

Report of the Strategic Director, Place to the meeting of Bradford South Area Committee to be held on 26th September 2019

J

Subject:

YOUTH SERVICE UPDATE – BRADFORD SOUTH.

Summary statement:

This report gives an update on work undertaken by the Youth Service in the Bradford South Area in the past 12 months and outlines the direction of travel for the next 12 months.

Steve Hartley
Strategic Director
Place

Report Contact: Mick Charlton
Phone: (01274 431155)
E-mail: mick.charlton@bradford.gov.uk

Portfolio:

Neighbourhoods and Community Safety

Overview & Scrutiny Area:

Children's Services

1. SUMMARY

1.1 This report gives an update on work undertaken by the Youth Service in the Bradford South Area in 2019-20.

1.2 The Report outlines the following information:

- Actual Youth Worker staffing structures in the five Constituency Areas
- An update on Youth Service Activity in Bradford South
- An update on Bradford South's Youth Service allocated base budget, current spend and projected spend for the financial year 2019-20 and 2020-21
- Outline future plans and direction of the Youth Service in Bradford South and District wide

2. BACKGROUND

2.1 The Bradford Council Youth Service is part of the wider Bradford District Youth Offer that aims to ensure the provision of a range of activities and services that take place in safe spaces, where young people can develop a sense of belonging, socialise with their peers and develop relationships with adults they can trust. It recognises that with the right supportive relationships, strong ambitions and good opportunities all young people can realise their potential and be positive and active members of society.

2.2 The Youth Service Vision statement is to work with partners to ensure that young people grow up healthy, happy, informed and aspiring; proud of who they are, where they come from, and actively involved in their community.

2.3 Youth Service priorities reflect the priorities of the Youth Service and are aligned to the five Key Elements of the Bradford District Youth Offer. They are KPIs

<i>Youth Offer Element 1 – Information, Advice and Guidance (IAG)</i> Increase the numbers of young people accessing IAG through digital media.
<i>Youth Offer Element 2 – Voice and influence</i> Increase the numbers of young people participating in Youth Voice opportunities at all levels.
<i>Youth Offer Element 3 – Open access</i> Deliver a diverse youth offer through working in partnership with the Voluntary & Community Sector (VCS) and local communities.
<i>Youth Offer Element 4 - Targeted provision</i> Increase the number of specific interventions to address the needs of vulnerable young people.
<i>Youth Offer Element 5 - Active citizens and young people's contribution to community life</i> Increase the number of young people having a positive impact on their community.

2.4 In terms of staffing, the Youth Service is managed as one service. Staff are contracted to the Youth Service and are allocated to Areas. Appendix C outlines the current allocation of Youth Service staff across the District.

3. OTHER CONSIDERATIONS

3.1 Open Access Youth Provisions

Open access youth provision is delivered within all Wards in Bradford South, these sessions create a safe space for young people to engage in positive informal educative activities. Young people have the opportunity to engage in the planning, delivery and evaluation of the twelve week programmes building their skills and aspirations whilst working towards achieving accreditations. Appendix A – Bradford South Youth Service ‘What’s On Guide’ details the current provisions being delivered within the Wards in Bradford South.

Bradford Youth Service South Wards Update (Appendix B) gives an overview of some of the youth work being delivered in South.

3.2 Voice and Influence

Ten young people from Bradford South have completed training to become young inspectors. The Inspectors programme involves young people going into educational establishments including schools and completing audits on the delivery of grant based projects. This gives young people an insight into grant processes, delivery of programmes, the opportunity to meet other young people whilst working within educational establishments to develop skills, gain experience, being empowered to make decisions and offer information, advice and guidance. In addition to the Inspectors programme young people who attend all of our provisions are supported to engage in voice and influence programmes including planning of provisions, attending scrutiny committees, becoming Ambassadors and the interviewing of senior council candidates, all of which develop their pathways into future educational and employment opportunities.

The Bradford South Ambassadors are supported within their local ward based youth provision. This enables the ambassadors to come together and work with their peers and share ideas. The ambassadors take turns to host one another on a regular basis and by visiting each ward they gain first hand experiences of life in that community. We have found that this creates a strong working partnership between the ambassadors and helps them draw on first hand experience when working with decision makers.

