



Bosavern Community Enterprise Ltd
(Trading as Bosavern Community Farm)

***The Growing & Empowerment Project
(Bosavern Training & Work Experience)***

Evaluation Report
January 2023

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The Growing & Empowerment Project (Bosavern Training & Experience)

Evaluation Report

1. INTRODUCTION

This evaluation report is required by the Community Led Local Development (CLLD) Programme as part of their funding requirements.

This evaluation report is compiled by the Project Manager of the Growing & Empowerment Project (Bosavern Training & Experience) of Bosavern Community Farm.

The aims of this evaluation report are:

- To find out the beneficiaries' experiences of the project
- To identify good practice and to share our experience with our funders
- To make recommendations for future services

2. OUTLINE OF THE PROJECT

Name of Project:	The Growing & Empowerment Project (GEP) (Bosavern Training & Work Experience)
Project Code:	WC0045
Delivery Organisation:	Bosavern Community Enterprises Ltd (Trading as Bosavern Community Farm)
Delivery Site:	Bosavern Community Farm, St Just, Cornwall, TR19 7RD

2.1 Background of Bosavern Community Farm

Bosavern Community Farm is a not-for-profit Community Benefit Society which was established in 2011. Our Community Farm comprises 36 acres of land, with 7 acres currently under cultivation growing vegetables and we have about 300 free-range chickens as well as a fruit cage, 6 polytunnels, 4 beehives, a bee garden with a Bee Education Shed with an observation hive, a Nature Trail and a community woodland.

We run a community business based on the Wholesome Food Association principles by involving employees, members and volunteers and also by growing produce in a nature and sustainable way without using chemicals. We provide work experience and volunteering opportunities for local people and Wwoofers (World-Wide Opportunities on Organic Farms) international volunteers. We sell our produce through our own farm shop, local farmers' markets, wholesale customers and a vegetable box scheme. All surplus income is reinvested back to benefit our local community.

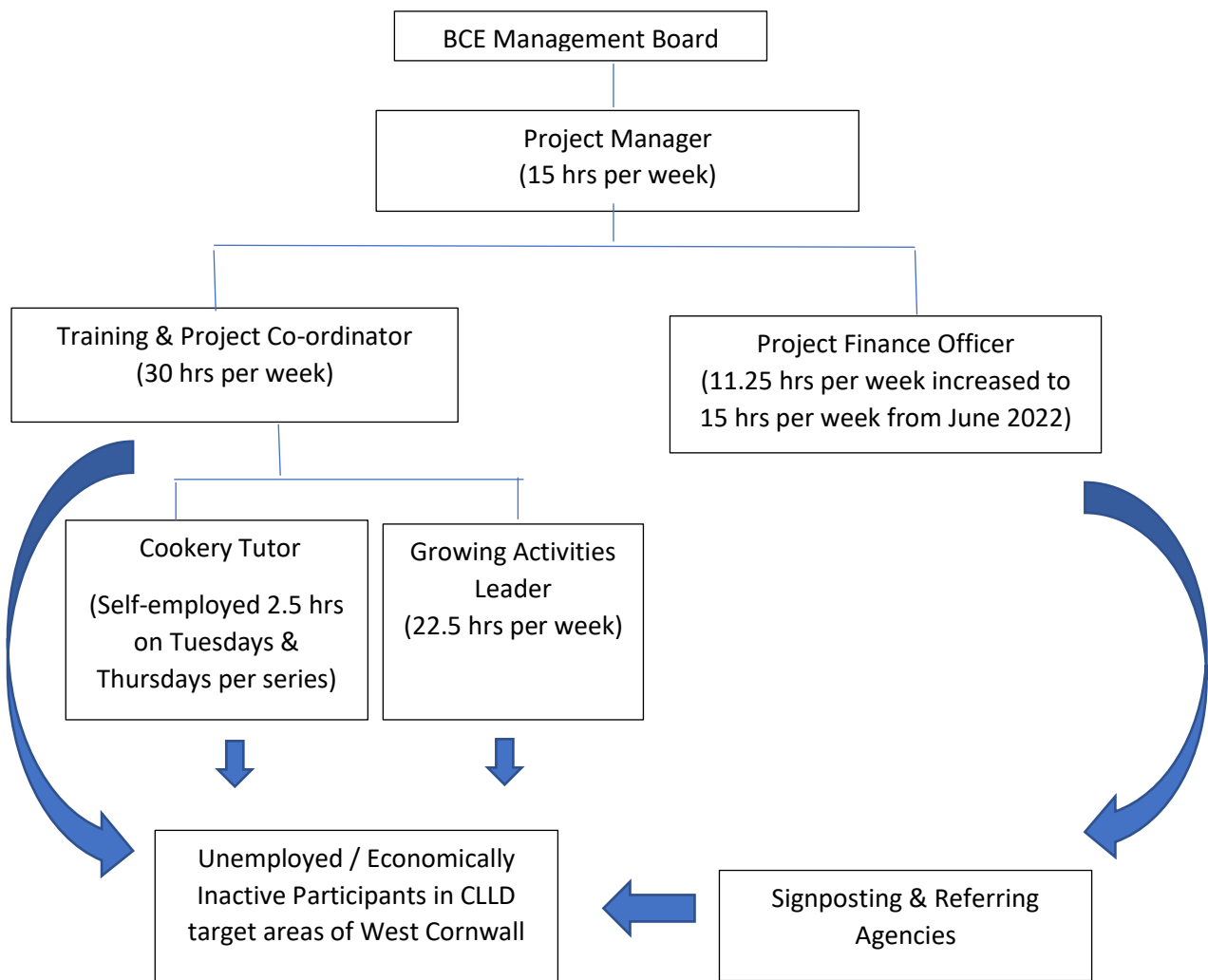
2.2 Project Aims

The project aimed to provide support, training workshops and work experience for people who are unemployed and economically inactive within the CLLD target areas of West Cornwall. The project used our farm as a training based and through horticultural activities, we helped participants build confidence and skills to overcome their barriers and help them progress onto pathways of employment, education or training.

2.3 Project Structure

The project employed a team of four project staff and a self-employed cookery tutor to deliver our project activities and support participants. The project staff included a Project Manager, a Training & Project Co-ordinator, a Project Finance Officer and a Growing Activities Leader. The following diagram illustrates our project structure:

Diagram 1: GEP (Bosavern Training & Experience) Project Structure



2.4 Project Target Outputs & Results

The following are our agreed project target outputs and results:

- 40 participants supported
- 4 participants moved onto education or training
- 8 unemployed participants moved onto employment
- 6 inactive participants moved onto employment or job search

3. PROJECT COSTS

The project was funded by ERDF (European Regional Development Fund) and ESF (European Social Fund) and match funded by Cornwall Council.

