

Report of the Strategic Director, Place to the meeting of Bradford South Area Committee to be held on 22nd January 2020

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Subject:

Youth Service Update – Bradford West

Summary statement:

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

Steve Hartley
Strategic Director
Place

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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 West 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 West
- An update on Bradford West'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 West 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 West, 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 West Youth Service ‘What’s On Guide’ details the current provisions being delivered within the Wards in Bradford West.

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

3.2 Voice and Influence

Twelve young people from Bradford West 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 West Ambassadors are supported within their local ward based youth provision and have the opportunity to meet weekly at Toller Youth Café. The young people took a lead in the Essential Life Skills Grant process and worked with 31 groups & individuals over 5 rounds that came to apply for the funding. This has given the young people first hand experience when working with decision makers increasing their life skills and confidence.

3.3 West Wide Provisions

Bradford West currently leads on the delivery of 6 area wide sessions weekly, these sessions are for young people to attend from across Bradford. The area wide sessions are themed to suit young people’s needs, interests and increase our Youth Offer. Bradford West delivers an inclusion provision for the area with over 30 young people attending weekly. 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. Bradford West also hosts a Study support session on a Saturday at Toller Youth Café offering tuition and support to young people with exam revision and curriculum based homework.

Information regarding the West Wide provisions can be found in both Appendix A and Appendix B.

3.4 **LGBT+**

The Bradford West team ensures LGBT + based work is delivered within all of our provisions and Bradford West supports young people to engage in 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 and substantive youth work staff in West 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 West 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 West 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 West are currently delivering an enrichment programme weekly at BIASAN engaging young people with refugee status and supporting these young people into their local Youth and YIM provisions.

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 Council Executive is recommending to Full Council that a previous Council agreement to cut the Youth Service budget by £513k from 1st April 2020 is delayed until 31st March 2021. The budget decision will be made at the February Full Council meeting where the Youth Service funding for 2020-21 will be determined.

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 West 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 West Area Committee adopts the recommendations outlined in this report.

9.2 That Bradford West Area Committee adopts the recommendations outlined in this report, with amendments.

9.3 That Bradford West 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 West Area as detailed in this report be welcomed.

11. APPENDICES

11.1 Appendix A: Bradford West Youth Service – What's On Guide

11.2 Appendix B: Bradford West– Youth Service Update

11.3 Appendix C: Bradford Youth Service Staffing Structures

12. BACKGROUND DOCUMENTS

12.1 Youth Service – Bradford West Area report. Bradford West Area Committee, 20th November 2019

Appendix A

Bradford West Youth Service

MANNINGHAM WARD				
For more information contact Chy Burnett 01274 431323 or chy.burnett@bradford.gov.uk				
Day/Time	Activity	Location	Frequency	Target group
Tuesday 4.00 - 7.00pm	Archery Session	Victor Street Mosque	Weekly	Open Session
Tuesday 6.00 - 9.00 pm	Outreach	Manningham Ward	Weekly	Open Session
Wednesday 6.00 – 9.00pm	Sharing Voices YIM Club	Sharing Voices Manningham	Weekly	Open Session
Friday 6.00 – 9.00pm	BYO Boys Youth Group	BYO Boys Bangladesh Youth Organisation	Weekly	Boys Provision
Saturday 3.00 – 6.00pm	BYO Girls Youth Group	BYO Girls Bangladesh Youth Organisation	Weekly	Girls Provision

CITY WARD				
For more information contact Chy Burnett 01274 431323 or chy.burnett@bradford.gov.uk				
Day/Time	Activity	Location	Frequency	Target group
Monday 4.30 – 7.30pm	Grange Interlink Women & Girls Project	Grange Interlink	Weekly	Girls Provision
Monday 6.00 – 9.00pm	Great Horton Youth Group	Great Horton Village Hall	Weekly	Open Session
Tuesday 4.30pm – 7.30pm	Khidmat Centre Open Access	City Ward	Weekly	Open Session
Wednesday, 5.30 - 8.30pm	Horton Park Youth Club	Horton Park Youth Club Horton Park Bowling Hut	Weekly	Open Session

Thursday, 4.00 – 6.00pm	Enrichment	BIASAN	Weekly	Open Session
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CLAYTON & FAIRWEATHER GREEN WARD

For more information contact Calais Lawrence 07582101067 or email calais.lawrence@bradford.gov.uk

