

Report of the Strategic Director of Environment and Sport to the meeting of Shipley Area Committee to be held on 29 June 2016

Subject:

District wide Youth Service provision 2015-16 and Delivering a new Youth Offer for Bradford District

Summary statement:

This report gives an update for 2015-16 on the Bradford District wide provision undertaken by the Youth Service, which includes, but is not specific to any one constituency area.

It also proposes a way forward for establishing a new Youth Offer for the Bradford District in response to the recommendations made in the Youth Offer Review report produced in November 2014.

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Overview & Scrutiny Area:
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1. SUMMARY

- 1.1 This report gives an update for 2015-16 on the Bradford District wide provision undertaken by the Youth Service, which includes, but is not specific to any one constituency area. It also proposes a way forward for establishing a new Youth Offer for the Bradford District in response to the recommendations made in the Youth Offer Review report produced in November 2014.

2. BACKGROUND

- 2.1 Whilst being a devolved service and mainly working in Area teams, the Youth Service maintains elements of district wide provision that are considered to be either best provided at that level, or address common needs/issues to all young people across the District.
- 2.2 Each Advanced Practitioner takes on a district wide responsibility as follows:
- Duke of Edinburgh Award Project – Bradford South
 - Equality and Diversity - Keighley
 - Information, Advice and Guidance - Bradford West
 - Voice and Influence - Bradford East
 - Volunteering and Accreditation - Shipley
- 2.3 Appendices A-E describes the work that has taken place during 2015-16 in regard to each of these areas of work and some plans for developing this work during 2016-17.
- 2.4 In June 2015 the Youth Offer Working Group was formed following the independent Youth Offer Review and reports and recommendations that were taken to the Council's Executive in March 2015. The aim of the Youth Offer Working Group is to bring people together from across the youth sector to explore the review findings, and develop closer working arrangements in order to enable recommendations from these reports to become reality. The Youth Offer Working Group has representatives from the voluntary sector, the council, the police, community and faith sectors and feeds into the Core Strategic Group of the Young Lives Bradford Network and Bradford Council's Active Citizenship New Deal Partnership.
- 2.5 In March 2016 the Youth Offer Working Group produced it's report 'Delivering a New Youth Offer for Bradford District' which outlines the summary of discussions in relation to what are considered to be key elements of the Bradford Youth Offer, what this looks like now and where the opportunities are to make changes. It has used the findings of the review to formulate the recommendations in light of a changing environment in which youth work operates and the pressures on public sector funding. Appendix F contains a copy of this report.
- 2.6 This report was considered by the Children's Services Overview & Scrutiny Committee at its meeting held on 12 April 2016 which resolved:
- "That the report be welcomed and the young people and volunteers be thanked for their significant contribution to the meeting.



That a joint meeting be held with this Committee and the Health and Social Care Overview and Scrutiny Committee to consider young people's mental health issues and that young people be invited to attend that meeting.
That a progress report on the new Youth Offer be submitted to the Committee in 12 months time.
That the Service encourages young peoples voices to continue to be heard in influencing the provision of Youth Services."

3. OTHER CONSIDERATIONS

- 3.1 On 25 February 2016 Bradford Council approved a budget which included proposals in relation to the Youth Service to make savings by: reducing the numbers of full-time and part-time youth workers, moving from a model of providing Information, Advice and Guidance through two Information Shops to a District-wide Information service, reducing the amounts available to Area Committees for allocation to activities and Youth Opportunity Fund grants, removing the budget for Youth Service vehicles and reducing Youth Service Finance administration.
- 3.2 The outcome of these savings over the next two years will mean that the capacity of the Youth Service to support District-wide work will be reduced.

4. FINANCIAL & RESOURCE APPRAISAL

4.1 Financial

- 4.1.1 Financial provision to adequately resource district wide provision has been allocated within the budgets devolved to the respective Area Committees with responsibility for that aspect of district wide provision.
- 4.1.2 In 2015-16 an amount of £2,000 was reserved centrally from each Area budget in order to provide some resources for district wide provision in a consistent and transparent way, thus ensuring an equitable spread across the five constituencies.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

No risk management and governance issues within the context of this report.

6. LEGAL APPRAISAL

No legal issues apparent within the context of this report.

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

Equal Rights legislation has been considered as part of the detailed proposals for the devolution of services. The Youth Service has a responsibility to ensure that the services are accessible to all young people and that participation in the service reflects this approach. Specific targeted work takes place to encourage participation



from under represented groups.

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

No Greenhouse gas emissions apparent within the context of this report.

7.4 COMMUNITY SAFETY IMPLICATIONS

Providing positive experiences for young people helps to build self-confidence, raise aspiration and can provide and encourage 'diversionary activities' that builds and helps to support safer and stronger communities.

7.5 HUMAN RIGHTS ACT

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

7.6 TRADE UNION

There are no implications for Trade Unions arising from this report.

7.7 WARD IMPLICATIONS

District-wide Youth Service work and activities support young people and communities within all the Wards in the Bradford District.

8. NOT FOR PUBLICATION DOCUMENTS

None.

9. OPTIONS

- 9.1 That Shipley Area Committee notes the recommendations outlined in this report.
- 9.2 That Shipley Area Committee seeks additional information on aspects of these services that are delivered at a district wide level by the Youth Service.

10. RECOMMENDATIONS

- 10.1 That the district wide provision undertaken by the Youth Service as detailed in Appendices A-E of this report be noted.



- 10.2 That the work undertaken by the Youth Offer Working Group as detailed in Appendix F of this report be noted.
- 10.3 That the Shipley Area Committee considers and comments on the proposals and recommendations made by the Youth Offer Working Group in Appendix F of this report.

11. APPENDICES

- 11.1 Appendix A: Duke of Edinburgh Award Project
Appendix B: Equality and Diversity
Appendix C: Information, Advice and Guidance
Appendix D: Voice and Influence
Appendix E: Volunteering
Appendix F: Delivering a new Youth Offer for Bradford District

12. BACKGROUND DOCUMENTS

- 12.1 District wide Youth Service Provision, Document 'L', Shipley Area Committee, 9 September 2015.
- 12.2 Bradford Youth Offer Review, Document 'BQ', Council Executive, 10 March 2015.



