



CAERPHILLY YOUTH SERVICE STRATEGY 2014-2019



**A 21ST CENTURY SERVICE BUILT
ON A FIRM FOUNDATION**

Foreword

We are very proud of the Youth Service in Caerphilly. It has a long standing tradition of delivering innovative and high quality informal and non-formal learning to our young people.

Today however, our young people are very sophisticated and have more diverse needs. We therefore need to consider how Caerphilly County Borough Council (CCBC) can deliver personal and social education through a broad and progressive curriculum using youth work methodology to reduce the barriers to learning and enable all our young people to reach their full potential.

Youth workers have a unique relationship with young people and provide a key mentoring role that enables and empowers each individual to flourish. Youth workers engage them in enjoyable and enriching learning experiences that provide a platform for them to utilise the knowledge and skills learnt both in and out of school. This enables young people to maximise their potential.

The Caerphilly Youth Service Strategy outlines our vision and illustrates how we intend to deliver services to young people over the course of the next five years.

We will produce an annual report each year over the next five years which will highlight the outcomes and impact that youth work intervention will have had on young people. This will include a record of the number of young people engaged.

The Council has identified the Youth Service as a key priority for development and our strategy illustrates its commitment to providing effective and quality services for young people to meet their needs and aspirations.

Education and Lifelong Learning Portfolio Member – Councillor Rhianon Passmore

Director of Education and Lifelong Learning - Sandra Aspinall

WHY DO WE NEED A YOUTH SERVICE STRATEGY?

The vision for the development of the Youth Service provides a framework for the delivery of youth work and demonstrates how the theory will be implemented in practice. The Strategy includes the principles and purposes of youth work, what the Youth Service will do, how personal and social education is delivered and the benefits, outcomes and impact for young people.

Today, young people face more challenges than ever during their transition from adolescence to adult hood. Our Youth Service assists young people to develop their personal and social skills, lead healthy life styles, overcome any barriers to learning, prepare for the world of work and realise their potential.

The Youth Service has a key role in delivering learning outside of school hours, at weekends, and throughout the holiday periods to complement the formal learning process.

As a statutory education provision the Youth Service is central to the achievement of key Government policies and those of Caerphilly County Borough Council – this strategy demonstrates a further commitment to the CCBC Single Integrated Plan and its corresponding policies and procedures.

The Youth Service has a significant role in delivering on the United Nations Convention on the Rights of the Child, those Not in Education Employment or Training (NEET), 14-19, and Community and Participation strategies, the South East Wales Regional Youth Service Action Plan, and The Welsh Government's National Youth Service and Welsh Language Strategies.

With a youth population well in excess of 30,000, Caerphilly County Borough needs a Youth Service that delivers a balance of universal provision for all young people and targeted services that support the needs of young people who are most in need. Both of which, must be of the highest quality, innovative and provide learning opportunities that enrich the lives of young people.

In this context therefore it is essential that we utilise the core Youth Service budget effectively, establish strong partnerships with key organisations, build on previous good practice and are innovative in our delivery.

Our Vision - A County Borough where young people are valued, heard, respected and empowered.

Young people are the future. The vision of Caerphilly Youth Service is to provide a high quality broad and progressive range of learning experiences that enrich young people's lives, enable them to overcome the barriers to learning and realise their potential.

WHAT ARE OUR PRIORITIES?

Following the review of the Youth Service in 2012 the following priorities have been identified formulated into objectives which will be delivered in line with the corresponding timescales.