The following are the grant amounts agreed to provide for our project by our funders and the actual costs spent by our project:

	From the Grant Funding Agreement	ACTUAL Amounts
Total Project Costs	£172,574.26	£171,106.64
Grant Amount ERDF	£13,828.93	£13,671.45
Grant Amount ESF	£120,612.84	£119,613.74
Match Funding (Cornwall Council)	£38,132.49	£37,821.45

Percentage variation between GFA amounts and actual cost.

0.85%

Explanation of variation in costs

The underspend of £1,467.62 on the whole project is split as £1,248.90 underspend on ESF and £218.72 underspend of ERDF.

ESF underspend was due to various factors such as the Venue Hire variation request for £100 being received too late to put the proposed plan into action. Other main costs such as the Microsoft licences and staff travel, were not required in the end. There was an underspend of £276.52 for Direct Salaries plus various smaller expenditure amounts on items such as laptops, training equipment, marketing and overhead costs.

ERDF underspend related to the delivery of the portacabin costs being less than originally quoted.

4. PROJECT DELIVERY

4.1 Project Activities

4.1.1 Training Programme

Four series of training programme were delivered to participants on Tuesdays and Thursdays including a wide range of growing and horticulture activities, workshops, talks, field trips and visits to potential employers and local colleges as well as work experience and support sessions.

Participants also learned cooking skills, menu planning, food preparation, health and safety and catering and hospitality skills which were tutored and supported by our cookery tutor.

The following were our training programme schedules:

Training Programme	Delivery Timescale	Number of participants recruited and supported
Series 1	23/2/2021 to 20/5/2021	6
Series 2	15/6/2021 to 12/8/2021	6
Series 3	21/9/2021 to 9/12/2021	12
Series 4	1/2/2022 to 21/4/2022	14
Further two participants were recruited and started our project on 26/7/2022.		2
Total number of participants recruited and supported:		40

Due to the Covid lockdown, we had to postpone the start date of our Series 1 training programme to 23/2/2021 from the original planned date of 26/1/2021. Also we needed to modify our training programme in order to work more flexibly in delivering our activities under the Covid restrictions. Consequently, we had to postpone the start dates of the remaining three series of our training programmes. As a result, we needed to submit a variation request to extend our project to further two months until 30/11/2022 in order to enable us to deliver our planned activities and meet our agreed outputs and results as listed in section 2.4.

We also needed to submit another variation request to i) extend the submission deadline for our ESF final claim to 17/1/2023 from the original deadline of 30/11/2022 and ii) extend the project manager and project finance officer's posts for a further month in December 2022 with increased hours from 15 to 30 hrs per week. The above enabled them to have sufficient time to complete the final claim and evaluation report on time and also to deal with project end issues.

4.1.2 Work Experience

Participants worked with our farm staff and volunteers to learn practical horticultural skills and growing techniques as well as customer services and till management at our farm shop.

4.1.3 Training and Job Search Support Sessions

One-to-one support was provided by our project staff to help participants with CV writing, job search and applications. E-bulletin was emailed to all participants on a regular basis informing them about local events and jobs, training, placements and apprenticeships / traineeships opportunities.

4.1.4 Follow-on Support Sessions

Our project staff also provided follow-on support up to 6 months to help participants explore local training and job opportunities as well as taking them to visit colleges / organisations with potential placements / job opportunities.

4.2 Project Timescale: 01/09/2020 to 31/01/2023

We were able to deliver all the activities and milestones as agreed in our grant agreement.

4.3 Project Outputs

The following are our agreed project target outputs and actual outputs achieved:

	Agreed Target Outputs	Actual Outputs Achieved
Total Number of participants	40	40
CO01 – Participants that are unemployed including long term unemployed	16	17
CO03 – Participants that are inactive	24	23
O4 – Participants that are aged over 50	11	14
O5 – Participants for ethnic minorities	2	2
CO16 – Participants that have disabilities	11	15

A total of 40 participants were recruited and supported by our project and we have achieved our target 100% on project outputs.

4.4 Project Results

The following are our agreed target results and actual results achieved:

	Agreed Target Results	Actual Results Achieved
CR02 – Participants in education or training on leaving	4	4
R1 – unemployed into employment	8	8
R2 – Inactive participants into employment or job search on leaving	6	8
Total	18	20

Of the 40 participants supported by our project, 20 of them moved onto education/training, employment or job search on leaving and we have achieved our target by 111% on project results.

5. EVALUATION METHODOLOGY

5.1 Quantitative Data

The quantitative data in this evaluation report was collected by our project staff on a regular basis and analysed and interpreted by the project manager. Questionnaires were also given to participants to complete before and after their participation of our project.

5.2 Qualitative Data

The following evaluation tools were used to collect the qualitative data in this evaluation report:

