

# YES PROGRAMME EVALUATION 2024-25



Prepared by

**DANIEL CANAVAN &  
DEBBIE STURRIDGE**



The Spark Group

# TABLE OF CONTENTS

INTRODUCTION	3
THE YES PROGRAMME - EMPOWERING YOUNG PEOPLE IN STOKE-ON-TRENT	4
PROGRAMME RESULTS	8
THE IMPACT OF PARTNERSHIP & COLLABORATION	12

EVALUATION INSIGHTS & KEY STRENGTHS OF THE PROGRAMME	14
--	----

CHALLENGES & OPPORTUNITIES FOR DEVELOPMENT	16
--	----

RECOMMENDATIONS FOR PROGRAMME ENHANCEMENT	18
---	----

PARTICIPANT SUCCESS STORIES	20
-----------------------------	----



# INTRODUCTION

The Spark Group is a new Social Enterprise founded by Daniel Canavan in June 2023. Our purpose is to undertake contracts supporting other organisations and to redirect funds generated to reduce unemployment and address the skills gaps, particularly in the sustainable energy sector. We are driven to improve life and career chances for underrepresented and disadvantaged groups.

We were commissioned by YMCA North Staffordshire in March 2024 to evaluate the YES Programme for the year April 2024 - March 2025. Using management information data as well as participant (past and current) and delivery partner feedback, our evaluation aims to understand which elements of the programme work well and are effective, and produce recommendations to inform how future programmes can be improved to further meet its objectives.

# THE YES PROGRAMME - EMPOWERING YOUNG PEOPLE IN STOKE-ON-TRENT

The YES programme is designed to provide young people aged 16-24 in Stoke-on-Trent, who are not in employment, education, or training (NEET), with an invaluable opportunity to engage with tailored support, develop essential skills, and access diverse opportunities.

The programme aims to empower these young individuals, enabling them to unlock their potential and reach their long-term goals. This initiative, led by YMCA North Staffordshire, brings together a robust and dynamic network of local delivery partners. Together, they offer a wide range of activities and personalised interventions, ensuring that each participant receives the best possible, person-centred support to set them on a path toward success.



The network of partners involved in the YES programme is made up of organisations that specialise in different areas, providing a comprehensive suite of services, support and opportunities.

These partners work collaboratively to help young people overcome barriers and create lasting positive change in their lives.





YMCA North Staffordshire supports young people by offering a series of activities which are meaningful and engaging to help to build their confidence levels to lead successful lives. Their activities for the YES programme include:

- Sports and outdoor activities
- Drop-in sessions with support agencies including mental health, substance advice
- Chill and chat wellbeing sessions
- Confidence building courses
- Employment and training support - job clubs and job search, CV building, interview preparation



Landau supports young people across Stoke-on-Trent to overcome barriers to employment or education. They provide one to one support whilst providing young people with the tools to improve their confidence and fulfil their future career aspirations. Providing a holistic approach, their activities for the YES programme include:

- Links with employers, work experience, placements, training and education providers
- Confidence building
- Careers advice
- Overcoming barriers
- Building skills
- Support and mentor
- CV and interview techniques



National Literacy Trust are an independent charity dedicated to raising literacy levels that run initiatives to help create a city of readers. Their activities for the YES programme include facilitating workshops to support young people to plan and deliver a literacy themed project or event. Through this, participants are able to develop skills in:

- Project management
- Graphic design skills
- Marketing and social media content creation
- Event planning
- Time management
- Problem solving and decision making
- Communication
- Confidence
- Teamwork



Stoke City FC Community Trust engages with young people in various ways to create an environment where they can realise their potential and accomplish their goals. Using the power of football and sport they aim to enhance physical and mental wellbeing, to create a culture of volunteering, social action and positive role models.



The Inspirational Learning Group is an educational and employability training provider who have helped hundreds of young people secure work placements. They work alongside young people to provide knowledge, insights and preparation for the transition to the world of work. Their activities for the YES programme include:

- Researching job sectors
- Finding individual strengths and learning key skills
- Work preparation and coaching
- Goal and target setting
- Personal brand, online presence and digital footprint
- LinkedIn, networking and job search
- CV building and interview preparation



Stoke on Trent Youth Offending Services offers support for young people aged 16-18 who are already working with them. They offer support in various ways in building confidence and self belief, getting them prepared for interviews, understanding expectations in the workplace or college environment and knowing how to navigate and maintain placements when they may be in crisis or need a little extra help and support.