Day/Time	Activity	Location	Frequency	Target group
Monday, 6.00 – 9.00pm	Clayton Open Access Youth Club	Clayton Youth Project Clayton Village Hall	Weekly	Open session
Monday 4.00 – 6.00pm	Boxing Club	Clayton Village Hall	Weekly	Open Session
Tuesday, 4.30 – 7.30pm	Transitional Project	Lower Grange Community Centre	Weekly	Year 7's
Thursday, 6.00 – 9.00pm	Lower Grange Open Access Youth Club	Lower Grange Youth Club Lower Grange Community Centre	Weekly	Open session

THORNTON & ALLERTON WARD

For more information contact Calais Lawrence 07582101067 or email calais.lawrence@bradford.gov.uk

Day/Time	Activity	Location	Frequency	Target group
Tuesday, 6.00 – 9.00pm	Thornton Open Access Youth Club	Thornton Youth Club Thornton Community Centre,	Weekly	Open Session
Tuesday 4.00 – 5.30pm	Rowan House Drop In session	Rowan House	Weekly	LAC
Wednesday, 6.00 – 9.00pm	Allerton Open Access Youth Club	Allerton Youth Club Weymouth Centre.	Weekly	Open Session
Friday 4.30 – 7.30pm	Football session	Football Session Thornton Recreation Centre	Weekly	Open session

TOLLER WARD

For more information contact Imran Hussain on 07582100174 or email Imran.hussain@bradford.gov.uk

Day/Time	Activity	Location	Frequency	Target group
Tuesday 6.00 – 9.00pm	Toller Youth Club	Toller Youth Cafe	Weekly	Open Session
Wednesday 6.00 – 9.00pm	Toller Youth Club	Toller Youth Cafe	Weekly	Open Session

Thursday 5.00 – 8.00pm	Girlington Detached & Sports in the Park	Girlington	Weekly	Open Session
Saturday 11am – 2.00pm	Study Support	Toller Youth Cafe	Weekly	Open Session

HEATON WARD

For more information contact Imran Hussain on 07582100174 or email imran.hussain@bradford.gov.uk

Day/Time	Activity	Location	Frequency	Target group
Tuesday, 6 00 - 900pm	Frizinghall Open Access Youth Club	Frizinghall Youth Project, Frizinghall Community Centre	Weekly	Open Session
Thursday, 6.00 - 8.30pm	Haworth Road Detached	Detached within the Haworth Road area.	Weekly	Detached Session
Friday, 5.30 – 7.30pm	Heaton Girls Youth Club	Heaton Youth Project St Barnabas Church Hall	Weekly	Open Session
Friday, 7.30 – 9.30pm	Heaton Boys Youth Club	Heaton Youth Project St Barnabas Church Hall	Weekly	Open Session

SCHOOLS WORK

For more information contact Kamrun Haq on 07582107053 or email Kamrun.Haq@bradford.gov.uk

Day/Time	Activity	Location	Frequency	Target group
Monday 8.30am – 3.00pm	1:1 Support	Beckfoot Thornton	Weekly	YIM
Monday 9.00am – 1.00pm	1:1 Support	Dixons Trinity	Weekly	YIM
Monday 8.30am – 3pm	1:1 Support	Bradford College	Weekly	YIM
Tuesday 9.00am – 1.00pm	1:1 Support	Dixons Cottingley	Weekly	YIM
Tuesday 8.30AM – 3pm	1:1 Support	Bradford College	Weekly	YIM
Tuesday 9.00am – 12.00pm	1:1 Support	Belle Vue Girls	Weekly	YIM
Tuesday 9.00am – 3.00pm	1:1 Support	Dixons McMillan	Weekly	YIM
Wednesday 9.00am – 3.00pm	1:1 Support	St Bedes & St Josephs	Weekly	YIM
Wednesday 8.00am – 11.00am	1:1 Support	1 in a Million Free School	Weekly	YIM
Wednesday 2.00pm – 4.00pm	Enrichment Programme	1 in a Million Free School	Weekly	YIM
Friday 8.30am – 3.00pm	1:1 Support	Beckfoot Thornton	Weekly	YIM

Bradford West Wide Constituency Wide

For more information contact Nicole Stott 07582101131 or email Nicole.stott@bradford.gov.uk

*(YIM) = Youth In Mind provisions targeting young people referred through the Buddies Project

Day / Time	Activity	Location	Frequency	Target Group
Monday 4.30 – 7.30pm	My Hub	Toller	Weekly	YIM
Thursday 6.30 – 8.30pm	STAR CLUB (YIM)	Culture Fusion	Weekly	Young People with disabilities and their friends.
Thursday 4.00 – 6.00pm	LAC Provision (YIM)	Rowan House	Weekly	Looked After Young People
Thursday 6.30 – 8.30pm	Befrienders Group	Culture Fusion	Weekly	Young People with disabilities and their friends.
Friday 4.00 – 6.00pm	Ambassadors Project	Toller Youth Café	Weekly	All Young People
Friday 4.30 – 6.30pm	R Space (YIM)	Culture Fusion	Weekly	Young People referred through the Buddies project
Monthly	Cycling Bradford West Cycling Project	Lister Park	Monthly	All Young People across West

The above table provides an overview of the work that is delivered in secondary schools in Bradford West. 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.



