



# Youth Services



A Report from Overview & Scrutiny







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# Preface

By Cllr Reginald Corns

**Chair of the Youth Services Overview and Scrutiny Review Group**



In presenting this report to the Council, which follows what has been a long process of meetings and visits, I would like to thank all those young people who have been part of this scrutiny exercise. During this review we have seen various establishments that house our youth facilities and listened to what we have been told by those who work with young people from many different fields of youth activity.

We wish therefore, to share with you our conclusions and hopes for our young people. It is our belief the youth service in Birmingham has been the poor relation of all our services and it has been under resourced for many years. The following will give you an indication why that is.

Nationally recognised figures for funding a youth service are nearly twice what are spent in our City, that average must suggest that somewhere our investment in young people is, and has been an embarrassment.

There is national recognition that youth worker numbers should be 1 per 400 young people, it is nearer 1 to 1000 in Birmingham.

Many of the youth workers we use (not necessarily employed by us) are on short term funded contracts from Neighbourhood Renewal Funds or European grants and therefore in very insecure working arrangements. Remember youth workers can sometimes be the only confidante a young person has, it should not be allowed to be a short-lived arrangement.

The premises we house our services in many cases, suffer from very poor set up and constricted usage arrangements. The status of the youth service must be raised to address its importance in the field of a service delivery.

Despite this we were impressed with how committed and dedicated our youth workers were; we were impressed with the skills of the young people who worked with us on this review and we saw some excellent youth work in action. All of this shows what can be achieved with the right level of investment in our young people.

There has been insufficient interaction with the voluntary sector by the city. I believe they offer a large range of outlets which should be a very positive resource for this Council through its youth service. The social, cultural or leisure requirements of young people should have avenues that give easy access to these alternative outlets as part of an organised youth service.

However, it is important that whatever we do for the future must be done in the scope of a basic framework in which the Constituencies can interact and encourage the integration of its youth within the various communities within our city.



Facilities which accommodate disabled young people need to be reviewed in all youth service outlets. Also activities for the disabled must also be a major consideration, the importance of disabled young people to be or feel part of what is going on must be encouraged.

The Government has introduced its initiative "Every Child Matters" the principles have to be admired, *However*, there will be a cost. How we meet those costs will need to be seriously considered. Within those expectations, if we can introduce to our young people outlets that give them opportunity with new goals and outlets for their curiosity and energy, then it may well follow that they will not be the recipients of those other outlets with a far higher cost implication such as drugs, crime and the like. That is the choice.

Our Youth Service has been the poor relation of all our services; our ignorance of its real need has produced a far higher expensive side effect.

If we now make the commitment to accept this report and its implications for the future then we will have done our duty.



# 1 Summary

- 1.1.1 The request to conduct a formal scrutiny review of the Youth Service emerged from the findings from a scrutiny review undertaken by young people in 2005. Their final Report, "Involving Young People," expressed concerns about the level of funding for Youth Services and identified that resources were not universally available across the city, with some parts of the city receiving little or no provision.
- 1.1.2 This Review substantiates those findings and highlights that the allocation of resources for youth work does not provide for fair and equitable access to provision for young people primarily as a result of the low level of funding for the Youth Service. This exercise was jointly conducted by Members from the Education and Lifelong Learning Overview and Scrutiny Committee and the Young People's Board for the Youth Service.
- 1.1.3 This Review set out to identify how the Youth Service's resources should be utilised in the short-term in order to ensure a more equitable and fair distribution of resources across the City and to specify a longer term action plan on how to deliver a service to young people that meets a minimum standard of adequacy.
- 1.1.4 In general, we found that there was a significant gap in the level of funding for the provision of youth work in Birmingham and an absence of adequate places and resources to support the delivery of youth work.
- 1.1.5 Despite this, the service reaches a significant number of young people: 29% of the 13 – 19 population against a national target of 25% express a high level of satisfaction with the service provided (95%). There are numerous examples of excellent youth work, being delivered by highly committed staff, often with young people who have significant barriers to realising their potential.
- 1.1.6 The Youth Service is involved in a number of partnerships and its statutory partners expressed a high level of support for the Service's ability to engage with young people who they have difficulties in reaching and the style and approach of youth workers working with young people.
- 1.1.7 The potential to enhance the contribution of the Youth Service to young people through partnership working was also highlighted. Some partners expressed the view that the level of engagement at a local level was variable and there was a need to be more explicit about the role and structure of the Service.
- 1.1.8 The voluntary and community sector expressed concern at the lack of engagement with the Service at a strategic level and identified a lack of support at a local level in some areas of the city. A view emerged that the two sectors were not developed as a single Youth Service and there was inconsistency in the approach to partnership working at a local level.
- 1.1.9 Constituency Directors highlighted the need for greater involvement of the Service in joint planning, which again varied across the city. They indicated a clear role for the Youth Service on priorities relating to young people. Constituencies emphasized the need for an enhanced role in



responding to anti-social behaviour and a general frustration over the responsiveness of the Service in some areas, together with a recognition that limits in resources had an impact on this. There was a specific recommendation for Youth Services to be locally managed by Constituencies through a Service Level Agreement. However, the Review Group also considered the position on the anticipated reorganisation which will take place in 2008 involving both Connexions and the Youth Services and felt that any consideration of devolution at this point was premature.

- 1.1.10 Young people who used the Service were extremely complimentary of both youth workers and the nature of the support they received. There was, however, a concern expressed that young people who are not engaged with the Youth Service do not find it easy to identify what is available for them to access.
- 1.1.11 Youth workers expressed concerns over the level of resources available for them to support their work with young people. Specific areas were noted by the Review Group: the use of multi contracts for part time staff; the lack of support for staff to access professional qualifications; and the insecurity felt by staff funded through external grants.
- 1.1.12 This report sets out a series of recommendations designed to establish a corporate policy and framework for the delivery of youth work in Birmingham. It sets out recommendations that have been designed to increase the Youth Service's support in relation to partnership working with the voluntary and community sector; with young people and other statutory partners and makes recommendations to enhance the service's contribution to developing its work force.
- 1.1.13 The report sets out a position on adequacy and recommends that the Executive identify a realistic timetable for addressing key resource issues set out within this report. A specific Recommendation is made in relation to developing a targeted youth work support service designed to respond to anti-social behaviour within communities.
- 1.1.14 The report recommends that future budgets for the local delivery of Youth Services should move towards an equitable distribution of core budgets according to the size of the 13 – 19 population, with external resources being used to enhance provision to meet targeted needs. It recognises, however, that a fair and equitable access cannot be achieved through a redistribution of existing resources.
- 1.1.15 The report notes the specific role of the Youth Service in building community cohesion and recommends that a full assessment of this aspect of the service's work is undertaken.
- 1.1.16 Finally, the report recommends that the City Council maintains a centrally co-ordinated and managed Youth Service, whose future management and development is determined as a specific response to Youth Matters – Next Steps. The Report highlights however the need to enhance the Youth Service's alignment with Constituency priorities; the agenda for Neighbourhood Management and neighbourhood policing.





## 2 Summary of Recommendations

|    | Recommendation   | Responsibility   | Completion Date |
|----|--|--|-----------------|
| R1 | That the Cabinet Member for Children, Young People and Families reports on the arrangements for the future management and development of Youth Work in light of the National Agenda set out within Youth Matters – The Next Steps. The Cabinet Member is specifically requested to note the view of this Scrutiny Report that the management of the delivery of Youth Services should not be devolved to Constituencies at this time.  | Cabinet Member for Children, Young People and Families | December 2007   |
| R2 | That the Cabinet Member for Children, Young People and Families prepares for wide consultation an enhanced policy for youth work in Birmingham which in particular: <ul style="list-style-type: none"> <li>• Sets out the role and function of youth work in Birmingham</li> <li>• Sets out the arrangements for the management, development and delivery of youth work</li> <li>• Establishes a framework for ensuring consistency of arrangements at a local level for working with the community and voluntary sector</li> <li>• Confirms the City Council's commitment to maintaining JNC terms of conditions</li> <li>• Shows arrangements for information sharing and service planning with statutory partners, voluntary and community organisations and young people.</li> </ul> Thereafter developing the next steps action plan together with reporting the outcomes of the consultation to the Education and Lifelong Learning Overview and Scrutiny Committee. | Cabinet Member for Children, Young People and Families | April 2007      |
| R3 | That the Cabinet Member for Children, Young People and Families produces a strategic plan to address the key issues related to resourcing the Youth Service as detailed within this Report.  | Cabinet Member for Children, Young People and Families | January 2007    |
| R4 | That the Cabinet Member for Children, Young People and Families sets out a strategic plan with outcomes designed to enhance and strengthen the role of the voluntary and community sector in the management and delivery of Youth Services which includes:   | Cabinet Member for Children, Young People and Families | October 2007    |