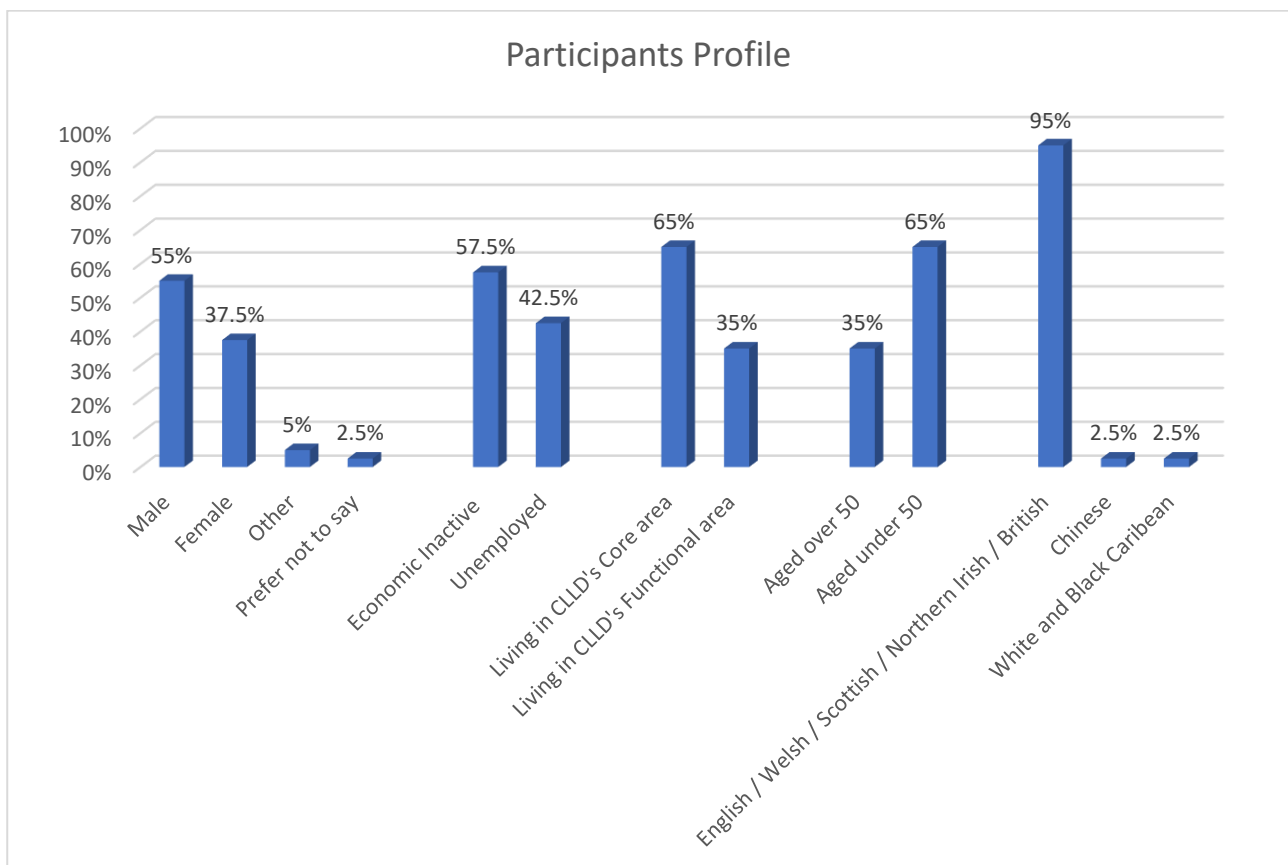
- Feedback from participants
- Observation
- Case study
- Evaluation film – produced by Awen Productions CIC, an independent film producer

6. EVALUATION FINDINGS

6.1 Participants Profile

During the period of 1 September 2020 to 31 December 2022, a total of 40 participants were recruited and supported by our project. The following is our participants' profile:

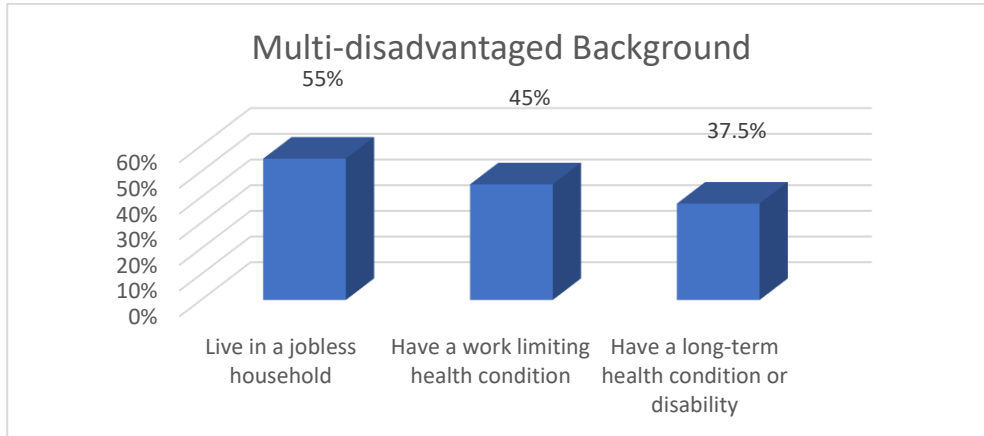
Diagram 2: Participants Profile



6.2 Multi-disadvantaged Background

Of the 40 participants, 55% live in a jobless household; 45% have a work limiting health condition and 37.5% have a long-term health condition or disability that limits their ability to do normal activities (please see Diagram 3 below).

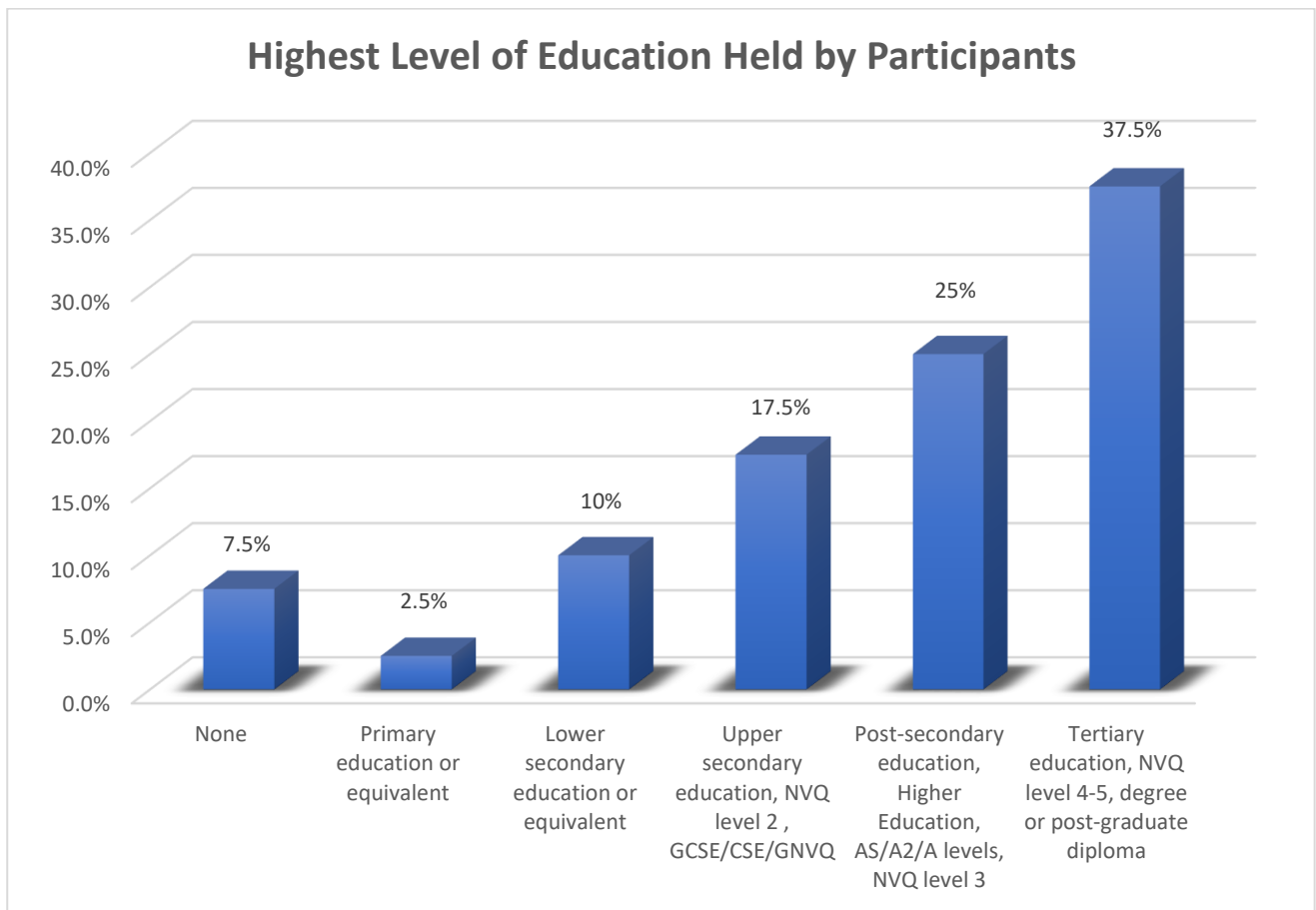
Diagram 3: Multi-disadvantaged Background