Appendix A

Bradford MDC Duke of Edinburgh Award Project

Outcomes met in 2015/16

- The project has increased access by young people with additional needs through a partnership cultivated with Bradford Council's specialist Inclusion Project.
- The project has expanded the camp store by 25% to increase this offer to even more young people who would otherwise be excluded.
- In partnership with the DofE National Charity, Bradford has seen an increase of 8 new schools this year.
- Through the development of a new volunteers group we are expecting a large increase in recruitment and support of volunteers. Additionally, the project is also planning a young volunteers program, where young people would gain tangible outdoor qualifications and contribute to a greater increase in capacity for the city.
- Between the period of February 2015 to March 2016 the project has delivered seven training courses to help skill up new and existing staff involved in The Award across the city, including a new Bradford Leaders Course.

Increase in numbers

2015/16 has seen the highest levels of enrolment of young people onto the DofE Award programme. With the Bradford MDC Project and schools who have direct licences with the DofE the regional office has reported that Bradford currently has over 1500 new young people enrolled on the Award.

Campstore

Bradford DofE award project maintains and manages a large camp store to help remove a financial barrier to participation and ensure that all young people are equipped appropriately for the expeditions as part of the award.

Individually, an expedition kit would cost over £300, however, the camp store provides access to items such as boots, rucksacks, waterproofs and tents for a cost of £3 per person, per use (regardless of amount of equipment borrowed).

This store is used primarily for DofE award expeditions, but also helps support other activities and groups, such as the Piccadilly project, Hanson School's International trips and Youth Service camps.

Over the last year the camp store has been able to meet the demand and has continued to replace and grow its stock with the help and support of volunteers. This year volunteers have taken steps to expand the camp store, from 40 sets of equipment to 50 + sets.



Voluntary organisation

In line with the 'New Deal' and 'People Can' initiatives, currently there is a group of volunteers undertaking training and forming a constitution for a charity in order to support the Award and provide wider access to the outdoors and outdoor education.

Ultimately, this group will support the Award across the city, recruit and train volunteers and take responsibility for the camp store.

Change of Licence

Working in partnership with the DofE Award National Charity the project is currently assisting schools to take direct licences with The DofE Award National Charity. For the 20 schools that was part of the Bradford MDC licence this now means that they will have to take a more independent way forward away from the local authority. These schools will be supported by the DofE Award Charity directly.

The Council has committed to retain a licence for delivery to the Youth Service and other voluntary partners. This will ensure that for those young people who either don't want to or can't participate in schools there is an alternative way to access the award.

Future Plans

Looking to next year, despite the clear changes in the way the Award will be delivered across the city; there are some clear goals for the project in its new structure:

- Achieve at least one open-access Award centre managed by the Youth Service in each Area.
- Achieve an increase of 25% in new enrolments within Council provision.
- Increase the number of volunteers involved in the project, this will be achieved by:
- Working in partnership with the newly formed 'Bradford Adventure Support Enterprise' (volunteer's charity) to recruit, train, retain and reward volunteers.
- Implement a Young Leaders programme



Appendix B

Equality and Diversity

The Youth Service continues to promote equality and diversity across the district by giving every individual the chance to achieve their potential, free from prejudice and discrimination. This year has seen an increase in project work across the district, particularly with young men and women, LGBT young people, new arrivals, migrants and refugees.

Provision and Projects

- The Youth Service continues to raise young people's awareness throughout youth club provision by encouraging healthy debates and discussions on a range of subjects including the global migrant crisis and adopting a tolerant and accepting approach.
- Inclusion projects are delivered weekly in each of five constituencies. Recently Young people with disabilities from Bradford West attended the Star residential. This involved team building challenges at Nell Bank aimed at raising aspirations and self-esteem. The weekend was subsequently evaluated at 'Outside the Box' in Ilkley town centre. Outside the Box is a dynamic, community café which is run by adults with learning disabilities. The weekend was instrumental in showing the group that it is possible for someone with a disability to lead a more fulfilled and independent life.
- Regular sessions are delivered across the district to encourage participation of new arrivals, migrants and refugees.
- Sound sessions are delivered specifically for young people who identify as Lesbian, Gay, Bi-sexual, Transgender or who are questioning their sexuality and /or gender. A Sound residential took place in October, which attracted young people from across the district and enabled them to explore issues around gender and sexuality. This has made an active contribution towards the development of the Youth Voice agenda and the development of the new transgender youth group in Bradford.
- Build a Girl Project (Bradford South), the Power Girls – 12 week course building resilience with vulnerable young women at risk. (.Bradford East) and gender work with young people (Shipley) where the film Suffragette was used as a tool to raise issues and awareness about the history of women getting the vote in Britain and the importance of voting as well as issues around the discrimination of women.
- Boy's nights (Bradford East) to encourage positive self esteem.
- Boys in the Woods – 12 week course which re-engages newly arrived pupils on the verge of exclusion from school. (.Bradford East)
- The Young Advisors Project is a group of 12 young people who are representative of the diverse communities of Keighley. These young people are aged 16+ and are currently involved in a programme of training where they meet with other Young Advisor groups from across the country. This is complimented by local training and development, such as volunteer training and young people have received inputs around equality and diversity and now they are in the process of identifying social action projects to work on in their local communities.
- Various community cohesion residential opportunities have taken place across the district, which has brought young people together. These have given young people



a platform to meet people from other areas and explore the cultures, experiences and identities of the diverse population of Bradford in a safe, supported and positive way.

Events

- The Youth Service, in partnership with British Cycling and Sky Ride Local have delivered a programme of cycling events throughout the year aimed at young people with disabilities and their family and friends. Bradford West has enhanced their fleet of bikes to ensure that even more young people are able to access cycling opportunities district wide.
- International Women's Day was celebrated with events at TFD and MAPA on the 19th of March delivered by Patwah Media and Community Arts, which involved inspirational speakers and role models.
- Involvement in the Black Heritage Project which had positive outcomes where young people were supported by role models from African and African Caribbean backgrounds.
- Various activities were supported and delivered such as the Star Project Christmas Celebration Party for young people with disabilities.
- A variety of activities took place during February 2016 to mark LGBT history month such as awareness workshops, discussions about positive role models
- Training has been delivered to the Youth Service team on Transgender awareness, 9 equality and diversity sessions were delivered as part of the volunteer training programme. Prevent briefings in addition to training on Ideologies and radicalisation. 30 young people have attended transgender awareness training.

