



Youth Service

YOUTH SERVICE PLAN

1st April 2008 – 31 March 2009

South Gloucestershire Youth Service – Youth Service Plan 2008 – 2009

Introduction

The Youth Service in South Gloucestershire is based within the council's Department for Children and Young People. The Service works in co-operation with many other agencies and providers and together with them is responsible for delivering the priorities of the Children and Youth People Plan which is overseen by the Children and Young people strategic partnership. The Executive member and portfolio holder for Children and Young People has responsibility related to all aspects of the Youth Service's work. The Children and Young People's Select Committee scrutinise all aspects of our joint work to improve outcomes for children and young people including the Youth Service.

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Purpose of the Service

The Youth Service is a **specialist provider of social and informal education** for young people aged 11 - 25 years with a particular focus on the 13 - 19 year-old age group and targeted work to those young people most at risk of disengagement. It makes a specific contribution to the wide range of support services and activities on offer to young people within their communities

The primary purpose of the Youth Service is to contribute to young people achieving the five Every Child Matters outcomes for children and young people promoting their safeguarding and wellbeing.

This includes enabling young people to:

- Develop self-awareness
- Develop self-confidence
- Develop competence in relationships
- Develop spiritual and cultural awareness
- Develop a range of skills including team work, communication, taking initiative
- Make informed decisions, choices and independent judgements
- Challenge prejudice and promote equality of opportunities
- Actively explore, understand and express their opinions and values
- Effect change and exercise power and authority responsibly

The Service works to the core principles of:

- Equality of opportunity
- Informal education
- Empowerment
- Active participation

The Service works in close partnership with statutory and voluntary sector services and organisations to encourage young people to understand and act on the personal, social, intellectual, political, moral, emotional and physical issues which affect their lives, the lives of others and the communities of which they are part. It does this through a process that is freely chosen and empowers young people to take responsibility for their own lives.

Functions of the Service

The key functions of the Youth Service are:

- **Provision** of community based, structured leisure time activities (and facilities) for the improvement of young people's personal and social development provided either by commissioning from external agencies or direct delivery. To meet the needs of a wide range of young people, these include a mix of centre based, outreach, detached and mobile provision as well as access to opportunities such as Duke of Edinburgh Award, international projects and activities designed for specific groups of young people.
- **Ensure these activities are accessible** and have a wide reach for young people particularly those hardest to reach through bespoke provision, listening to and understanding the barriers some young people face and working with them to overcome these.
- **Acknowledge young people's achievements** through recording and accrediting outcomes relating to their active participation in these activities.
- **Coordination and collation of information** about the broad range of activities available to young people, including sports, arts and cultural activities. Ensure young people and their families are able to access this information through a range of media including web based.
- **Lead the implementation of the Council's Participation Strategy** to ensure that young people have the opportunities and skills to take responsibility and be actively engaged in positively influencing the decisions made that affect their lives. This includes providing support for the UK Youth Parliament process, the Youth Forum, linking in with school councils, identifying best practice and training opportunities for adults as well as young people and creating new opportunities for young people to engage and for their voice to influence decision making.
- **Work in partnership with schools, services and agencies** in localities to identify collective and individual needs of young people and contribute to positive solutions where gaps are identified. This includes involvement in the multi Agency integrated working and Anti Social Behaviour processes.
- **Provision of information** to young people on wide range of lifestyle issues in partnership with key agencies including Connexions and Health Services

Key Legislative / Policy framework

- Children Act 2004
- Change for Children (ECM) agenda and related policies
- Statutory Duty for local Authorities to Secure young peoples access to positive leisure time activities, taking into account young peoples views and publicising up-to-date information about the facilities and activities available (Education and Inspections Act 2006)

- Youth Matters: Next Steps
- Aiming Higher for Young People; a ten year strategy for positive activities
- Transforming Youth Work: Resourceing Excellent Youth Services DfES 2002

Demographic Context

South Gloucestershire's strategic location on the motorway network and its proximity to Bristol makes it the fastest growing area in the South West.

In 2001 the total population was estimated to be 246,000 with 16,353 young people in the 10-14 age range and 14,301 young people in the 15-19 age range. There is forecast a 40% growth in numbers of young people aged 15-24 by 2021. Using the information available from the National Census data for 2002 there are approximately 6000 vulnerable young people as identified in the national definition for this category aged 13- 19 years living in South Gloucestershire Information supplied by Connexions puts the current (January 2006) 13 to 19 population as being 24,425.

The rate of population growth in South Gloucestershire has occurred unevenly throughout the Authority. Areas where considerable housing development is taking place is e.g. Bradley Stoke; Emerson's Green, are showing population increases considerably above the figure for the Authority as a whole, with a number of wards showing increases of over 20%. However, the 13 to 19 population remains low in Bradley Stoke with a rapid growth anticipated over the next few years.

South Gloucestershire has a higher than the national average proportion of children and young people.

Age range	Numbers	Percentage of population
10 -14	16353	6.65%
15 – 19	14301	5.8%
20 – 24	12374	5%

- In 2001, South Gloucestershire had a population of 245,641¹, which is expected to rise to 290,000 in 2021.
- 4.16 % of the total population of South Gloucestershire in 2001 was from a minority ethnic group. The communities are scattered throughout South Gloucestershire and over 35 languages are represented.
- There are approximately 102,000 homes in South Gloucestershire and this is forecast to grow by a further 8,000 households by 2011.
- The population aged 15-24 will increase substantially by 2011.
- The proportion of children in the population of South Gloucestershire is higher than the national average.
- The highest proportion of children aged 0 – 15 live in the Bradley Stoke wards.²

¹ 2001Census

Summary of Youth Service Performance for 2007 – 2008

1. Targets

The Youth Service has achieved well against its **participation and accreditation targets.**

- The target that 80% of youth service users are aged 13-19 is expected to be met by end March 2008.
- The participation target that 15% of total cohort of 13-19 year olds are regular participants in youth work activities is expected to be met by end March 2008.
- Of those 15%, 60% are expected to achieve a recorded outcome. In February 08, 46% has been achieved with data still being collected until end of March. This has already exceeded last year's performance.
- The accredited outcomes target of 30% has been exceeded.

2. Youth Service Centres and Projects

- Many examples of exemplary youth work provision in **Youth Centres and through mobile and detached provision** with some projects recording high levels of participation.
- **Positive partnership work with Parish and Town councils including Yate mobile provision and participation work and increased levels of holiday / summer provision** (Freespace) in the north fringe area. **U-Project** (Positive activities for targeted group of young people) continues to deliver in holidays including residential.
- **The Big Stash programme** has enabled a wide range of additional activities and projects to be available to young people. *Members of the young peoples Big Stash panel recently delivered a workshop to the 14-19 regional conference, which was reported as being very impressive. One of these projects (music project) won a highly commended award drawing in more funding which has been used to fund additional music projects)*
- A pilot program at Brimsham Green Youth Centre to deliver youth work activities for **young people with LDD** has been very successful with the aim to replicate this in each locality.
- Young people from **rural areas** have had access to programmes through mobile and part time provision and have also been actively involved in international projects and the international Peacefest in the summer.
- Wider activities including **Duke of Edinburgh Award** (including successful licence review and 2 new schools involved) and **international projects** have grown and provided exciting and new opportunities to a wide range of young people.

