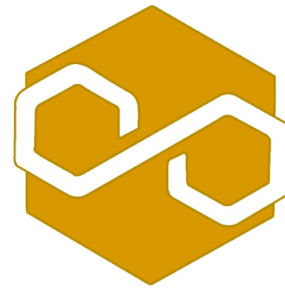


Hive Group UK

**Our programmes support
people connected to**

- **Justice**
- **Ex Military**
- **Social Care Leavers**

Make a Change that
Makes a Difference



**Childrens
Social Care**

Supporting Young People,
Carers & Professionals

**Education &
Employability**

Play Ground to Parade
Ground & Beyond

Justice

Steps to a fresh Start

**Selection &
Induction**

A path to the perfect
employee

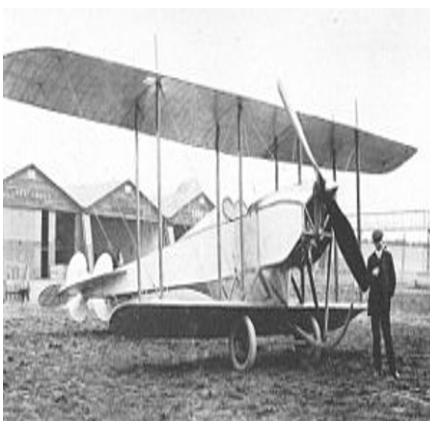
Our Partners



APS Psychotherapy
& Counselling



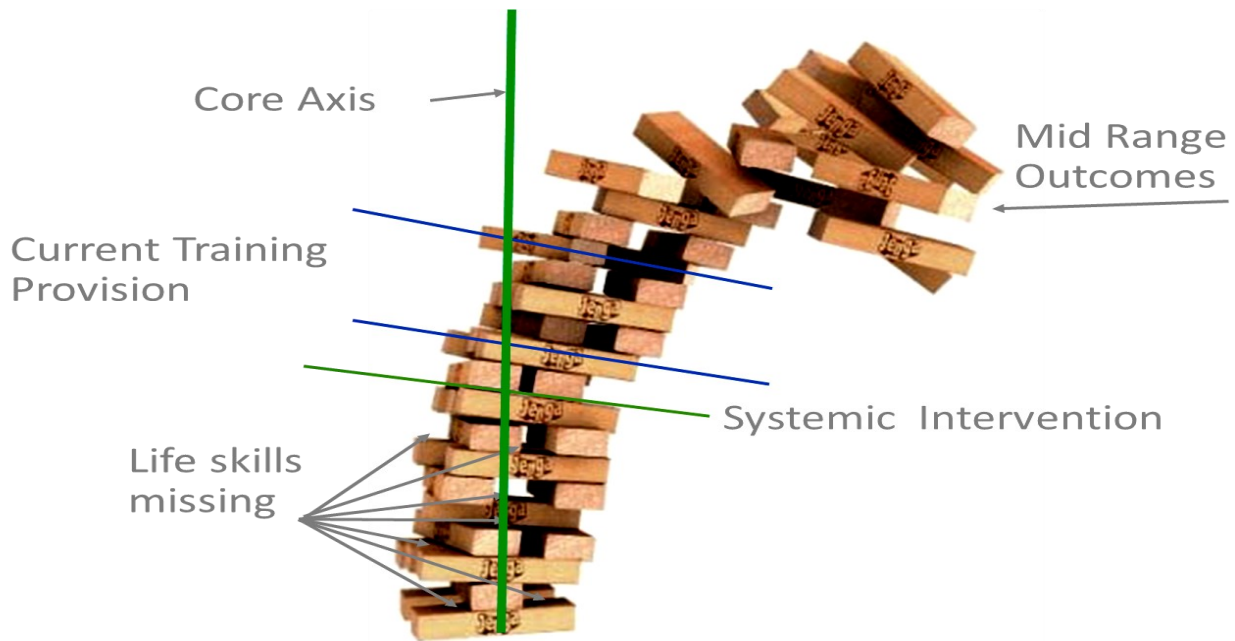
www.hivegroupuk.co.uk



Nothing
Improves by
staying the
same

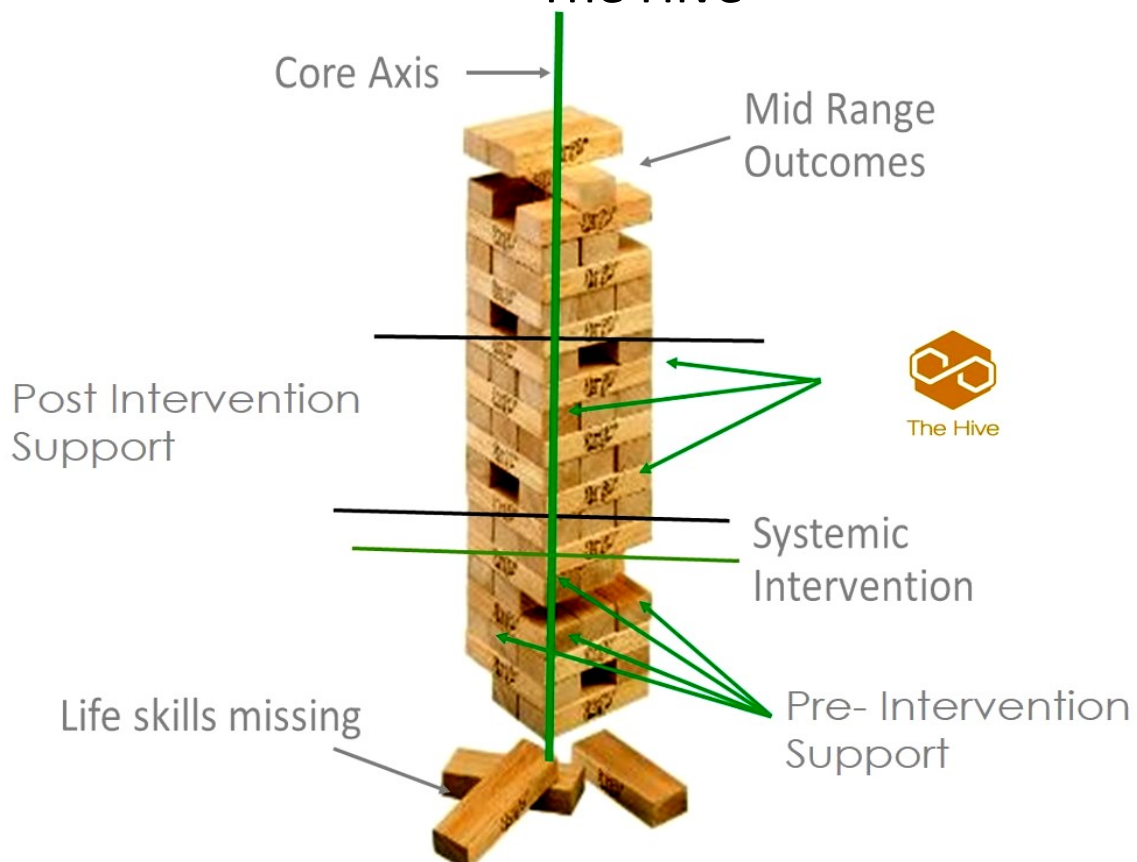


The current structure for those in Social Care or from disadvantaged backgrounds



The future for those in Social Care or from disadvantaged backgrounds with support from

The Hive



Improving Knowledge, Confidence, & Communication



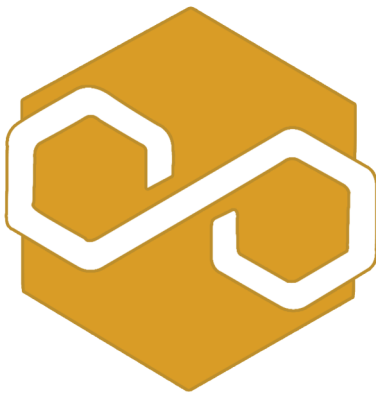
Who Are We?

The first coaching based training provider to bring young people and professionals together to develop core skills that deliver life long habits of positive communication and decision making.

Consisting of Social Care professionals, coaches, training professionals and employability specialists.

We have the experience, knowledge and understanding to **make a real difference to disadvantaged people**, and to those in, and connected to Social Care & Justice Sectors in the UK.

Combining **exceptional coaching and effective training**, we are able to deliver core skills that many take for granted. Skills that make life **easier** and **increase genuine employment options**.