The Youth Service continues to collaborate and strengthen links with partner agencies, such as the Equity Centre and Bradford Disability Sports. This work takes place in a variety of contexts and settings and is enhanced by its partnership approach with schools, partners, community and voluntary organisations to ensure that the needs of young people are creatively addressed. The aims for the forthcoming year:-

- The Youth Service will continue to respond to the new and emerging needs of young people, in particular facilitating and supporting the new arrivals and refugees.
- To ensure that the district wide Youth Service continue to engage with young people and promote a sense of belonging across all communities, particularly focusing on taking in the diversity of the local population.
- To work with Workforce Development to improve equality and diversity training for Youth Service staff.
- To continue involvement and promote engagement in various themed months and events such as Black History Month, LGBT History, PRIDE, and International Women's Day etc.



Appendix C

Information, Advice and Guidance

The Youth Service runs two Information Shops for Young People which provide a district wide service for all young people aged up to 25.

The Shops are located in Culture Fusion, Bradford and Keighley Town Hall. They provide information, advice and related services on anything that affects young people's lives. The service is free, confidential and runs on a drop in basis.

The number of visits to the Shops by young people over the past 4 years was as follows:-

	2012-13	2013-14	2014-15	2015-2016
Culture Fusion	9,333	9,785	10,019	7,464
Keighley Town Hall	7,233	5,978	5,318	4,289

Young people are helped directly or guided towards the best place to get help. The delivery of the service to young people is done within the principles of youth work practice, including voluntary engagement, confidentiality, making informed choices and accessibility. Whilst footfall in the centres has decreased young people have been supported with issues. In 2015-16, 11,379 customer enquiries were dealt with in achieving positive outcomes and interventions for young people, enquiry times can range from 5 minutes to 3 hours. These can be face to face or telephone enquiries.

The majority of contact with young people is face to face and on a one to one basis. When a young person comes in to use the service, staff members engage with them, establish the reason for the visit and identify ways in which they can be supported.

As well the above, 14 school and college visits were carried out during the course of the year to undertake outreach work. The Youth Service were also involved in numerous events - the City Park Youth Event, Prince's Trust Programme, Pride Event, Skills House Launch, Bradford People Event, Apprenticeship Event, Youth Centres and the Queensbury Youth Event.

Depending upon their enquiry, in-depth one to one support, signposting to key agencies and access to information resources are available. Resources include; information that is available in a variety of formats plus access to computers and telephones that young people can use, for example, to apply for jobs or benefits.

To complement the provision, a number of partner organisations work from the Shops to deliver drop-in specialist services, including: support for young offenders, contraception and STI testing; benefits; housing and debt and also health for young men. Young people are able to access sensitive services in a confidential and non-clinical environment.

The Youth Service continues to work and network with numerous organisations including:-



Bradford Nightspot, Blast Project, City Training Services, Health Inclusion Project, Bradford Counselling Services, BetterStart Project, Broadway Shopping Centre, Bradford Hate Crime Alliance, Youth Clubs, NEET Youth Contract, Public Conversations Information Session, Local Sexual Health Service Launch, Community Public Health and Digital Communications Working Group.

Events at the Keighley Information Shop have included open days, Voter registration events and a pop up week long health event. Visits were also carried out at Oakbank School and Leeds City College – Keighley campus. As part of our remit as a district wide provision an outreach session was set up at Shipley Youth Café. A member of the IAG team attended a weekly drop in session specifically targeted at NEET1 clients in Shipley and for those young people who needed IAG support. Young people got help with CVs, housing issues, personal statements for university and job search and training opportunities.

Partnerships have also been developed with a wide range of organisations and agencies across the district to ensure that young people can be referred appropriately. Other partners use the general Shop area or one to one rooms to see young people who need a city centre based provision, where they can access other services of benefit to them. One of the major benefits of this partnership working has resulted in a project called NEET free Keighley been developed which, alongside other projects, resulted in Bradford recording its lowest ever number of NEET young people.

Link work is carried out with the Youth Service to ensure that their information and advice provision is up to date and relevant.

An important part of ensuring that young people know about the services of the Shop is to constantly promote the services to young people and the adults they come into contact with. Apart from the usual mail outs and stands at events, recent publicity has included: the development of an Information Shop Bradford Facebook page, which is updated regularly; development and updating of an Information Shops entry on the Council App; holding apprenticeship and other events at the Centres and the development of a PowerPoint presentation on the Shop's Services.

Future plans include:-

- Training for Youth Workers across the Youth work Sector in Information and Advice.
- Increase the use of social media.
- Maintaining information pages for the Youth work sector.
- Development of a Youth information App to allow increased access to IAG services.
- Sharing IAG resources to increase accessibility in locality areas.

The IAG Annual report (2015-16) will be circulated to the Bradford West Area Committee when it has been produced.



Appendix D

District wide Voice & Influence work

Youth Voice & Influence Mechanism

The Commissioner for youth provision has played a pivotal role in bringing together key partners from across the district to develop a mechanism for youth voice. Prospects, Barnardos, young Lives and Youth Service have come together as a think group to facilitate a mechanism which would enable young people to have open dialogue with decision makers and engage in decision making processes.

In February half term over a hundred young people attended a world café event where they were able to discuss, education, employability, housing, health and active citizenship. During the world café young people were asked if they would like to further engage by acting on the findings of the word café. These young people have been invited to a further event which will take place in the Easter break. The findings will be presented & young people will action plan how they move forward and represent the voices of young people.

Future plan

- Continue to increase the numbers of young people on this virtual bank of youth voice.
- Offer training to increase young people's skills and knowledge base.
- To hold a district wide youth voice event each school break which young people will drive
- To publicize the youth voice 'brand' 'logo' and encourage all people working with young people to take ownership and use the brand/ logo making young people's voice more visible.