² General Practitioner Registration Data from Avon Area Health Authority dated April 2001, processed by South Gloucestershire Council; Planning Transportation and Strategic Environment Directorate; Strategy and Information Team – October 2001.

3. Joint working

The Youth Service has increased its contribution to cross cutting targets and objectives such as achievement, reduction of teenage pregnancies, reduction of antisocial behaviour and offending and involvement in positive activities. **The following are just a few examples**

- Responsive and effective partnership working with the **Anti-Social Behaviour** team and its partners including participation in the ASB panel and multi agency preventative panels to contribute to **individual action plans**, deployment of youth workers to **work with young people in areas where gatherings of young people have been identified** as problematic and promotion of positive activities to young people.
- Successful contribution to a multi agency action plan specific to one area (Church Road flats) using mobile provision to effectively engage with young people there and lead on activities in response to dispersal area in Abbotswood.
- Delivery of **information and group work** relating to sex and relationship education, contraception and substance use
- Successful delivery of **programs through the Work2learn** program aimed at year 10 young people identified as at risk of drop out and/or not achieving their potential
- Youth Service contribution to a **school 'immersion' day** on the theme of *Environment* with youth workers facilitating workshops alongside teachers and ECM conference covering transition to secondary school.
- Lead agency on implementation of the **participation strategy** with 3rd successful UK Youth Parliament election, representation and campaign led by UKYP members on issues relating to sex and relationship education (both locally and nationally) and improving transport for young people (resulting in a local commitment by SG council). Young people organised and facilitated an annual conference themselves to raise the profile of youth and children's involvement called **Raise Your Voice** followed by a consultation event called **Use Your Voice** where young people contributed to consultations on the **Hub developments, e-consultation and the Housing strategy**
- Joint working with **Connexions** including an employment project in Yate and jointly delivered 'job club' activities in Kingswood.
- Joint working with social care teams to support young people in care on a 1:1 basis.
- Youth Service contribution to the successful Beacon Bid for Care Matters, improving the outcomes for Children in Care.

Resources

1. Budget/Cost of Service 2007/08

Mainstream budget £ 1,783,000

Including:

Service Commissioning to voluntary sector £ 309,000

In addition:

Income from Connexions £ 61,000 (Participation work, Young People's Information Points & Positive Activities for Young People)

Four Work2Learn projects have been managed by the Youth Service. This is funded by secondary schools that are charged per pupil attending the course. The total income from schools is £16.5k.

The Youth Service has benefited from European funding via The British Council. The Service received £9k for a networking project to create a virtual youth centre and £21k for hosting an international festival called Peacefest. Projects have been undertaken in Poland, Bosnia, Romania, Albania, Macedonia and Spain with 70% of flight costs funded by the EU Youth in Action programme.

For 2007/08 an additional £248k is available from the Youth Opportunity and Youth Capital Funds. These grants are available directly to young people for activities determined by them. This is the second year of funding. A further 3 years of funding at the same level has been confirmed.

In 2007/08, the delegated budget for the Youth Service equates to £73 per 13-19 year old.

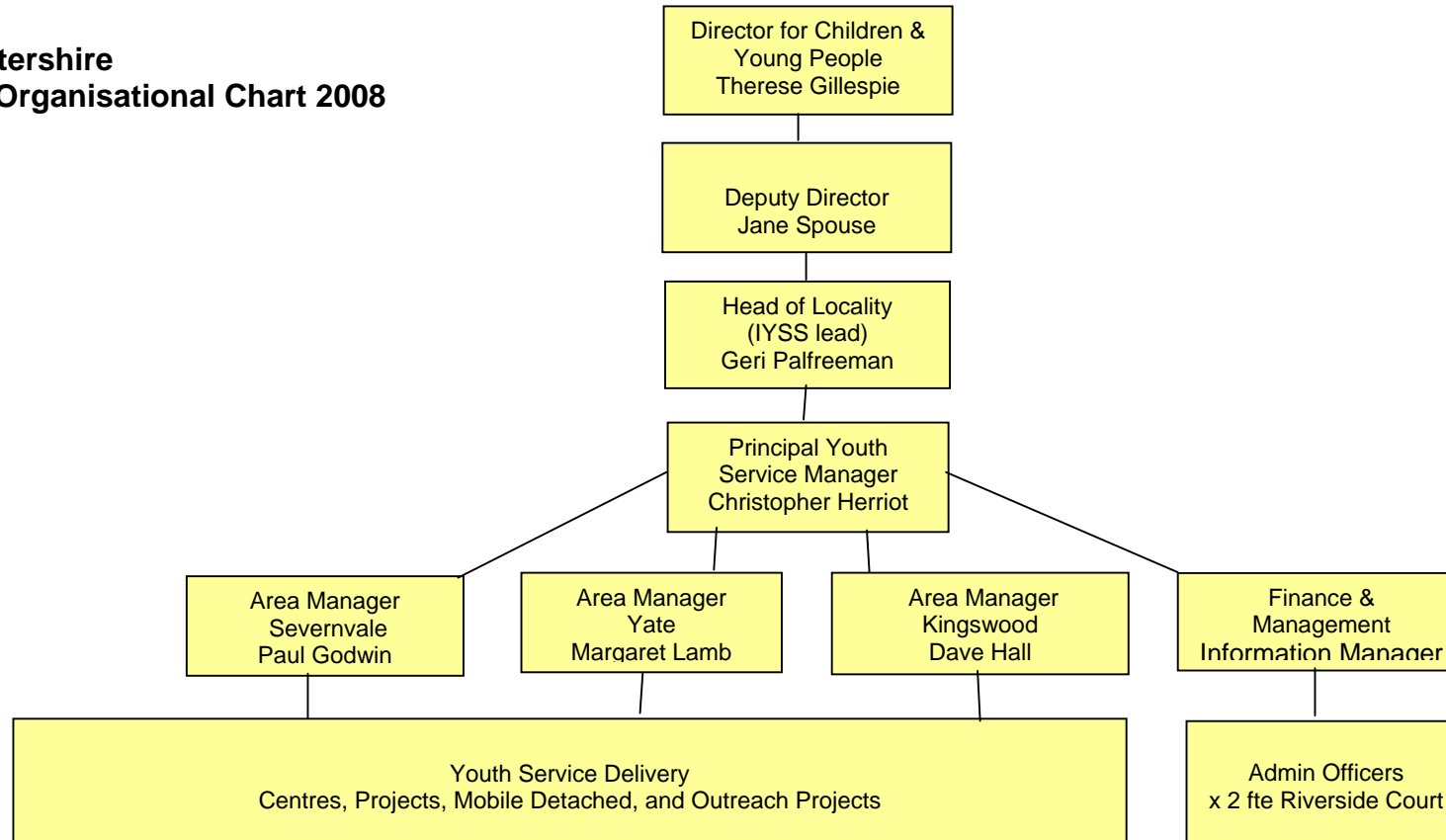
Budget for 2008 / 2009

At the time of writing, the 2008 / 2009 budget has still to be finalised. We anticipate a budget similar to the budget for 2007 / 2008.

2. Staffing

Staff are now organised into each of the 3 localities of Kingswood, Severnvale and Yate with some cross-area work being undertaken across all 3 Localities.

South Gloucestershire Youth Service Organisational Chart 2008



190 employees (i.e. Local Authority).

149 of which are part time assistant youth support workers in local authority youth centres.