3.3 South Wide Provisions

Bradford South currently leads on the delivery of 8 area wide sessions weekly, these sessions are for young people to attend from across Bradford South. The area wide sessions are themed to suit young people’s needs, interests and increase our Youth Offer. Bradford South leads on the central inclusion provision for the area with a current membership of 23 young people. This provision supports young people with additional needs to engage in positive activities with their siblings and peers whilst being supported to engage in universal open access provisions. Information regarding the South Wide provisions can be found in both Appendix A and Appendix B.

3.4 **LGBT+**

The Bradford South team ensures LGBT + based work is delivered within all of our provisions and as Bradford South does not deliver any provision directly for young people who are LGBT+ we ensure young people are supported to access the 5 different sessions delivered by the Youth Service within Bradford City Centre.

3.5 **Buddy support as part of Youth In Mind**

Building on the continued success of the Buddies Work and our partnership within the Youth In Mind (YIM) initiative the Youth Service has been re-commissioned to deliver 'Buddy Support' to young people across the district.

Youth Workers receive referrals from the Child and Adolescent Mental Health Service (CAMHS), School Nurses & other professionals, the Youth Workers then act as Buddies to the young people, their role is to befriend them, support them using the Signs of Safety approach and navigate them to the various support opportunities available to them.

All full time youth workers hold an additional caseload in schools, Delivering 1:1 work on a weekly basis developing young people's confidence, self belief and resilience. This supports working towards reducing the demand on specialist services.

3.6 **Other work targeted at young people with specific needs including CSE.**

The Youth Service continues to provide direct support to young people at risk of Child Sexual Exploitation. Youth Workers support the young people referred on a 1:1 basis and engage them in support opportunities available. Through engagement with the Youth Service and following the support young people have reported on feeling safer, they have an increased support network and due to engaging in local provisions young people are feeling more connected within their local communities. Bradford South currently runs a number of female only provisions and YIM groups all of which offer young people a safe space to engage in positive informal educative activities.

3.7 **Early Help**

Bradford Youth Service continues to work with the Early Help Team and supports the area based panels. Through these panels young people are referred to the Youth Service and are supported by the area Ward Youth Workers to engage in localised youth provisions, YIM groups and for those who require it an offer of 1:1 support. The young people referred have been supported around a number of issues including non engagement in education, anger management, family breakdowns, Anti Social Behaviour (ASB) & domestic abuse, all of which helps to prevent young people from entering the social care system and supports them into a positive destination.

3.8 **Changing Places and Community Integration**

The youth service plays a pivotal role in supporting cohesion of young people across the district; Bradford South has allocated a link worker to champion the Changing Places programme. This innovative programme is focused on young people from new migrant communities including those with refugee status. Bradford South runs a very popular session on a Wednesday evening with over 10 young people engaging weekly.

3.9 **Youth Service budget reduction from 1st April 2020**

Following the budget decision at Full Council in February 2019 the Youth Service has a budget cut of £513,000 to implement from 1st April 2020 onwards. This equates to approximately 25% of the current Youth Service base budget.

The Youth Service is working towards minimising the impact of the cut to base budget through accessing external funding and operating as a traded service. Currently the following funded projects are being explored to be in place from the 1st April to mitigate the loss of base budget and maintain the core of the service:

- Youth In Mind work with young people with mental health issues which is funded by the CCGs.
- Breaking the Cycle project with young people at risk of criminal exploitation and is funded by the Home Office/ West Yorkshire Police.
- School based work where schools are funding the Youth Service to deliver wellbeing support on traded service basis.
- Funding to maintain open access provision in neighbourhoods with lower numbers of young people 13-19.

In addition to finding external sources of funding there will be some reductions to staffing. These are the deletion of an Advanced Practitioner and two 16-19 Youth Worker Posts. The staff reductions will contribute £118k of the required base budget saving.

As a consequence of the staffing reduction there will be one Advanced Practitioner who will cover Keighley and Shipley Areas and report to the Keighley Area Coordinator.