# PROGRAMME RESULTS

The YES programme has not only met its objectives but has surpassed every target set at the outset. The programme has demonstrated collaboration, innovation, and commitment, driving results that have gone above and beyond.

Stakeholders have expressed overwhelming satisfaction, and the success of this programme is a testament to what's possible when a clear vision is executed with passion.

## PARTICIPANT FEEDBACK

From telephone surveys conducted, participants strongly recommended the YES programme to other young people, highlighting the supportive environment, confidence-building, and access to job opportunities it offers.

They appreciated the work coaches' guidance, help with CV writing, and discovering job paths they hadn't considered.

Many shared that the programme helped reduce anxiety, boosted motivation, and improved communication skills.

Some described the experience as motivating, eye-opening, and life-changing, with a strong emphasis on the kindness and non-judgemental nature of the staff and peers involved:

*"The work coaches can help you see what jobs you would be good at, even ones you might not think you are."*

*"You will get lots of support and access to lots of great opportunities. And it is all free!"*

*"Go for it, it may be nerve racking because it's someone new to you but it helped me out so much gave me enthusiasm, gave me motivation to wake up, I would recommend to the world!"*

*"The confidence increase is significant. This wouldn't have happened before YES."*

*"You will definitely receive support in areas you need support with"*

*"Before YES programme I was rubbish at talking to people but now I feel I can talk to anyone so go for it"*



*“It’s a great way of getting support to help you get a job “*

*“It helps build confidence, gives you insight when searching for a job”*

*“It’s a good programme, they help with your CV and support you in getting a job”*

*“You will meet really nice people on the course that will help you through any anxiety you may have of doing courses and what you learn will be useful going forward”*

*“The programme is a real confidence boost, pushes you to try new things, everyone is friendly and no one is judgemental - they are all just really lovely people”*

*“It’s extremely helpful, gives you more opportunities and opens up doors which you wouldn’t have beforehand without joining the programme”*

# PROGRAMME OUTPUTS & OUTCOMES

<b>Programme Outputs: People and Skills</b>				
<b>No.</b>	<b>Intervention</b>	<b>Outputs</b>	<b>Value / No</b>	<b>YES: 24/25</b>
1	E33: Employment support for economically inactive people	Number of economically inactive people engaging with keyworker support services	233	<b>327</b>
2	E33: Employment support for economically inactive people	Number of socially excluded people accessing support	83	<b>197</b>
3	E33: Employment support for economically inactive people	Number of people accessing mental and physical health support leading to employment	55	<b>59</b>
4	E33: Employment support for economically inactive people	Number of people supported to engage in job searching	175	<b>183</b>
5	E33: Employment support for economically inactive people	Number of people receiving support to gain employment	45	<b>68</b>
6	E33: Employment support for economically inactive people	Number of people receiving support to sustain employment	11	<b>45</b>
7	E36: Intervention to increase levels of digital inclusion	Number of people supported to engage in life skills	83	<b>114</b>
8	E37: Tailored support to help people in employment	Number of people supported to participate in education	83	<b>95</b>
9	E41: Funding to support local digital skills	Number of people supported to engage in life skills	7	<b>73</b>

## Programme Outcomes: People and Skills

No.	Intervention	Outputs	Value / No	YES: 24/25
10	E33: Employment support for economically inactive people	Number of people with proficiency in pre-employment and interpersonal skills	171	<b>174</b>
11	E33: Employment support for economically inactive people	Number of people in supported employment	28	<b>46</b>
12	E33: Employment support for economically inactive people	Number of people sustaining engagement with keyworker support and additional services	83	<b>122</b>
13	E33: Employment support for economically inactive people	Number of people in employment, including self-employment, following support	41	<b>68</b>
14	E33: Employment support for economically inactive people	Number of people engaged in job searching following support	162	<b>183</b>
15	E33: Employment support for economically inactive people	Number of people sustaining employment for 6 months	10	<b>16</b>
16	E36: Intervention to increase levels of digital inclusion	Number of people gaining qualifications, licences and skills	83	<b>89</b>
17	E37: Tailored support to help people in employment	Number of people gaining qualifications, licences and skills	83	<b>89</b>
18	E41: Funding to support local digital skills	People engaged in life skills support following interventions	3	<b>73</b>