Why Us?

Unlocking Potential
is what we do

The Hive offers a range of seminars, workshops, training courses and coaching services that support various disadvantaged groups and those at risk of becoming disadvantaged.

To give young people and professionals the opportunity to redirect their focus, we believe a new approach is required.

The current process of loading knowledge on to young people is not working for the vast majority. Understanding what is missing and restoring it, will allow more people to develop their own positive habits.

We have developed a collection of training programs aimed at providing core skills to those in disadvantaged groups to improve confidence, drive, ambition and to change the thought processes to creating a different and better future.

Change it. Don't just Reframe it

As we all know, change of any kind can be difficult. Where a change affects large numbers of people it can be especially daunting, so much so, that we naturally find a way to limit or even reduce the impact of the change, preferring the status quo.

We don't like, want, understand or even care for the change. We convince ourselves that the change won't work and then find ways to prove ourselves right. Often creating the situation for the change to fail. In order for us to avoid this truth of human psychology, we simply reframe the situation and our responses to the need for change.

For decades, it has been highlighted within the Social Care & Justice Sectors that the communication and working relationships between young people, their carers and their professionals has not been as effective as it could be.

This is a prime example of a change being needed. Yet, the operational response has been to reframe the situation; spending a small fortune on training the professionals on various awareness programmes and the carers being offered situational awareness programmes. With little or no work with the young people directly around their own communication skills, the situation is therefore reframed, as the awareness levels have been increased. Thus successfully deflecting the need for change and wasting valuable finances and time.

It may seem the obvious solution is to increase the communication skills training for the professionals and let this filter through the system. We would argue against such a 1 dimensional approach as it does not support the carers or the young people to develop themselves. It only reinforces the approach of reframing and ignores the fact that for effective communication to exist and survive, all parties must have some core foundations in place. It is clear that for many young people these foundations are either missing or depleted due to their life experiences.

With ever increasing workloads, reducing funds and a depletion of experienced professionals & carers, it is more imperative than ever that there is a change in the systematic approach that allows the 3 primary players in social care to develop and maintain effective communication.

We believe that the key to ensuring that communication and working relationships, is the same for everyone, whether connected to social care or not. That key is, solid foundations and core skills. This is the lynchpin to all of our successes. By bringing young people, carers, and professionals together, to develop and nurture those core skills and give life to effective communication between all 3 groups, building trust, improving knowledge and awareness, providing young people with a skills platform from which they can engage and succeed.

The Hive exists to MAKE A CHANGE THAT MAKES A DIFFERENCE.

Why is The Hive different?

The Hive, is the ultimate one stop shop for core skills and resilience development. Our systemic approach benefits all those connected to the Children's Social Care, Education & Justice Sectors, as well as those from the Ex-Military community and their person of significance.

The Social Care Consultancy

A comprehensive service that supports Children's Social Care Services across the UK.

Our Programmes

Storytelling with The Mouse

Available to 8 - 10 Year olds either in Primary School or Youth groups.

New Parents under 25 years

The BITIMO Collection

Supporting those going through Life Changing Transitions.

Those preparing to leave Military Service

Care Leavers

Domestic Abuse Survivors

The Rampage Collection

Designed for 3 specifically targeted groups connected to the Social Care Sector.

11-14 year olds, Their Carers and Their Professional Key Worker

16-19 year olds with a Higher Dependency

Social Care Professionals, Educators and Carers.

Step to Success

Focused on the successful transition from the Justice Sector to independent living.

Under 25 years, Pre-release Category C individuals.

Skills for Service

An effective Selection & Induction package for multiple sectors.



Nothing
Improves by
staying the
same



Why is The Hive different?

Our Founders

CEO & Director of Social Care: Su Sleet

Su Sleet is a passionate HCPC registered Social Worker and advocate of supporting people, teams and organisations to deliver the best outcomes for their clients. A life long dedication to social care has given Su a wealth of knowledge that is often lost in the hectic nature of life.

Su started her working life as a frontline Police officer before being injured in the line of duty. She went on to serve as a Foster carer for 11 years. Providing a safe, positive and productive home environment for over 90 young people. Many, who the professionals felt would be too difficult to place in a home setting.