6.3 Highest Level of Education Held by Participants

The following diagram illustrates the highest level of education held by our participants:

Diagram 4: Highest Level of Education Held by Participants



6.4 Project Innovation

Our GEP Project (Bosavern Training and Work Experience) is an innovative project. The project used the natural-based horticultural activities as an empowerment tool to connect participants to the natural environment and help them develop their confidence, self-worth and motivation. Our project also helped participants improve their social skills and enhance their social interaction and community connection.

The following are the feedback and comments from our participants:

“I feel more confident in myself and worth as a person, and now know the value of my skills I can offer in social situations.”

“Had been feeling disheartened and isolated due to lack of work and social interaction. Got great deal of enjoyment and satisfaction from participating in activities at Bosavern, learning new things and being part of the learning group team.”

“A kind environment with diverse, welcoming members within Bosavern has helped my social skills improve.”

“Coming to Bosavern gave me routine again and helped me to reconnect with society after lockdown, ultimately I was able to find employment thanks to the team here.”

“I feel part of the community more, which means I’m more outgoing and friendly. I feel more confident in myself that I can make a living and a life independently.”

“I feel more certain about my want to work outdoors and what skills and traits I can bring to that. Having the opportunity to try a range of projects has made me feel more confident that I can be useful and I’m excited to work on farms in America.”

“I have felt a lot more confident in myself due to the abundance of moral support!”

“Bosavern gave me structure and a bit more confidence. And both the people working on the project and other participants.”

“I was new to Cornwall, since being involved with the farm I feel connected to the area and the land. More confident having been involved with the project.”

“I have met some amazing people and learned how to plant seeds and nurture them to life.”

Our project also provided a supporting mechanism to support individual participants to meet their individual needs and overcome their barriers. Our training programme empowered participants to learn new skills in a supportive environment through a wide range of activities and workshops. Also through our work experience programme, participants were able to gain valuable work experience, thus enhancing their CV and career development as well as developing their practical and employability skills.

The following are the feedback and comments from our participants:

“I enjoy the food, building fences, growing crops, being involved with activities.”

“Bosavern’s natural surrounding has really helped with being in the moment. Being in nature and working with nature helps me to centre and be less anxious. The leaders ensure that everyone has a safe place and personal needs are met. The participants are all compassionate and supportive.”

“Positive environment, friendly people, have since volunteered for Penwith Tree Planters and PLP Wildlife Group. Bosavern kickstarted this.”

“The time at Bosavern has made me feel like I’m part of something that is wholesome and goes with my values and it is deeply comforting to be in this environment and feel excited about applying what I’ve learned here to my life and future.”

“Learnt lots of new things and was able to refresh work skills which makes me feel much more confident when applying for jobs. Feel useful as am participating in project which is in alignment with beliefs.”

“Amazing support from tutors and other participants. Good resources. Amazing knowledge from people at the farm.”

“Meeting new people, talking about things, was nice after speaking to so few people during the lockdowns. Having knowledgeable, friendly and supportive staff that would help me achieve my goals.”

“I feel I have become more organised or recognise what I need to do to become more so, Project staff has helped me a lot with my CV and job applications, this is something that I have been putting off.”

“Project staff has helped me getting into college and confident about creating a farming job to create my own business plan.”

“Without Bosavern, I’d definitely be more depressed and lonely. I’d also have more anxiety when it comes to social interaction & job interviews.”

7. PROJECT IMPACT

This project has made a huge difference for our participants in developing their confidence, self-esteem, motivation as well as improving their social and employability skills as stated in section 6.4 above.

We asked our participants to complete a set of questionnaires before and after their participation on our project. Of the 40 participants, 24 of them completed and returned their questionnaires.

One of our participants helped us input the above collected questionnaires’ data on a spreadsheet as part of their work experience with our project. ***We would like to thank this participant for their work and contribution.***

The following are the findings of the comparison of these two questionnaires:

7.1 Positive Impact on Building Confidence and Skills for Future Workforce

7.1.1 Current Skills and Knowledge

The following table illustrates the comparison of participants' current skills and knowledge on a wide range of horticulture, practical and employability skills before and after their participation of our project.