LGBT Youth Voice

The planned residential with Calderdale's Identity youth group to learn from their success took place in August last year. Fifteen young people from Bradford attended with 11 from the Calderdale group. The residential has been the Springboard to the development of the transgender youth group. Transgender young people on the residential spoke of the need to develop a transgender youth group, the need for transgender awareness raising amongst professionals working with young and the urgent need to review good practise guidelines to met the needs of transgender young people.

As a result young people have worked with youth worker:

- A youth group has been set up in partnership with the Equity centre
- All youth workers have undertaken a days transgender awareness training delivered by the Gendered Intelligence

Future plans

- Train young people as peer mentors to deliver workshop in schools for both students and teachers
- Put together a awareness raising session which can be delivered in youth clubs



- Deliver transgender awareness training to all part time youth work staff
- Develop young peoples skills and knowledge base enabling them to further engage with decision making bodies

Budget Reduction Proposal

In February, youth workers consulted 2470 young people about the Council's budget proposals. This information was fed into the Budget planning process.

Children and Young People's Plan

In February, over eighty young people from across the district participated in a consultation with the Children's Trust board feeding comments into the Children & Young People's Plan.

Voter Registration

The partnership with electoral services continues with youth workers running sessions across the district in youth clubs, schools, & colleges to raise young people's awareness of democratic processes & the importance of voting.

Youth Can

A number of local initiatives have taken place across the District

- Laisterdyke youth club – young people are undertaking volunteer training and will pilot running a junior youth for 4 weeks in the summer
- Greenway youth Centre – young are undertaking volunteer training and will be co running a residential this summer for their peers
- Canterbury the Arc – young people delivered a presentation to ward councillors in December about life on Canterbury. It was agreed that Councillors would invite young people to a walk about with the police to discuss issues in the area.
- Springfield youth club has recently opened its doors on a Wednesday night. The session is focussed on build a youth committee for the club.
- Greenwood young people lost their provision before Christmas due to the community centre closing down... The young people feel strongly that they want their youth session to reconvene. Workers have been doing detached work in the area, building skills & confidence in preparation for young people to articulate their hopes.
- In the Easter break 50 young people who have engaged in voice and influence activities will attend a 3 day residential. The residential will begin by exploring Article 12 of the UN Convention on the Right of a Child. Young people will focus on their rights and responsibilities and begin to identify how they can engage in decision making processes to make a difference



Appendix E

Volunteering

Volunteer Development

- A comprehensive system for recruiting, training and providing placements for volunteers has been developed over the past year and issues around completing DBS checks have been ironed out and so these checks are being completed in a timelier manner.
- Six training programmes have been run throughout the year as well as an additional full day session which was run specifically for volunteers on the befriending programme in Bradford West.
- 42 volunteers have been trained with 26 of these being young people, 16 have been adults and two of the young people have disabilities.
- Out of the 42 volunteers that have been trained, 4 young people went on to University, 2 moved into paid work and only 2 went off the radar and did not complete the training.
- 19 young people and 5 adults are currently volunteering in Units across Bradford.
- Each of these volunteers completes around 3 hours per week volunteering with some volunteers undertaking more hours and offering their services for larger events. On an average of 3 hour per week for each volunteer, there are a minimum of 72 hours per week undertaken on a voluntary capacity in the Youth Service which equates to 3,744 hours per annum.
- In financial terms, at the lowest rate of pay for an unqualified youth support worker, this equates to some £28,941. In real terms, this amount is much higher as this equates to the volunteers that have been recruited through the Volunteer Co-ordinators and does not encapsulate the work of senior members and already existing volunteers in the different constituencies.
- Two of the young volunteers that have been trained have won awards as a result of their volunteering.
- Some feedback from volunteers that have been trained includes,

'Thoroughly enjoyed the training, just wanted to learn more and more.'

'So looking forward to working now as a volunteer having been given all the training which has equipped me with knowledge.'

'I have been helped so much by the Youth Service; I can't wait now to give something back. My knowledge and confidence has just grown.'

'The course was pitched at just the right level.'

'Thank you for providing this opportunity for clients currently working with Families First. It has helped them gain access to vital opportunities.' (Families First Key Worker)



Volunteering Promotion Work

The Volunteer Co-ordinators have attended the following events to promote volunteering opportunities and to promote the work of the Youth Service,

- Bradford Pride
- Take over Day
- Shipley College Volunteering Fair
- Bradford College Volunteering Fair
- Bradford University Volunteering Fair#
- Bradford Urban festival
- Shipley Celebration Event
- Youth Voice event at Bradford College

Networking

The volunteer co-ordinators have networked with and provided information around volunteering to a range of agencies including,

Bradford Trident	Families First
Centre of Excellence	Stronger & Safer communities
Christians Against Poverty	Bradford Festival
Information Shop	Leaving Care service
Youth Offending Team	Active Citizens
Saffron Residents Association	Hand in Hand
Barnardos	Shipley and Bradford Colleges
Bradford University	Centrepont
Social Care	Ministry of Food
The Arch (drug project)	Prospects
Holy Family School	The Hive
Victim Support	Advocacy, Advice, Action

The Future

The volunteering programme has now been well established and plans are now being put into place to help support other agencies with their volunteering requirements. The following training will take place over the next couple of months:

- Training for Centre of Excellence volunteers
- Bespoke Training for a group of 20 young people in Keighley
- Training for volunteers, the police and fire service who run the Police Holiday Activity Camps.

Although financial cutbacks to the Youth Service may compromise the Council's ability to sustain a dedicated Volunteer Co-ordinator post, the Youth Service will continue to encourage and support youth and adult volunteering over the coming year.



Appendix F

Delivering a new Youth Offer for Bradford District

Proposed by the Youth Offer Working Group



City of Bradford
Metropolitan District Council



Introduction

This document proposes a way forward for establishing a new Youth Offer for the Bradford District in response to the recommendations made in the Youth Offer Review report of November 2014.