The lessons learned during those years led Su to study and qualify as a Social worker, in a career spanning almost 3 decades Su has worked in various parts of the UK including London. Holding posts including Senior Team Manager and Group Manager. Working across the Children's Social Care portfolio, Mentoring & supporting professionals.

Managing Director: David A. Sleet

David is a published author and a qualified Life Coach who is exceptionally focused and dedicated to supporting those in need. Having a lifetime of social care involvement: David's history reflects an in-depth unique observation of children, young people and trauma.

Growing up in a home that fostered children, witnessing the unconscious playing out in front of him, assisting as one child to others, caring and supporting them as children so often do. He had the privilege to learn from the ground up creating a mind alive with potential ways to inform others of the success within them.

David has always surrounded himself with professionals that reinforce, validate, increase and expand his knowledge and understanding of a psychological perspective, this hones a solution driven approach. The psychological process and adaptability David has demonstrated in his career is second to none.

Our Divisions

- Education & Employability
- Justice Division
- Selection & Induction
- Children's Social Care

Make The Hive Group UK the go to organisation for consistent support for those disadvantaged by life.

Why The Hive?

The Hive, in the natural world is the most productive and successful organisational Structure. We believe that humans have a lot to benefit from adopting a Hive psychology. In a Hive every component is connected and supportive of the other components. As each component is strengthened, the other components benefit and the Hive grows. The bigger the Hive, the more successful it becomes and the cycle of development continues.

It is ultimately this approach, that makes The Hive unique. With 2 primary psychological approaches: Cognitive Behavioural Therapies (CBT) and the Person Centred Approach, we have designed all our programmes to develop a stronger core skills that build a greater resilience that can improve the chances for a positive outcome.

To achieve such a powerful inner change, many of us would need new tools and ways of approaching the challenges and those are just not available anywhere, until now.

21 elements that are included in some or all of our programmes are:

- | | | | |
|-----|---|-----|---|
| 1. | Moving Forward | 11. | Building a positive wall |
| 2. | It's time to play
<i>be the game</i> | 12. | Knowledge + Communication
+ Confidence = Passion |
| 3. | Train Hard - Work Smart -
Win Easy | 13. | Who am I |
| 4. | Reaction vs Response | 14. | Safe Me |
| 5. | Types of Personalities | 15. | My Story, My Future |
| 6. | Building Your Own Team | 16. | Needs, Wants & Desires |
| 7. | TUB Ratings | 17. | When things go wrong |
| 8. | Decision Making | 18. | Protecting My Attitude |
| 9. | Getting on TRACK | 19. | A New Outlook |
| 10. | Great Interactions | 20. | Effective Planning |
| | | 21. | Excuses or Results |

When these elements were not only present in a persons psyche but were expressed in their actions they appear to the rest of the world, in a different light. Their psyche was enabling them to have a different outlook our programme harness these elements so young people benefit from their naturally improved presentation to the world.

Why is Story telling with The Mouse different?

The Hive Storytelling with the Mouse brings a new and innovative approach that supports young people and professionals to develop improved communications pathways and coping capabilities around challenging circumstances that they maybe facing, are aware of or may face in the future.

What's Unique?

- Topics Covered.
- Pupils are involved in production of a product the School or Group can sell.
- Workshop focuses on situation awareness and supporting exiting the situation. Not individually targeting a particular group.
- Builds Early warning awareness for professionals, so support can be targeted quicker and more effectively. Improving individual outcomes and reducing cost burdens.
- Young people become advocates for supporting positive interactions.
- The product produced by the school or group supports younger pupils to develop the awareness's and benefit from the work.

TOPICS

Emotional Controls: The Princess & The Mouse

Understanding how a relationship, that includes emotional coercion is a negative environment, is something many young people can fail so see, as a precursor to long term and very damaging situations. This story allows young people to identify the situation, discuss the environment that allows it to exist, and see a path out from it.

Cheating: The Mouse & The Magic Mountain

Cheating for personal gain, impressing peers or when under duress is not generally a topic touched on unless the situation arises. It is however a core principle that once understood will shape a child's interactions and outlook for life. Prevention is better than cure.

Bullying: The Mouse & The Bully Dogs

Bullying is a topic covered by every school in the UK. It is however a topic that is rarely as effective as professionals hope and accept. Through our approach we can address this area 'under the radar' so to speak. Raising awareness of the different types of bullying and the possible reasons behind it.