|    | Recommendation  | Responsibility   | Completion Date |
|----|---|--|-----------------|
|    | <ul style="list-style-type: none"> <li>• A review of existing partnership agreements with the voluntary and community sector</li> <li>• Arrangements for ensuring that these partnerships are based on mutually agreed working arrangements that are subject to evaluation</li> </ul>   |  |                 |
| R5 | <p>That the Cabinet Member reports on options to enhance the role of young people in decision making including:</p> <ul style="list-style-type: none"> <li>• The Youth Service's Hear by Right Action Plan.</li> <li>• Options for establishing an integrated young people's volunteering service</li> <li>• Action designed to increase the level of peer education projects.</li> <li>• Arrangements for existing provision directly provided by the City Council to establish young people advisory committees supported by community support forums.</li> </ul> | Cabinet Member for Children, Young People and Families | April 2007      |
| R6 | <p>That each of the Constituency Committees and Constituency Strategic Partnerships receive a progress report on the Hear by Rights Action Plan for their Constituencies.</p>   | Cabinet Member for Children, Young People and Families | December 2006.  |
| R7 | <p>That an action plan is developed setting out the Youth Service's contribution to neighbourhood management and neighbourhood policing. This should specify arrangements for involving young people in these processes and the impact on addressing Constituency priorities for young people.</p>  | Cabinet Member for Children, Young People and Families | October 2007    |
| R8 | <p>That the Cabinet Member for Children, Young People and Families report to the Education and Lifelong Learning Overview and Scrutiny Committee on options for a "youth work support service" to target and address the concerns of anti social behaviour within communities.</p>  | Cabinet Member for Children, Young People and Families | January 2007    |



|            | <b>Recommendation</b>   | <b>Responsibility</b>                                  | <b>Completion Date</b> |
|------------|---|--|------------------------|
| <b>R9</b>  | That the Education & Lifelong Learning Overview and Scrutiny Committee receives an initial report on the impact that the Youth Service is having on community cohesion.   | Cabinet Member for Children, Young People and Families | November 2007          |
| <b>R10</b> | Progress towards achievement of these recommendations should be reported to the Education & Lifelong Learning Overview and Scrutiny Committee in April 2007. The Committee will schedule subsequent progress reports thereafter, until all recommendations are implemented. | Cabinet Member for Children, Young People and Families | April 2007             |



## 3 Introduction

### 3.1 Reasons for the Review

- 3.1.1 The Review was established in order to identify the core offer that should be made for young people through Birmingham's Youth Service and to report on the extent that existing resources are fairly and equitably distributed.
- 3.1.2 The Review was established in response to recommendations made by the City Council at its meeting held on the 7th June 2005. In considering the report Involving Young People, the City Council resolved to:
- review Youth Service investments
  - identify how the Youth Service was going to broaden the range of activities it covers to allow more equal access in all areas
  - seek feedback from voluntary organisations that provide Youth Services.
- 3.1.3 The Review also sought to explore these issues with a regard for the role of complementary providers of services.

### 3.2 Terms of Reference

- 3.2.1 The review had the remit of setting out how existing Youth Service resources could be utilised in order to ensure a more equitable use of resources across the City; and to develop a long term action plan on how to deliver adequate and positive activities for young people that met national minimum standards.
- 3.2.2 The Review was concerned with youth work provision and not every service that young people accessed. It did, however, concern itself with complementary provision with a particular focus on voluntary and community sector providers of youth work and those partner agencies with which the Youth Service had shared or complementary targets.
- 3.2.3 Following interviews with the Strategic Director for Children, Young People and Families, the Cabinet Member Children, Young People and Families and the Head of Youth Services, it became clear that defining adequacy needed to be within the context of the emerging Trust Arrangements and specifically the development of a youth support service outlined within Youth Matters.
- 3.2.4 Finally, the Review was concerned not to make a series of promises that were not able to be met but rather to identify a realistic way forward to enable young people to receive real youth facilities and positive activities.



### 3.3 Methodology

- 3.3.1 The Review Group involved Elected Members and young people who are members of the Youth Service Board of Young People, four of whom were also members of the Young People's Parliament. The review was chaired by Councillor Reg Corns. The other Elected Members of the Review Group were: Councillor Jan Drinkwater, Councillor Karen Hamilton, Councillor Chauhdry Rashid and Councillor Penny Wagg,
- 3.3.2 The Review started with an orientation involving visits to projects in each of the six Youth Service areas; in order to get a view of the nature and type of provision supported by the Youth Service. This activity was also to enable relationships to be developed between the Elected Members and young people. A list of projects visited is attached as Appendix 1.
- 3.3.3 The Youth Service Board of Young People had additional weekly sessions to supplement the evidence gathering activities and to reflect on the issues that emerged for them.
- 3.3.4 A series of group activities to gather views and consider evidence were held. These involved a group session for the voluntary and community sector; a session for statutory partners; a meeting with full and part time youth workers and an event for young people organised by the young people.
- 3.3.5 These sessions were supplemented by meetings with individuals as follows: the Head of the Youth Offending Service; the Convenor of the Community and Youth Workers Union (CYWU); the Chief Executive and Chair of the Connexions Service; the Director of the Birmingham Association of Youth Clubs; the Strategic Director for Children Services; the Cabinet Member for Children, Young People and Families; the West Midlands Police OCU Commander with the lead responsibility for young people; the Principal Youth Officer for Development; and the Head of Youth Services.
- 3.3.6 Further written comments were received from Constituencies; voluntary groups, and area youth officers and youth workers.
- 3.3.7 The Review Group also considered evidence collected from a review of grant aid to voluntary youth organisations.
- 3.3.8 A three day conference was used to consider the evidence, identify recommendations and discuss a draft report. A further meeting was then held to consider the draft and make final amendments.

### 3.4 Definitions

- 3.4.1 One of the key issues for consideration is to understand the definition of youth work and the Youth Service. A range of definitional statements are contained in Appendix 2. The Youth Service's Policy for Youth Work is also included within this Appendix.
- 3.4.2 What is clear is that not all services for young people are engaged in youth work. However, not all youth work is delivered through the City Council's Youth Service. Not only is youth work supported



through grant aid budgets within the Youth Service; but a number of other agencies engage youth workers to assist in their work with young people (Connexions, youth offending teams and some schools employ youth workers).

- 3.4.3 It is important to understand both the definition of youth work and the role and purpose for the Youth Service, as during the course of the review it became clear that the Youth Service was, in the words of the CYWU, "chronically under funded" but at the same time there appeared to be high expectations on the service to respond to a range of issues. This creates a climate where the service is often judged by what it is unable to deliver rather than what it does well.
- 3.4.4 The Review Group also identified that there was a lack of clarity about what the service does and, in some areas, a lack of clarity on how and who to engage with, and a level of inconsistency in approach across the City.
- 3.4.5 The Review Group was impressed by a comment made by the Cabinet Member for Children, Young People and Families who stressed that the key mission for the Youth Service was to win the hearts and minds of young people so they believe that being a part of the Youth Service is the thing to do.
- 3.4.6 The Cabinet Member for Children, Young People and Families also identified five roles for the Youth Service:
- A commissioning role focussed on securing youth work and ensuring the quality of delivery
  - A facilitation role supporting other providers to secure positive outcomes for young people
  - A role to engage with and encourage the participation of young people
  - An advocacy role enabling policy makers to connect with young people
  - Supporting young people to connect with themselves their peers and their wider community.
- 3.4.7 The Head of Youth Service identified that youth work was a distinct practice routed in relationships which are explicitly committed to:
- Young people's voluntary participation
  - A shift in power towards the young person
  - Supporting young people's expectation that youth work will be relaxing and enjoyable
  - Offering new and challenging experiences that are alternatives to boredom and un-stimulating environments
  - Viewing young people as young people and not pre-set labels
  - Working with young people on and from their own territory both physically and in terms of their interests, their current activities and styles and their emotional concerns
  - Respecting and working through their peer networks
  - Believing in and recognising young people's ability to be successful



- Young people's resilience.

- 3.4.8 The Review Group was, however, concerned that whilst some statutory partners were clear about the Youth Service's role and purpose (possibly because this was negotiated at a strategic level and routed in the youth service providing a service which they paid for) this clarity did not exist for other partners such as the Constituencies or for young people and some staff.
- 3.4.9 The Review Group was impressed with the quality of youth work that was being delivered and surprised at some of the things that the Youth Service were involved in, such as activities targeting young people late into the evening, work to provide opportunities for young people labelled as gang members and work to support young people to maintain their tenancies.
- 3.4.10 Given the significant impact that good youth work can make to young people it was felt important that a detailed debate on the Youth Service's Policy Framework for the Delivery of Youth Work (Appendix 2) be subjected to a wider consultation and debate to enable a common understanding of the role for the Service and youth work to be agreed within Birmingham.
- 3.4.11 During the course of the review, the Review Group was made aware of a view that the Youth Service should be devolved and localised. The Review Group is not in agreement with this. Rather, the national policy agenda for young people identifies that the future arrangements for responding to both questions of adequacy and sufficiency of access need to be addressed through a consideration of how to integrate and align a range of youth services including the Youth Offending Service and Connexions Service.
- 3.4.12 The Review Group makes a series of recommendations which sets out a process and timetable for addressing the question within the context of the national agenda for young people. This does not mean that a closer alignment between the Constituencies and Youth Service should not be pursued and this is reflected both in the findings and the recommendations contained within this report.
- 3.4.13 The Review Group is of the view that Birmingham should have a centrally co-ordinated Youth Service, with the defined roles set out by the Cabinet Member for Children, Young People and Families. The Group was, however, mindful of the evidence provided, which correctly suggested that the focus should be on outcomes for young people rather than any particular service and this reflects the recommendations related to a corporate policy for youth work, R1 and R2.



## 4 Background Information

### 4.1 The National Agenda

4.1.1 In 2003 the Government published its Green Paper Every Child Matters, which established a national agenda for the redesign of services for children and young people to secure five outcomes for every child and young person irrespective of their background or circumstance:

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well being.

