<b>3</b>	Fully meets the requirements with detailed explanation and evidence
<b>4</b>	Exceeds the requirements with extensive explanation and evidence

## Application timeline

The deadline for application is Monday 28th April at 9am. Please send your proposal using one of the templates attached to [youthvoice@youthendowmentfund.org.uk](mailto:youthvoice@youthendowmentfund.org.uk). All proposals will be reviewed by the YEF and the National Partner and a shortlist of organisations with promising applications will be invited to interview at a suitable date during 12th-23rd May. We will be aiming to appoint organisations and have inception meetings in June.

You can email us at [youthvoice@youthendowmentfund.org.uk](mailto:youthvoice@youthendowmentfund.org.uk) at any point while the request for proposals is live if you have any questions, and we will host a webinar for prospective applicants to ask questions. Additionally, each applicant can request a 25 minute call with a member of YEF's team overseeing the Peer Action Collective to aid in their applications.

Date	Activity
<i>12th March 2025</i>	Request for proposals goes live.
<i>3rd April 2025</i>	Webinar for prospective applicants
<i>28th April 2025</i>	Application window closes.
<i>12th-23rd May 2025</i>	Interviews with shortlisted applicants.
<i>30th May 2025</i>	Notification of decision.
<i>20th June 2025</i>	Grant Agreements signed by Delivery Partners.



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