There will also be a need to align 16-19 Youth Workers and 20-23 Youth Workers to where the demand emerges from the traded service work with schools.

Base budget used to pay for sessional youth work will be shared between Areas proportionate to the population of young people within the Wards that make up the Area. Area Committees will be involved in identifying within the Area which sessions to prioritise. This will contribute £75k towards the required based budget savings.

Potential secondary implications of changes to funding from 1st April 2020

Youth Workers may have less time to deliver Youth Work within community settings and this may impact on the neighbourhood based delivery of open access sessions.

There is likely to be a reduction in open access sessions delivered

The service is increasingly targeted on the specific requirements of funders.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 The contribution of base budget to the substantive budget for professionally qualified Youth Workers District wide in 2019-20 in Bradford South is £250k. Following the cut to the Youth Service in 2020-21 this will be reduced. The plan is to replace base budget with funding from other sources.
- 4.2 The budgets for sessional part time staff and casuals in 2019-20 is £490k of this £90k is allocated to Bradford South. In 2020-21 the based budget in Bradford South will reduce by £10k to £80k for sessional youth work

Areas	16-19s	% Total	Budget current	Budget 2020-21	Difference
Bradford East	12,497	25%	£110,000	£105,000	–£5,000
Bradford West	13,231	26%	£110,000	£109,200	–£1,000
Bradford South	9,407	19%	£90,000	£79,800	–£10,000
Keighley	8,008	16%	£90,000	£67,200	–£23,000
Shipley	6,842	14%	£90,000	£58,800	–£31,000
	49,985	100%	£490,000		–£70,000

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

The implementation of the planned budget savings for the Youth Service is subject to the internal risk management plan of the Council and progress is reported to the Place Departmental Management Team.

6. LEGAL APPRAISAL

No issues.

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

The Youth Service as part of the Council's commitment to the District has a responsibility to ensure that the service is accessible to all young people and that participation in the service reflects this approach.

7.2 SUSTAINABILITY IMPLICATIONS

The Youth Service delivery enables local initiatives to be supported, encouraging groups and individuals to undertake activities that improve the social, economic and environmental well being of their communities.

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

Greenhouse gas emissions and wider environmental impacts was a consideration of the Buildings Review.

7.4 COMMUNITY SAFETY IMPLICATIONS

Young people from across Bradford South engaging in weekly open access and specialist provisions are directly and indirectly involved with supporting and developing community safety within their local area. Voice and influence is central to youth work delivery ensuring young peoples ideas, suggestions and thoughts are heard.

The strengthened approach to the devolution of the Youth Service as will allow for:

- an increased sense of local democracy for both young people and communities
- young people to be more active in democratic, decision-making processes alongside their political representatives
- the voice and influence of young people to remain central, meaningful and paramount in identifying and addressing needs and issues in their communities
- the requirements of the localism/devolution agenda to be met effectively and efficiently

7.5 HUMAN RIGHTS ACT

There are no direct Human Rights implications arising from the recommendations below.

7.6 TRADE UNION

All budget proposals are subject to consultation with the Trade Unions.

7.7 WARD IMPLICATIONS

The information in this report is related to all wards in the constituency and appendix B outlines the Youth Service projects and activities delivered across South.

8. NOT FOR PUBLICATION DOCUMENTS

None.

9. OPTIONS

- 9.1 That Bradford South Area Committee adopts the recommendations outlined in this report.
- 9.2 That Bradford South Area Committee adopts the recommendations outlined in this report, with amendments.
- 9.3 That Bradford South Area Committee decides not to accept the recommendations outlined in this report.

10. RECOMMENDATIONS

- 10.1 That the work undertaken by the Youth Service in the Bradford South Area as detailed in this report be welcomed.

11. APPENDICES

- 11.1 Appendix A: Bradford South Youth Service – What's On Guide
- 11.2 Appendix B: Bradford South – Youth Service Update
- 11.3 Appendix C: Bradford Youth Service Staffing Structures

12. BACKGROUND DOCUMENTS

- 12.1 Youth Service – Bradford South Area report. Bradford South Area Committee, 19th September 2018.