Why is The BITIMO Collection different?

Bag It, Tag It & Move On

Is the only CBT based Programme that is designed specifically to support Individuals experiencing Life Changing Transition and their significant other. This can be a partner, a parent / carer, sibling or friend.

Who is BITIMO for?

Those transitioning from Military Service

Care Leavers

Domestic Abuse Survivors

By allowing the development of Core Skills and including a person significant other, The BITIMO collection can increase the effectiveness of the support network around the individual . This is the only programme of its kind that we are aware of.

BITIMO is comprised of 2 parts

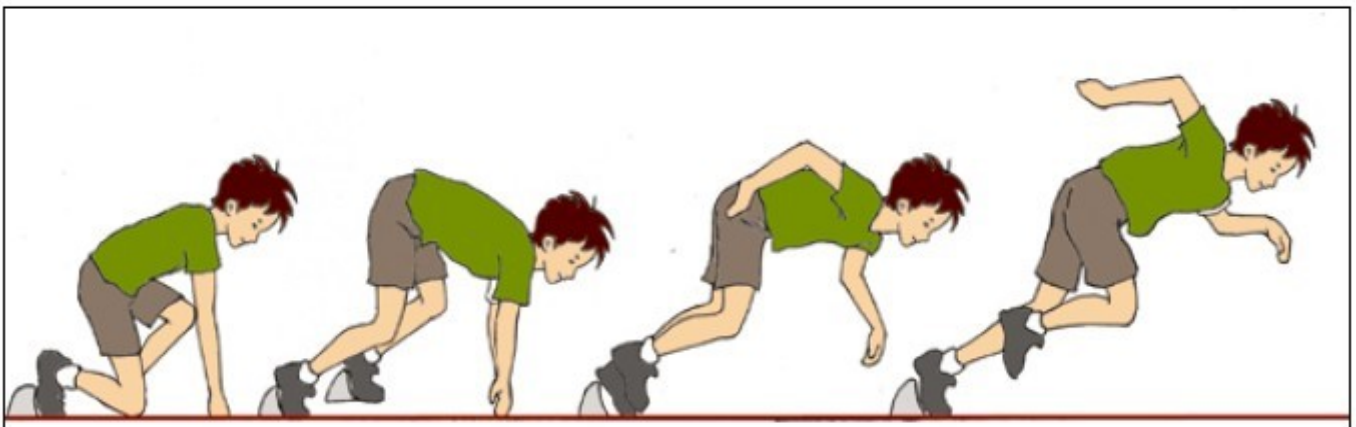
On Your Marks & Ready, Set, Go!

On Your Marks: Focuses on core personal skills that strengthen the resilience's of the individual and gives the tools to build an effective framework for the future.

Ready, Set, Go!: Focuses on the Core Personal Skills to survive and thrive without the restrictions of the past.

BITIMO does not explore past experiences, traumas or nightmares. The focus is aimed completely at Moving On.

BAG IT, TAG IT & MOVE ON



Why is The Rampage Collection different?

The Rampage Collection is the only programmes designed to bring Young People, Their Carers and their Social Care Professional together in the same learning environment. It is also the only program, specifically focused on the 'psychological lockdown' phases of the human brain.

The Rampage Collection is The Hive's widest ranging series of programmes that deliver genuine, core skills development that have been shown to have long term benefits for those that assimilate the concepts into their daily routines.



Why is Steps to Success different?

The Highlights

Neuro-Diversity Screening & Support

Fit for Work Assessment

Core Skills & Independent Living Skills

Gambling Awareness

Workplace Appraisal

Industry desired Certifications

Fire Safety & First Aid Training as Standard

Steps to Success delivers a comprehensive and innovative package that gives individuals and professionals effective tools to reduce risks of reoffending.

The Hive acknowledges that for many people the path to the justice sector is filled with circumstances that they think were unavoidable. A chain of events, grown from a need to survive in their given situation.

The Hive understands that for many people, especially those under 25, there can be some key elements that are clearly weakened in those that become connected to the justice system. We know that when training is given to people without these key elements being developed, the long term outcomes are not as successful.