The Youth Offer Working Group was formed following the independent Youth Offer Review and reports and recommendations that were taken to the Councils Executive in March 2015. The aim of the Youth Offer Working Group was to bring people together from across the youth sector to explore the review findings, and develop closer working arrangements in order to enable recommendations from these reports to become reality. The Youth Offer Working Group has representatives from the voluntary sector, the council, the police, community and faith sectors and feeds into the Core Strategic Group of the Young Lives Bradford Network and Bradford Council's Active Citizenship New Deal Partnership.

This document outlines the summary of discussions in relation to what are considered to be key elements of the Bradford Youth Offer, what this looks like now and where the opportunities are to make changes. It has used the findings of the review to formulate the recommendations in light of a changing environment in which youth work operates and of the pressures on public sector funding.

This document is intended to support the budget considerations in relation to Youth Work and its future in the District. It recognises the need to do things differently and to increase the sharing of expertise and resources across the whole youth sector.

What is the Youth Offer?

The Secretary of State for Education provides guidance to local authorities on services and activities to improve young people's well being. This guidance outlines the expectations in relation to young people's equality of access to a range of positive, preventative and early help services and activities that improve young people's well being.

We call this the Youth Offer, recognising 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. Bradford's Youth Offer aims to ensure 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, enjoy social mixing, spending time with other people and develop relationships with adults they can trust.

The Group felt that in the Bradford Youth Offer it is important to include a range of services that support personal and social development for young people, raise aspirations and build resilience.

Who delivers the Youth Offer?

In Bradford the youth offer is delivered by a range of providers including Bradford Council, health, schools, voluntary sector, informal community groups, housing associations, faith groups, uniformed organisations, the police and private sector organisations.

Why a new offer?

There are a number of reasons why there needs to be a new youth offer



- **The Youth Offer Review** The Council conducted a review into the Youth Offer. It recognised strengths of the existing offer, but also recognised that there is a need for change. This document is part of the progress of moving this offer on.
- **The severity of the cuts** Bradford is facing in the public and voluntary sectors means that the current levels of funding for all services and activities need to be reviewed.
- **Bradford's New Deal initiative**, a response to the austerity measures this recognises that there is a need to do things very differently in the future which will involve increased partnership working and communities taking a more active lead. The Youth Offer therefore needs to reflect the New Deal principles:
 - **Principle 1: Enabling Community Leadership** – the District should have a culture and systems of governance which are vibrant, inclusive and democratic.
 - **Principle 2: Integrated Local State** – the Council and other public bodies which constitute the local state will integrate planning and delivery so that shared priorities, based on wellbeing outcomes, drive decision making, joint commissioning, resource allocation and joined up services and relationships with citizens and service users.
 - **Principle 3: Reducing Demand, Changing Expectations and Behaviour** – Policies and strategies will be focused on actively managing, and where possible, reducing demand for services in order to manage costs within reducing resources and to eliminate waste.
 - **Principle 4: Investing in Prevention and Early Intervention** – A critical approach to managing demand in ways which reduce cost, eliminate waste and develop more positive, co-productive behaviours is through shifting strategies upstream towards preventing costly problems occurring in the first place, or at least intervening in problems before they become chronic and intractable.
 - **Principle 5: Reducing Inequalities** - All policies and strategies will aim to reduce the inequalities in income, health, education and other aspects of wellbeing which have affected and excluded significant parts of the population and which limit opportunity and life chances.
 - **Principle 6: Subsidiarity: decision-making is devolved to the lowest appropriate level** – so that strategies and services can be tailored to meet the needs of specific individuals, families and communities.
 - **Principle 7: Productivity and Value for Money** – policies and strategies will be able to demonstrate a commitment to delivering improved outcomes or reduced social costs in ways which minimise financial cost and waste and maximise economic efficiency and societal impact.
 - **Social media and new technology** are already changing how young people access information and support. The youth offer needs to reflect that.

This paper explores some options for delivering the new youth offer. One thing is clear, however, is that “no change” is not a viable or sustainable option.



Foundations of a new Youth Offer

The Youth Offer review and subsequent council decisions recognise the need for greater strategic collaboration. The Youth Offer Working Group proposes that the key foundations to a successful youth offer for Bradford District are:

- **Variety of experience:** Central to the offer will be the concept of ensuring that there is a variety of experience on offer. This includes variety of provider, variety of setting and variety of activities offered in local neighbourhoods.
- **Safeguarding:** All provision irrespective of size and sector (public, private and voluntary) should meet minimum safeguarding standards as outlined by the Bradford Safeguarding Children's Board and be able to evidence this.
- **Ensuring quality across all provision:** Currently it is unclear what "good" looks like. Equally different provisions use different measures to demonstrate their work. Provision should use the same outcomes and measurement. A 'kite mark' should be developed which sets out from a young person's view, what good provision looks like and allows organisations to assess their strengths and weaknesses. It is, however, vital that any expectations are proportionate and reasonable. With the exception of meeting minimum safeguarding standards, expectations on a very small informal group operating a couple of hours a week should be different to expectations on large well established organisation working with vulnerable groups.
- **Young person led:** Young people should be central to the planning, delivery and decision making. This is explored more within the sections on youth voice and active citizenship. Arrangements should be in place to enable young people to be actively involved in inspections on the quality and accessibility of provisions.
- **Community cohesion:** Opportunities to interact with young people from different backgrounds are vital and contribute to building community cohesion. Organisations would be encouraged to create opportunities to link up with other groups of young people
- **Inclusion:** It is vital that barriers to participation are overcome. This has two aspects:
 - Individual support to young people to help them overcome barriers and be able to access open access provision.
 - Organisational development to help organisations and staff adapt their services and activities to be genuinely inclusive – this support includes access to resources and training and will help organisations working towards the kite mark, and to benchmark approaches and performance to identify how we might improve impact and cost effectiveness.
- **Supporting health and wellbeing:** Activity under the youth offer contributes significantly to developing young people's health and wellbeing. Its contribution to improving the mental health and emotional wellbeing of young people is particularly important. The Group is working on strategic alignment with work to review CAMHS and mental health provision.
- **Learning Opportunities** Activities should enable young people's learning and achievements to be recognised and learning outcomes to be achieved. This will be through a diverse range of formal and informal methods, including awards and accreditation. Young people should be supported to recognise and celebrate their achievements.
- **Pathways to Opportunities**