Appendix A

Bradford South Youth Service Baseline Youth Provision - 2019

TONG WARD			
For more information contact Chris McMahon, 07582101456, chris.mcmahon@bradford.gov.uk			
Day/Time	Activity	Location	Frequency
Monday 4:30-6.30pm	Girls Group	TFD Centre	Weekly
Tuesday 5.30-8.00pm	Youth Club	TFD Centre	Weekly
Wednesday 5.30-8:00pm	Boys Group	TFD Centre	Weekly

WYKE WARD			
For more information contact Zwelani Mayo, 07582107053, zwelani.mayo@bradford.gov.uk			
Day/Time	Activity	Location	Frequency
Thursday 6.00-9.00pm	Youth Club	Delph Hill Community Centre	Weekly
Friday 6.00-9.00pm	Youth Club	Delph Hill Community Centre	Weekly
Tuesday 5:30-8:30pm	Youth club	St. Mary's	Fortnightly

QUEENSBURY WARD			
For more information contact Emma Jones, 07582108191, emma.jones@bradford.gov.uk			
Day/Time	Activity	Location	Frequency
Wednesday 5.30-8.00pm	Senior Youth Club	Victoria Hall	Weekly
Thursday 5.30-7.30pm	Youth Club	Victoria Hall	Weekly
Mondays 5.30 - 7.30pm	Project Work	Queensbury	Monthly

ROYDS WARDFor more information contact Stephen Harrison, 07582101715, stephen.harrison@bradford.gov.uk

Day/Time	Activity	Location	Frequency
Tuesday 6.00-8.30pm	Youth Club	Buttershaw Youth Centre	Weekly
Wednesday 6.00-8.30pm	Youth Club	Woodside Centre	Weekly
Thursday 6.00-8.30pm	Youth Club	Buttershaw Youth Centre	Weekly

WIBSEY WARDFor more information contact Tracey Gill, 07582100683, tracey.gill@bradford.gov.uk

Day/Time	Activity	Location	Frequency
Monday 6.00-8.30pm	Wibsey Youth Club	Wibsey Rugby club	Weekly
Tuesday 5.30-8.30pm	Project work	Outreach Wibsey / Bankfoot	Weekly

GREAT HORTON WARDFor more information contact Patrick Nyroko, 07582103696, patrick.nyaroko@bradford.gov.uk

Day/Time	Activity	Location	Frequency
Monday 6.00-8.00pm	Youth Club	Great Horton Village Hall	Weekly
Wednesday 6.00-8.00pm	Youth club	Scholemoor Youth Centre	Weekly
Thursday 6.00-8.00pm	Youth Club	Great Horton Village Hall	Weekly

Bradford South Constituency WideFor more information contact Anthony Casson, 07582100684, anthony.casson@bradford.gov.uk

Day/Time	Activity	Location	Frequency
Friday 4.00-7.00pm	Bradford South Cycling Group	Cycling Hub	Weekly
Thursday 6.00-8.00pm	Inclusion Session	Parkside Community Centre	Weekly
Thursday 5.00 - 8.00pm	WRAP Peer Support Session	Changes every 12 weeks (Currently TFD)	Weekly
Monday 4.30 – 6.30pm	Youth in Mind Peer Support Group	TFD Centre	Weekly

Tuesday 4.00 - 6.00pm	Youth in Mind Peer Support Group	Buttershaw Youth Centre	Weekly
Wednesday 5.00- 7:30pm	Youth in Mind Peer Support Group	Delph Hill Centre	Weekly
Thursday 5.00 – 7.00pm	Youth in Mind Peer Support Group	Park Ave / Horsfall Stadium	Weekly
Friday 5.00 -7:30pm	Youth in Mind Peer Support Session	TFD Centre	Weekly