The remainder include:

1 Principal Youth Service Manager,

1 Finance and MI Manager,

3 Area Managers, responsible for local authority youth centres, voluntary sector projects, area wide work

13 Youth Workers (managing youth centres/buildings)

4.2 FTE admin

The following staff work across the council area: Duke of Edinburgh Award officer, Detached workers, Participation workers, Information, Advice & Guidance worker, Rural Development worker, Accreditation worker, Children's Fund Participation worker (seconded), Youth Opportunities Fund workers and a UKYP post worker.

Approximately 80 individual staff (mostly part-time, sessional) are employed by the commissioned voluntary sector

3. Voluntary Sector provision

The commissioning of services from specific voluntary sector agencies comprises 17% of the designated Youth service core budget, which is a significant investment of resources.

Area managers provide support and have a quality monitoring role. Contracts are now agreed on a 3 year basis subject to contract agreements being met. 2007/08 is the final year for this round of commissioning contracts.

Workers from these projects are integrated into training and staff development opportunities with the local authority youth service and are considered to be an integral part of the wider team delivering youth services.

4. Buildings

There are 6 full-time Local Authority owned youth centres and 3 part time Local Authority owned centres. We also rent premises for a full-time centre in Thornbury and rent premises for part time centres in Chipping Sodbury . We have the free use of a building in Almondsbury as a part time centre.

There are 3 full time voluntary sector youth centres delivering youth services through a commissioned arrangements and 7 voluntary sector owned buildings from which youth services are also delivered part time by voluntary sector partners.

Full time centres are generally in reasonable condition and provide a range of equipment and resources that young people value including sports, arts and music resources. However Made Forever Youth Centre has needed a roof replacement for several years. The condition of and resources available from part time centres are more varied. Priorities for repair and maintenance have been identified. An annual capital programme of £70k for major repairs and improvement projects is funded by the Youth Service. General repair & maintenance and vandalism budgets are also funded by the service and are under financial pressure.

Premises are used by a range of community and commercial groups who are charged a letting fee.

Youth Service Plan 2008 - 2009

Key Service Priorities

National

- Maximise the Effectiveness of the contribution that youth work is making to young people's achievement and Every Child Matters outcomes
- Ensure access to sufficient educational leisure time activities (and facilities for such activities) which are for the improvement of young people's personal and social development
- Promote and publicise positive activities for young people, utilising an up-to-date online directory of local (and bordering) provision
- Ensure the voice of young people is heard and influences planning and provision of services that affect their lives
- Maximise volunteering opportunities available to young people and promote responsible citizenship among them

Local

- Contribution to the priorities identified in the CYP Plan as described in the outcome themes below through quality youth work provision in each locality, and through integrated locality working
- Lead on the implementation and coordination of the Participation strategy for the council.
- Increase number of recorded outcomes and accreditations achieved by young people through volunteering and youth work activities.
- Increase 'reach' of service to young people at risk of exclusion.
- Promote and engage young people to broadest range of positive activities, identifying gaps and opportunities.
- Review of youth service based on needs analysis and new priorities and implementation of agreed recommendations for change.

Be Healthy

Youth Service Contribution to Be Healthy Priorities in the Children & Young Peoples Plan			
<p>H1.2 To undertake a young peoples drug and alcohol needs analysis, disseminate findings and configure drug treatment services accordingly.</p> <p>H1.3 To improve access to sexual health and relationships advice and services for young people in the localities.</p> <p>H1.4 To develop the promotion of healthy eating, safer sex and sports activities from youth centres within the communities. To ensure training of all full time youth workers in the use of the condom card schemes.</p> <p>H1.5 To explore effective interventions to help young smokers to stop.</p> <p>H2.6 To increase opportunities and access for Children and young people's participation in physical sports and leisure activities both inside and outside of schools and colleges.</p> <p>H2.7 To increase opportunities and access for children and young people' participation in physical sports and leisure activities both inside and outside of schools and colleges.</p>			
Youth Service 'Be Healthy' Objectives			
<ol style="list-style-type: none"> 1. Young people will make informed choices around substance use 2. Young people will be better informed about health issues 3. Young people will be healthier and more active 4. Young people will have increased access to adventurous activities 			
Targets & Indicators			
<p>Cross Cutting:-</p> <ul style="list-style-type: none"> • Young people participation rates in sports and active leisure. • Increase number receiving treatment where substance misuse is a primary problem. • Reduction of teenage conception. <p>Youth Service:-</p> <ul style="list-style-type: none"> • Projects delivering range of 'Be Healthy' activities described below 			
Actions	By whom	By when	Key milestones
<p>H1.2 & H1.5 Substance Use To offer as standard provision at project level a range of information, advice and guidance on substance use.</p>	<p>Youth Workers</p>	<p>June 08</p> <p>June 08</p> <p>March 09</p> <p>June 08</p>	<ul style="list-style-type: none"> • Relevant and current information on substance use accessible to young people • Display youth service drugs statement. • Deliver 4 workshops on substance use and smoking. • Display referral routes and signposting.

<p>H1.3 Sexual Health To offer as standard provision at project level a range of information and guidance in Sexual Health</p> <p>H1.3 Contribute to the overall SRE strategy ensuring prioritising location of clinic in a box and sexual health drop in sessions.</p> <p>H1.4 Healthy Eating All youth centres offer a coffee bar provision offering clearly labelled merchandise and healthy and fair trade options</p>	Youth Forum Youth workers	March 09 Oct 08	<ul style="list-style-type: none"> Workshops delivered to promote No Smoking Day. Produce and distribute Sexual health pack that enables youth workers to demonstrate the link between sexual health and alcohol produced and distributed.
	YSMT Youth workers	March 09	<ul style="list-style-type: none"> Substance use policy for all centres/projects reviewed and updated.
	Det. Youth workers	March 09	<ul style="list-style-type: none"> Detached youth worker sessions provide substance use advice and targeted information to young people at risk.
	Youth workers	April 09	<ul style="list-style-type: none"> Young people consulted on the development of a drug and alcohol leaflet.
	Area Manager of Kingswood	June 08 March 09 Dec 08 June 08 July 08	<ul style="list-style-type: none"> Relevant and current information on sexual health easily accessed by young people. 4 workshops on sexual health delivered. 1 workshop on Aids / HIV delivered. Referral routes and signposting displayed. Introduction of Condom Distribution card (C Card) to all projects. Training for full time staff on pregnancy testing.
	Area Manager Kingswood Youth Workers	Quarterly	<ul style="list-style-type: none"> SRE activities delivered from projects.
Youth workers	Sept 08 Sept 08	<ul style="list-style-type: none"> All centres have clearly labelled options Fair-trade options available. 	