City Ward

Over the past 12 months the provisions in City Ward have developed and through partnership working we are now currently offering 6 provisions weekly. These sessions include 3 open access provisions, a girl's sports session, an inclusion provision for young people with additional needs and a targeted enrichment programme supporting young people at BIASAN.

The Young people from City Ward were successful in securing funding to run their own 5-a-side football tournament and on the 14th August over 60 young people from 6 teams participated. The teams consisted of young people from the local youth provisions, three local mosques and two teams for the New Libyan Society. The event was a real success and

There is a regular attendance of 17 young girls who are meeting weekly at Grange Interlink participating in sports and health based activities, this session follows the successful mothers and daughters project that we ran in partnership with the centre.

A new provision following a period of detached work has been developed in partnership with Spencer Youth Project and is running weekly from the Khidmat Centre engaging young people in issue based open access youth work.

Heaton Ward

There is currently four youth provisions been delivered in the Heaton Ward Weekly across three evenings engaging young people in open access, targeted and outreach work.

Howarth Road detached session enjoyed a summer of cycling and young people met weekly utilising the green spaces to engage in sports and health based activities.

Heaton girls have been very active in Youth Voice work, they have been leading on the panel for ELS and have supported a number of young people across Bradford West access Essential Life Skills funding, giving one young girl from Manningham the opportunity to participate in the Kick Boxing World Championships in Cork- Ireland where she secured Gold for England!

Heaton young people are currently participating in an area integration programme, where we connect weekly with a group of young people from Bingley and are planning to deliver a joint social action project in the New Year.

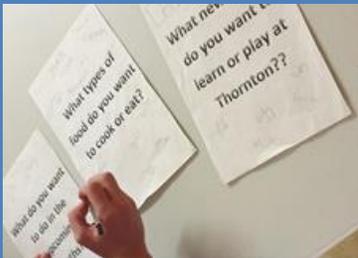
In addition the young people have participated in a wide range of informal educative activities including competing in the Dragon Boat festival, attending local festivals, visiting the coast and places of interest and having the opportunity to go climbing on Ilkley Moor, the young people are currently planning their residential to London too.

Thornton and Allerton Ward



There are currently 4 youth provisions and a targeted LAC provision running weekly across the ward. All of the sessions are well attended and the young people have been engaging in a wide range of activities from caving, climbing and boxing to camping, cooking and appearing on the national advert for Children in Need following the Bakers from Bradford Project!

Funding received from the local SDCA funded 12 young people to engage in a three month weekly project called the Edge Of Crime, the Young people engaged weekly in focussed issue based workshops whilst also having the opportunity to develop their skills Go Karting. This project supported a number of young people back into education and reduced the levels of ASB that they were previously engaging in. Young people increased their social mobility through securing funding for bicycles, the young people were supported to apply for the funding and were thrilled with their success. In addition the young people have been successful in securing a bid for Boxercise equipment, this allowed the young people from the different centres to come together and participate in the activity, the young people have enjoyed these sessions and at the equipment has been used by over 50 young people weekly.





City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Summer 2019
Good news stories

CHECK THIS GOOD NEWS STORY OUT !





Caving @ Doe Park

Part of our summer programme included taking a small group of young people caving, for some, this was their first time entering North Yorkshire and they had no clue what a cave looked like

The young people loved the whole experience going in and out of small and difficult holes on their hands and knees in the dark. Despite 3 young people being very scared and nervous at the beginning, they all worked together and supported one another throughout!





"Can we go again? this is awesome!"



Bradford Youth Service

Here for YOUTH



Toller Ward

Toller Ward has 2 open access sessions, a detached session and study support provision running weekly.

The young people from the Toller Youth Club have shown a key interest in music, they have worked together and with support created lyrics and songs. The young people have had the opportunity to showcase these at district wide events, the dragon boat festival and at local youth provisions increasing their confidence, social mobility and having the opportunity to meet other young people.