4.1.2 For Youth Services, this agenda represents a further step towards achieving excellence in youth services outlined in the Government's agenda for Youth Work published in Transforming Youth Work. There were, however, concerns that Every Child Matters had a primacy of focus on the child and families.

4.1.3 The government responded to these concerns by setting out an agenda for securing the Every Child Matters agenda for young people in its Green Paper Youth Matters and more recently Youth Matters: Next Steps. Youth Matters sets out a youth policy agenda which builds on the commitment to secure better outcomes for young people through:

- Improved accountability and integration of services
- A better trained, supported and valued workforce
- National standards associated with the delivery of a core offer of things to do, places to go and the provision of positive activities
- Enhanced opportunities for young people to engage in volunteering
- Higher quality of information, advice and guidance
- Targeted support for vulnerable young people
- Placing young people at the heart of decision making processes

4.1.4 A key concern for this Review is the announcement that guidance on national standards relating to things to do, places to go and positive activities are due to be published later this year. These standards will have a bearing on the issue of adequacy which this Review has focussed on.





- 4.1.5 Similarly, the Education and Inspection Bill introduces the concept of “sufficiency of access” which is likely to have an impact on how we approach not only the definition of “adequacy” but also the method required to secure this for young people.

## 4.2 The Local Agenda

- 4.2.1 The City Council has the statutory duty to secure outcomes for children and young people, as set out within Every Child Matters and Youth Matters. The Children and Young People’s Plan sets out the actions being pursued in order to move towards the establishment of trust arrangements by 2008. These arrangements are being developed with partner organisations that have a statutory duty to co-operate.
- 4.2.2 The arrangements for responding to the Agenda set out within Youth Matters Next Steps (including future arrangements for the commissioning of Connexions Services), and moving towards more integrated services for young people (including the potential for specifying arrangements for a youth support service) will be developed through the Trust.
- 4.2.3 Integrated teams are being developed initially through a focus on the extended school agenda; and are geographically focussed on the existing Primary Care Trust (PCT) boundaries. There is a potential, therefore, for future management and development arrangements to be focussed geographically around these areas.
- 4.2.4 The agenda for Neighbourhood Management, neighbourhood policing, localisation and local area agreements focus attention to the need to align Youth Services at the local level.
- 4.2.5 Finally, the corporate agenda for developing the relationship with the third sector seeks to move towards an agenda of full cost recovery and three year service agreements with voluntary and community organisations.



## 5 The Youth Service

### 5.1 Introduction

- 5.1.1 Birmingham's Youth Service is a universal service for young people aged 13-19 and some 11-25 year olds. The Service is increasingly focussed on the targeted needs of young people and has contracted work with a range of partners including the Connexion Service, Drug Action Team, Teenage Pregnancy Partnership and Learning and Skills Council.
- 5.1.2 The Service is staffed by a team of 16 managers who have direct responsibility for 96 full time qualified youth workers; and a further 96.3 FTEs (approximately 465 individual staff) supported by an administration and support team of 60 personnel (10 full-time and 50 part-time).
- 5.1.3 There are 104 delivery points consisting of centre based open access provision, detached and outreach projects, crime prevention projects, health projects, employment initiatives, information and Connexions centres, specialist events and projects and mobile provision.
- 5.1.4 The Service provides £1.61 million in grant aid to the voluntary sector. This budget includes activities for play and community work.
- 5.1.5 In the past two years, the Service has been an active partner in reducing gang violence and has a co-ordinating role for the strategy relating to young people either involved in or on the cusp of involvement in negative aspects of gang culture. This year, the Service has developed a partnership to support the development of strategies across the region on this agenda.
- 5.1.6 The Service also has a co-ordinating role in relation to the agenda for involving young people in the design, delivery and evaluation of services. The Service has a board of young people and has significant expertise in engaging young people in decision making and in supporting young people to develop skills as young leaders for the future.
- 5.1.7 The Service has a range of targets which it is required to report on to Government Office for the West Midlands and the Department for Education and Skills. These relate to the number of young people reached, the number of young people who have a sustained involvement with the service and the number of young people who achieve a recorded and an accredited outcome. In addition, the Service is required to demonstrate its contribution to reducing the number of young people not in education, employment or training, the rates of teenage conceptions and a number of health related targets.
- 5.1.8 The performance of the Service against its key performance indicators is attached as Appendix 3
- 5.1.9 The Youth Services budget plan for 2006/7 is £10.85 million. £7.89 million is mainstream funding (of which £1.61 supports grant aid) and £2.96 million is externally secured income.



- 5.1.10 The Service has a significant budget shortfall as it approaches 2006 – 2007 due to the withdrawal by the Government of the Transforming Youth Work Improvement Grant (£262,000), a reduction in the Connexions grant (£98,000); and the financial implication of mainstreaming previous NRF funded activities (£132,727). This equates to a reduction in the region of £0.5 million.
- 5.1.11 The Youth Service's Plan sets out the agenda for implementing the Children and Young People's Plan and is attached as Appendix 4. This plan is supplemented by a series of Constituency level plans.
- 5.1.12 The Review Group notes that the strategic direction set out within the Plan correlates with the findings highlighted through this review.

## 5.2 The Distribution of Resources

- 5.2.1 The data for how the core budget is distributed according to Constituency indicates the following position:
- 5.2.2 The level of funding allocated to Constituencies falls within a range of £314,864 (4.16%) to £791,559 (11.17%) at the higher end of the scale.
- 5.2.3 This investment when measured against the 13 – 19 population for each Constituency results in an allocation of spend per head ranging from £35.47 to £79.64.
- 5.2.4 The Review Group considered making a recommendation that existing resources should be reprioritised according to the relative size of the 13-19 year old population within a Constituency. The Review Group found however that the level of resources in each Constituency was below the nationally identified standard of £100 per head of the 13 -19 year old populations. Such a recommendation would, therefore, result in removing services from young people and not result in addressing the issue of fair and equitable access to youth work.
- 5.2.5 The Review Group identified that the Service was chronically under funded. The delivery of an excellent Youth Service should be based on a figure equating to approximately £117 pounds per head of the 13-19 year old population. The City Council currently invests £61.13.
- 5.2.6 The indicative level of investment for each Constituency is attached as Appendix 5.
- 5.2.7 One of the key issues highlighted from the Constituency Directors was the need for a Youth Officer to be assigned for each Constituency.
- 5.2.8 The Review Group was also concerned about the level of resources available to support youth work locally. In general there was a perception that the Youth Service was often the poor relation having limited access to shared facilities and often unacceptable restrictions on young people's use of shared premises.
- 5.2.9 The Review Group was concerned to identify that the Service was required in some areas to maintain buildings that had little or no youth work taking place. Income generated from Adult



Service's use of youth work premises were not re-invested back into the premises in order to cover the cost but were collected by another Directorate. In some shared premises resources were "covered" and only to be used by adults and in one premises young people were required to go out into the street and walk round a building because they were not permitted to use a connecting door.

- 5.2.10 The Review Group further considered priorities for the use of resources and makes recommendations related to addressing gaps which emerged from the evidence collected. Recommendations related to enhancing the support for developing the voluntary and community sector, the support for the agenda relating to involving young people in decision making and staff development and training.
- 5.2.11 Finally, the Review Group makes a series of recommendations relating to increasing the level of investment to address the question of adequacy. These relate to setting a timetable to ensure that the level of investment in youth work is increased to the national minimum standard of £100 per head of the 13 – 19 population, options for more effectively responding to anti-social behaviour, and enhanced support for supporting local people to obtain JNC qualifications.



## 6 Summary of Information Presented

### 6.1 Views on the Youth Service

- 6.1.1 There was a mixed view on the Youth Service presented to the Review Group. Overall, the Group gained the view that the Service was “the poor relation”, seeking to deliver support to young people often in inadequate premises and with inadequate resources.
- 6.1.2 The Review Group, however, heard young people speak well of their youth workers and provision, even when the provision appeared to be delivered in poor accommodation and with little resources.
- 6.1.3 Whilst there were some examples of good youth work, there is undoubtedly a correlation between good youth work and the level of investment made to individual projects. The overall impression, however, was that there were too few purpose built or designed youth facilities and an over reliance on shared use of premises which were often only available for limited hours or with restricted use.
- 6.1.4 Birmingham appears to be a long way away from providing an adequate level of resource that meets the aspirations of young people through its Youth Service.
- 6.1.5 The Review Group was of the view that improvements could be made to address some of the areas of development highlighted. These relate to the area of partnership working; youth involvement and communication.
- 6.1.6 The Group does not make specific recommendations relating to communication but would request that the Cabinet Member for Children, Young People and Families take immediate action to ensure that the availability of youth work resources is more widely published and, further, that a communication plan is distributed setting out arrangements for involving staff, young people and partners in the design and delivery of Youth Services.
- 6.1.7 The view that emerged from the Voluntary Sector was that the Youth Service was not being developed as a single service. There were concerns around the level of support provided locally in some areas and concerns around the nature of the relationship with individual projects. These views support the findings from the Review of grant aid to voluntary organisations which were reported to this committee. A summary of the recommendations of that Review are attached as Appendix 6.
- 6.1.8 There was a mixed view expressed from partner organisations. The Programme Director for SRB6 and the Teenage Pregnancy Coordinator highlighted the significant strength of the Youth Service in reaching those young people described as hard to reach and of the imagination and strength of the youth work approach in reaching young people.