	Priority	Timescale
1	STRATEGY - Vision Review the current structure and delivery of youth work, identify best practice and reorganise the staffing structure to deliver appropriately.	By September 2014
2	CURRICULUM - Develop youth work settings and methods In order to meet the ever increasing needs of young people we will build on current good youth work practice, broaden and develop the youth work methodology, develop a firm foundation for the best value use of current resources and access additional funding to enhance and expand provision.	By April 2015
3	ACHIEVEMENT – The appointment of an Accreditation Officer Estyn has recommended that we increase the numbers of young people who secure	By April 2014

	<p>accredited outcomes through the Youth Service. We have appointed an Accreditation Officer and this role will be pivotal by having a focus on enabling and supporting accredited learning within universal and targeted settings.</p>	
4	<p>QUALITY – Further embed a common planning, assessment, monitoring and evaluation framework</p> <p>The regular review of service delivery provides an accurate picture of the outcomes and impact of youth work intervention which allows the service to effectively respond to changing needs. This process will help to improve the reach of the service, which in partnership with colleagues from other youth work groups aims to engage a minimum of 20% of the youth population of the County Borough.</p>	By September 2014
5	<p>DATA – Analysis of information</p> <p>The Council and its stakeholders need to make informed decisions about the development of all services. In order to achieve this we will collect accurate and current information to make informed recommendations on future delivery. This will include an analysis of:</p> <ul style="list-style-type: none"> • Youth population through the 2011 Census • engagement and attendance of all provision • geographical location of current facilities and gaps in provision • quality of premises through a banding system • young peoples achievement through local and national 	By September 2014

	<p>accreditation and other mechanisms</p> <ul style="list-style-type: none"> • staff qualifications, skills and training needs 	
6	<p>INFORMATION - Establish an information sharing protocol</p> <p>The Youth Service needs to contribute to the development of an information sharing protocol. This provides us with a system to communicate with other services more effectively in order to deliver improved provision for young people.</p>	By December 2014
7	<p>RESOURCES - Secure resources to develop curriculum and youth work settings</p> <p>To keep the Youth Service funding in a stable and sustainable manner moving forward we will continue to secure additional funding from external sources through partnership working.</p>	By April 2015
8	<p>WELSH LANGUAGE AND CULTURE – Celebrate the Welsh Language, Culture and heritage of Caerphilly and Wales</p> <p>Provide young people with three levels of opportunity.</p> <ul style="list-style-type: none"> • fully bilingual provision • provision for young people who are learning Welsh • activity which celebrates the culture, history and heritage of Wales, including promoting the value of Welsh amongst young people. 	By April 2015
9	<p>EQUALITY OF OPPORTUNITY – Provide equal access and support for all young people</p>	By April 2015

	Conduct an audit of the needs of young people and deliver an integration policy.	
10	<p>WORKFORCE - Audit of staff qualifications</p> <p>The quality of any service is dependent on the knowledge, competence, skills and behaviour of its workforce. In making sure that youth provision is of the highest standard we will benchmark the qualification and in service training required for each role and undertake an audit of qualifications. We will also look to increase the skills set of all colleagues by assisting them to undertake further and higher education level youth work training, irrespective of whether the prospective student is from the Youth Service or another youth support service.</p>	By September 2015
11	<p>PARTNERSHIPS - Establish robust working relationships</p> <p>Partnership working is essential to the development of the Youth Service. Service Level Agreements where applicable will be reviewed, best practice identified and a standard template agreed with all key organisations. This will maximise the knowledge, skills and resources through a joined up approach and avoid duplication for the benefit of young people.</p>	By April 2015
12	<p>MARKETING – Identify a process for celebrating the achievements of young people</p> <p>Develop an annual programme of events and activities which promotes the work of the Youth Service and celebrates the outcomes and impact of youth work</p>	By April 2015

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HOW WILL WE ENSURE THAT THE VISION WILL BE REALISED?

The Youth Service which forms part of the Directorate Service Improvement Plan provides a focus on delivering 12 key objectives together with detailed corresponding actions that illustrate how the vision will be achieved.

It is envisaged that in April 2015 and the subsequent years an annual report will be presented to Members and key stakeholders of progress on each element and how this has had a positive impact on the educational attainment, health and well being of our young people.