# THE IMPACT OF PARTNERSHIP & COLLABORATION

As part of the evaluation process, valuable time was spent engaging with each Delivery Partner to gain a deeper understanding of their role within the YES programme. It became evident that the programme's success is largely attributed to the strong partnership working and collaboration across the network. The collective efforts of multiple organisations have allowed the programme to deliver a holistic, person-centred approach that is tailored to the diverse and often complex needs of participants.

By leveraging the expertise of partner organisations, the programme effectively addresses the key challenges faced by NEET young people. Many of these individuals experience multiple barriers to progress, including limited access to employment opportunities, low confidence, mental health challenges, and a lack of support structures. The YES programme's multi-agency approach ensures that these challenges are met with comprehensive, flexible, and innovative solutions.

## INDIVIDUALISED SUPPORT

At the heart of the YES programme is a commitment to providing tailored



interventions that meet the specific needs of each participant.

Recognising that no two individuals face the same challenges, the programme offers personalised support that encompasses employability training, mental health services, and access to further education or vocational training. Participants engage in skills workshops designed to enhance their job readiness, while personal development coaching helps build confidence, resilience, and self-motivation. Employability support is also a core element, equipping young people with the tools and knowledge they need to explore and secure meaningful opportunities and next steps.

## CREATIVE ENGAGEMENT METHODS

The YES programme employs a range of creative engagement techniques that foster trust, motivation, and participation.

Activities such as sports, volunteering, and informal social events—like "Milkshakes and Oatcakes" - have proven to be highly successful in creating rapport and motivation.

By making engagement enjoyable and accessible, the programme ensures that young people remain actively involved and invested in their own development.

## STRONG MENTORSHIP & RELATIONSHIP BUILDING

A key pillar of the programme is its emphasis on mentorship and trust-building. Many NEET young people have faced instability, lack of guidance, or disengagement from traditional support systems. The YES programme addresses this by providing consistent, one-on-one mentorship that fosters relationships between participants and support workers. By having a trusted mentor, participants are provided with consistent guidance and feel more encouraged to set goals and work through challenges.

## ACCESS TO MEANINGFUL OPPORTUNITIES

The programme goes beyond immediate support by providing participants with access to structured job placements, work experience opportunities, and accredited training courses, such as CSCS certifications for the construction industry.

These opportunities provide invaluable industry exposure, allowing young people to gain hands-on experience and explore different career options. The focus on practical, real-world opportunities ensures that participants leave the programme not just with enhanced skills, but with concrete steps toward long-term employment or education.







## EVALUATION INSIGHTS & KEY STRENGTHS OF THE PROGRAMME

The evaluation has provided insight into the key factors contributing to the programme's success. It quickly became evident that the programme's effectiveness is driven by several core strengths, each of which plays a crucial role in supporting NEET young people in their journey towards employment, education, and personal development.

### COLLABORATIVE APPROACH

A defining feature of the programme is its strong partnership model, which fosters collaboration rather than competition. By working together, Delivery Partners can provide a wider range of specialised interventions that best cater to the individual needs of the NEET clients.

This networked approach ensures that young people receive the best possible support from the most appropriate service provider, whether it be employability training, mental health support, or accredited qualifications. Delivery Partners have consistently reported that this collaborative

framework has been instrumental in breaking down individual barriers, allowing participants to access comprehensive and seamless support.

## **EFFICIENT ONBOARDING PROCESS**

The programme's success is also underpinned by an efficient and accessible referral system, managed by the YMCA North Staffordshire. This system streamlines the enrolment process, ensuring that young people can be onboarded quickly and without unnecessary delays. By eliminating administrative bottlenecks, the programme ensures that participants can access vital support as soon as possible, making it more responsive to their needs.