SCHOOLS WORK				
For more information contact Anthony Casson, 07582100684, anthony.casson@bradford.gov.uk				
Day	Activity	Location	Frequency	Target group
Monday & Tuesday	1:1 Support	Tong	Weekly	YIM
Wednesday & Thursday	1:1 Support	BBEC	Weekly	YIM
Wednesday	1:1 Support	Appleton	Weekly	YIM
Tuesday & Thursday	1:1 Support	Forsters	Weekly	YIM
Thursday	1:1 Support	Queensbury	Weekly	YIM
TBC	1:1 Support	Grange	Weekly	YIM
Tuesday	1:1 Support	Dixons City	Weekly	YIM
Wednesday	1:1 Support	Dixons Kings	Weekly	YIM

The above table provides an overview of the work that is delivered in secondary schools in Bradford South. Each youth worker will hold an average case load of 12 young people who they provide one to one support to over a half-term. This enables youth workers to work with a large number of young people over the course of a school year. The impact of these early interventions helps reduce exclusions and maintain attendance whilst also reducing the demand on specialist services. The support received is unique to each individual but often focuses on emotional well being, anxiety and low self esteem.

The impact of this '*school based support*' has been the growth of '*community based*' peer support groups across the constituency. These groups offer young people the opportunity to share the 'self care skills' that they have learnt with others. We commonly refer to these groups as Youth in Mind – Peer Support groups.

Appendix B

Ward Updates:

Tong Ward Youth Provision:

We run five sessions of youth provision each week – all of which are based at the TFD Centre in Holme Wood. The sessions provide a wide range of young people the opportunity to build relationships with our youth work team. As a result, we have seen young people choose to; engage in positive activities, support one another and take responsibility for their local community.

Working together with local partners including All Star, Outloud, E:merge, Step2, Valley Project and Build a Girl has provided a clear and consistent offer of support to both young people and their families. A recent example of partnership work is the Moving Up programme that supported young people making the transition between primary and secondary schools. **Case study A** - provides an insight into the impact of programme for one young person.

Queensbury Ward Youth Provision:

We run five sessions in the Queensbury Ward, on a Monday evening we run two sessions 4-5pm Archery and 5.00-6:30pm Arts Award Group, Wednesday we have the open access youth club 5.30 – 8.00pm aimed at school years 9,10,11 and 12, on a Thursday we have an open access youth session aimed at schools years 7 and 8.

In addition, we work with all year groups in Queensbury Academy providing support for emotional wellbeing of students. This work provides an excellent opportunity to bridge students from the local area into youth provision. As a result we have a regular flow of new members who are supported and encouraged to participate in range of positive activities outside of school.

In addition, Youth Workers have undertaken a number of outreach sessions in the local area including Clayton Heights and the Westwood park estate. This has been a joint venture with the PCSOs through out February and June 2019. Youth Workers continue to work closely with a wide range of community partners to develop new projects and respond to emerging needs.

Royds Ward Youth Provision:

We run five sessions in the Royds ward and use the Buttershaw Youth Centre as our main delivery base. The youth work team continues to develop strong relationships with young people, many of who are vulnerable for a range of reasons. The sessions at Buttershaw Youth Centre encourage young people to both respect and support each other. An example of this is the girls group that is now in its fifth year. The group supports young people to feel less isolated, more connected with their peers and safer. An impact of the targeted work that we deliver has seen more vulnerable young people able to make the transition into open access youth provision.

In Woodside, we continue to work with our community partner Sandale to offer a weekly

youth club. This has allowed youth workers to work together to develop a programme of activities that seek to reduce Anti Social Behaviour in the local area.

We are proud to work in partnership with community partners to help develop new community events at Buttershaw Youth Centre. These partners have planned and delivered a series of action projects that have encourage residents to help maintain, renew and improve the centre for the whole community.

Great Horton Ward Provision:

Young people in Great Horton have the opportunity to participate in youth provision at both Scholemoor Youth Centre and Great Horton Village Hall. The youth work team continues to build trusting relationships with a large number of young people, many of whom are from Eastern European backgrounds.

Youth workers have worked closely with local community partners to help address a range of local community issues inc; Anti Social Behaviour (ASB) and litter. A key focus of the teams work recently has been on developing a programme that seeks to encourage young people to take responsibility for recycling. The aim of the programme is educate young people (and their families) about how and what to recycle. The programme seeks to encourage young people to take greater ownership of their local green spaces and use action days to promote use of rubbish bins.