Detached in Girlington has developed over the summer and positive relationships have been built with the young people who are now engaging in weekly sports sessions, partnership working is continue to develop and funding was secured which offered young people a variety of positive activities over the summer.

The Saturday Study Club has proved a vital resource for young people to have additional support with revision, coursework and curriculum based homework. The young people access weekly from Sept - July and have given feedback on how useful this has been to support them with their studies. My Hub also runs from Toller on a Monday evening, and Safer Spaces operates Monday – Friday 4pm – 8pm.



My Hub

The My Hub session has ran successfully for 10 weeks and has benefited 15 young people who were referred in as Buddies. These young people had low self esteem, suffered from low moods, anxiety, isolations, lack of confidence and struggled with friendships. By accessing this session young people were able to build on confidence, feel safe to discuss issues, build on team working, resilience and self esteem. They were able to explore positive distractions and mindfulness techniques. The young people also were successful in applying for funding while attending the group which resulted in them being able to visit and explore a safari park outside of Bradford with friends they had made during the sessions. This increased social mobility, increased awareness of places outside of Bradford, helped them face their fears, made them feel more connected with others and gain self awareness. At the end of the 10 weeks young people were confident to move onto a new session and new environment which would help them step up further and build on the skills and confidence they had gained.





Manningham Ward

The Youth Service supports the delivery of 5 sessions weekly in the Manningham Ward these include targeted open access and Youth In Mind Provision

Archery sessions have been taking place weekly in partnership with Victor St Mosque with between 40 – 60 young people attending regularly, the young people engage in a 1hr issue based workshop prior to the archery session. The sessions have included awareness of anti-social behaviour, drug misuse, bullying, internet safety and healthy lifestyle's.

The BYO Boys and Girls groups have run weekly and through the partnership the young people have had the opportunity to engage in summer programmes and additional positive activities. The young people all contribute to the 12 week planning and the delivery of provision and we currently have 6 young girls who volunteer weekly delivering sessions around internet safety and body image.

The Sharing Voices session on a Wednesday evening has focussed on supporting young people around mental health issues – the young people have been taking a lead on delivering workshops and have been supporting the monthly inclusion cycle sessions that we delivery in Lister Park.



Clayton Ward

Clayton Ward has four provisions available to the young people weekly; these include 2 open accesses, a transitional provision and a twilight boxing club.

In addition the Ward has delivered a number of specialist projects including a reality works babies programme that engaged 12 young girls in a 3 month project educating them around teenage pregnancy, the Little Chef's project which taught young people to cook wholesome meals on a budget and the boys club that targeted young men at risk of ASB.

In addition the ward ran the first Youth Service – West Summer transition camp 12 young people engaged in the programme which included weekly sessions and a local residential, all of the young people successfully transitioned into secondary school and have now developed a weekly junior provision that they help deliver.

The Young people in the Ward enjoyed the holiday activities and participated in the Future Proof programme and residential achieving a recognised accreditation.



Case Study A

Young Person (identified as X)

X is a young person who is of school age and lives in Bradford with her mum and two younger siblings; X's dad has no contact with the young person and has re-married.

We received a referral for X from CAHMS and they were assigned a Youth Work Buddy who met them in school on a weekly basis.

At the time of referral X didn't feel they had any friends, they had very little confidence and spent their lunch times alone and feeling anxious. Outside school X spent time with family but didn't have any engagement with young people their age.

X was supported weekly in school and was invited to attend one of our YIM provisions, X was very anxious to attend however they were supported by their buddy.

X was surprised at how comfortable they felt in the provision and after three weeks of supported engagement they attended independently. X continued to engage in the provision independently and quickly made friends and developed a confidence she never knew she had.

After attending the provision for 3 months X was offered the opportunity to volunteer as a senior member at another YIM provision, X was clearly apprehensive about this however they used the skills they had developed to overcome these anxieties and went ahead to the new provision.

X is now a committed and confident registered volunteer who supports 2 provisions weekly in Bradford West, they have independently attended training and regularly leads on workshops and sessions. Outside volunteering X has a solid positive friendship group and is regularly engaged in social activities, X is now confidently studying for her GCSE'S.

X says – I never believed I would have had the confidence to meet new people and volunteer – I love helping at the xxxxxx provision and I am now wanting to volunteer internationally and I am planning this after my A-levels – before YIM I would have never thought this was possible.

X mum says – we cant quite believe how much she has changed in a year, we are so proud of her and grateful to the youth workers for believing in her, she has absolutely changed her life around.

Appendix C

***De facto* 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

3 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 = 10

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