<p>To offer as standard provision at project level a range of information and guidance on Healthy Eating</p>	<p>Youth workers Curriculum worker</p>	<p>June 08 March 09 March 09</p>	<ul style="list-style-type: none"> • A range of information promoting healthy eating is available • 1 accredited healthy eating project per year • 5 young people per project undertake Coffee bar training, including basic food hygiene.
<p>H2.6 Develop Made For Ever Activity centre into a resource base for Duke of Edinburgh Award Sport and outdoor activity.</p>	<p>Area Manager Kingswood</p>	<p>April 08 June 08</p>	<ul style="list-style-type: none"> • Climbing wall operational. • Bouldering room operational.
<p>Develop sports provision in rural areas</p>	<p>Activity Centre Manager</p>	<p>July 08 Dec 08</p>	<ul style="list-style-type: none"> • Made for Ever strategic plan developed. • Duke of Edinburgh Open Award Centre operational.
<p>To offer greater sports opportunities.</p>	<p>Area manager Yate Rural team</p>	<p>June 08 Sept 08</p>	<ul style="list-style-type: none"> • Rural Strategy in place and young people accessing. • Joint YSMT Meeting with key leisure services management
<p>H2.7 To offer as standard provision at full time project level a range of sports activities.</p>	<p>YSMT and youth work team</p>	<p>March 09</p>	<ul style="list-style-type: none"> • Sporting initiatives plan developed by sports development staff and youth workers.
<p>Emotional Well being To offer as standard provision at full time project level a range of information and guidance on mental Health issues.</p>	<p>Youth workers</p>	<p>March 09</p>	<ul style="list-style-type: none"> • 80% of youth work sessions offer sport or physical activity • 1 accredited sporting opportunity per year • 3 separate outdoor pursuits/ activity per year • 3 inter project sports events developed
<p>Youth Workers Youth Workers</p>	<p>Youth Workers Youth Workers</p>	<p>June 08 March 09</p>	<ul style="list-style-type: none"> • A range of information on eating disorders, depression, anger management provided • 1 workshop on mental health day delivered

Monitoring and Evaluation

- Youth service plan progress review September 08
- Youth service plan progress review February 09
- Quarterly monitoring reports from centres/projects. Progress review at YMT
- Link Officer monitoring meeting with voluntary sector commissioned projects
- Quality Assurance assessments of a cross section of projects in each locality (using Ofsted framework and involving young people)

Be Healthy Key Partners

- Sports Development Team
- Substance Misuse Team
- Schools
- Healthy Schools Partnership
- Primary Care Trust
- Duke of Edinburgh Award Scheme
- Teenage Pregnancy Board Members
- Leisure Trust/Active Card
- Libraries
- Voluntary Sector Partners
- Connexions

Stay Safe

Youth Service Contribution to 'Stay Safe' Priorities in the Children & Young Peoples Plan

- S1.1 Ensure the Local Safeguarding Board (SGB) operates effectively and is understood by all practitioners through effective training and development activities – “Safeguarding is everybody’s business”.
- S1.2 Protocol with regard to E-Safety completed and published across the Authority.
- S1.3 Implement the Preventative strategy...Preventative panels in all 3 localities...Deliver CAF & LP training...
- S2.1 Decrease road casualties... Road safety campaigns in disadvantaged areas.
- S2.2 Decrease fire related deaths in the home...Support & promote Fire Safety Initiatives.
- S3.1 Plan and deliver a small scale project listening to young people, eliciting their views about bullying.
- S3.2 Reduce the fear of crime and anti-social behaviour and racial harassment involving young people.
- S3.3 Develop a robust policy and strategy to address the relationship between risk and the value & benefits of play.

Youth Service 'Stay Safe' Objectives

Objectives:

1. Young people will have strategies to keep safe on the net and respond appropriately to instances of bullying including cyber bullying
2. Young people more effectively support through the CAF and Integrated working process.
3. Young people will have a greater awareness of vehicle and road safety
4. Young people will have a greater awareness of fire safety, child protection and health and safety
5. Young people will display more tolerance and acceptance to those who they may see as different either socially, culturally or by ability, thereby reducing bullying and creating a safer environment
6. Young people appreciate and understand the concept of cultural diversity and mutual respect.

Targets & Indicators

Cross Cutting:-

- Decrease road casualties
- Decrease fire related deaths in the home

Youth Service:-

- Increase % of young people reporting they feel safe

Actions	By whom	By when	Key milestones
<p>S1.1 Child Protection All staff trained and updated on expectations and procedures regarding child protection procedures</p>	PYSM	Nov 08	<ul style="list-style-type: none"> All Staff CRB checked and vetted. All staff receive core and child protection training
<p>S1.2 Ensure staff are aware of and following an appropriate e-safety policy for the Youth Service</p>	PYSM	Nov 08	<ul style="list-style-type: none"> E-Safety policy agreed and staff briefed accordingly.
<p>S1.3 All staff are engaged in integrated Working and are using CAF and Integrated working procedures effectively.</p>	Area Managers	March 09	<ul style="list-style-type: none"> All full time staff to have attended integrated working training. Increase in youth workers completing CAFs and acting as lead professional.
<p>S2.1 Vehicle and Road safety Vehicle and road safety initiatives offered across the service, subject to funding</p>	Youth workers Area Managers	Quarterly March 09	<ul style="list-style-type: none"> Regular attendance at Preventative panels by Area Managers and youth workers as appropriate.
<p>S2.2 Fire safety, health and safety awareness All full time youth centres to involve young people in fire, health and safety projects</p>	Youth workers Information worker Youth workers	Sept 08 March 09 Dec 08 March 09 April 08 Oct 08 Dec 08 Jan 09	<ul style="list-style-type: none"> Road safety curriculum pack developed. Application to Safer & Stronger Communities via rural youth network to undertake Rural Safe Project Consult with young people on improving rural transport and travel links (see positive contribution section PC4) Application to external agencies to secure funding for 3 Wheels Projects across the service. Health & Safety checks involving young people to be carried out Packs prepared and distributed Fire safety information displayed within each youth centre Fire Service offer voluntary opportunities to young people

<p>S3.1 Cyberbullying To undertake a peer led research project resulting in recommendations/action plan to effectively reduce/respond to incidents of cyberbullying</p> <p>S3.2 Tolerance and Acceptance To offer anti-hate crime workshops and inter-cultural experiences as standard provision at full time facilities and via service-wide events.</p> <p>To train all youth workers in anti-hate crime policies, reporting procedures and youth work approaches.</p>	<p>D of E Award officer</p> <p>Area Manager Yate</p> <p>Youth workers</p> <p>PYSM Area Managers PYSM</p>	<p>July 08</p> <p>April 08 April 08</p> <p>June 08 July 08</p> <p>March 09 August 2008 March 09 March 09</p> <p>July 08</p>	<p>under service section of D of E Award.</p> <ul style="list-style-type: none"> • Lead worker appointed • Young people group formed <ul style="list-style-type: none"> • Consultation workshops developed and delivered • Final report and recommendations July <ul style="list-style-type: none"> • Youth centres/projects engage 30 young people in initiatives on stereotyping. • 888 Fiesta and international Polish peacefest camp will engage 80 young people from South Gloucestershire – (see EA3.1) • 2 workshops to promote tolerance and understanding will be delivered in full-time centres and projects • 2 inter-cultural events organised to challenge racism and religious bigotry. • Youth Workers offered training on inter-cultural work and anti-discriminatory practice – training to be opened up to young people.
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Monitoring and Evaluation

- Youth service plan progress review September 08
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- Quarterly monitoring reports from centres/projects. Progress review at YMT
- Link Officer monitoring meeting with voluntary sector commissioned projects
- Quality Assurance assessments of a cross section of projects in each locality (using Ofsted framework and involving young people)

Stay Safe Key Partners

- Safer & Stronger Teams
- Hate Crime Partnership
- Police
- Fire and Rescue Services
- Schools
- Anti Social Behaviour Unit
- Social Care Teams
- E-Strategy Leads
- Safeguarding Board
- Integrated Working Team
- Parish & Town Councils
- Voluntary Sector Partners

Enjoy and Achieve

Youth Service Contribution to 'Enjoy and Achieve' Priorities in the Children & Young Peoples Plan

EA1.1 To raise the achievement of groups of young people who have been identified as underachieving through targeted intervention in schools.