- 6.1.9 Both the Youth Offending Service and Connexions Service identified good working relationships and some examples of joint working, but also expressed the potential for increasing the level of integration at a local level. In particular the integration between the Youth Offending Service and the Youth Service's strategies could be enhanced and it was anticipated that this would be addressed in the reorganisation in 2008.
- 6.1.10 The West Midlands Police (WMP) identified that the relationship with the Service at a strategic level around the agenda for reducing gang related violence was exemplary and the lessons learnt from this way of working should be used to address a broader range of young people.
- 6.1.11 At a local level WMP identified there was a feeling that the Service lacked flexibility and often Police Officers lacked awareness of what the Service is providing. This often undermined the good work that the Service was doing. There was a suggestion that an enhanced working relationship linked to the agenda for neighbourhood management and neighbourhood policing could lead to benefits for young people.
- 6.1.12 The Constituencies also expressed some concern around the Youth Service's ability to be flexible, although it was acknowledged that the availability of resources had an impact on this. Joint working arrangements varied across Constituencies.
- 6.1.13 Both the West Midlands Police and the Constituencies identified a need to focus on addressing the issue of anti social behaviour as a key issue that the Youth Service could contribute to more specifically.
- 6.1.14 Young people who used the Youth Service expressed high-level of satisfaction with its workers and projects although they also identified the need for increased provision. Young people who did not use the Service, however, identified that it was difficult to find out what is available.
- 6.1.15 Youth workers were highly committed to young people and youth work. They were concerned that discussion on integrated working could move away from the notion of a Youth Service and spoke passionately about the value of youth work and the uniqueness of this approach to work. This view on the value of youth work was supported and shared by both the Head of Youth Service and the Cabinet Member.
- 6.1.16 Part-time staff expressed concerns about the gap in career development particularly the low level of investment to support workers access JNC qualification courses.
- 6.1.17 Both full-time and part-time staff identified a concern that the work force development reforms should not undermine the commitment to JNC terms of conditions, identifying this as a quality standard to ensure that young people were supported by qualified staff.
- 6.1.18 A concern was expressed about the lack of job security for some staff that were funded through external resources.
- 6.1.19 During the visits, the Review Group was concerned about the limited examples of well resourced and adequately housed projects. Youth work was often delivered in shared facilities one night a



week and was in accommodation that was not always fit for purpose. In dedicated youth facilities, there were examples of staff resources not being adequate enough to cope with the demands. There were also examples of very good work, for example, the Maypole Centre which attracted significant external funding. Overall, the impression was that the Services were thinly spread.

- 6.1.20 The Review Group was impressed with the Young People's Board for the Youth Service and is aware that in the area of involving young people the Service is particularly strong. The group was, however, surprised that a dedicated resource was not available to support the co-ordination of this agenda within the Service.

## 6.2 What is an Adequate Service?

### The Strategic Overview

- 6.2.1 At a strategic level, there was a unified message from the Cabinet Member, Strategic Director and Head of Youth Service. All expressed the view that the primary focus should be on outcomes for young people and the role of the youth work in contributing to these.
- 6.2.2 The Strategic Director highlighted that the agenda for re-designing services would be addressed through the use of outcome modelling, which might then see a different way of delivering and securing youth work. He also emphasised the need to look at the question of resources for young people through youth services and not simply the Youth Service.
- 6.2.3 The Cabinet Member for Children, Young People and Families highlighted the need to examine the question of adequacy within the context of Youth Services and particularly the link between the Youth Offending Service, Connexions service and the Youth Service. He also identified that the issue needs to be considered in terms of a duty to provide sufficiency of access to young people.
- 6.2.4 The Head of Youth Service made specific reference to Youth Matters: Next Steps, which refers to a new duty on local authorities to ensure that young people have access to a wide range of positive activities with what is referred to as "a strong local offer of places to go and things to do"
- 6.2.5 He also referred to findings that have already emerged from young people notably young people felt there should be:
- Better facilities and resources for young people
  - More skate parks
  - More opportunities for music/dance/drama/arts
  - Parks designed for young people
  - Safe environments and their safety should be considered
  - Improvements to Education Services by offering a greater variety of courses and more mentors should be provided



- Genuine consultation, as it is often on trivial matters, but when young people are consulted on bigger issues their views are not taken seriously
- An understanding by adults that the effects of closing a youth centre on an estate would be that crime figures would rise and there would be no-where young people see as safe to go

6.2.6 Finally, the Head of Youth Service referred to the standards of youth work provision outlined within Transforming Youth Work: Resourcing Excellent Youth Services, which sets out a definition for adequacy (attached as Appendix 7).

### Views Presented to the Review Group

6.2.7 There was a degree of congruence between the views of young people, staff and Constituency Directors concerning the question of adequacy.

6.2.8 Young people, youth workers and Constituency Directors all emphasised the need for provision to be provided at neighbourhood level which in summary could be identified as follows:

- A safe youth work environment in each neighbourhood which is adequately staffed and resourced
- More time to spend on social activities
- More information and advice and support work
- Opportunities to try new things
- Support that leads to employment
- Increased numbers of places where youth work takes place

6.2.9 Within the Constituency Directors response, there was an emphasis on the need to address anti-social behaviour through diversionary activities, as well as providing outreach and detached teams for neighbourhoods.

6.2.10 Young people emphasised the need to increase their involvement in delivering youth work and youth workers spoke of the need to increase the level of peer education projects.

6.2.11 There was an interesting input concerning targets for youth work: one group of young people made the comment that "we don't want education" and, whilst young people clearly identify the need for youth work to be different from school, this also related to some staff's views that the push to accreditation of learning within youth work is potentially altering the nature of the work. At the same time, other young people spoke about the need for Youth Service provision to support them to gain employment.

6.2.12 The delivery of a purpose built centre of excellence for each Ward out of which all Youth Services are co-ordinated perhaps represents an unrealistic expectation. However, the significant outcomes for young people achieved through the Maypole Centre indicates the value of a dedicated youth facility focussed on a specified neighbourhood.





- 6.2.13 The Review Group was also impressed about the work the Youth Service has been doing with SRB6, in particular the soon to be launched beyond midnight project (a high tech mobile resource facility) which, in the absence of purpose built provision, may be an initial alternative that could be delivered.
- 6.2.14 The Review Group heard from young people that said they wanted increased emphasis placed on bringing young people together from different areas and different communities.
- 6.2.15 The Programme Director for SRB6 highlighted the significant contribution the Service was making to the agenda for community cohesion through the development of the Oakland's Centre into a Community Cohesion Centre of Excellence and the development of a Young People's Rights Commission.
- 6.2.16 During the series of visits, the Review Group identified that the Youth Service was working with challenging young people and areas where there was significant tension.



## 7 Conclusions and Recommendations

### 7.1 Corporate Policy for Youth Work

- 7.1.1 The Youth Service has been historically under resourced and is currently unable to respond fully to the needs and aspirations of young people that could be provided through youth work. The lack of adequate funding is further compounded by the absence of dedicated spaces through which youth work can be delivered.
- 7.1.2 Youth workers are highly committed and motivated and young people who use the Service are supportive of its workers and projects. There is some good youth work being delivered and some excellent work with young people being developed. This is despite inadequate resources being available
- 7.1.3 There is a need to develop a shared vision and understanding of the role of the Youth Service and to identify the most appropriate arrangement for the management and delivery of youth work within the context of the national agenda set out in Every Child Matters and Youth Matters: The Next Steps.
- 7.1.4 The Service is perceived in some areas to be inflexible and there is a need to become more aligned with local planning processes. This would be enhanced if there were dedicated posts allocated by Youth Services for managing and developing youth work aligned with each constituency boundary.
- 7.1.5 There is a perception that the Service is overly focussed on the development of the maintained service; there is a need to ensure that the Service is appropriately aligned with Constituency priorities and is able to contribute effectively to the agenda for neighbourhood management and neighbourhood policing.
- 7.1.6 The Service has a good reputation in respect to supporting young people's participation in decision making. The Head of Service has a lead role in co-ordinating the participation within the Children's Trust Arrangements, and the Service has a well established Board of Young People. There is, however, a need to enhance the level of support provided both to the board and to the agenda of co-ordinating the ability of young people to participate at a local level.

|           | <b>Recommendation</b>   | <b>Responsibility</b>                                  | <b>Completion date</b> |
|-----------|---|--|------------------------|
| <b>R1</b> | That the Cabinet Member for Children, Young People and Families reports on the arrangements for the future management and development of Youth Work in light of the national agenda set out within Youth Matters – The Next Steps. The Cabinet Member is specifically | Cabinet Member for Children, Young People and Families | December 2007          |



|           | <b>Recommendation</b>  | <b>Responsibility</b>                                  | <b>Completion date</b> |
|-----------|--|--|------------------------|
|           | requested to note the view of this Scrutiny Report that the management of the delivery of Youth Services should not be devolved to Constituencies at this time.  |  |                        |
| <b>R2</b> | <p>That the Cabinet Member for Children, Young People and Families prepares for wide consultation an enhanced policy for youth work in Birmingham which in particular:</p> <ul style="list-style-type: none"> <li>• Sets out the role and function of youth work in Birmingham</li> <li>• The arrangements for the management, development and delivery of youth work</li> <li>• Establishes a framework for ensuring consistency of arrangements at a local level for working with the community and voluntary sector</li> <li>• Confirms the City Council's commitment to maintaining JNC terms of conditions</li> <li>• Shows Arrangements for information sharing and service planning with statutory partners, voluntary and community organisations and young people</li> </ul> <p>Thereafter developing the next steps action plan together with reporting the outcomes of the consultation to the Education and Lifelong Learning Overview and Scrutiny Committee.</p> | Cabinet Member for Children, Young People and Families | April 2007             |

## 7.2 Resourcing an Excellent Youth Service

7.2.1 Current resources are not equitably distributed across the city. The Review Group is not, however, recommending that this be addressed through existing resources being redistributed as this would result in the withdrawal of services to young people. It is proposing that future investments be utilised to move towards an equitable distribution of resources according to the size of the 13-19 year old population.