The simple yet effective nature of this process has been highlighted as a key factor in maintaining engagement levels and ensuring that no young person is left waiting for essential services.

## **HOLISTIC, WRAPAROUND SUPPORT**

One of the standout features of the programme is its holistic approach to support. By integrating a wide range of services—including accredited courses (such as First Aid and CSCS), mental health support, and employability skills development—the programme is able to address the diverse and often complex needs of participants.

This wraparound model ensures that young people receive not just job-related training but also the emotional and psychological support necessary for long-term success. This multi-faceted approach has been particularly effective in building participants' confidence, resilience, and readiness for employment or further education.

## **TANGIBLE, POSITIVE OUTCOMES**

Early indications from the evaluation suggest that the programme is delivering meaningful and measurable outcomes. Participants have reported improvements in mental health, greater confidence in their career aspirations, and increased access to employment and training opportunities. Additionally, the personalised nature of the support has been highly effective in matching young people with opportunities that align with their skills and interests. Delivery Partners have expressed high levels of satisfaction with the programme, particularly in how it supports young people in making tangible progress towards their goals.

By combining a collaborative approach, efficient processes, holistic support, and strong outcomes, the programme has established itself as an effective and impactful initiative. These strengths not only contribute to immediate successes but also lay the groundwork for sustainable, long-term improvements in the lives of NEET young people.



# CHALLENGES & OPPORTUNITIES FOR DEVELOPMENT

The YES programme has made significant strides in supporting young people in Stoke-on-Trent however several challenges and opportunities for development remain that could further enhance its effectiveness and reach.

## DATA SHARING

The integration of Monday.com has been a major step forward in tracking participants' progress however there is still room for improvement in streamlining inter-partner data-sharing processes. Improved collaboration outside the core UKSPF partners is also an opportunity for development.

## ADDRESSING LITERACY AND MATH BARRIERS

One of the barriers facing participants is the low level of basic skills, particularly in literacy and mathematics. These foundational skills are essential for progressing into apprenticeships and further training, and without them, it can become a major stumbling block for many participants. This challenge is particularly pronounced for those coming from backgrounds that have had fewer educational opportunities.

The programme could develop more targeted interventions aimed at improving literacy and numeracy, potentially through specialised workshops or one-on-one support.

## PARTICIPANT SOURCING

Despite the use of social media campaigns and word-of-mouth marketing, engaging and identifying NEET participants remains a considerable challenge. While there are many young people in need of the programme's support, they are not always easy to reach. In particular, engaging hard-to-reach groups, such as offenders and care leavers, requires more targeted and innovative approaches. These groups often face significant barriers to engagement, such as mistrust of services, past negative experiences, or a lack of awareness about the opportunities available.

## SPORADIC ATTENDANCE

Another challenge the programme faces is inconsistent attendance at key activities such as employer visits and training programmes. Exploring strategies to increase engagement and commitment could help ensure more