Table 1: Current skills and knowledge comparison before and after participation:

Current skills & knowledge	AVERAGE (BEFORE PARTICIPATION)	AVERAGE (AFTER PARTICIPATION)
Chicken Care	1.6	2.7
Tree Care	1.3	2.3
Pollinators	1.4	2.1
Compost & Soil Science	1.6	2.6
Ecology & Conservation	1.6	2.4
Sowing	1.8	3.3
Planting	2.1	3.3
Potting On	2.0	3.4
Weeding	2.3	3.5
Watering	2.6	3.7
Harvesting	2.0	3.6
Packing	1.9	3.2
Ground Clearance	1.8	3.1
Using Tools Safely	2.3	3.3
Awareness of Safety	2.6	3.5
Food Hygiene	2.7	3.5
Food Preparation	2.5	3.6
Cooking	2.3	3.3
Serving	2.1	3.3
Cleaning	2.6	3.6
Customer Service	1.8	1.9
Operating a Till	1.4	1.6
Numeracy	2.3	2.8
Literacy	2.8	3.1
Forming Personal Goals	2.0	3.0
IT Skills	2.5	2.5
Using Friends to Identify Employers	2.0	3.0
Applications	1.8	2.6
Producing Evidence-based Portfolio	1.8	2.8
Interview Skills	1.8	2.6
TOTAL SCORE (AVERAGE):	61.3	89.3
1 = Not confident		
2 = Slightly confident		
3 = Fairly confident		
4 = Very confident		

The above table shows that the total average score of current skills and knowledge for our participants has increased from 61.3 to 89.3, which has an increase of 45.7% after their participation of our GEP project.

7.1.2 Employee Qualities

The following table illustrates the comparison of participants' employee qualities before and after their participation of our project.

Table 2: Employee qualities comparison before and after participation:

Employee qualities	AVERAGE (BEFORE PARTICIPATION)	AVERAGE (AFTRE PARTICIPATION)
I have a willing & enthusiastic attitude to work	3.4	4.2
I am confident travelling to & from work	3.7	4.3
My attendance & time-keeping are good	3.6	4.1
I listen to instructions carefully	3.9	4.3
I am able to concentrate and stay engaged	3.3	4.0
I ask for support or clarification when I need it	3.3	4.2
I engage in conversation & group discussion	3.0	4.0
I am confident interacting with other people in the team	3.1	4.3
I show initiative when opportunities arise	3.3	4.0
When there are problems or challenges, I explore a nummber of possible solutions	3.3	4.0
I am able to undertake routine tasks with minimal supervision	3.4	4.4
I stick at the task until the job is done	3.7	4.3
TOTAL SCORE (AVERAGE):	41.0	50.2
1 = None of the time		
2 = Rarely		
3 = Some of the time		
4 = Often		
5 = All of the time		

The above table shows that the total average score for employee qualities from our participants has increased from 41 to 50.2, which has an increase of 22.4% after participation of our project.

7.1.3 Feedback and Comments from Participants

The following are our participants' feedback and comments:

"I feel a bit more confident about what to expect at a workplace."

“I feel a lot more confident within myself and going forward with things like jobs etc.”

“I feel more confident trying tasks that I’m not familiar with. I’m OK with making mistakes and asking for help.”

“Bosavern has made me more confident having a work gap, putting the work environment into perspective.”

“I really enjoyed learning about planting and taking cuttings and general plant-based tasks and I LOVED tending to the chickens, it made me so happy and took away bad emotions for me. I’ve also loved getting to know everyone & had some fun laughs.”

“I really enjoyed working with the chickens, I also found doing shop work fun. Cooking was one of my favourite things to do on the farm, it has encouraged me to cook more & think about healthier options.”

It is evident that our project has a very positive impact on improving participants’ practical and horticulture skills such as harvesting, watering, weeding, awareness of safety, cleaning, food preparation and hygiene and cooking as well as numeracy, literacy and interview skills. Our project has also helped participants develop employee qualities that helped them with their job applications and employment.

As a result, it will provide a more skilled workforce to local employers and help build local capacity through empowerment and engagement of local people which will contribute positively to our local economy.

7.2 Improving Mental Health and Enhancing Social Interaction and Community Cohesion

7.2.1 Health and Lifestyle

The following table illustrates the comparison of participants’ health and lifestyle before and after their participation of our project.

Table 3: Health and lifestyle comparison before and after participation:

Health & Lifestyle	AVERAGE (BEFORE PARTICIPATION)	AVERAGE (AFTER PARTICIPATION)
I participate in physical activity	3.3	4.1
I spend time in nature	3.5	4.1
My diet is healthy	3.3	3.7
I cook with fresh ingredients	3.3	4.0
I have good personal hygiene	4.2	4.5
TOTAL SCORE (AVERAGE):	17.5	20.4

1 = None of the time

2 = Rarely

3 = Some of the time

4 = Often

5 = All of the time

The above table shows that the total average score for participants' health and lifestyle has increased from 17.5 to 20.4 which has an increase of 16.6% after their participation of our project.

7.2.2 Thoughts and Feelings

The following table illustrates the comparison of participants' thoughts and feelings before and after their participation of our project.

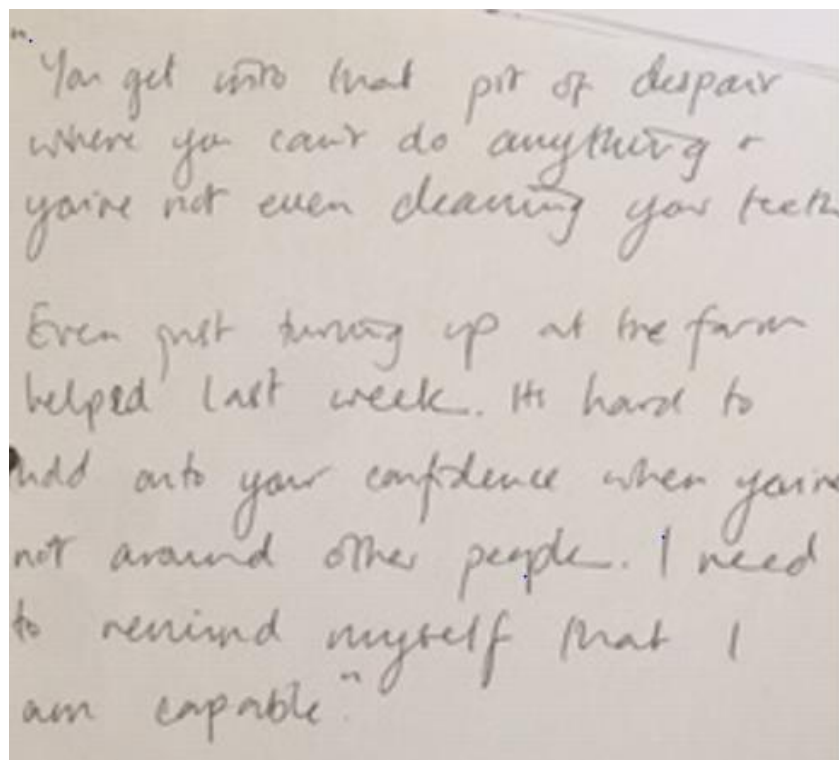
Table 4: Thoughts and feelings comparison before and after participation:

Thoughts & Feelings	AVERAGE (BEFORE PARTICIPATION)	AVERAGE (AFTER PARTICIPATION)
I've been feeling optimistic about the future	2.1	4.0
I've been feeling useful	1.8	3.8
I've been feeling relaxed	2.1	3.5
I feel motivated	1.9	3.9
I've been dealing with problems well	2.5	3.8
I've been thinking clearly	1.9	3.5
I've been feeling close to other people	2.2	3.7
I've been feeling confident	2.1	3.8
I've been able to make up my own mind about things	2.3	3.8
I have felt comfortable in social groups	2.2	3.7
How often do you feel lonely?	2.8	2.7
TOTAL SCORE (AVERAGE)	24.0	40.0
1 = None of the time		
2 = Rarely		
3 = Some of the time		
4 = Often		
5 = All of the time		

The above table illustrates that the total average score for participants' thoughts and feelings has increased from 24 to 40, which has shown a significant increase of 66.7%. It is evident that through their participation of our project, it has improved our participants' confidence, mental health and overall wellbeing and also enhanced their social interaction and connection.

However, the average score for the question of '*how often do you feel lonely*' has shown a reduction of 3.7% from 2.8 to 2.7 after their participation. This may suggest that future projects are needed to support local people to reduce their loneliness and social isolation in West Cornwall.

The following is the comment from one of our participants:



7.2.3 Further Feedback and Comments from Participants

The following are our participants' feedback and comments:

"Being at the farm and around others has made me smile! I return happy & tired, physically rather than emotionally + mentally drained. My ability with "speech" has greatly improved. My confidence has increased and my anxiety has reduced. My general mood and wellbeing has improved. I feel more liked and want to live."

"To be honest, had it not been for the farm, I'm really doubtful I'd still be here. I made myself dig deep & make a positive choice by signing up to the farm. It has helped me to feel optimistic, I've met amazing people and learnt loads of new things. It has made me feel worthwhile and more confident rather than a negative narrative in my head."

"Feeling better mentally. I have enjoyed working outside and seeing new people."

"I feel more confident about the future that I am going to be part of. Things in my life are on the up."

"Have felt more independent catching buses."

"Prior to Bosavern, I was very anxious and in survival mode. I had socially isolated myself and found being around or talking to people exhausting. Now, the "effort" of coming to the farm is not an effort. My confidence and being around and/or talking with others has improved. I no longer feel drained by social interactions at the farm."

“My self-confidence has improved and acceptance of what can/can’t be achieved. After the training I have learnt to apply skills and have been much more relaxed.”

7.3 Building Organisational Capacity, Resources and Skills

This project has helped our farm build our capacity to improve our organisational skills and capabilities of developing our farm as an eco community hub and developing future projects to support our local community and protect our natural environment.

With the portacabin, polytunnel and resources provided by the funding from ERDF, ESF and Cornwall Council as well as the knowledge and skills we gained from this project, we will be able to continue to provide a wide range of work experience opportunities for local people. We will continue to engage local and international volunteers in all areas of our work. We will encourage good practice on sustainable farming (using non-polluting methods in producing our crops and using recycled materials to reduce waste to protect our local environment).

The above will help us build our capacity through community engagement and empowerment which will have a positive and lasting impact on our local community and environment. It will also contribute to our organisation’s longer-term sustainability.

8. WHAT WORKED WELL?

8.1 Dedicated Project Team

The project was delivered by a dedicated project team including a Project Manager, a Project Finance Officer, a Training and Project Co-ordinator, a Growing Activities Leader and a Cookery Tutor. Individual team members have their area of expertise and skills to ensure that:

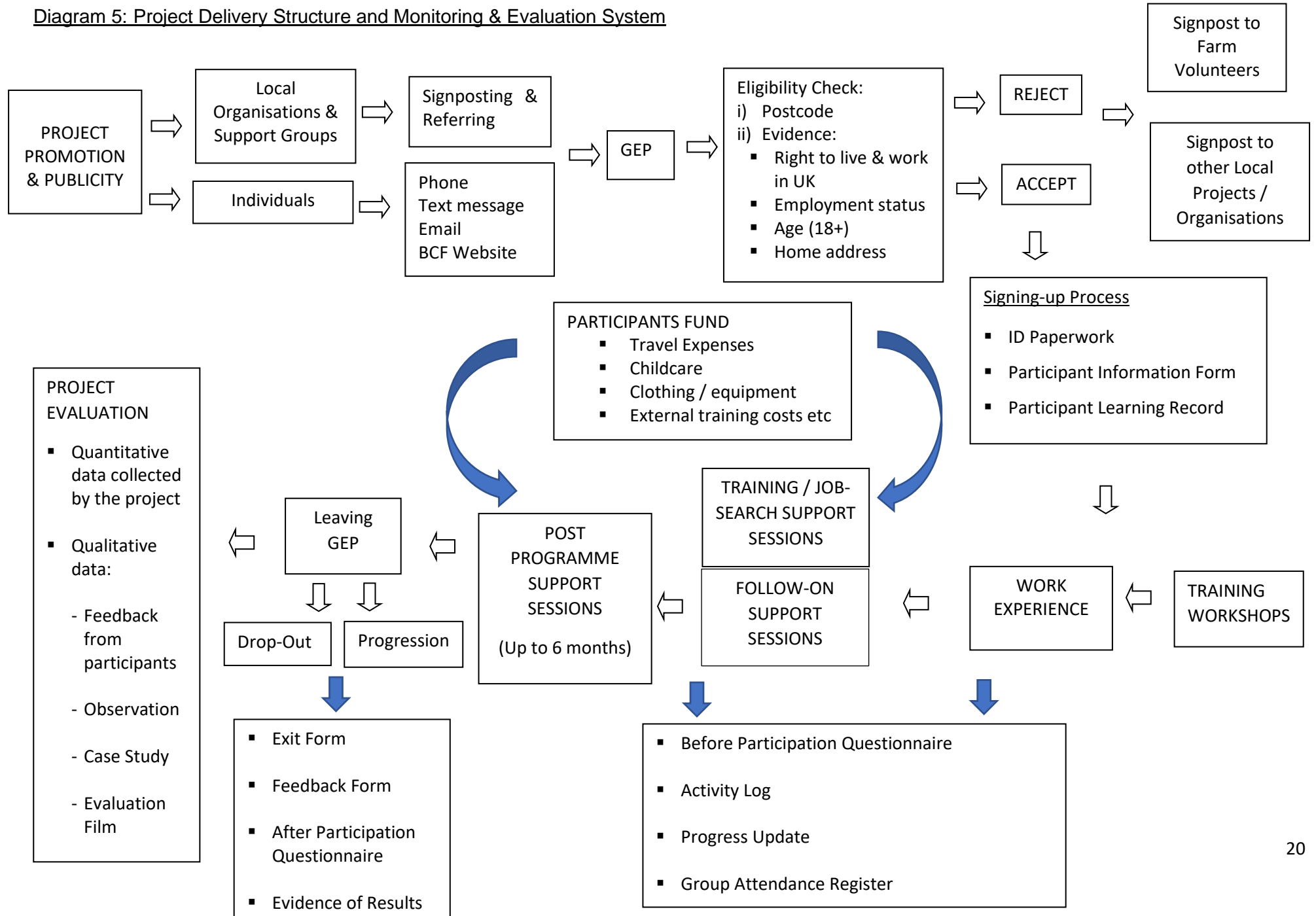
- the recruitment of participants through effective marketing and publicity.
- the delivery of our training programmes and project activities met the needs of individual participants, consequently achieved our project outputs and results
- participants paperwork and evidence were completed, collected and provided to CLLD.
- our quarterly and final claims were submitted on time to CLLD with supporting documents and evidence
- our evaluation report was produced and submitted on time to CLLD