All activities should be seen as part of a continuum and young people should be encouraged to take ownership of their own pathway and to explore the variety of opportunities and settings. Underpinning this will be:

- Ways to help young people find out what is available
 - Support to young people to access and explore the opportunities available
 - Organisations, staff and volunteers taking active steps to understand the other provision available and promote it.
- **Cross-sector working**
Greater partnership across the whole of the youth sector and greater collaboration is a key tenet of the youth offer and new deal. Central to this is an increase in cross-sector working. There are two strands to ensure this is achieved:
 - An increased level of face to face contact between young people who are supported by different providers – a greater range of cross-sector young people’s activities that build on and increase partnership working.
 - Greater level of strategic co-operation, including, co-design, joint commissioning, joint delivery and embracing new ways of working
 - **Capacity building:**
This would seek to:
 - Maximise the resources across the district and avoid duplication: sharing equipment, resources, staffing
 - Build on partnership working
 - Opportunities to maximise interaction and sharing
 - Capacity building support should be focussed around enabling organisations to work towards achieving the kite mark.
 - **Commissioning Processes:** Commissioning for services to children and young people should:
 - be aligned and appropriate to the youth offer, referencing the key principles outlined including supporting information advice and guidance, developing young people’s voice and engagement and promoting active citizenship.
 - Use appropriate methodologies to secure appropriate services, including grant funding, alliance commissioning: selection of methods should depend on the service and activity being purchased.
 - Be designed to maximise external funding

Elements of the Youth Offer

The Working Group is proposing five elements to an improved Youth Offer. These are described in more detail below:

1. Information and advice
2. Voice and influence
3. Open access
4. Targeted provision
5. Active citizens and young people’s contribution to community life



1. Information Advice and Guidance (IAG)

This includes advice on education, skills, health and emotional wellbeing. It encompasses both formal provision and informal provision.

What does it look like now?

- Two Info Shops (Bradford and Keighley). These offer a service for those young people who don't access "youth clubs" or other provisions. Numbers accessing the Information Shops have reduced significantly in recent years.
- Lots of Informal IAG by Youth Workers, professionals, volunteers within other provision. There is variability in terms of how well connected this is with other provision and how the quality of this is ensured.
- Schools provide IAG but young people who don't fit in to mainstream schools have less access to IAG.
- Sometimes the offer is too "formal"
- Better use of social media and the internet would offer young people access to a wider range of services

What do we know from young people?

- Young people are voting with their feet and using the Information Shops less than previously. Combined visitor numbers for both Shops have gone down from 30,213 in 2010-11, to 15,337 in 2014-15.
- Increasingly young people are using social media and IT to access and seek Information, Advice and Guidance.
- The youth offer should focus on providing support and activities that make a difference to young people's lives and not simply provide access to leisure activities (Youth Offer Review)
- The youth offer should focus more on providing support for young people to develop their learning potential than current provision does. (Youth Offer Review)
- There should be better signposting and advertisement of provision, particularly around the areas of learning support and directed at young people who are NEET or unemployed. (Youth Offer Review)

Options for Change

- 1. New models of provision:** District and sector-wide dispersed IAG model: develop a district-wide IAG service which supports other providers, as well as the Council, to provide IAG at a time and place convenient for young people to access (recognising that many organisations already do this informally as part of their provision). Move away from having just two dedicated drop in places to having a wider range of places where young people can drop in (like the help I am lost card). This would enable:
 - More outreach work to be done – take IAG support to existing provision.
 - Enable more pro-active sharing of information – focus on informing other organisations and providers.



- Horizon scanning - identifying what young people want
 - Increase use of social media - recognising the changes in youth behaviour for accessing IAG
2. **Changes to commissioning:** Ensure all Council funded provision (whether in house or commissioned) provide a base level of IAG as a core part of their work – formally recognising the informal activity undertaken, and introduce a requirement to be up to date and collaborative.
 3. **Increased partnership working:** Explore options to undertake further partnership work (e.g. Prospects “What if I...”)

Recommendations:

- That IT solutions and technological responses are explored and maximised
- That Information, Advice and Guidance work is delivered using the ‘dispersed’ model set out above and embedded into all youth work provision in the District

2. Voice and Influence

This encompasses:

- Influencing how provision is run: planning, governance, recruitment of staff
- Participating in decision making bodies and influencing local and national government
- Raising issues and campaigning on issues

What does it look like now?

- The Youth Offer Review recognised significant work needs to be undertaken to increase and improve youth voice.
- There is some youth voice provision but it is not co-ordinated or consistent. Opportunities for young people to feed in to existing ‘systems’ are difficult and sometimes too bureaucratic for them. Existing provision is not necessarily representative of all young people in the District. There are VCS forums that exist and are keen to link up to decision making processes, but there is no effective mechanism for doing so.
- There are pockets of consultation undertaken but not consistently and is not necessarily young person friendly. It is sometimes adult consultation with young people invited, rather than being tailored. Opportunities to be involved are not always well communicated; it is not always clear what is being asked, why it is being asked, what difference it can make and what the impact has been.
- Many organisations involve young people to some extent in the running of the organisation (governance, planning internal consultation, advisory committees).
- Organisations have forums that enable young people to discuss issues relevant to them but there are not necessarily opportunities for these voices to be heard outside the organisation.
- There is some involvement by young people in recruitment of staff but this is not consistent or across all provision.



- There are some good practice models of local young people and Area Committee Grant Giving Groups working together, e.g. YOF grants
- Youth service reports take young people to Area Committees and other meetings. It is much less common for other (non-Youth Service) groups of young people to be present at Area Committees.

What do we know from young people?

There is a need for a well resourced, central youth voice vehicle or mechanism such as a youth council or similar to allow young people to be involved at a strategic level in the development of the youth voice offer. Young people should also be involved in the monitoring and evaluation of provision, delivery of training for staff. As well as this be supported to volunteer generally in the running of the youth projects they attend and individual projects should make sure they listen to young people about the services they offer.

Young People identified that the chance to have their voices heard was an important element of the Youth Offer.