Great Horton has also seen a number of young people engaged in the Breaking Cycle Project. **Case study B** provides an insight into the impact of targeted youth work and how it helps young people to move away from Serious Organised Crime (SOC).

Wyke Youth Provision:

Young people in Wyke are able to access youth provision at the Delph Hill Centre and St Marys Church. The Youth Work team uses outreach work in the local area to encourage young people to use these facilities and engage in a programme of positive activities. The aim of this approach is to protect young people from anti social behaviour.

Our relationship with Appleton Academy enables us to build relationships with a wide range of young people whilst also supporting those who are more vulnerable. Our approach in school sees us offering 1 to 1 support, building trust and breaking down isolation. An impact of the work has seen the development of several new sessions that have led to young people; bowling at Oakenshaw, cycling in Wyke park and participating in activities at Park Ave FC. As a result, several new community partnerships have begun to be formed that aim to offer young people a greater role in their local community.

Wibsey Youth Provision:

Over the last year our youth work team have seen a significant increase in the number of vulnerable young people that access our universal provision. A number of these young people have needed to be supported on a one to one basis in order to help with issues such as anger, low self esteem and self harm. As a result Youth workers have worked closely with services such as Children's Social Care, Early Help and the Police to ensure that young people are safe and families are supported.

In response to the increased levels of vulnerability, the youth work team piloted a Summer Transition Programme that worked with local primary schools in Wibsey to target vulnerable young people in year 6. Over the summer these young people were supported through positive activities that provided them with an opportunity to feel more confident about starting secondary school. These young people will continue to be supported over the next year and it is hoped that this will reduce the risk of exclusion and the need for specialist support.

Case Study A

Let me introduce you to Young Person X, who is school age and lives in Bradford with his mum, Young Person X's dad is currently in prison. When Young Person X knocked on the door of the youth centre I had never seen them before and neither had the other workers, the young person wasn't on our targeted list but talking with them for a short while I knew this young person would benefit from our project.

Young Person X was one of the youngest in our group and loved physical activity and said this was the main reason for attending the summer project because they wanted to lose weight and so they didn't get bullied.

Young Person X started to become a regular attending most days, they were the youngest in the group but often showed a mature sense of emotional intelligence; opening up to others in the group about how hard it is to have a family member locked up and dispelling the myths about having a dad in prison made you strong and hard. They openly shared how they cried themselves to sleep most nights because they missed dad, as we have a number of young people in the group who have lost their dads to prison. Young Person X's emotional vulnerability helped the other young people share their experiences and emotions around the subject.

One of the sessions I encouraged the young persons to make cards and write letters to their dads, Young Person X was the only one who wanted to do it. They sat down with staff and made a card and letter for Dad. We took some pictures of Young Person X and wrote the envelope out for dad to reply, included it in the card, put a stamp on and posted it off.

Just over a week later Young Person X's letter had been returned because we had used glue to stick a picture on which wasn't allowed in. I could see the disappointment in Young Person X's eyes it was heartbreaking. We found out that the Dad had received a photocopy of the card and the photos we'd sent so this helped and made it less disappointing.

The first week back after the holidays a letter comes through the post addressed to Young Person X! It was a reply from Dad.

We facilitated Young Person X reading his letter in a calm and safe environment. It was a very emotional moment with staff and Young Person X both overwhelmed by the sentiment and emotion. We explored how Young Person X was feeling and talked in great depth, giving them the chance to process their emotions. We then constructed a letter back to Dad and will await his reply.

Receiving a reply from the dad was a really big deal not just for Young Person X but the

other young people as well because many of them had said there's no point writing letters to their dads because they won't reply. My hope is that we can continue this writing group and some of the other young people will build up the courage to join in.

This summer through Moving UP we have given this young person a supportive and safe environment with positive role models both male and female. A place that is consistent and reliable where they can come Monday to Friday; To eat a good meal and get five a day. A place they can explore their feelings and emotions, laugh, cry and reflect. Somewhere they can learn about what his hopes, dreams and future ambitions are.