EA1.2 Implement learning platforms and on-line portfolios.

EA3.1 To improve pupil enjoyment of their youth.

Reviewing our strategic approach to the rollout of the Extended School Programme.

Providing a greater range of cultural, social and academic enrichment activities/things to do in and beyond the school day.

Providing more opportunities to engage in sport, volunteering and other active hobbies.

EA3.2 To improve the quality and use of youth facilities to support learning, personalisation and community use.

Completing the AMP condition and feasibility survey of all youth centres.

Implementing the Youth Capital Investment Strategy.

Youth Service 'Enjoy and Achieve' Objectives

Objectives:

1. Young people from vulnerable groups will have greater self-confidence and self belief, enabling them to attain higher academic scores and to achieve personal goals.
2. 25% Young people access youth service provision outside of school time and in holiday periods.

Young people have access to a wide range of fun learning activities based around youth work programmes in good quality facilities.

Targets & Indicators

Cross Cutting

- Raise attainment at key stage 4
- Children in care achieve in line with key stage targets
- Reduce the number of permanent exclusions
- Youth Service: Accreditation & Recorded Outcome target
- The target that 80% of youth service users are aged 13-19 is expected to be met by end March 2008.
- The participation target that 15% of total cohort of 13-19 year olds are regular participants in youth work activities is expected to be met by end March 2008.
- Of those 15%, 60% are expected to achieve a recorded outcome. In February 08, 46% has been achieved with data still being collected until end of March. This has already exceeded last year's performance.
- The accredited outcomes target of 30% has been exceeded.

Actions	By whom	By when	Key milestones
<p>EA1.2 Underachieving Groups The youth service will actively work with at least 10 secondary schools to offer a range of opportunities to support and develop young people.</p>	<p>D of E Worker</p> <p>Area Manager (Yate)/ Youth Worker</p>	<p>March 09</p> <p>April 08, Sept 08, Jan 09</p>	<ul style="list-style-type: none"> • D of E developed in 3 additional schools. • 3 Work 2 Learn Programmes delivered.
<p>EA2.1 Learning Platforms and On-Line Portfolios Publication of positive activities, provision of safe social networking opportunities and encouragement of on-line working.</p>	<p>Centre Youth Workers</p>	<p>Sept 08</p>	<ul style="list-style-type: none"> • Secondary schools contacted by their local full time workers and develop joint working.
<p>EA2.1 Learning Platforms and On-Line Portfolios Publication of positive activities, provision of safe social networking opportunities and encouragement of on-line working.</p>	<p>Centre Youth Worker Thornbury/ PYSM</p>	<p>May 08</p> <p>June 08</p>	<ul style="list-style-type: none"> • Official launch of positive activities website. • Launch of Virtual Youth Centre website.
<p>EA2.1 Learning Platforms and On-Line Portfolios Publication of positive activities, provision of safe social networking opportunities and encouragement of on-line working.</p>	<p>Mng Info Officer</p>	<p>March 09</p>	<ul style="list-style-type: none"> • Incorporation of website address in youth service publicity.
<p>EA2.1 Learning Platforms and On-Line Portfolios Publication of positive activities, provision of safe social networking opportunities and encouragement of on-line working.</p>	<p>IT Support Staff</p>	<p>November 08</p>	<ul style="list-style-type: none"> • Link between website, virtual youth centre and leaning platforms to be established.
<p>EA3.1 Pupil Enjoyment and Range of Provision Baseline delivery to be met-youth service to contact 25% of 13-19 year olds in South Gloucestershire and 15% of 13-19 year olds to participate in programmes.</p>	<p>Area Managers Youth Workers</p>	<p>March 09</p> <p>March 09</p>	<ul style="list-style-type: none"> • Extensive curriculum to be delivered in each youth centre and project to meet the needs of participants • 25% of 13 to 19 years to be contacted • 15% of 13 to 19 year olds to be engaged • 60% of participants to gain recorded outcomes • 30% for participants to gain accreditation

<p>The Youth Service to deliver detached and mobile work to engage 500 young people</p>	<p>Detached and Mobile Teams</p>	<p>Sept 08</p>	<ul style="list-style-type: none"> • Strategy developed and implemented to restructure detached work. Target achieved.
<p>The Youth service to deliver in partnership two day time programmes to develop and support NEET young people.</p>	<p>YSMT/ Connexions Managers</p>	<p>March 09</p>	<ul style="list-style-type: none"> • Youth workers/Connexions PA's deliver programmes.
<p>A further 'Bridging' type provision developed to meet needs of disabled young people and their non disabled peers.</p>	<p>Youth Workers & PA's</p> <p>Area Managers Yate and Severnvale</p>	<p>April 08</p> <p>May 08 July 08</p>	<ul style="list-style-type: none"> • Brimsham Green Bridging Project assessed and valued. • Similar provision for young people with LDD in Severnvale (08) and Kingswood (09)
<p>Develop further opportunities to enable disabled young people to participate in mainstream youth activities.</p>	<p>Participation Team/Forum workers</p>	<p>June 08</p>	<ul style="list-style-type: none"> • 12 LDD young people involved in a range of participation activities at local and service level.
	<p>D of E Worker</p> <p>Area Manager of Yate & Severnvale D of E Worker</p>	<p>May 08</p> <p>Sept 08</p>	<ul style="list-style-type: none"> • D of E introduced into Bridging Projects • Strategy developed to involve more disabled young people in D of E.
	<p>Area Mng Yate</p>	<p>April 08</p>	<ul style="list-style-type: none"> • Funding proposal submitted to LDD steering group to increase youth work staff to support inclusion work.
<p>Engage young travellers in activities designed to meet their needs</p>	<p>Area Mng Yate Centre youth workers Fromside</p>	<p>June 08</p>	<ul style="list-style-type: none"> • Pilot work with Winterbourne Traveller Community implemented.

<p>Youth Service to extend and mainstream Purple Turnips provision to meet needs of LGBT young people.</p>	YSMT	June 08	<ul style="list-style-type: none"> • Travellers strategic plan agreed
<p>Work with BME young people (including offering support to BME young people in schools)</p>	YSMT	April 08	<ul style="list-style-type: none"> • Appropriate budget identified.
<p>To develop a range of six rural provisions (mobile, village hall, project based or transport links).</p>		July 08	<ul style="list-style-type: none"> • Provision increased to twice monthly.
<p>To contribute to and influence the extended schools strategy and deliver after-school programmes.</p>	Mng Information Worker /YSMT	Sept 08	<ul style="list-style-type: none"> • Publicity and referral process refreshed.
<p>All youth projects to offer a range of opportunities including sport, arts, volunteering and residential.</p>	YSMT YSMT	July 08	<ul style="list-style-type: none"> • Current take-up of youth service provision by BME young people mapped against population and gaps identified.
	YSMT YSMT	Sept 08 Oct 08	<ul style="list-style-type: none"> • Key partners identified (including young people) and involved in developing strategies and projects that engage BME young people.
	YSMT/Youth Workers	March 09	<ul style="list-style-type: none"> • Delivery Action Plan implemented.
<p>To develop a range of six rural provisions (mobile, village hall, project based or transport links).</p>	Area Managers/ Yate/S/vale	June 08 July08 July 08	<ul style="list-style-type: none"> • New rural team appointed. • Agreement of work plans. • Project work begun.
<p>To contribute to and influence the extended schools strategy and deliver after-school programmes.</p>	Area Manager- Yate	Quarterly	<ul style="list-style-type: none"> • Attendance at Extended Schools Planning Team Meetings.
<p>All youth projects to offer a range of opportunities including sport, arts, volunteering and residential.</p>	Area Manager/ Youth Workers	March 09	<ul style="list-style-type: none"> • Delivery of 6 extended school programmes (subject to funding)
	Youth Workers	May 08	<ul style="list-style-type: none"> • Each youth project to detail art and residential experience in operational plan. [For youth service contribution of sports see 'Being Healthy'] (For youth service contribution to volunteering see Making a Positive Contribution)