- 7.2.2 The delivery of an adequate Youth Service will vary across the city depending on the needs and aspirations of young people. There are some immediate issues that could increase the level of adequacy of the existing service.
- 7.2.3 The process for defining an adequate service needs to be undertaken with young people and within the context of the national and local agenda for realising outcomes for young people.
- 7.2.4 The Service has a highly motivated and committed workforce. There are opportunities to invest more adequately in the development and recruitment of staff. Currently, the Youth Service does not meet the national target of investing 5% of its resources on staff development and training.
- 7.2.5 The Review Group spent some considerable time getting to understand the national agenda for young people; the issue of the current level of resources and the question of adequacy.
- 7.2.6 Its recommendation relating to resourcing an excellent Youth Service has been influenced by the enormous potential that youth work can offer young people, evidenced by the high level of committed youth workers; the value placed on the Service by young people; and the examples of good work, despite poor funding and conditions that they saw.
- 7.2.7 The agenda set out below has also been influenced by the agenda set out within Transforming Youth Work coupled with the agenda set out in Youth Matters.
- 7.2.8 Set out below are a series of key resource issues which relate to Recommendation R3 – Resourcing an Excellent Youth Service. These outline both the process for developing and delivering an adequate service as well as some key resource priorities that the evidence highlighted required to be addressed. The Review Group would wish to therefore highlight the following key resource issues:
- That a financial plan to deliver an excellent youth work service requires to be resourced at a level which equates to £100 per head of the 13-19 year old population.
  - That any future investment in the core budget for the Youth Service be used to move towards a more equitable distribution of resources according to population size.
  - That there is an agreed timetable and process developed between the Strategic Directors for Children, Young People and Families and Local Services for establishing an Area Youth Officer for each of the ten Constituencies.
  - That a revised outcome plan be developed for young people, with young people's involvement, which sets out in detail the local priorities for resourcing sufficiency of access to youth work for young people.
  - That arrangements for how to better secure these outcomes through a integrated youth support service be set out for approval following the publication of national guidance on standards for things to do and positive activities for young people.
  - That a value for money report on the delivery of youth work through the maintained, voluntary and externally funded provision be used to inform these decisions.



- That consideration is given to securing resources to fund bursaries to support local people access JNC qualification training.
- That arrangements for contracting part time staff be reviewed in order to establish minimum levels of contracted hours and a move away from multi contracts for individual employees.
- That existing resources be reprioritised in order to:
  - Increase the level of investment from core budgets in staff development and training to 5%.
  - Enhance the level for the coordination and support of the voluntary and community sectors.
  - Provide a dedicated full time resource to support the Young People's Board and co-ordinate the development of Constituency Forums.

|           | <b>Recommendation</b>   | <b>Responsibility</b>                                | <b>Completion date</b> |
|-----------|---|--|------------------------|
| <b>R3</b> | That the Cabinet Member for Children, Young People and Families produces a strategic plan to address the key issues related to resourcing the Youth Service as detailed within this Report. | Cabinet Member for Children, Young People & Families | January 2007           |

## 7.3 Supporting the Development of the Voluntary and Community Sector

7.3.1 The officer led Review of grant aid for the Youth Service highlighted the need to improve the role of the voluntary and community sector within the strategic planning of the Youth Service. This Review identified that the relationship between the sectors varied across the city. It further found evidence to support the need to enhance the role of the voluntary sector through both increasing the level of resources as well as making significant improvement to the partnership for specific projects.

7.3.2 It further identified the potential for increasing the role of both young people and communities in the direct management of maintained youth provision.

|           | <b>Recommendation</b>  | <b>Responsibility</b>                                   | <b>Completion date</b> |
|-----------|--|---|------------------------|
| <b>R4</b> | That the Cabinet Member for Children, Young People and Families sets out a strategic plan with outcomes designed to enhance and strengthen the role the voluntary and community sector in the management and delivery of Youth Services which includes: <ul style="list-style-type: none"> <li>• A review of existing partnership</li> </ul> | Cabinet Member for Children, Young People and Families. | October 2007           |



|  | Recommendation   | Responsibility | Completion date |
|--|--|----------------|-----------------|
|  | <p>agreements with the voluntary and community sector</p> <ul style="list-style-type: none"> <li>• Arrangements for ensuring that these partnerships are based on mutually agreed working arrangements that are subject to evaluation</li> </ul> |                |                 |

## 7.4 Enhanced Support for Involving Young People in Decision Making

7.4.1 The City Council, at the request of young people, has formally adopted the Hear by Rights Standards. The Youth Service is working with its Youth Board to develop and approve a detailed action plan on how to progress against these standards. The Review Group would like to keep an eye on progress against these standards.

7.4.2 The Review Group heard evidence from some young people that youth work should ultimately lead to employment. Young people spoke of the value in volunteering in youth work and the Review Group saw evidence of how young people have progressed through volunteering into training before becoming paid youth workers.

7.4.3 The Review Group was also impressed by the nature of young leaders training delivered by the Youth Service and had a request from young people that the service should increase the amount of peer education within the service.

7.4.4 Finally, the important role of young people in being involved in local decision making outside of the Youth Service was also highlighted. The Review Group would like to promote the role of Constituency Strategic Partnerships in monitoring how the Hear by Rights Standards are achieved across all of the Constituencies.

|    | Recommendation  | Responsibility   | Completion date |
|----|---|--|-----------------|
| R5 | <p>That the Cabinet Member reports on options to enhance the role of young people in decision making including:</p> <ul style="list-style-type: none"> <li>• The Youth Service's Hear by Right Action Plan</li> <li>• Options for establishing an integrated young people's volunteering service</li> <li>• Action designed to increase the level of peer education projects.</li> <li>• Arrangements for existing provision directly provided by the City Council</li> </ul> | Cabinet Member for Children, Young People and Families | April 2007      |



|           | <b>Recommendation</b>   | <b>Responsibility</b>                                  | <b>Completion date</b> |
|-----------|---|--|------------------------|
|           | to establish young people advisory committees supported by community support forums.  |  |                        |
| <b>R6</b> | That each of the Constituency Committees and Constituency Strategic Partnerships receive a progress report on the Hear by Rights Action Plans for their Constituencies. | Cabinet Member for Children, Young People and Families | December 2006          |

## 7.5 Local Partnership Working

7.5.1 The Review Group identified that the engagement of the Youth Service in local decision making varied across the Constituencies. The West Midlands Police provided evidence that the relationship at a strategic level was very strong but that this did not universally translate at a local level.

7.5.2 The national agenda for neighbourhood management and neighbourhood policing is likely to provide young people with further opportunities to engage positively within their communities.

|           | <b>Recommendation</b>   | <b>Responsibility</b>                                  | <b>Completion date</b> |
|-----------|---|--|------------------------|
| <b>R7</b> | That an action plan is developed setting out the Youth Service's contribution to Neighbourhood Management and neighbourhood policing. This should specify arrangements for involving young people in these processes and the impact on addressing Constituency priorities for young people. | Cabinet Member for Children, Young People and Families | October 2007           |

## 7.6 Anti-Social Behaviour

7.6.1 The issue of responding to anti-social behaviour is likely to remain high on the agenda whilst inadequate opportunities for young people's social and personal development remain.

7.6.2 The issue of the relative expenditure in post offending versus pre-offending preventative work is beyond the scope of this Review. Nevertheless, the success of the Youth Service in engaging with partners on reducing gang related violence is indicative of the potential for the Youth Service, with adequate funding, to develop appropriate responses to this agenda.



|           | <b>Recommendation</b>   | <b>Responsibility</b>                                  | <b>Completion date</b> |
|-----------|---|--|------------------------|
| <b>R8</b> | That the Cabinet Member for Children, Young People and Families report to the Education and Lifelong Learning Overview and Scrutiny Committee on options of a "youth work support service" to target and address the concerns of anti-social behaviour within communities | Cabinet Member for Children, Young People and Families | January 2007           |

## 7.7 Community Cohesion.

7.7.1 The specific question of how the Youth Service had an impact on specific groups of young people was outside the scope of this report. The Review Group, however, was impressed with a number of initiatives designed to have an impact on community cohesion and would wish to have more detailed information on the Youth Services impact on this agenda

|           | <b>Recommendation</b>  | <b>Responsibility</b>                                  | <b>Completion date</b> |
|-----------|--|--|------------------------|
| <b>R9</b> | That the Education and Lifelong Learning Overview and Scrutiny Committee receive an initial report on the impact that the Youth Service is having on community cohesion. | Cabinet Member for Children, Young People and Families | November 2007          |

## 7.8 Monitoring Progress

7.8.1 In order to keep the Committee informed of progress in implementing the recommendations within this report, it is recommended that the Cabinet Member for Children, Young People and Families reports back on progress on a regular basis.