Options for Change

1. **Adapt consultation processes to make them more young people friendly:** Adapt language and approach to be more accommodating to young people. This includes reflecting on language used and how accessible existing consultation mechanisms are to young people. Consultation needs to be planned and invested in and appropriate for young people. This may involve social media, consultation in young people friendly environments, or going to where young people already are.
2. **Co-ordination and enhancing existing opportunities:** Link up what is already there – greater impact could be achieved by existing activities if they were better joined up.
3. **New opportunities for engagement:** Create opportunities for engagement that are meaningful, are achievable, have feedback and engage YP in what they can do.
4. **Nurture new and emerging youth voice opportunities and groups:** Some recent opportunities that young people have taken part in include:
 - December 2015 - 60 young people took part in a consultation with the members of the Children's Trust Board in identifying initial priorities for the new District Children and Young People's Plan.
 - February 2016 - 120 young people took part in the Youth Sector Partnership run Youth Voice Event looking at the priorities for the District Plan, the Children's Trust next steps and the Universal Safeguarding Board Anti Bullying survey.
 - February 2016 - 70 young people from across the Youth Sector have taken part in the first ever visit by the Home Office Select Affairs Committee to add their voice to the enquiry into the Prevent Policy.
 - March 2016 - the Children's Commissioner for England visited the District and undertook a series of visits to speak to young people living in Children's Homes, using Homeless Projects, young people on Supported and Independent Housing Pathways, Children in Care and Youth Provisions and Information Service Users. This 2 day visit enabled young people who would not have routinely engaged with



youth voice style events to be heard and influence directly those who have influence on National Youth Policy.

5. **Social media:** Greater use of social media to engage with young people. Could link with universities to offer student placements to develop social media, apps and other initiatives to support youth voice.
6. **Commissioning requirement:** All commissioning/commissioned services should have participation expectations
7. **Quality improvement:** Encourage organisations to reach/develop a Voice and Influence Quality Mark
8. **Area Committees and other Council Committees:** To ensure that when there are issues relating to young people, that opportunity is given for young people's voices to be heard.

Recommendations

- Build on the existing youth voice work and look to ensure pathways that enable this to become more joined up across the District.
- Develop a mechanism for sharing good practice and create opportunities for Youth Voice to be embedded into youth work practice across all sectors

3. Open Access

This incorporates any activity that is open to any young person in the District. Whilst this activity may be aimed at particular communities of geography, identity or interest, open access provision is not exclusively for young people from that community. This could include:

- Provision by faith groups that is open to young peoples who don't hold that faith
- Provision by a disability group that is also open to non-disabled young people
- Provision by uniformed organisations
- Sports clubs
- Youth clubs serving a particular place

What does it look like now?

- There is a relatively strong provision of open access
- There are perceived and actual barriers to access including cost, transport and safety
- Some vulnerable groups face particular challenges accessing provision.
- There are some gaps in provision and some duplication.
- There is a wide range of providers Faith, VCS, Council
- There is a need for more/better understanding of what different VCS and Faith organisations can/ do offer
- Open access is supported by small amounts of grant funding
- Varying ability to provide for additional support needs



What do we know from young people and the Youth Offer Review

- Overall young people are satisfied with the activities and support they are receiving and feel they have sufficient access to both. The most important areas of support to young people are personal and social development, activities and mixing and learning potential. Young people place substantially higher importance on the area of learning development than youth projects across Bradford.
- The Youth Offer Review young people's steering group was in favour of a greater focus on the vulnerable groups that have been identified as underserved, funded by moving some resources away from general open access provision
- Provision of local focused projects in specific communities should be used to overcome the barriers to specific BME groups created by safety concerns and the need/desire to stay within your own community. In the long term steps should be taken to promote community cohesion
- The most important type of activity to young people was "leisure activities not including sports" followed by "sports", "socialising with other young people" and "music" which were all broadly comparable. Young people believed they did not have enough access to "outdoor pursuits" and "workshops for groups" but this was only slight.
- Young people are happy to access youth provision in a variety of settings with open access youth specific settings being slightly more popular than others.
- Barriers to accessing provision are, cost of entry, cost of travel, safety concerns relating to the provision, concerns that staff would not understand your needs, or ensuring the environment was safe. These barriers applied to all young people groups but were more strongly pronounced for vulnerable groups. Safety concerns were more strongly pronounced for BME groups some of whom also highlighted not wanting to travel out of your own area/community after dark to access provision because of safety concerns.
- There were also additional barriers in relation to provision not meeting specific needs relating to specific vulnerable group categories (eg lack of personal care for young people with disabilities). Some BME group highlighted the need for culturally specific provision, but this is thought to be well met
- Asian/Asian British young people felt they were less well served with access to activities when compared to their peers. It is thought that community cohesion and safety issues appear to be a notable factor that affects the experiences and access to activities of Asian, Central and Eastern European and Roma groups of young people. Understandably these likely issues are likely to concentrate in Bradford West, which has the highest proportion of Asian heritage residents.

Options for Change

1. Reconfiguration of provision:

- a. The Council could work more closely with VCS and Faith providers to ensure consistent coverage and lack of duplication of open access opportunities
- b. Supporting local people to become volunteers in open access provision and take over the provision, enabling staffing resources to be prioritized on capacity building, outreach and addressing barriers.



- c. Develop a collaborative/partnership approach – jointly planning provision and developing good practice together and to ensure open access activity is inclusive and open to all.
2. **Collaborative work to seek resources and use existing resources more effectively.**
 - a. Joint work undertaken to bring in external funding to support open access provision.
 - b. Increased sharing of existing resources (e.g. learning opportunities, facilities)
 3. **Innovative ideas to use resources more effectively.**
 - a. For example: offer free leisure activities and have IAG outreach provision available
 4. **Develop common standards/outcomes for open access provision**

Recommendations

- Build on the existing mixed delivery model for open access provision which is part-funded by the local authority, and develop the Council's and the voluntary, community and faith sectors' delivery to agreed outcomes that align with the Youth Offer and guidance for services that improve young people's health, well-being and learning potential.

4. Targeted Provision

Targeted provision will usually be exclusively for people who fit certain criteria or where there is an expectation that a certain proportion of participants meet such criteria. This will often be provision that is issue or agenda driven and activity that is prioritized by particular funders.