<p>Engage more young people in International opportunities.</p>	<p>Centre Youth Worker- Chipping Sodbury, Wickwar and Brimsham Green</p> <p>Area Manager S/Vale</p> <p>PYSM</p> <p>International Partners</p> <p>D of E Awards Officer</p> <p>AMP Officer</p> <p>YSMT</p>	<p>March 09</p> <p>May 08 June 08 June 08</p> <p>March 09</p> <p>April 08 July 08 1-9 Aug 08</p> <p>August 08</p> <p>May 08 April 08 Sept 08</p> <p>August 08</p> <p>August 08</p>	<ul style="list-style-type: none"> • £30,000 music project delivered in Yate locality. <p>Campsite in Poland</p> <ul style="list-style-type: none"> • Formation of young peoples steering group. • Development of campsite plan. • Submission of Big Stash Bid £15,000 and agreement of £15,000 from Youth Service Capital Fund. • Development of site. <p>888 Fiesta</p> <ul style="list-style-type: none"> • Application for funding • Advanced planning visit • Camp delivered (see staying safe S3.2) <ul style="list-style-type: none"> • Peacefest Krakow • Malaga project • Eco 2008 – “Recycle your Attitude” <p>Bosnia</p> <ul style="list-style-type: none"> • Feasibility visit. • Funding application. • Project delivered. <ul style="list-style-type: none"> • 100% of youth centre condition and suitability surveys complete. <ul style="list-style-type: none"> • Youth priorities identified for future capital
<p>EA3.2 Quality of Youth Facilities To improve the quality of youth facilities.</p>			

	YSMT/ Stakeholders	August 08	investment. <ul style="list-style-type: none"> Draft Youth Capital Investment Strategy available for consultation with Stakeholders Final plan available. Youth Capital Investment Strategy approved by Cabinet.
	YSMT	Dec 08	
	Cabinet	Jan/Feb 09	

Monitoring and Evaluation

- Youth service plan progress review September 08
- Youth service plan progress review February 09
- Quarterly monitoring reports from centres/projects. Progress review at YMT
- Link Officer monitoring meeting with voluntary sector commissioned projects
- Quality Assurance assessments of a cross section of projects in each locality (using Ofsted framework and involving young people)

Enjoy and Achieve Key Partners

- Schools
- Parish & Town Councils
- Connexions
- Libraries
- Play Strategy workers
- International Partners
- British Council
- Voluntary Sector Partners (including 'Kids' and Young Carers Project)

Positive Contribution

Youth Service Contribution to these Priorities in the Children & Young Peoples Plan

- PC1 Embed the mechanisms and strategies for the active participation of children and young people in consultation and decision making into practice at all levels
- PC2 Reduce incidents of anti social behaviour
- PC3 Integrate youth services to effectively deliver all aspects of the Youth Offer
- PC4 Improve transport for young people to enable them to access positive activities , education, employment and training opportunities

Youth Service 'Positive Contribution' Objectives

Objectives:

1. Young people are able to be involved in decision making at all levels
2. Young people involved in developing and publicising youth offer
3. Young people will be able to access more transport

Targets & Induction

Cross Cutting

- Increase number of young people accessing volunteering opportunities
- Reduction of re-offending by young offenders
- Reduction of 1st time entrants to youth justice system
- Reduce recorded criminal damage
- Reduce breaches of acceptable behaviour contracts
- Reduce offending of children in care

Youth Service Targets

- Make contact with 25% of 13-19 population of South Gloucestershire
- Engage 15% of 13-19 population as participants in youth service programmes
- Record outcomes for 60% of participants in youth work programmes
- Accredited 30% of participants in youth work programmes

Actions	By whom	By when	Key milestones
<p>PC1.1 Implementation Plan for the Participation Strategy progressed.</p> <p>Ensure participation structures and practice enable young people to actively engage in influencing planning and provision in their local areas across corporate planning processes.</p> <p>Ensure the wide range of participation activity in South Gloucestershire is collated and demonstrably making a positive difference for all children and young people, including harder to reach groups.</p>	<p>PYSM & Area Manager S/Vale</p> <p>PYSM & Area Manager S/Vale</p> <p>Participation Team Youth workers Area Manager S/Vale Youth Workers</p> <p>PYSM and Area Manager S/Vale Part. Worker</p> <p>Area Manager S/Vale Participation Workers</p> <p>UKYP Dev. Worker UKYP Dev. Worker</p>	<p>July 08 July 08</p> <p>July 08</p> <p>March 09</p> <p>March 09 March 09 Sept 08</p> <p>July 08</p> <p>March 09</p> <p>January 09 January 09</p>	<ul style="list-style-type: none"> • Systematic collation of consultation/participation activity • Best practice for children and young people's engagement with Town and Parish councils determined. • Participation at locality level embedded in practice • Protocols for young people's involvement in the recruitment process is clear and available • Train 10 young people in recruitment • 90% of all youth service interviews to include young people • All youth centres and projects to have developed strategies to ensure that young people are part of the development and management of the provision • Mechanisms are developed to ensure young peoples involvement in key CYP strategic groups • Children and Young Peoples Champion attend key CYP events and attend key CYP meetings • Children and Young Peoples Champion Group continue to develop role of the Children and Young Peoples Champion • UKYP Election held • The number of young people voting in UKYP elections from

	UKYP Dev. Workers Area Manager S/Vale	March 09 July 08	hard to reach groups increased by 20% <ul style="list-style-type: none"> • UKYP MP's to visit 2 schools/Youth Centres in each locality • To attend Head Teachers Conference to promote UKYP
	Participation Workers	Nov 08	<ul style="list-style-type: none"> • Participation event to progress the participation strategy held
	Participation Team and Youth Workers	March 09 Oct 08	<ul style="list-style-type: none"> • held 2 consultation events engaging with 80 young people • All projects engage councillors within activities during local democracy week • Engage with 8 schools on a variety of participation activities during local democracy week
	Participation Workers Area Manager S/Vale	Feb 09 March 09 June 08	<ul style="list-style-type: none"> • Annual youth service survey undertaken • Annual Youth Forum Newsletter produced • Standards for the engagement of young people within South Gloucestershire Council consultations developed
	Participation Workers	March 09 July 08	<ul style="list-style-type: none"> • South Gloucestershire Youth Forum SRE Project delivered in 1 school and 1 youth project in each locality • 8 Youth Forum members trained to deliver SRE Project
	Children's Fund/LAC Participation Worker's	March 09 May 08	<ul style="list-style-type: none"> • Develop and deliver Ready Steady Change Training to managers and staff across SGC departments • Train 10 young people to deliver RSC Training
	PYSM and Area Manager S/Vale	April 08	<ul style="list-style-type: none"> • Formalise young peoples engagement at council level
	PYSM Area Manager S/Vale	April 08	<ul style="list-style-type: none"> • Participation Strategy and Implementation plan refreshed