|            | <b>Recommendation</b>  | <b>Responsibility</b>                                   | <b>Completion Date</b> |
|------------|--|---|------------------------|
| <b>R10</b> | Progress towards achievement of these recommendations should be reported to the Education and Lifelong Learning Overview and Scrutiny Committee in April 2007. Subsequent progress reports will be scheduled by the Committee thereafter, until all recommendations are implemented. | Cabinet Member for Children, Young People and Families. | April 2007             |





## 8 Youth 4 Change

### 8.1 Expression of Thanks to the Board of Young People

8.1.1 The City Council would like to thank the following young people for their effort, dedication and expert advice in undertaking this review:

- Nkrumah Sinclair            Chairperson
- Jennifer Bealt            Vice Chair
- Pru Marsh                Secretary
- Lauren Evans
- Holly Hawkins
- Tabraiz Khan
- Ibrar Hussain
- Moshin Ali
- Andre Burke
- Marvin Palmer
- Amel Hassan
- Ben Kelly
- Tayebah Begum
- Melissa Tumulty
- Zahid Afzal
- Shabina Akhtar
- Nazmeen Bi
- Dorothy Peese
- Suffyan Quyuum



## 8.2 About Youth 4 Change

- 8.2.1 Youth 4 Change is the name adopted for the Youth Service's Board of Young People.
- 8.2.2 The Board was developed following a meeting between the Head of Youth Service and young people in 2004. The meeting involved 65 young people from across the city and a range of youth groups and organisations who nominated a steering group to meet every Tuesday with the Head of Service.
- 8.2.3 This group of young people, known as the Interim Board, worked with the Head of Service to develop a Board for the Service as one of the means to achieve its mission to increase the direct involvement of young people in the design, delivery and evaluation of services.
- 8.2.4 During its first year, the Interim Board received funding from the Learning and Skills Council for three projects, including training to undertake the first Scrutiny Review by young people undertaken with the Young People's Parliament – "Involving Young People".
- 8.2.5 The Board has now adopted a formal statement of purpose and is due to be formally launched this year.
- 8.2.6 Youth 4 Change is a membership forum open to young people aged 11 to 25 who want to support its purpose and who are able to sign up and keep the commitment pledge.
- 8.2.7 Youth 4 Change is about making sure that Birmingham's young people are active within the design, delivery and evaluation of services:
- It works together to make policy by meeting with policy makers (the big wigs) so that changes can be made
  - It evaluates the Youth Service by looking at its policies and how things are done
  - It aims to develop and deliver services to young people as well
- 8.2.8 Youth 4 Change has made a formal commitment to the Head of the Youth Service as follows:
- To work with the Youth Service in the design, delivery and evaluation of the Youth Service
  - To encourage young people to get involved in the Youth Service
  - To promote the work that the Youth Service does well
  - To question the work that the Youth Service needs to improve
  - To challenge the Youth Service to improve every year



8.2.9 What it has done so far:

- It worked with the Young People's Parliament on the Scrutiny Review into how young people were involved in decision making in education
- It held a conference for young people on the five outcomes for young people
- It has developed from an Interim Board to a membership based forum called Youth 4 Change
- It advised the Council on how to use the youth opportunity and youth capital funds
- It has been involved in the appointment of an Area Youth Officer
- The members have learnt a lot, had a lot of fun and made new friends
- It has worked with elected members on this review of the Youth Service

8.2.10 It meets every Tuesday between 6pm and 8pm at the Council House for training, briefings and discussions. It also meets in smaller groups at other times to get things done.

8.2.11 The Group would like to thank the following people:

- Cllrs Reg Corns, Penny Wagg, and Jan Drinkwater for their support and for making it an enjoyable experience
- Barry, Madalena, Kevin and Yousiff for their support
- The young people of Birmingham for giving us their views on what needs to be done

8.2.12 For more information on Youth 4 Change, please visit its website [youth4change.co.uk](http://youth4change.co.uk).



## **Appendix 1**

### **SCRUTINY REVIEW – PROJECTS VISITS**

| <b>Date</b>              | <b>Centre</b>  | <b>Area</b>                 |
|--------------------------|--|-----------------------------|
| 1st Feb 06               | Maypole Centre, Idmiston Croft, Maypole, B14 5BD   | Hall Green & Selly Oak      |
| 1 <sup>st</sup> Feb 06   | Three Estate Youth Work Project & Youth Information Shop,<br>18 Teviot Grove, Kings Norton   | Hall Green & Selly Oak      |
| 8 <sup>th</sup> Feb 06   | Shard End Community Centre, 170, Packington Avenue, Birmingham B34                           | Hodge Hill & Yardley        |
| 8 <sup>th</sup> Feb 06   | Naseby Centre, Naseby Road, Alum Rock, Birmingham B8 3HG                                     | Hodge Hill & Yardley        |
| 15 <sup>th</sup> Feb 06  | Concord Youth Project, Claremont Road, Sparkbrook, Birmingham B11 1LF                        | Small Heath & Sparkbrook    |
| 15 <sup>th</sup> Feb 06  | Sparkhill Detached Project, (in Sparkhill Park)  | Small Heath & Sparkbrook    |
| 15 <sup>th</sup> Feb 06  | Calthorpe Centre, Edward Road, Balsall Heath, Birmingham B11 1LT                             | Small Heath & Sparkbrook    |
| 22 <sup>nd</sup> Feb 06  | Malcolm Locker Youth Centre, Rowden Drive, Lyndhurst Estate, Erdington, B23                  | Sutton Coldfield/Erdington  |
| 22 <sup>nd</sup> Feb 06  | Green Door Project, 46, Park House Drive, Wyrley Birch, Erdington B23 7UB                    | Sutton Coldfield/Erdington  |
| 22 <sup>nd</sup> Feb 06  | Green Door Project Girls Group, Kingstanding Leisure Centre                                  | Sutton Coldfield/Erdington  |
| 1 <sup>st</sup> March 06 | Lozells Recreation Group, 2 Graham Street, Lozells, Birmingham B19 1QY                       | Ladywood & Perry Barr       |
| 1 <sup>st</sup> Mar 06   | Soho Youth Projects, Summerfield Centre, Winson Green Road, Winson Green, Birmingham B18 4EJ | Ladywood & Perry Barr       |
| 15th Mar 06              | Frankley Youth Centre, Frankley High School, New Street, Frankley, B45 OEU                   | Edgbaston & Northfield      |
| 15 <sup>th</sup> Mar 06  | Four Dwellings Forum, Highfield Lane, Quinton, Birmingham B32 1RA                            | Edgbaston & Northfield Area |



Appendix 2

**BIRMINGHAM CITY COUNCIL**

**STRATEGIC DIRECTORATE FOR CHILDREN,  
YOUNG PEOPLE AND FAMILIES**

**YOUTH SERVICE**

*'Three Frameworks and a Statement'*

**A POLICY FRAMEWORK FOR THE DELIVERY OF  
YOUTH WORK IN BIRMINGHAM**

**Revised: January 2006**

# Contents

- 1) **The Aim of the Birmingham Youth Service.**
  
- 2) **Introduction.**
  
- 3) **The Policy Statement.**
  - **The purpose of Youth Work.**
  - **The Starting point: the Key Service Principles.**
  - **The Bigger Picture: the City Council Priorities.**
  - **The End Result: the Five National Outcomes for Young People.**
  
- 4) **Summary.**

## **1) The Aim of the Birmingham Youth Service**

**is to provide young people with enjoyable opportunities and challenging experiences together with information, support and guidance in order to enable them to achieve and develop their skills, abilities, self-esteem, values and identity in their transition to adult life.**



## 2) Introduction

The Youth Service has undergone significant changes in recent years, and continues to face challenges in responding to the various, and increasingly high expectations placed on it both locally and nationally. The Transforming Youth Work Agenda; the arrival of the Connexions Service; the targets and priorities outlined in '*Resourcing Excellent Youth Services*'; '*Every Child Matters*'; and the agenda set out in "Youth Matters" will continue to set the policy context within which youth services operate.

Birmingham is a large dynamic city, with a varied and diverse youth population. There are currently 101,000 young people in the 13–19 age range living in the city, and a significant proportion of the current school population are from black and minority ethnic communities. This framework for the Youth Service will ensure that services for young people are developed in ways that recognise and respond to this diversity, and create opportunities that are as responsive and accessible to as wide a range of young people as possible.

The recent green paper "Youth Matters" set out the government's thinking on how *Every Child Matters* and the five outcomes for children and young people might impact on young people during their adolescent years. This builds on the expectations set out within "*Resourcing Excellent Youth Services*". Within Birmingham, these are leading to new ways of planning and delivering services for children, young people and their families. From April 2006, the Youth Service will be located within the new Directorate for Children, Young People and Families, and will be expected to contribute to both the Children and Young People's Plan, and the development of Local Area Agreements.

The service now has clear outcomes for young people to which it must address itself (through '*Every Child Matters*'), and has clear targets to which it must aspire, (through '*Resourcing Excellent Youth Services*'). In order to meet and exceed these expectations the Youth Service must be clear about what it is going to achieve, why it has targeted certain groups and issues, and how it intends to achieve them. It must also be able to monitor and evaluate its performance in order to demonstrate the value of the service to young people and their communities.

In order to ensure that the service is planned, delivered and evaluated in a rational and effective manner, there is a need for a clear policy framework. This has four key elements:

- **The Policy Statement;** What the service is trying to achieve, for whom and why.
- **The Curriculum Framework;** What the service actually delivers in order to achieve desired outcomes.

- **The Quality Assurance Framework;** How the service ensures that what is provided is of a consistently high quality, and the methods used to ensure continuous improvement.
- **The Workforce Development Framework;** How the service ensures that Youth Service staff are equipped, trained, supported and developed in the most effective manner.