HOW DOES A YOUTH SERVICE STRATEGY DELIVER ON KEY STRATEGIC PRIORITIES?

Welsh Government

The Caerphilly Youth Service Strategy delivers in line with a range of Welsh Government Strategies and Guidance which include the Programme for Government, School Improvement and Welsh Language priorities but specifically delivers on the following documents.

Youth Engagement and Progression Framework

The Youth Engagement and Progression Framework requires the authority to have a process for the early identification of young people most in need, broker a process of individual support, track young people's achievements, deliver appropriate provision, enable young people to secure employment opportunities and be accountable to the outcomes and impact of services. The Youth Service has a clear and "vital role as provider of lead workers for those young people identified in greatest need of support." This role should deliver within a range of settings – formal, informal and non formal to ensure a joined up approach and seamless transition to focus on the best outcomes and impact for young people. The Youth Service and EOTAS provision have been aligned under the umbrella of the Community Education Service in order to ensure this effective process.

National Youth Service Strategy

A vision for a revised National Youth Work Strategy for Wales 2013–2018 was consulted upon in June 2013, has been published in March 2014 and the Caerphilly Youth Service Strategy delivers in line with this framework.

The focus of this document highlights the need to enable young people to participate effectively in education and training, take advantage of opportunities for employment and participate effectively and responsibly in the life of their communities.

Caerphilly County Borough Council

Single Integrated Plan

The Youth Service Strategy also delivers directly on the priorities in the Single Integrated Plan specifically the Learning Caerphilly priority.

This includes the provision of high quality learning opportunities which enable young people to develop their knowledge, personal and social skills to empower them to thrive throughout their life course.

Through the delivery of the Youth Service Curriculum young people will be able to improve their level of basic skills, secure non-formal qualifications and access job opportunities.

The Youth Service has a well established and long standing reputation for working in partnership to realise these outcomes together with schools, statutory agencies and the voluntary youth work sector.

WHAT ARE THE BENEFITS OF YOUTH WORK?

The Youth Service provides a unique learning environment built on the voluntary participation of young people and the quality of the relationship developed with the trained and skilled youth worker. The outcomes for young people from this environment can be identified within three broad themes: **active participation; wider skills development; and enhanced emotional competence.**

1. The outcomes of **active participation** include:

- enjoyment and **achievement**;
- making a **positive contribution** to their Youth Centre or project, to their neighbourhood, community and society;
- improved **health, fitness and well being**;
- acquiring and practicing new and enhancing existing practical **skills** related to, for example, their involvement in sport or creative activities or as members of a **Youth Forum**;
- improved **knowledge** and **understanding** of the wide range of issues which affect them;
- becoming **involved** in community activities;
- **learning to manage risk** in supportive situations.

2. The outcomes of **wider skills development** include:

- learning to learn;
- team building;
- communication;
- problem solving;
- decision making;
- becoming able to influence services and policies which have an impact on their lives and thus contributing to better services.

3. The outcomes of **enhanced emotional competence** include:

- increased levels of confidence and self-motivation;
- improved self-awareness, motivation and self-worth;
- maintaining the ability to develop and sustain relationships in a wide range of settings;
- empathy with and consideration for others.

WHAT DOES A YOUTH SERVICE PROVIDE?

The purpose of Caerphilly Youth Service is to provide young people with opportunities to enhance their personal and social skills through a broad range of learning experiences that stimulate their intellectual, practical and creative development. Youth Services have a strong track record in engaging young people in positive activities that are participative, empowering and encouraging through a distinctive approach which is educational, challenging and fun. Through youth work interventions young people are better supported to realise their aspirations and reach their potential as informed, responsible, confident and caring individuals.

For many young people, youth workers represent one of the most credible and accessible sources of support from an adult. This acceptability contributes to the foundation of the youth work relationship, which is unlike that found in any other professional relationship with young people. For this reason, many other agencies work with the Youth Service to either gain initial contact with particular young people, to facilitate on-going contact, or to deliver aspects of their own service, alongside delivering a comprehensive range of provision for all young people.