	Participation Team Area Manager S/Vale Accreditation Worker	March 09	<ul style="list-style-type: none"> • A range of accredited opportunities developed as an integral part of service planning to meet national targets for accredited and recorded outcomes. (D of E, South Glos Award, ASDAN, Vipa, Youth Achievements) • 30% of participants to gain accredited outcomes • 60% participants to gain accredited outcomes • 100% of all young people engaged in participation events to gain accredited or recorded outcome
PC2.1 Early identification and support for children and young people at risk of offending	PYSM and Youth Workers Area Managers (Yate)	March 09 March 09 March 09	<ul style="list-style-type: none"> • An increase in the number of CAF's generated by youth workers (see stay safe S1.3) • an increase in the number of youth workers acting as lead professional • 3 Work to Learn Programmes delivered
PC2.2 Well co-ordinated response to reports of ASB	Area Manager S/Vale PYSM Youth Workers Youth Workers YSMT Area Manager S/Vale	March 09 March 09 March 09 March 09 July 08 May 08	<ul style="list-style-type: none"> • Attendance at ASB panel meetings • Contribute to the development of the ASB Strategic Group • Attendance at Safer & Stronger meetings • All units/projects hold 2 workshops in relation to ASB • Development of a Youth Service Strategy for ASB • Development of gathering young peoples group
PC2.3 Reduce the number of young people involved in offending and the number of offences	Youth Workers	Sept 08	<ul style="list-style-type: none"> • At local level all projects and units establish effective communication links with PCSO's and CBO's
PC3.1 Ensure young people are able to	Area Manage	March 09	<ul style="list-style-type: none"> • Young people determine and agree projects funded through

<p>access the activities they want to do including sporting, outdoor pursuits, arts, cultural and volunteering activities</p>	<p>S/Valle YOF Dev. Worker</p> <p>PYSM</p> <p>PYSM/ Area Manager S/Vale V Team Youth Workers</p> <p>Participation Workers</p> <p>UProject Manager</p>	<p>March 09 July 08</p> <p>April 08</p> <p>March 09 Dec 08 March 09</p> <p>March 09</p> <p>March 09</p>	<p>YOF/YCF</p> <ul style="list-style-type: none"> • YOF/YCF funding allocated and spent • 3 new members from hard to reach groups enrolled in YOF YCF panel • Implementation of Plan to audit and publicise positive activities and launch of Positive Activities website • An increase in the number of volunteering opportunities by 10% from a base line of 386 • All youth projects engage in National Volunteer Week • Annual event to celebrate young people's positive contributions • Increase in attendance of vulnerable hard to reach groups in participation opportunities and activities • U Project develop Newsletter to promote Youth Service Identify joint working opportunities with play rangers
<p>PC3.2 Deliver effective and impartial information, advice and guidance (IAG) to young people on the issues that most concern them including personal and lifestyle issues, education, employment and training choices</p>	<p>PYSM PYSM Area Manager S/Vale Part. Workers</p>	<p>April 08 July 08</p>	<ul style="list-style-type: none"> • IAG standards promoted by youth service • Cross Authority and locality consultation with young people on development of Hub.
<p>PC4.1 Address the real barriers that exist for young people to access opportunities through lack of affordable, reliable transport</p>	<p>UKYP Dev Worker Area Manager S/Vale Area Manager Yate Area Manager Yate</p>	<p>March 09 March 09 Sept 08 Sept 08</p>	<ul style="list-style-type: none"> • Young people design and promote the consultation of the South Gloucestershire Concessionary Transport scheme • Consultation with young people on transport scheme undertaken • Further develop rural network to improve transport links in rural areas • Develop links with transport services, community transport and schools to improve transport links in rural communities

Monitoring and Evaluation:

- Youth service plan progress review September 08
- Youth service plan progress review February 09
- Quarterly monitoring reports from centres/projects. Progress review at YMT
- Link Officer monitoring meeting with voluntary sector commissioned projects
- Quality Assurance assessments of a cross section of projects in each locality (using Ofsted framework and involving young people)

Positive Contribution Key Partners

- Play Strategy Workers
- Connexions
- Leisure Trust
- Youth Offending Team
- Parish & Town Councils
- Anti Social Behaviour Unit
- Voluntary Sector
- Adolescent & Continuing Support Team
- Libraries
- Young Carers Project
- Police
- Safer & Stronger Community Groups

Economic Wellbeing

Youth Service Contribution to these Priorities in the Children & Young Peoples Plan			
<p>EW1.1 To ensure co-ordinated and integrated approaches to addressing the learning needs of vulnerable young people including those who are CIC, NEET, Teenage mothers and those from BME backgrounds.</p> <p>EW1.2 Increasing the prospect of more LDD CYP having opportunities to access work experience, sustained employment and opportunities to live independently.</p> <p>EW1.3 To improve access to advice, education and support to prevent young people becoming homeless.</p> <p>EW3.1 To provide information, advice guidance and support tailored to the needs of young people and ensure access to appropriate EET opportunities.</p>			
Youth Service 'Economic Wellbeing' Objectives			
<p>Objectives:</p> <ol style="list-style-type: none"> 1. Young people will be able to access work experience placements and volunteering opportunities. 2. Vulnerable young people will be consulted about appropriate support packages 3. Vulnerable young people will be able to access specific programmes 4. Young people will be aware of and utilise the range of information, advice and guidance opportunities available to them. 			
Targets & Induction			
<p>Cross Cutting</p> <ul style="list-style-type: none"> • Increase participation of 16 years in education, employment and training. • Reduce 16-18 NEET in employment without training. 			
Actions	By whom	By when	Key milestones
<p>EW1.1 & EW1.2 Vulnerable Young People To offer work experience placements</p>	<p>Youth Workers</p> <p>Area Mng</p>	<p>March 09</p> <p>July 08</p>	<ul style="list-style-type: none"> • Each full time project offers at least one work experience placement a year organised through the local school, Connexions or CIC teams. • Evaluation of Yate Employment Shop and 1-1 Support

To ensure vulnerable young people are appropriately supported	Yate/ Connexions Team Manager Yate		Schemes in reducing number of NEET young people in Yate locality with particular reference to LDD young people.
	YSMT/ Connexions Managers	Sept 08	<ul style="list-style-type: none"> • Roll out plans developed for other localities.
	D of E Awards Officer	March 09	<ul style="list-style-type: none"> • Delivery of 'U' Project to 20 NEET young people
		Aug 08	<ul style="list-style-type: none"> • Delivery of 'U' Summer Project
	Area Manager Yate/ D of E Awards Officer	May 08	<ul style="list-style-type: none"> • Consultation work with 'U' Project members to inform wider strategy for supporting NEET young people
	Connexions PA's & JPYF Worker	April 08	<ul style="list-style-type: none"> • Consultation work with NEET young people in Yate locality
	D of E Awards Officer/YSMT	Sept 08	<ul style="list-style-type: none"> • Review strategy for effectively using PAYP funding to meet the needs of vulnerable young people
	Yate Det. Team	March 09	<ul style="list-style-type: none"> • Delivery of youth programmes in youth housing complexes i.e Southwold House
	D of E Awards Officer	Sept 08	<ul style="list-style-type: none"> • Development of D of E provision in Mangotsfield, PRU and Kingswood Housing Project
Area Manager Yate	Monthly	<ul style="list-style-type: none"> • Attendance at Post 16 Panel meetings 	