By developing a person's core skills, they are able to make positive decisions that lead to long term successes. The Steps to Success program gives individuals a genuinely powerful opportunity to realign the focus and direction they want to take post release.

Research frequently finds that young people connected to the justice sector display some generic behaviours. Poor interaction skills, reactive personalities, inability or depleted ability to positively, and or effectively plan, poor financial discipline, reduced capacity to build positive networks. This is often compounded by low levels of educational attainment by the time of their 2nd 'psychological lockdown' which usually takes place around 14 years of age.

The best outcomes are created when the ability to positively impact these behaviours are addressed. A positive relationship that addresses these elements is introduced to an individual and their level of engagement increases, and the behaviours improve. This leads to positive interactions leading to improved confidence and a positive focus.

By using the Steps to Success program, individuals complete a full process that supports them to develop their own sense of responsibility, self respect, self control; whilst developing the skills that will increase their future employability, increases financial stability, reduce stress, creating a more balanced outlook and psychological well being.

We advise that this programme is delivered over consecutive days and linked to additional skills learning.

Why is Skills For Service different?

The Hive Skills for Service program supports the Hospitality, Leisure, Retail, Travel, Construction & Service sectors. We bring a new and innovative approach, that supports the development of Knowledge, Confidence, Effective Communication Pathways and Coping Capabilities. Raising the level of Service in all team members, no matter what their experience is.

The aims of this programme are:

Increase the employability, skills and sustainability of everyone working in the Hospitality, Leisure, Retail, Travel, Construction & Service sectors. To reduce the drop out rate of young people entering the sectors.

What's Unique?

- 1 day Selection programme with up skilling for all.
- 30 Day Induction programme, including Certifications
- Long term psychological well-being new employees
- Increased efficiency and cost reductions



YOU CAN MAKE A DIFFERENCE

The Reality

With over 95,000 children currently classed as 'Looked After' by the state and an estimated 15,000 care leavers a year in the UK, it is vital that as many as possible can enter the world of work as quickly and seamlessly as possible, with the required support.

However, the current provision for care leavers results in

- * 6% of care leavers entering University compared to 42% in the general populous
- * 35% of Care Leavers Not in Education, Employment or Training
- * 70% of Domestic Violence Victims (Both male & female) reporting having been "In Care"
- * Approximately 40% of under 21's serving a custodial sentence reporting being "In Care" either at the time of sentencing or prior to it

This is a shocking indictment of our system, but it is also a **huge waste of potential** to the working world. The long-term impacts for care leavers ripple through their working lives and can cause huge challenges to employers.

The Hive programmes can greatly reduce the negative impacts on employers by increasing the core skills for young people, who have experienced such a damaging start in life. No care leaver wants to be employed as a beneficiary of positive discrimination. They **only want an opportunity** to develop their futures at their own hands, not because of their past.

Matched with the knowledge, that the viable talent available for recruitment is estimated to suffer (by some estimates) as much as a 22% decrease in the employable talent following the UK's exit from the European Union. The Hive believes, that care leavers, when given effective introductions and skills can make a positive contribution to reducing the impacts of this.

Care leavers **CAN** make a difference. You **CAN** make a difference.

Why not consider a Corporate Sponsorship?

What Benefit does Sponsorship bring to an Employer?

Social Alignment

A company's social alignment and engagement profile is a massive consideration for many companies. A sponsorship package with The Hive brings a huge level of social engagement to the fore. Not only in public relations but also throughout the team members, within an organisation.