Each of these is a stand alone document in its own right, providing clear direction for the key elements of the service. However, when viewed collectively, they represent the cornerstones upon which the Birmingham Youth Service will continue to meet the challenges presented by young people, their communities, and local and national government in a positive, flexible and effective manner. They provide the framework within which all planning takes place, whether that be at a unit, area or city wide level, and establish systems and direction for the monitoring, evaluation and development of the service.

This Policy Statement, as the first of the four documents, provides the basis for the delivery of Youth Work in Birmingham. It identifies the values and principles upon which the service is based; the parameters within which it operates; and the benefits it provides for both young people and their communities.

The context within which the Youth Service now operates has changed considerably over recent years. The arrival of the Connexions Service has altered the focus and priorities for the Youth Service nationally, and the increasing emphasis on partnerships and their efficacy has led the Youth Service into a wide range of joint working arrangements with an increasing number of partners.

Government attention on issues such as crime, poverty, drug and alcohol abuse, anti-social behaviour, teenage pregnancy and academic achievement is intended to tackle both the causes and the symptoms of social exclusion.

The Youth Service is recognised as a key contributor to strategies designed to improve the achievements and aspirations of young people, a recognition that is welcomed, but is accompanied by greatly increased levels of scrutiny, accountability and central direction.

The Birmingham Youth Service is responding to these challenges in a positive and vigorous manner, determined to provide young people with the high quality educational activities, opportunities and experiences that they deserve.

### 3) The Policy Statement.

#### The Purpose of Youth Work

The role of the Youth Service is to provide young people with experiences, opportunities and activities that will enhance their personal and social development, particularly during the transition to adulthood. Although broadly working with young people aged 11-25, the main focus of the Youth Service is on young people in the 13 to 19 age range. The Government has established the target figure of 80% of all Youth Service resources to be demonstrably used in meeting the needs of 13 to 19 year olds.

The role of the Youth Service is perhaps more clearly defined now than it has ever been. The *'Transforming Youth Work: Resourcing Excellent Youth Services'* document has:

***"for the first time set out the Government's expectations for an 'excellent' youth service"***

(Charles Clark: Secretary of State for Education)

This document also establishes a series of measurable outcomes against which the Youth Service can be assessed. These include statistical information about the numbers of young people who are in contact with the service, as well as establishing benchmarks for youth involvement, levels of spending, staff training and ratios of qualified youth workers to young people.

It identifies a role for the Youth Service in contributing to young people's resilience; enhancing their ability to make informed and considered decisions; and increasing their opportunities to acquire skills, knowledge and values.

Through processes of informal education young people will be able to take increased responsibility for their own lives, and play an active role in their communities and in wider society.

In order to define the role and purpose of the Youth Service, it is important to identify the principles that underpin it, the values by which it operates and the outcomes to which it aspires.

This process can be viewed as containing three categories:

|  |   |
|--|---|
| <p><b>INDEPENDENCE</b></p> <p><i>Enabling young people to develop as individuals</i></p>                                 | <ul style="list-style-type: none"> <li>- Confidence building.</li> <li>- Personal and life skills.</li> <li>- Practical skills.</li> <li>- Problem solving.</li> <li>- Self-awareness and self esteem.</li> <li>- Assessing values, beliefs and attitudes.</li> <li>- Taking responsibility for oneself .</li> </ul>  |
| <p><b>SOCIAL INTERACTION</b></p> <p><i>Enabling young people to develop as members of the community</i></p>              | <ul style="list-style-type: none"> <li>- Communications skills.</li> <li>- Developing relationships.</li> <li>- Negotiation skills.</li> <li>- Awareness of others.</li> <li>- Recognising and accepting the values, beliefs and attitudes of oneself and others.</li> </ul>  |
| <p><b>SOCIAL RESPONSIBILITY</b></p> <p><i>Enabling young people to understand their world, and their place in it</i></p> | <ul style="list-style-type: none"> <li>- Awareness and exploration of wider social and political climates.</li> <li>- Recognising and challenging injustice and oppression.</li> <li>- Recognising and respecting the rights of others.</li> <li>- Recognising and understanding one's own responsibility.</li> </ul> |

The main factors in determining the purpose and role of the Youth Service are:

the **‘Starting Point’**: the National Context, the Role of the Youth Service and the Five Key Service Principles;

the **‘Bigger Picture’**: the City Council’s Priorities;

the **‘End Results’**: the Five National Outcomes for Young People.

## **The ‘Starting Point’: The National Context, the Role of the Youth Service and the Five Key Service Principles**

The National Youth Agency describes youth work as a process which:

***“helps young people learn about themselves, others and society, through informal educational activities which combine enjoyment, challenge and learning”.***

Youth work promotes personal and social development, and enables young people to have a voice, influence and place both in their local communities and in society as a whole.

At the heart of youth work is the relationship that develops between the young person and the youth worker. This relationship is voluntary; chosen by the young person, starting with where the young person ‘is at’ and agreeing action through a process of negotiation.

***“Youth work changes lives. It provides opportunities for young people in a wide range of settings including sport, the arts and the community. It helps them develop the personal skills they need to make a success of their lives. It allows them to influence and shape their lives and the services available to them. And it allows them to put something back into their communities. There are few more important investments than in the future of young people, and few better ways of delivering change than through good youth work”.***

David Blunkett (2001): the then Secretary of State for Education and Employment.

The national agenda for Youth Work in England has been established by the Government in the ‘*Transforming Youth Work*’ (2003) document, and the subsequent paper ‘*Resourcing Excellent Youth Services*’. (2004)

### **Birmingham City Council recognises the following national context:**

1. The Youth Service has a major impact in reconnecting young people to wider opportunities.
2. The Youth Service has the potential to be a platform for disadvantaged and vulnerable young people to be included with other young people in mainstream informal provision.
3. The Youth Service is in the process of major change and the potential contribution to social inclusion and life long learning needs to be firmly acknowledged.

**The Birmingham City Council acknowledges the following five summary roles for Birmingham's Youth Service:**

1. The Youth Service contributes to young people's personal and social development through informal education, and seeks to engage them in life long learning.
2. The Youth Service provides support to other agencies in developing effective styles of working with young people.
3. The Youth Service enables young people to have a voice and influence in the services provided for them and in wider policy developments.
4. The Youth service aims to provide a bridge between young people's priorities and the aspirations of public policy.
5. The Youth Service is expected to make a significant contribution to each of the Five Outcomes for Children and Young People.

Youth Work involves both informal and non-formal learning.

**Informal learning** takes place through everyday activities. It is typically not structured and not intended to lead to a pre-planned result or certification. Increasingly, youth workers need to identify ways to 'record' young people's learning gained.

**Non-formal learning** also takes place outside school but is structured, based on learning objectives, learning time and specific learning support and is intentional. Youth workers increasingly need to ensure that the learning is accredited.

There are four characteristic contributions made by youth services to young peoples development. These are:

- Experiential learning – learning by doing and reflecting [not by being taught]
- Participation in decision making – taking and following shared decisions
- Voluntary involvement – choosing to take part
- Non directive relationships – between young people and youth workers based on mutual respect

**The Five Key Service Principles:** emerged from work undertaken nationally during the late 1980's and early 1990's. This established a nationally agreed value base for the Youth Service, and principles which continue to underpin all work undertaken by the Birmingham Youth Service.

These principles establish that all work undertaken with young people through the Youth Service must be undertaken in a manner which is:

**Educative:** Providing a range of opportunities enabling young people to gain knowledge and information, learn new skills and make informed choices about their lives

- Participative:** Encouraging young people to play an active role in the development of their own local, and wider, community and influence decision-making at all levels.
- Empowering:** Developing opportunities whereby young people can take control and experience power in a positive and constructive environment.
- Enjoyable:** Enabling young people to learn in an attractive, challenging, exciting and creative environment .
- Designed to Promote Equality of Opportunity:** Influences attitudes and develops physical environments whereby all young people will feel safe and comfortable in taking part, and challenges all forms of oppression and discrimination.

## **The ‘Bigger Picture’: The City Council’s Priorities.**

These are the second factor in determining the role and purpose of the Youth Service in Birmingham. The City Council’s priorities are highlighted in the **“Council Plan 2005+”**, and the **‘Blueprint for Birmingham’**, which set the work of the Youth Service within the broader City Council context, and provide a clear direction for youth work within the City Council. These priorities are:

### **1) Investing in improvement:**

- Council Priority 1:** Managing resources effectively, flexibly and responsively
- Council Priority 2:** Investing in our staff to build an organisation that is fit for purpose

### **2) Improving services, aspiring for excellence in all our services:**

- Council Priority 3:** Raising performance in our services for children, young people and families.
- Portfolio Priority 3.2:** Provide better integrated and localised services to children, young people and families.
- Council Priority 4:** Raising performance in our housing services

### **3) To move Birmingham forward as a city of vibrant urban villages.**

|                                 |  |
|---------------------------------|--|
| <b>Council Priority 5:</b>      | <b>Reinforcing our commitment to a clean, green and safe city</b>  |
| <b>Council Priority 6:</b>      | <b>Investing in regeneration</b>   |
| <b>Portfolio Priority 6.5:</b>  | <b>Extend the use of our museums and art galleries services to support the city's heritage, cultural and learning provision</b>                |
| <b>Council Priority 7:</b>      | <b>Improving the city's transport</b>  |
| <b>Council Priority 8:</b>      | <b>A fair and welcoming city</b>   |
| <b>Portfolio Priority 8.2:</b>  | <b>Develop wider access and choice for service users</b>   |
| <b>Council Priority 9:</b>      | <b>Providing more effective education, learning and leisure opportunities</b>  |
| <b>Portfolio Priority 9.1:</b>  | <b>Improve involvement between learners, families and providers to realise their full potential and narrow achievement and attainment gaps</b> |
| <b>Portfolio Priority 9.2:</b>  | <b>Promote collaboration and innovation so that schools and other learning providers meet the needs of communities</b>                         |
| <b>Portfolio Priority 9.3 :</b> | <b>Improve the impact of Birmingham's library and arts provision</b>   |
| <b>Council Priority 10:</b>     | <b>Promoting Birmingham as a great international city</b>  |
| <b>Portfolio Priority 10.2:</b> | <b>Enhance Birmingham's reputation as a national and international centre of sport and culture.</b>  |

**'The Children and Young People's Plan'** also sets the context in terms of the City Council's broader priorities, and establishes the vision for all services for children and young people. The Youth service has contributed to the development of the C&YP's Plan, and to the process of establishing key targets and themes for services for children and young people.