<p>EW1.3,EW3.1 Advice and Support Youth Service to work with partners including Connexions, Schools, Priority Housing to deliver quality advice and guidance.</p>	YSMT/ Mng Info Worker	Sept 08	<ul style="list-style-type: none"> • Mapping exercises completed around location of vulnerable young people (CiC) NEET, BME, Teenage Mothers) • Joint Youth Service/Connexions Strategy developed to support vulnerable young people. • 3 new advice/info projects be identified and delivered is YPIP, lunch time drop in and job clubs. • Commissioning process used to restructure advice, information and Counselling service. • Information packs developed and distributed covering key areas relating to independent living skills • Youth projects establish work related/vacancy notice boards. • Youth projects to deliver one accredited programme of work covering key aspects of independent living.
	YSMT/ Youth Workers/ Connexions Mng Team & PA's	Jan 09	
	YSMT/ Partners Volunteers	March 09	
	YSMT	August 08	
	Info Worker	March 09	
	Youth Worker	June 08	
Youth Workers	March 09		

Monitoring and Evaluation:

- Youth service plan progress review September 08
- Youth service plan progress review February 09
- Quarterly monitoring reports from centres/projects. Progress review at YMT
- Link Officer monitoring meeting with voluntary sector commissioned projects
- Quality Assurance assessments of a cross section of projects in each locality (using Ofsted framework and involving young people)

Economic Well Being Key Partners

- Parish & town Councils
- Housing Organisations
- Voluntary Sector
- PRU
- Connexions

Leadership and Management Priorities

Priorities

1. Prepare Youth Service review proposals for consideration by Council in July 2008 and implement agreed actions.
2. Lead workforce and organisational change as part of integrated, locality working
3. Ensure operational performance management processes are robust including collection and use of management data to plan and review actions.
4. Ensure Staff development and training are appropriate to changing priorities, to meeting the needs of young people and to the demands of an integrated working environment
5. Identify and act on opportunities for collaborative, interagency working to meet the needs of young people
6. Review key Youth Service strategies and responses including anti-social behaviour, sexual health, substance use, e-safety, hate crime issues, work with vulnerable groups, participation, volunteering and international work.
7. Demonstrate how quality assurance processes and procedures, including peer and young people's assessments, contribute to the quality review cycle.
8. Ensure effective publicity is in place to promote the service to young people, partner agencies and decision makers

Leadership & Management

- Evidence of effective and efficient management information systems utilised to ensure performance management and improvement of the service as a whole
- Evidence collaboration with external agencies, other C&YP sections and council departments developed and maintained, particularly with regard to enhancing the integrated working agenda and partnership with the voluntary sector.
- Staff have accessed development programmes and are appropriately trained, particularly with regard to national qualifications frameworks and the integrated working agenda.
- Strategies, plans and policies, implemented, monitored, reviewed and evaluated to enhance service provision for young people
- Quarterly newsletter distributed and arrangements in place for regular local press coverage

Objectives:

1. Youth service core offer contributes to the 5 South Gloucestershire outcomes
2. Youth Service offer is of high quality and valued by young people and the community
3. The Youth service works in close partnership with partnership agencies and services to deliver its core offer as well as extending provision where opportunities arise.

Actions	By whom	By when	Key milestones
<p>Draft development/review proposals for the Youth Service for submission to Cabinet and implement decisions taken</p> <p>Implement, monitor, evaluate and review an effective operational service plan</p>	<p>Head of IYSS, Youth Service Management Team</p> <p>Head of IYSS and YSMT</p> <p>Head of IYSS and YSMT</p>	<p>July 2008</p> <p>Sept 08</p> <p>Feb 09</p>	<ul style="list-style-type: none"> • Prepare draft proposal paper and submit as per council procedures – Implement decisions in respect of service review according to agreed timetable. • Initial review and amendment of operational service plan by Youth Service Management Team & Head of Kingswood Locality (IYSS), young people and full staff team • Evaluation of plan and draft of Service plan for 2009-10
<p>Management information systems and quality assurance processes will be reviewed and strengthened</p> <p>To strengthen the links between supervision, PDPR, training, personnel management systems and staff development and training</p> <p>Build partnership work with key services and agencies to more effectively contribute to the five South Gloucestershire Charter outcomes</p>	<p>PYSM & YSMT</p> <p>PYSM & YSMT</p> <p>PYSM & YSMT</p>	<p>April '08 to March 2009</p> <p>Sept 08</p> <p>Sept 08 review</p>	<ul style="list-style-type: none"> • Management Information Officer appointed to support the effective operation of EMS and to support input, collation and interpretation of data. May 2008 • Quality assurance inspections (peer & youth) timetable agreed and implemented. May 2008. Administrative monitoring systems developed and in place by May 08 (Training priorities detailed (see appendix 1) • Link Officer for each partnership/area of work monitors and reviews youth service, contributing in areas of sports development, anti-social behaviour and offending, extended schools, teenage pregnancy, substance use, reducing NEETs in particular.

<p>YS managers will contribute to the priority outcomes in the C&P Plan, the Disability Equality Action Plan, Gender Equality Action Plan, Race Equality Action Plan and other council and C&YP plans and strategies as appropriate.</p>	<p>PYSM & YSMT YMT and Youth Workers</p>	<p>April 08 March 09</p>	<ul style="list-style-type: none"> • Agree responsibilities for each area manager to lead on and set appropriate timescales • Strategies/Polices and responses for the youth service updated/drafted and implemented. (Anti Social Behaviour, Sexual Health, Substance Use, E-Safety, Hate Crime, Work with Vulnerable Groups, Participation, Volunteering and International Work).
<p>Ensure effective publicity is in place to promote the youth service to young people, partner agencies and decision makers</p>	<p>YSMT/Info Worker/ D of E Awards Officer/ Participation Team YSMT YSMT</p>	<p>June 08 Sept 08 Dec 08 March 09 Oct 08 March 09</p>	<ul style="list-style-type: none"> • Distribution of a quarterly newsletter in hard copy and e-bulletin format • Arrangement made for local press coverage of youth service in National Youth Work Week • Frequent liaison with press office to ensure regular appropriate coverage of youth service event

Monitoring and Evaluation:

- Youth service plan progress review September 08
- Youth service plan progress review February 09
- Quality Assurance assessments of a cross section of projects in each locality (using Ofsted framework and involving young people)

Appendix 1. Training Plan

Objectives and actions	By whom	Key milestones
All new youth support Workers to complete Introduction to Youth Work Handbook.	Youth Worker	Within 3 months of recruitment.
The Qualified Youth Support worker to attend Foundation in Youth Work training.	Area Manager (kingswood)	One course run by March 09
6 staff identified to attend Diploma in Youth Work Training to the qualified Youth Support Worker level.	Area Manager (Kingswood) Youth Workers	Students to start training Sept 08
All newly recruited JNC qualified staff will attend: Recruitment and Selection Training PDPR Training Child Protection Training Health & Safety for Managers Training.	Line Manager Area Manager (Kingswood)	Within 6 months of recruitment.
All Youth workers will receive PDPR annually with a review after six months.	Line Managers	PDPR Completed
PDPR will identify further training/development needs.	Line Managers	Ongoing