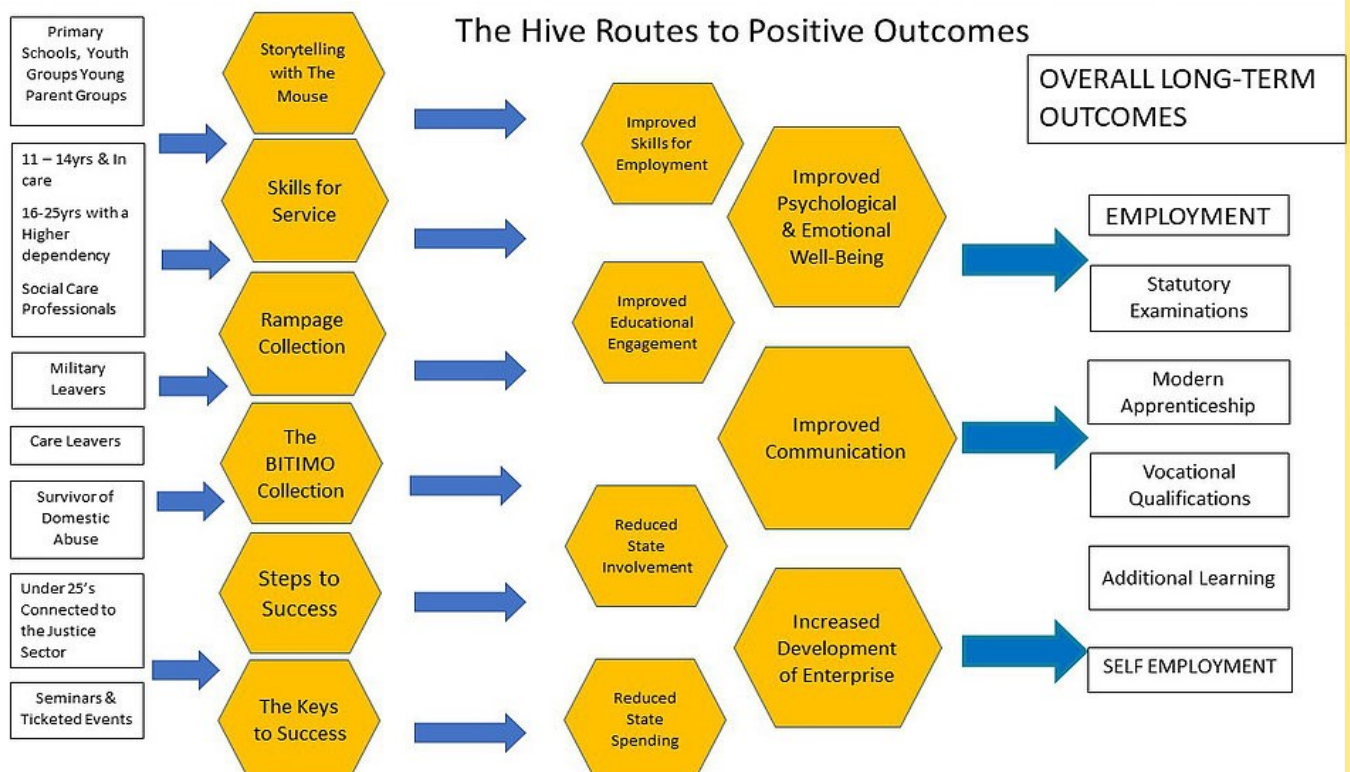
Reduced Recruitment Costs

Direct and indirect recruitment is enhanced. As young people seek work in organisations that openly promote social awareness and engagement with their environment.

- Digital links on The Hive Website to the sponsors career page on their website.
- Inclusion in ALL Hive literature and presentations.
- Direct selection option. From Programme to Interview.

Reduced Pressures Following Employment

When new employees enter the work place with increased knowledge, confidence & communication, the burden on Company inductions automatic reduces. Reducing the risk of employee turnover, and this ultimately reduces the pressures both financially and operationally.



The Options

Premium Package Options

1. Sponsor delivery of The Storytelling Workshop to 1 Primary School. Supporting 90 pupils directly and positively impacting on the entire school, pupils, parents and staff.
2. Sponsor 1 young person, 1 carer and 1 professional to attend a Rampage 1.0 course.
3. Sponsor 2 ex-military personnel to complete the BITIMO programme (The Hive will match this to sponsor the place of the individuals significant other).
4. Sponsor 2 Young people connected to the Justice Sector receive the 'Steps to Success' Programme.

Investment Value £2000.00 GBP ex VAT

Gold Package Options

1. Sponsor the delivery of Skills for Service to 30 Care Leavers.
2. Sponsor 10 young people to receive the Rampage HD course.
3. Sponsor the work of the Creative Hive. Supporting disadvantaged people to develop their own creative businesses.