Key Principles

Youth work is delivered in response to key principles which are highlighted in the Youth Work in Wales: Principles and Purposes (See Appendix A)

- Youth work is based on the voluntary engagement of young people.
- Young people should be empowered partners in the processes and opportunities that youth organisations provide.
- Youth work starts at whatever point young people are in their lives, regardless of circumstance, and recognises their potential.
- Fundamental to youth work are the principles of equality and inclusion.
- Youth work recognises that young people have rights and seeks to work in a rights-based way.
- Youth work recognises that young people have responsibilities and requirements placed upon them. Youth work seeks to help them address those responsibilities and requirements.
- Youth work is essentially focused on activity which is both informal and non-formal. Informal activity seizes opportunities that are not necessarily planned. Non-formal activity provides planned opportunities which lie outside formal systems such as school-based education. Both kinds of activity might lead to accreditation or recognition.
- The identification of youth work as a partnership with young people outside formal or legal requirements is an important element in securing the voluntary engagement of young people.
- Youth work has at its core the importance of providing safe environments for young people and of supporting the safety as well as the development and well-being of young people.

WHAT DOES THE YOUTH SERVICE CURRICULUM INCLUDE?

The Youth Service Curriculum (Appendix B) provides a foundation for high quality youth work with young people. It enables youth workers to plan, deliver and evaluate their work in a systematic and measurable way; ensuring beneficial outcomes for young people are achieved. Planning for young people's learning takes place around 5 core curriculum areas that each cover major issues that young people face in

their transition from childhood to adulthood and represent key areas of learning that enable young people to grow and develop. The five curriculum areas are:

1. Citizenship
2. Creativity
3. Recreation
4. Health and Well-being
5. Life Skills

The curriculum is delivered through appropriate learning activities that are educative, expressive, participative, inclusive, empowering, and:

- Focus on and meet the needs of young people
- Are inclusive and provide equality of opportunity
- Equip young people with transferable skills
- Are relevant, challenging, interesting and enjoyable
- Nurture resourceful resilient and reflective young people
- Are achievable

HOW SHOULD YOUTH WORK BE DELIVERED?

Young people today are very sophisticated and have very individual and diverse needs. In order to provide a platform for the engagement of all young people between the ages of 11 to 25, the Youth Service should provide a broad and progressive choice of youth work settings.

This will include the provision for opportunities for young people throughout the age range, a balance of universal and targeted youth work together with a variety of facilities that provide a platform to widen young people's experiences in response to need.

The following table provides a title for the youth work setting together with a definition and a corresponding colour coding which illustrated whether this provision currently exists in Caerphilly.

Green – currently available

Amber – needs to be developed further

Red – not currently available





UNIVERSAL PROVISION

This category of youth work methodology ensures that all young people have equal access and that it is provided in a central community location or within a town or large community.

Information Services	<p>This facility should be located within a principal town centre and provide a hub for the development of other youth work settings. It will have close proximity to public transport and other central services in order to enable ease of access and ensure opportunities for young people to be motivated to attend.</p> <p>The Youth Information facility will provide access to information, advice and advocacy services to address the issues that affect young people's lives. This will be delivered by qualified and experienced full and part time youth workers who will provide the short, medium or long term intervention needed. This facility should be designed and managed by young people with practitioner support and focus on the 14+ age group.</p> <p>The Welsh Government provides access to an Online national information and advice service for all 11-25 year olds which will be delivered within the above youth work setting.</p>	
Youth Centres and Clubs	<p>A fit for purpose youth centre provides an essential platform for the engagement of young people predominantly between the ages of 11 – 19 within town, village and community locations. This facility should provide a range of informal learning activities, accredited programmes and special events of interest to the young people. The focus of delivery should be placed on creating an enjoyable, informal learning environment where young people feel safe and welcomed.</p>	

TARGETED PROVISION

These processes enable youth workers to focus on key activities which respond to the needs of specific groups of young people.