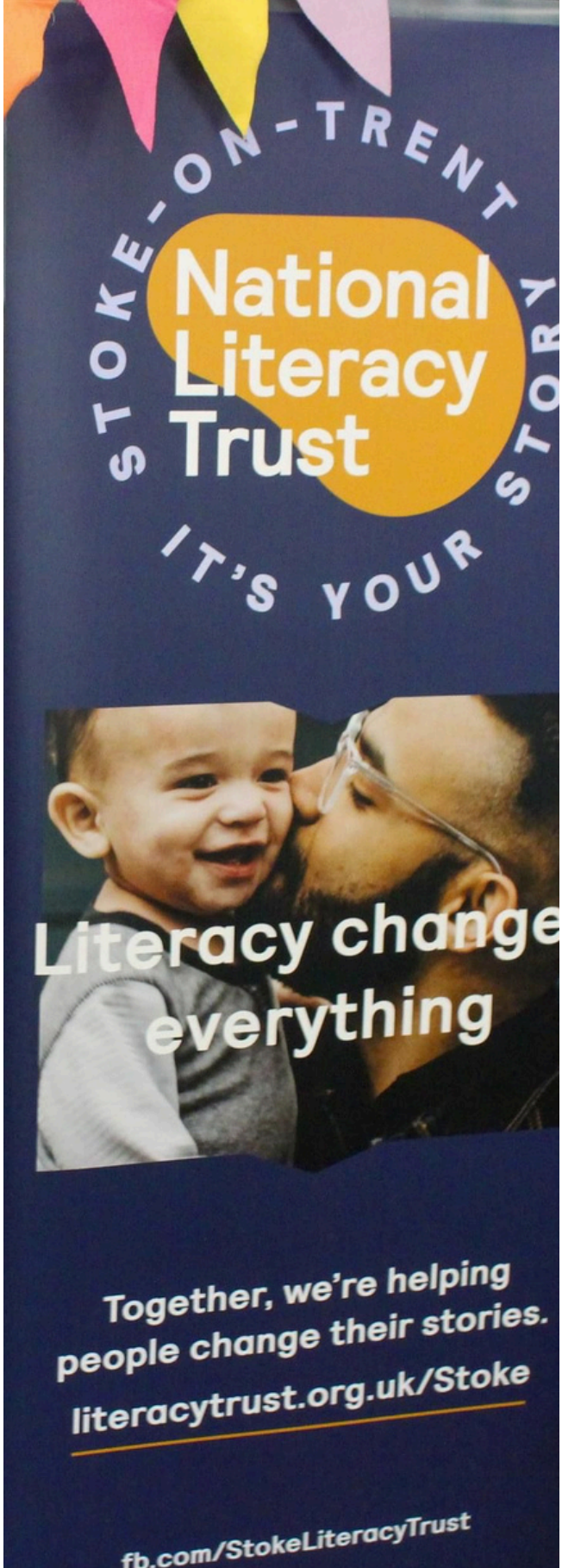
consistent participation and improve the overall outcomes of these activities.

## LONG TERM IMPACT

Finally, one of the areas for growth within the programme is the ability to track participants' progress beyond the duration of the programme.

Currently, there is limited insight into how participants fare in the long-term once they transition out of the YES programme. Collecting data on the sustained success of participants—such as continued employment or educational achievements—would provide valuable feedback on the programme's effectiveness and further opportunities for improvement.

Ongoing monitoring and follow-up would not only allow for more accurate assessment of the long-term impact but could also inform the development of future iterations of the programme to ensure it remains relevant and effective for future cohorts of young people.



A vertical banner for the National Literacy Trust Stoke-on-Trent. At the top, there are colorful triangular flags in pink, yellow, and purple. Below them, the text 'STOKE-ON-TRENT' is written in white, uppercase letters, curving along the top edge of a dark blue background. In the center, a large yellow oval contains the words 'National Literacy Trust' in white, sans-serif font. Below the oval, the phrase 'IT'S YOUR STORY' is written in white, uppercase letters, curving along the bottom edge. The lower half of the banner features a photograph of a smiling man with a beard and glasses kissing a young child on the cheek. Overlaid on the bottom of the photo is the text 'Literacy change everything' in white, sans-serif font. At the very bottom of the banner, the text 'Together, we're helping people change their stories.' is written in white, sans-serif font, followed by the website address 'literacytrust.org.uk/Stoke' in a smaller white font. Below the website address is a thin orange horizontal line, and at the bottom right corner, the Facebook URL 'fb.com/StokeLiteracyTrust' is written in white, sans-serif font.

# RECOMMENDATIONS FOR PROGRAMME ENHANCEMENT

The following recommendations are designed to build upon the YES programme's current success.

## ENHANCED OUTREACH

To ensure the YES programme reaches as many young people as possible, it is essential to expand targeted outreach campaigns, using diverse channels, aimed at high-priority groups such as care leavers and other vulnerable young people. Collaborating with local schools and housing services is also an area for growth.

## DEVELOP LITERACY AND NUMERACY SUPPORT

Introducing basic skills support, such as literacy and numeracy workshops, will improve employability and increase access to apprenticeships and training opportunities for participants.

By partnering with local educational providers, the programme could integrate remedial support into its activities, offering tailored classes or resources that build participants' confidence in these areas.