What does it look like now?

- There are some good elements, which can be seen to deliver
- Current provision is generally based on historical arrangements and therefore may not always meet current needs. There is no clear system for refreshing/reviewing if the offer is still "sufficient"
- Targeted provision is generally funding and agenda driven and therefore less flexible. Where funded by grants there is often a greater element of flexibility.
- There is, in general, not a lot of innovation – although there are some emerging models
- There is a lack of clarity as to what is defined as targeted and why particular groups are targeted. Not clear what groups are defined as targeted groups / different definitions in the sector
- Targeted work is not always tied into the bigger picture

What do we know from young people and the Youth Offer Review

Young people place least importance on the area of aspiration and resilience and substantially less than projects in the area and adults who completed the stakeholder survey. However the nature of this category means that support in this area is less likely to



be desired than other areas, but may still be needed.

Options for Change

1. **Develop new flexible and responsive delivery models within commissioned services**

- a. Innovation partnerships – working together to achieve something
- b. Social investment could be considered/explored (social investment bonds)
- c. Targeted money could be 'seed' money with defined outcomes requiring other funding to support delivery (in kind and other grants)

2. **Review and redefine which groups are 'targeted'** - this needs a process for identifying changes to need/targeted groups and being able to adapt to change and emerging needs

3. **Reduce duplication and co-ordinate activity:**

- a. Need to consider who else is doing what to reduce/ensure no duplication
- b. Where young people already have key workers (some statutorily) i.e. LAC could we reduce the other professionals working with these groups (i.e. youth workers, NEET workers)

4. **Ensure better support to young people to enable access to targeted provision/universal provision.** This includes more promotion to targeted groups of the offer available in open access provision and including actively breaking down perceived and real barriers to access for some young people.

Recommendations

- To ensure innovation is supported and developed
- To consider, through commissioning, to allocating small amounts of funding to groups where there are opportunities for additionality and increased opportunities to access other funding

5. Active citizens and young people's contribution to community life

What does it look like now?

- **Pockets of good practice:** There are some pockets of good practice (e.g. the allocation of YOF grants by Area Committees, Play partnerships involving the community) but there is no consistent approach.
- **Young people's volunteering opportunities:** Young people do volunteer already, but there are not necessarily ways to ensure progress, support them to the next steps or ensure the quality of the opportunities.
- **National schemes and award programmes:** NCS is available in the District, but this is only one model and will not be suitable for everyone. It is unclear how effectively NCS reaches a wide variety of different young people. Some citizenship opportunities are available as part of award schemes (e.g. DofE and uniformed organisations' schemes) but completing the award can be the main motivating factor.



- **“Enforced citizenship”**: Some activity has a community benefit but is undertaken as a result of a sanction, judicial process or other enforced process, e.g. reparation work, Restorative Justice work
- **Missed opportunities**: The private sector is not active in initiating opportunities
- **Insularity**: Opportunities and activities don't always look beyond the immediate boundaries or broaden young people's horizons beyond Bradford
- **Focus of activities**: Sometimes active citizenship activities are focused on those who are not performing well – need to balance this with supporting and engaging those who are high performers
- **Adult led**: Much of the activity is adult led or directed. Adults also can be perceived as providing too much for young people, rather than encouraging and facilitating young people to devise their own solutions. Some practitioners have forgotten the “bread and butter” of youth work and “do too much” for young people rather than facilitating young person led action.
- **Faith based action**: Faith groups have a strong ethos in activities that make a difference within a community and would be keen for young people to take a more active role in identifying opportunities.
- **Funding**: Currently very little active citizenship work is explicitly funded by the Council, although some funded activity will contribute to developing young people as active citizens.

What do we know from young people and the Youth Offer Review

- Volunteering was relatively low on young people's priorities.

Options for Change

1) Developing pride in the city and other parts of the District.

- a) Work could be undertaken to develop pride in Bradford and promoting the positives of living in Bradford District. This could include work around the City Park and other places where young people meet.
- b) By developing and maintaining contact with young people, including those who move out of the area, the achievement of Bradford District's young people can be celebrated. In the future these young people may be in a position to support Bradford's communities.

2) Greater expectations of young people to play a role as an active citizen

- a) There should be a greater expectation that young people take a role as an active citizen and develop their own solutions. “The offer” currently doesn't expect enough of young people.
- b) Back to basics youth work – only doing for young people what they cannot do for themselves
- c) Young people should be encouraged to generate funding themselves to support things they want to do.
- d) Rather than running activities for young people, a more facilitative approach should be taken which rewarded giving and taking independent action.
- e) A greater emphasis on encouraging informal action like putting older people's bins out.



- f) Celebrate active citizenship - support young people in understanding the impact of small acts of kindness/citizenship
- g) Sessions could have some time allocated when there is “consideration of others” – instilling this in to young people’s thoughts.
- h) Empowering young people to make ‘safe’ decisions when taking active citizenship roles, thereby building young people’s resilience.

3) Funding and financing:

- a) The Council should place more emphasis on active citizenship within funding arrangements for all young people’s services.
- b) Encourage private companies to invest in young people in local areas where they are based.
- c) Encouraging local “giving” – create a community fund for young people.

4) Co-production and partnership: Focus on how young people and services can work together to achieve things in communities; learn how to build crowd support for ideas and influence people and build relationships.

5) Linking into faith groups and multi faith activities: ensuring these activities are visible and open offers to young people to participate. We need to learn from good practice e.g. Mosques/Madrassahs who are actively promoting active citizenship.

6) Increase networking and sharing of resources: to ensure that opportunities and ideas are shared and that young people have access to a wide range of resources.

7) De-specialising and de-mystifying how to engage young people – encourage all providers of active citizenship opportunities to consider how they can involve young people

Recommendations:

- Seizing opportunities that challenge young people to take social action
- Re-focus youth work practitioners towards ownership and towards young people being “creators not consumers”
- Influence and shape provision to develop opportunities for active engagement
- Developing initiatives and projects that are delivered by cross sector communities, VCS and the Council

Next Steps

The Youth Offer Working Group will continue to meet to oversee the implementation of the proposals and recommendations contained in this report.

Youth Offer Working Group

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