8.2 Effective Delivery Structure and Monitoring and Evaluation System

We also have an effective delivery structure and monitoring and evaluation system to plan, organise and deliver our project activities including marketing and recruitment, sign-up process, paperwork and monitoring and evaluation system.

The following diagram illustrates our GEP Project Delivery Structure and Monitoring System:

Diagram 5: Project Delivery Structure and Monitoring & Evaluation System

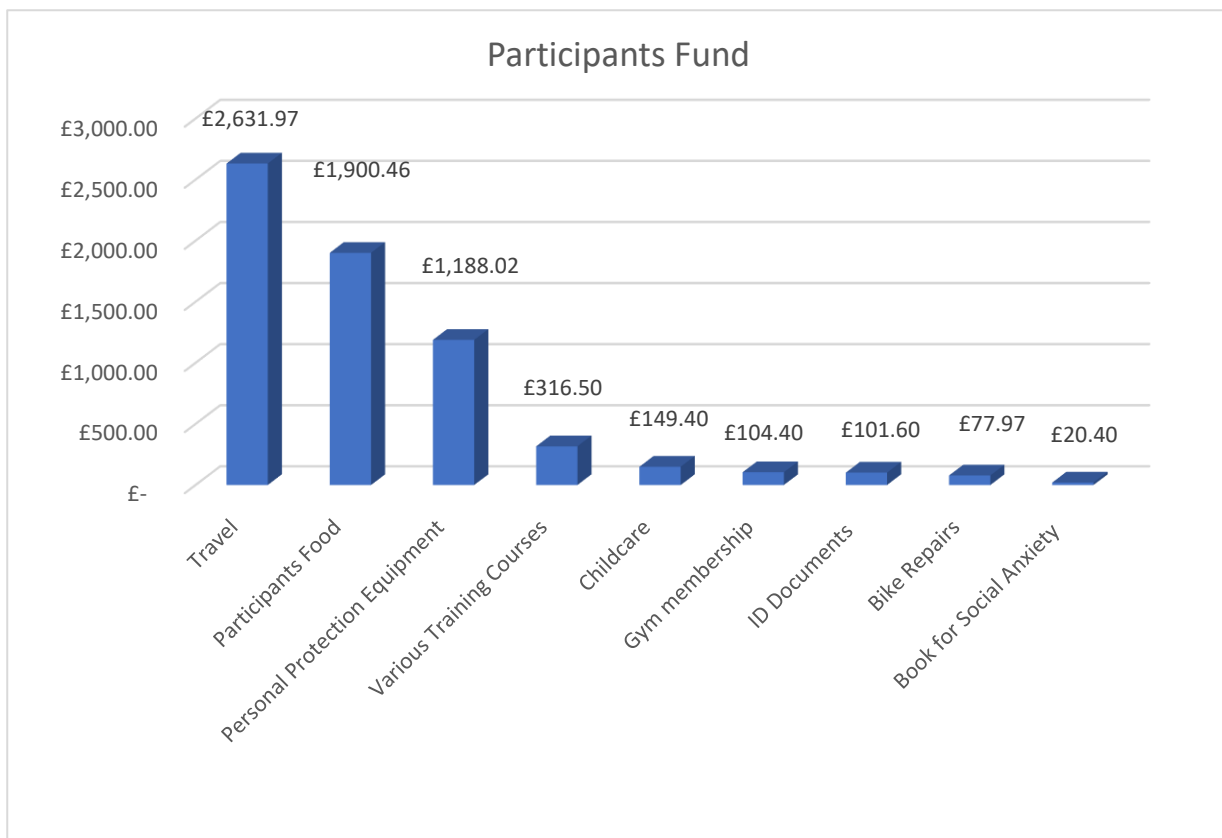


8.3 Participants Fund

We included a 'Participants Fund' in our project budget to provide financial assistance for participants to overcome their barriers and enable them to attend our project activities and move onto training/education and employment. They included travel costs, childcare, payments for ID documents such as passport and driving licence, bike repairs, various training courses including safeguarding and First Aid, book on social anxiety, food for participants and personal protection equipment such as waterproof jackets, trousers, boots and gloves.

The total spend for the participants fund is £6,490.72 (an average of £162.27 per participant). The following diagram shows the breakdown of our participants fund:

Diagram 6: Participants Fund



8.4 Case Study

Participant S (Peter not real name)

Peter was referred by the local Job Centre to our project. Peter had been unemployed since the beginning of 2020.

Peter already had beekeeping skills and wanted our project to help him with proven work experience, training, skills and knowledge which would help him towards his personal goals of running his own small-holding and beekeeping business.

Peter attended our 1st series of training programme which included the following:

Induction session – introducing participants to the farm, staff and volunteers; learning ground rules and boundaries, health and safety and safeguarding issues.

Workshops on polytunnel tutorial, raised beds, fencing, foraging, tools sharpening, catering and hospitality.