## STRENGTHEN EMPLOYER COLLABORATION

In order to ensure smoother transitions into the workforce, it is recommended to foster early wraparound care for participants. This includes providing essential training in resilience and conflict management, two key skills that are vital for long-term job retention.

Placing a greater emphasis on these areas will help participants develop emotional resilience and better cope with challenges that may arise in the workplace.

By offering these types of training early in the programme, participants will be better equipped to navigate workplace dynamics, manage stress, and handle conflict in a professional setting.

Additionally, employer collaboration could be enhanced by involving employers in pre-employment workshops and apprenticeship readiness sessions. This would ensure that employers understand the specific needs of participants and can provide support during the onboarding process, making the transition to full-time employment smoother and more successful.

## **REFINE METRICS**

To improve the programme's performance measurement, there is a need and opportunity to distinguish between outputs and outcomes for greater clarity and simplicity.

## **TRACK LONG-TERM OUTCOMES**

The YES programme could develop a system for tracking participants' progress beyond the duration of the programme. This would involve implementing a follow-up process to assess whether participants have sustained employment or educational progress after they leave the programme.

Creating alumni networks that could help track long-term career progression, providing valuable insights into the programme's lasting impact on participants' lives. By staying in touch with past participants and collecting data on their employment status, educational achievements, or career advancement, the programme can better understand its effectiveness in promoting long-term success and identify areas where further support might be needed.

## **CLARIFY PROGRAMME UNDERSTANDING**

Another recommendation is to ensure that participants fully understand that they are part of the YES programme and how their activities connect to the overall goals of the initiative.

Feedback from telephone surveys has revealed that some participants struggle to relate the activities they are involved in, or have completed, to their participation in the YES programme. This could be achieved by reviewing current communication strategies within the onboarding process, welcome materials and the regular check-ins that take place with participants.

# PARTICIPANT SUCCESS STORIES

## JOANNA'S JOURNEY WITH THE YES PROJECT

### **Introduction:**

Joanna, a socially isolated young person, discovered the YES Project through Longton Job Centre.

### **Barriers:**

Joanna faced numerous challenges due to past life events, which contributed to her social isolation and reliance on family support.

### **Impact of YES:**

The YES Project provided Joanna with new opportunities, including 1-2-1 sessions and her first course at the YMCA North Staffordshire. It helped her step out of her comfort zone and think about her future independently.

### **Support Activities:**

Joanna engaged in various activities, including employability training, CV writing, job searches (with Stoke City FC Community Trust), life skills, mental health support, digital skills, and a First Aid qualification.

### **Current Situation:**

Joanna has secured a match day role at Stoke City FC and a college placement in Health and Social Care. She continues to receive support for her mental health and is encouraged to build confidence by participating in activities.

### **Joanna's Reflection:**

Joanna is now proud of her achievements, particularly the job at Stoke City FC, which has boosted her independence. She feels more comfortable trying new things and is increasingly confident in her abilities.

### **Quote:**

“If it wasn’t for the YES Project, I would have never felt confident to go for an interview at Stoke City FC. Because of the advice I got, I used this and got the job! I now feel a little more comfortable with trying new things on my own, not everything but I am now willing to try!”



# PARTICIPANT SUCCESS STORIES

## HARRY'S TRANSITION FROM THE ARMY TO AN APPRENTICESHIP

### **Introduction:**

After leaving the Army, Harry discovered the YES Project through Stoke City FC Community Trust's social media. He initially inquired about volunteering opportunities, later expressing interest in paid work. He applied for volunteering and was eager to progress to an apprenticeship.

### **Barriers:**

Harry didn't face personal barriers but struggled with job applications, having not received feedback from roles he applied to. Having spent his entire time in the Army, he had limited experience in other fields and hadn't navigated a formal application or interview process. His CV, though present, didn't reflect his full potential, and he hoped volunteering would help build relevant skills.

### **Impact of YES:**

The YES Project offered guidance on volunteering and potential career paths. It provided support with applications and CV updates, enhancing Harry's employability by helping him develop transferable skills through volunteering and preparing for interviews.