Accredited Youth Work	<p>A minimum of 20% of youth work delivery should be accredited through a range of nationally and locally accredited programmes in order to enable young people to secure qualifications and an opportunity to demonstrate the value, outcomes and impact of youth work intervention. This will include the Agored Cymru, Children's University, Duke of Edinburgh Award Scheme and ASDAN qualifications.</p>	
Detached Youth Work	<p>Detached youth work is undertaken where young people have chosen to meet. This can include streets, cafes, parks, shopping centres. The Youth Service should provide this method to engage young people on their own territory in order to work with the hardest to reach and reduce anti social behaviour. Youth Workers should be specially trained to undertake this method of supporting young people in order to ensure the Health, safety and the welfare of all concerned.</p>	
Outreach Youth Work	<p>Outreach is a form of youth work that takes place on young people's own territory but is a method of work that supports and compliments existing centre/project based youth work.</p>	
Mobile Youth Work	<p>This youth work setting utilises an appropriate vehicle to provide information, advice, advocacy, training and support to engage young people within a rural setting where viable youth centres or youth projects cannot be delivered. It is also a setting that has a proven track record for engaging young people in rural locations and ensuring equality of</p>	

	opportunity.	
Holiday Provision	This method should be developed in partnership with other key learning providers during holiday periods. It is envisaged that colleagues will provide staff and venue at no cost with Community First supporting the transport and materials cost.	
Senior Member Training	This programme should be delivered annually in order to provide young people between the ages of 15-17 with a leadership qualification, work experience opportunities and the potential to secure part time employment within the youth work and public sector. This method has a key function in terms of providing young people with invaluable skills and experienced that can be utilised to progress on to the Apprentice Youth Worker and Passport programme.	
Apprentice Youth Workers	The Youth Service should facilitate this peer education programme as a progression route to Senior Member Training programmes in order to facilitate a career path and target the hardest to reach which include young people who are not in education training or employment. Each apprentice should be provided with an opportunity to undertake a work-based learning programme within a maintained and voluntary sector youth provision. This enables them to gain valuable experience and undertake a course of study appropriate to their ability within the field of youth and community work.	
Residential Education	Residential Education is a mechanism that provides an opportunity for intensive intervention, issue based youth work and accredited learning.	
National and International Youth Work	National and International Youth Work widens young people's horizons and experiences. The Youth Service will facilitate this development in	

Youth Work	partnership with the British Council.	
Junior and Youth Forum	<p>A Youth Forum provides a progressive structure to facilitate participation. It enables children and young people to have a voice, be listened to and influence the development of services.</p> <p>This initiative facilitates flow in both directions to communicate and influence policy development.</p>	
Youth Workers in Schools	<p>Youth Workers in Schools provide an excellent mechanism for working with young people who become disengaged from the formal learning process or need additional personal support to reduce exclusions and encourage re-engagement with learning. Youth Workers also have a unique skill and are trained to deliver Personal Social Education.</p>	
Volunteering	<p>The Youth Service provides an ideal learning environment for young people to volunteer and gain invaluable work experience. It facilitates peer education and assists young people to develop planning and project management skills. This youth work method is underpinned by Millennium Volunteer opportunities.</p>	
Young Enterprise	<p>It will be important that the Youth Service has a clear role in enabling young people to develop their business skills within an informal setting in order to gain confidence and address any barriers to learning.</p>	
Family Engagement and Support	<p>The Youth Service is in a unique position to engage the wider family through its effective relationship with young people. Engaging and supporting the families of young people has become a critical part of youth work and is proving to be very effective and</p>	

successful. By engaging the whole family in provision using youth work methodology, the wider needs of a family can be identified and addressed which in turn has longer term benefits and improved outcomes for children and young people.

SAFE