Talks on Bees & Wildflowers Habitats, Pollinator, Horticulture, Soil Health and Regeneration Farming, Crop Rotation and Planning, Sowing / Planting / Weeding, Fruit Growing and Presentation and Harvesting and Chicken Care.

Talks from CN4C, Konnect, Conservation Volunteering and Kehelland Nursery.

Field trip visits to Duchy College and Kehelland Trust

Through our support, we partnered Peter with our own beekeeper Matt Pit as a mentor. Peter attended the Bee Conservation Day with the National Trust. Peter also helped us demonstrate candle-making skills at our own bee workshop. He was good at making the most of his new connections.

We supported Peter to enroll on a Level 2 Practical Horticulture at Duchy College. He overcame significant challenges of learning Latin names despite his dyslexia and has completed his college course. Our project also helped him purchase appropriate personal protection equipment (such as waterproof jacket and boots etc) that used in his course.

Since leaving our project, Peter contacted Helen (whom he met when we visited the Woodland Kitchen Bistro & Cookery School) and negotiated new sites for his bee hives in their rewilded valley.

Now Peter has set up his beekeeping business with bee hives in a various sites across West Cornwall and selling his honey in local farmers markets.

8.5 Participants' Experience on Bosavern Community Farm Website

Some of our participants talked about their experience on our project which can be viewed on our farm's website through the following link:

www.bosaverncommunityfarm.org.uk/our-training-and-work-experience-programme/

8.6 Evaluation Film

An evaluation film has been produced by Awen Productions CIC, an independent film producer. This evaluation film illustrates the case studies and comments from four of our participants.

The following is the link to our evaluation film.

<https://vimeo.com/746639611>

password: BOSGEP22

IMPORTANT: This evaluation film is part of our evaluation report, which is required by our funders and not to be shared and publicised publicly without the permission of our participants, who took part in our evaluation film, in order to protect their identity, confidential and sensitive information.

9. WHAT DID NOT GO AS WELL?

Due to the Covid 19 pandemic and lockdowns, we had difficulties in recruiting participants for our first two series. We only managed to recruit 12 participants for series 1 and 2 instead of 20 participants. Also we needed to postpone the start dates of all our four series of training programmes. Nevertheless, we managed to recruit more participants in our Series 3 and 4 in order to meet our target outputs and results as stated in our funding agreement.

10. THE CLLD PROGRAMME

10.1 CLLD Paperwork

Although CLLD provided the funding for our organisation to deliver our GEP project to support and benefit local people, it has been a very challenging journey and a deep learning curve for us.

As shown on Diagram 5 in section 8.2 above, the project needed to deal with a lot of paperwork such as collecting ID documents from participants on sign-up process, a list of forms on project activities delivery and exit form and feedback form on leaving the project. These forms needed to be completed, dated and signed by individual participants and project staff and then uploaded on Evolutive which is an online information system. As our project did not employ an administrator to deal with the CLLD's paperwork, the above process had increased the workload for our project staff.

10.2 Inflexibility of Project Budget

Although the project budget aimed to control costs and avoid overspending, we were not allowed to move expenditure from one budget heading to another or to add new expenditure items and change suppliers from our original budget without the approval of CLLD.

The process of preparing and submitting variation requests for the above required extra time and resources to deal with and it also took time for CLLD to come back to us with their decisions. As a result, it caused delay in delivering our project activities and it also caused barriers for our participants.

11. CONCLUSION

Our Growing and Empowerment Project (Bosavern Training and Work Experience) is an innovative project. The project used the natural-based horticultural activities as an empowerment tool to help participants build confidence, self-esteem, motivation as well as developing their social skills and enhancing their social interaction and connection.

Our project also provided a supporting mechanism to support individual participants to meet their individual needs and overcome their barriers. Our training programme empowered participants to learn new skills in a supportive environment through a wide range of activities and workshops. Through the work experience programme, participants were able to gain valuable work experience, thus enhancing their CV and career development as well as developing their practical and employability skills.

A total of 40 participants were recruited and supported by our project and we have achieved our target 100% on project outputs.

Of the 40 participants supported by our project, 20 of them moved onto education/training, employment or job search on leaving and we have achieved our target by 111% on project results.

12. RECOMMENDATIONS

It is recommended that:

- Future projects are needed to support local people to improve their mental health and reduce loneliness and social isolation in West Cornwall.
- There is a need to reduce the paperwork and procedures involved in future CLLD projects in order to streamline the sign-up process and reduce paperwork.
- There is a need to provide more flexibility in using project budget on the project delivery stage for future CLLD projects in order to utilise resources more effectively and to meet the needs of participants.
- The good practice of our GEP project (Bosavern Training and Experience) should be rolled out to empower and support local people in other deprived areas.

Supplementary Analysis

Undertaken by Law Graduate Lilith Adler, July 23

Participants were surveyed at the beginning and at the end of the project to evaluate their skills & knowledge, employee qualities, health & lifestyle, and thoughts & feelings. Below are some of the significant improvements seen in these areas among the project participants.

Employee Qualities:

Participants were asked how often they *'engage in conversation and group discussion'* on a scale from 0 (none of the time) to 5 (all of the time). At the end of the project, 65% of surveyed project participants reported an increase in their ability to engage in conversation and group discussion. 30% of participants left the project stating that they now engage in conversation and group discussion *'all of the time'*.

On the same scale, participants were asked to rate their confidence in interacting with other people. Over the duration of the project, 74% of participants felt their confidence in these areas had increased, with 48% leaving feeling they were confident with interacting with other people *'all the time'*.

Health & Lifestyle:

At the end of the project, we reported an increase in the frequency of physical exercise for 57% of participants. Of the people who originally answered that they partake in physical activity *'some of the time'* or less frequently, 75% of them saw improvements in the frequency of physical exercise after participating in the project.

Overall, 65% of respondents left the project stating that they participate in physical activity either *'often'* or *'all of the time'*.

39% of respondents expressed that their diet was healthier at the end of the project. Additionally, 48% said that they were *more likely* to cook with fresh ingredients, with 74% stating that they now use fresh ingredients *'often'* or *'all the time'* when cooking.

Thoughts & Feelings:

Of the participants who completed both the beginning and end stage questionnaires, 80% left the project feeling *more confident and motivated*; 71% left *feeling more optimistic about the future*; and 87% left *feeling more useful and able to think clearly*.

70% of end stage respondents of the questionnaire stated that they *feel optimistic about the future* and motivated *'often'* or *'all of the time'*. 67% of these respondents left the project feeling useful and confident *'often'* or *'all of the time'*.