Moving UP! has created a place this summer where many young persons like Young Person X can run, kick a ball, punch a bag, play some games, listen to music and talk with friends. A place where they can try new things, learn new skills and discover talents they never knew they had.

Case Study B

One of the young people referred to the Breaking the Cycle Project was being exploited by a criminal gang and had become heavily used to sell class A drugs. The young person was being exploited by the gang and used in both the local area and in a neighbouring county. In addition to being exploited themselves, the young person had also started to be forced into exploiting some of their own peers.

Intensive work was undertaken with this young person and over time a positive relationship was built that enabled the young person to understand more about exploitation, criminal grooming and county lines.

Through a sustained and consistent approach the young person was encouraged to take up boxing as a relief to get rid of the stress they were experiencing and they now attend a boxing gym three times a week. This has enabled the young person to meet the worker in a safe space and they have increasingly become surrounded by positive role models.

Over the course of the last few months we have been able to develop a better understanding about some of the factors that led to the young person being exploited. Although the young person does not want to use these as an excuse they have been able to reflect on how losing a parent to suicide made them feel isolated and this led to hanging out with the wrong 'friends' and constantly getting arrested. The young person described this as things just getting out of control and getting deeper and deeper and feeling trapped.

We continue to work with this young person who has now started a construction course. The young person's parent reports seeing a massive change in their child's behaviour and believes this is down to the relationship that they built with the worker from the breaking the cycles project.

Appendix C

Defacto Youth Service Structures (Substantive posts (FTEs) and part time hours) 2019

Bradford East (Staffing base budget = £385,000)

1 x Advanced Practitioner 26-29

1 x Youth Worker 20-23

4.5 x Youth Worker 16-19

0.5 x Youth Worker 12-15

1 x Apprentice Youth Worker

+ Up to 110 part time hours (combination of Youth Support Worker and Leaders in Charge contracted and casual) from base budget.

East total substantive posts = 8

Bradford West (Staffing base budget = £385,000)

1 x Advanced Practitioner 26-29

2.5 x Youth Worker 16-19

3 x Youth Worker 12-15

3 x Apprentice Youth Workers

+ Up to 110 part time hours (combination of Youth Support Worker and Leaders in Charge contracted and casual from base budget)

West total substantive posts = 9.5

Bradford South (Staffing base budget £314,000 + external £59k funding)

1 x Advanced Practitioner 26-29

1 x Youth Worker 20-23

3.5 x Youth Worker 16-19

1.0 x Youth Worker 12-15

2 x Apprentice Youth Workers

South total substantive posts = 8.5

+ Up to 90 part time hours (combination of Youth Support Worker and Leader in Charge contracted and casual) from base budget

Keighley (Staffing based budget £314,000)

1 x Advanced Practitioner 26-29

0.5 x Youth Worker 20-23

4 x Youth Worker 16-19

2 x Apprentice Youth Workers

+ Up to 90 part time hours (combination of Youth Support Worker and Leader in Charge contracted and casual) from base budget

Keighley total substantive posts = 7.5

Shipley (Staffing base budget £264,000)

1 x Advanced Practitioner 26-29

2.5 X Youth Worker 16-19

0.5 x Youth Worker 12-5

2 x Apprentice Youth Workers

+ Up to 90 part time hours (combination of Youth Support Worker and Leader in Charge contracted and casual) from base budget

Total fte in Substantive posts = 6

District wide (funded by external funds)

1 x AP

4 x Youth Workers (Preventing Serious and Organised Crime)

Total District wide (including vacancies recruiting to currently) = 5

APs District wide coordination responsibilities for the Youth Service

East – LGB and Trans work

West – None currently

South – Child Sexual Exploitation and Mental Health work

Keighley – Inclusion Work

Shipley – Youth Inspectors

District wide team – BOA Ambassadors, Workforce Development, Integration Strategy, Serious Organised Crime and Detached work

NB Apprentices employed District wide but placed in above Areas. Bradford West have an additional apprentice paid for out of base budget