### **Support Activities:**

Harry received support with:

- Volunteering and apprenticeship applications
- CV updates
- Developing employability skills through volunteering, session observations, and interacting with the community
- Mock interviews and constructive feedback for apprenticeship preparation

### **Current Situation:**

Harry successfully secured an apprenticeship as a Community Activator in September 2024.

### **Harry's Reflection:**

Harry is thrilled to have been successful with the apprenticeship. He credits volunteering as a crucial step in securing the position and believes his dedication and hard work contributed to his success

### **Quote:**

"Wayne told me about the YES project helping me with the volunteering application, interview prep. I saw online I could become a volunteer at Stoke City Community Trust, I watched and learned on how to deliver sessions on football and many other sports. I kept getting invited to watch and deliver sessions then I saw the apprenticeship job online, applied and was successful."<sup>21</sup>

# PARTICIPANT SUCCESS STORIES

## BEN'S JOURNEY TO EMPLOYMENT AND STABILITY

### **Introduction:**

Ben was referred to the YES Project by the Job Centre due to concerns about his mental health and homelessness. As a young person facing significant challenges, he received one-on-one support to address his immediate needs.

### **Barriers:**

Ben was homeless after fleeing his father's abuse. He was placed in emergency accommodation that unfortunately had a disruptive environment and severely impacted his mental health and ability to sleep. Ben struggled to find stable housing and a job and his situation made it difficult to focus on employment or move forward.

### **Impact of YES:**

The YES Project helped Ben secure safe housing and connected him with mental health support. Once he was stable, the focus shifted to finding employment. With guidance, Ben applied for a full-time role with Timpson. He was assisted with travel expenses, interview support, and help to regain his driving licence, which was essential for the role. His trial went well, and he was offered a full-time job.

### **Support Activities:**

- CV writing, interview preparation, and life skills
- Referral to mental health services
- Employer engagement and job searching
- Support to regain driving licence and secure accommodation

### **Current Situation:**

Ben now works full-time with Timpson and is excelling in his role, receiving excellent feedback from managers. He is on track for career progression and has become a valued team member.

### **Ben's Reflection:**

Ben is extremely pleased with his progress, from overcoming homelessness to securing full-time employment. He is determined to work hard to secure his future and earning potential. 22



# PARTICIPANT SUCCESS STORIES

## NATHAN'S PROGRESS WITH THE YES PROJECT

### **Introduction:**

Nathan, who learned about the YES Project through Longton Job Centre, relocated to Stoke from Warrington five years ago with his elderly parents.

### **Barriers:**

Nathan struggled with social isolation and a history of being in and out of trouble, including challenges at school. He left school with no qualifications and had several jobs that didn't last. Nathan faced difficulties with motivation and required encouragement to attend sessions and engage in face-to-face meetings.

### **Impact of YES:**

Through YES, Nathan developed a positive rapport with his support worker. Initially shy, Nathan now actively participates in activities without distractions. His progress is marked by a significant shift from avoiding contact to regularly reaching out to ask about available sessions.

### **Support Activities:**

Nathan took part in:

- Employability training
- CV writing
- Job searches
- Digital and life skills through NatWest Thrive activities
- First Aid training

### **Current Situation:**

Nathan now attends the Jobs Club at the YMCA North Staffordshire every Thursday, using it as an opportunity to leave the house, meet new people, and build confidence. He also completed a First Aid course and decided to attend a paediatric course, arriving early and showing more commitment than expected.

### **Nathan's Reflection:**

Nathan feels more confident and enjoys being around others rather than staying at home or getting into trouble. He is hopeful that with continued support, he can secure a job he enjoys, which will help him maintain employment without losing his temper.

### **Quote:**

"It's good, it helps me to stay out of trouble and I now have first aid. I just want to find a job that I like, and I think my work coach will help me to do that. She calls me and makes sure I can get to sessions and that I'm going to be on time."

## CONTACT



The Spark Group

### Phone

07570 830068

### Email

[daniel@thespark.group](mailto:daniel@thespark.group)

[debbie@thespark.group](mailto:debbie@thespark.group)

### Website

[www.thespark.group](http://www.thespark.group)

### Address

7 Westmill Street

Joiners Square Industrial Estate

Stoke on Trent

ST1 3EL