Investment Value 5000.00 GBP ex VAT

Platinum Package Options

1. Sponsor 5 Schools in a named area to receive The Storytelling Workshops. Supporting 450 pupils directly and positively impacting on the entire school, pupils, parents and staff.
2. Sponsor the delivery of Rampage 1.0 in a sponsor's chosen area. Supporting 30 people (10 young people, 10 Carers & 10 Professionals)
3. Sponsor the delivery of the BITIMO programme to 15 ex-military personnel (The Hive will match this to sponsor the place of the individuals significant other).
4. Sponsor delivery of Steps to Success to 12 Young people connected to the Justice Sector

Investment Value £10,000 GBP ex VAT

THE HIVE TEAM

The Hive is made up of qualified and experienced practitioners in their fields, whether that is in Social Work, Coaching & Training, Psychotherapy or the Hospitality, Leisure and Service industries, with additional experience and contributions from Carers, Education Professionals, Military advisors, Ex-offenders, Domestic Abuse Survivors, and of course our core team of Young people connected either currently or previously to the social care sector.

Our programmes have been tested and their capacity fully explored, so that we can offer the best range of support to those we seek to serve.

We are extremely proud of our network of Partners, Supporters and Programme Mentors. It would be remiss, not to acknowledge the contribution they play in making The Hive a success.

SMART

CONNECTED

GROWTH

SAVES MONEY

By using The Hive Local Authorities, Organisations, Charities, 3rd Sector Service Providers are able to save money.

Our processes focus on developing core skills that improve Knowledge, Confidence & Communication, which in turn develop resilience, and improved personal development for everybody we work with.

Skills that enhance psychological Well Being, Reduce long term state involvement, Improve the working relationships of professionals, carers & young people and increase stability for the young people. For many this will reduce the need for specific services or additional interventions. For some people and families we may even be able to avoid long term interventions all together.



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Course / Seminar Enquiry Form

Course Title				
Elements of Interest				
Name				
Job title				
Organisation				
Work address				
Work e-mail address				
Contact telephone no. (in case of emergency)				
Contact name for invoice (if different)				
Contact e-mail for invoice (if different)				
Address for invoice (if different)				
Purchase order no (if used)				
Where did you hear about this course? (please tick)	Word of mouth	<input type="checkbox"/>	Via our website	<input type="checkbox"/>
	Email from The Hive	<input type="checkbox"/>	Attended another course	<input type="checkbox"/>
	At an event	<input type="checkbox"/>	Brochure	<input type="checkbox"/>
	Other (please specify)	<input type="checkbox"/>		
Please tick one of the following	My workplace would be paying for the course / Seminar and I have my manager's authorisation for an enquiry to be sent			<input type="checkbox"/>
	I would be paying for the course / seminar myself			<input type="checkbox"/>
Mailing List: If you would like to be added to our mailing list and kept informed of future courses, please indicate here: YES / NO* (* delete as appropriate)				
Date:	Signature:			



The Hive Sponsorship Form

Name				
Job title				
Organisation				
Work address				
Work e-mail address				
Contact telephone no.				
Contact name for invoice				
Contact e-mail for invoice				
Address for invoice (if different)				
Purchase order no (if used)				
Sponsorship Choice	Premium Package		Option	
	Gold Package		Option	
	Platinum Package		Option	
	Other (please specify)			
Please tick one of the following	I / My workplace would be interested in having direct updates and engagement with those we sponsor.			
	I / My workplace would like to be included in presentations of Certificates.			
	I / My workplace would be interested in providing employability options with those we sponsor.			
Mailing List: If you would like to be added to our mailing list and kept informed of future courses, please indicate here: YES / NO* (* delete as appropriate)				
Date:	Signature:			

Hive Group UK

**Our programmes support
people connected to**

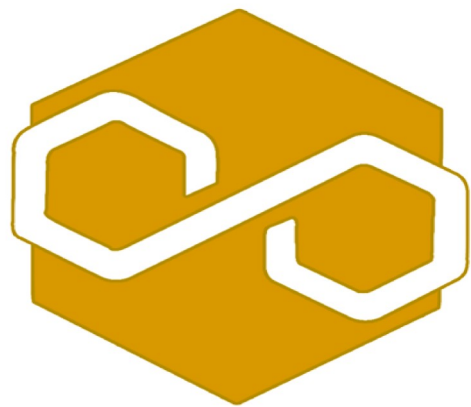
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**Education &
Employability**

Justice

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