### **The End Results': National Outcomes for Young People.**

These will increasingly determine the role and purpose of the Youth service. They provide the outcomes desired by young people, and demanded by Central Government.



'Every Child Matters' and the CYPP (Children and Young People's Plan) have established this clear set of five **outcomes for young people** to which all services must address themselves. The Youth Service is now required to design and implement services that contribute to these outcomes for children and young people.

These can be seen as defining **the end results** of the youth work process, namely that every young person is entitled to:

- **Be healthy:** enjoying good physical and mental health and living a healthy lifestyle.
- **Stay safe:** being protected from harm and neglect and growing up able to look after themselves.
- **Enjoy and achieve:** getting the most out of life and developing the skills for adulthood.
- **Make a positive contribution:** to the community and to society and not engaging in anti-social behaviour.
- **Enjoy economic well-being:** overcoming socio-economic disadvantages to achieve their full potential in life.

The Youth Service will monitor and evaluate the effectiveness of the projects and programmes against these outcomes, and in a manner that contributes to the '**The Children and Young People's Plan**'.

## 4) Summary

The Youth Service is in a unique position to make a significant contribution to the lives of many young people in the city. The style and methods of delivery, allied to the fact that it operates in the heart of the community with young people who value it and shape it, places it in a position to effectively tackle many of the priorities identified by local and national government, by local communities, and most importantly of all, by young people themselves.

This **Policy Framework for Delivery of Youth work in Birmingham**, made up of the **Policy Statement**, the **Curriculum Framework**, the **Quality Assurance Framework** and the **Workforce Development Framework** provide the cornerstones upon which the Birmingham Youth Service will continue to meet the challenges presented by young people, their communities, and local and national government in a positive, flexible and effective manner.

**Last Revised: January 26th 2006.**

## APPENDIX 3

Here are the first set of Youth Service statistics for 2005-6.

All show progress towards national targets which are above the local targets that were set.

The contact figure has been maintained.

Proportions by gender virtually the same as last year.

Proportions by ethnicity Black/black British up by 3% Chinese/other up by 2% other comparisons virtually the same as last year.

Attached are the key statistics by centre -

13-19 NC Table ALL 0506 Yousiff.: 11-25 NC Table ALL 0506 Yousiff.:

Below are the key statistics for the Youth Service -

### **13-19 AGE GROUP**

**1. Proportion of contacts by gender are 63% males and 37% females.**

**2. Percentage of male 13-19 population contacted 37%**  
**Percentage of female 13-19 population contacted 12%**

**3. Proportion of 13-19 contacts by ethnicity,**

**Asian/Asian British 21%**

**Black/black British 17%**

**Chinese/other 2%**

**Mixed heritage 8%**

**White 52%**

**Contacts 29% (29,563) of the 13-19 population.**

( Last years figure 29,485 - 29% )

National Target 25% (25,486)

Increase of 0% (78) over 2004/5

**Participation 6% (5,748) of the 13-19 population.**

(Last years figure 4,229 - 4%)

National Target 15% (15,292)

Increase of 36% (1,519) over 2004/5

**Recorded outcomes 9% (1,346) of the 13-19 participation target.**

(Last years figure 630 - 4%)

Local Target was a new baseline (due to change in calculations) of 4%

National Target 60% of participation target (9,175)

Increase of 137% (716) over 2004/5

For information

(Local Target (using old calculation) 16% this year we achieved 23% )

**4. Accreditation 2% (271) of the 13-19 participation target.**

(Last years figure 172 1%)

Local Target was a new baseline (due to change in calculations) of 1%

National Target 30% of participation target (4,588)

Increase of 58% (99) over 2004/5

For information

(Local Target (using old calculation) 6% this year we achieved 5% )

**11-25 AGE GROUP**

**1. Proportion of contacts by gender are 63% males and 37% females.**

**2. Percentage of male 11-25 population contacted 22%**  
**Percentage of female 11-25 population contacted 13%**

**3. Proportion of 11-25 contacts by ethnicity,**

**Asian/Asian British 21%**

**Black/black British 18%**

**Chinese/other 2%**

**Mixed heritage 8%**

**White 51%**

**Contacts 17% (37,285) of the 11-25 population.**

Last years figure 17% (38,611)

Decrease of 3% (1326) under 2004/5

**Participation 3% (7322) of the 11-25 population**

Last years figure 2% (5159)

Increase of 42% (2163) over 2004/5

**Recorded outcomes 1682 of the 11-25 population**

Last years figure 746

Increase of 126% (936) over 2004/5

**Accreditation 303 of the 11-25 population**

Last years figure 189

Increase of 60% (114) over 2004/5







Appendix 4

**DRAFT v8H**

# **Birmingham Youth Service Plan 2006-8**



**Produced and Published by:**

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Children and Young People's Directorate,  
Birmingham City Council

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## 1) INTRODUCTION

In 2005 the Government published a Green Paper entitled '*Youth Matters*' in which it set out proposals for the way in which services should be delivered for young people in order to ensure they are afforded the best possible chance in life to succeed. These proposals signpost significant changes to the way in which support for young people across all services is organised and delivered, and changes to the way in which resources are both allocated and used.

Youth Matters recognises the importance of young people's emotional and physical health as well as their learning and achievement. This vision complements the strategy that the Birmingham Youth Service has been following for a number of years, namely to seek to deliver services to young people through a joined up approach with complementary services such as the voluntary sector, Connexions, the Youth Offending Service, Primary Care Trusts and Drug Action Teams to enable young people to benefit from holistic approaches to working with them.

The move to the new Children, Young People and Families Directorate will undoubtedly place new demands and expectations on youth workers, but their role and approach to working with young people has been identified by Government as being critical to the success of a Children and Young People's Service.

In 2006 the Youth Service updated and published a clear policy framework to ensure that the service is planned, delivered and evaluated in a rational and effective manner. It has four key elements:

**The Policy Statement;** What the service is trying to achieve, for whom and why.

**The Curriculum Framework;** What the service actually delivers in order to achieve the desired outcomes.

**The Quality Assurance Framework;** How the service ensures that what is provided is of a consistently high quality, and the methods used to ensure continuous improvement.

**The Workforce Development Framework;** How the service ensures that Youth Service staff are equipped, trained, supported and developed in the most effective manner.

Each of these is a stand alone document in its own right, providing clear direction for the key elements of the service. However, when viewed collectively, they represent the cornerstones upon which the Birmingham Youth Service is based. It will continue to meet the challenges presented by primarily young people aged 13 to 19, their communities, and local and national government in a positive, flexible and effective manner. These elements provide the framework within which all planning takes place, whether that is at a unit, district or city wide level, and establish systems and direction for the monitoring, evaluation and development of the service.

Therefore, this plan not only sets out the Birmingham Youth Service's response to meeting the needs of young people and communities but also aligns the service with the changes outlined in '*Youth Matters*'. Part Two of the plan contains the Business Plan and the activities and outcomes for the individual Districts and the Central Youth Service team. These have been created out of the individual unit plans drawn up for each of the hundred centres or projects across the city. In these staff and young people have set their own projects' targets and outcomes against the Every Child Matters Framework and have then developed plans for individual pieces of work.

The Youth Service now has the most comprehensive system it has ever had for planning its work to meet the needs of young people. This will enable the Service to meet the challenges it has set itself, namely;

- to achieve the standards required of a high performing Youth Service;
- to be an organisation which achieves the standards set out within the Office for Standards in Education (Ofsted) framework;
- to meet the requirements of Best Value and the quality and impact targets described in '*Resourcing Excellent Youth Services*'.

These standards continue to be key drivers for all staff due to their contribution towards ensuring that young people receive the high quality service that they deserve. The Youth Service Plan (Part one) provides a clear direction for Birmingham's Youth Service over the next three years.

## 2) SERVICE PRINCIPLES

The youth work process can be viewed as containing three categories:

### **Independence –**

Enabling young people to develop as individuals.

### **Social interaction –**

Enabling young people to develop as members of the community.

### **Social Responsibility -**

Enabling young people to understand their world, and their place in it.

*And these are underpinned by the five key service principles, which determines that youth work should be:*

### **Educative:**

Providing a range of opportunities enabling young people to gain knowledge and information, learn new skills and make informed choices about their lives

### **Participative:**

Encouraging young people to play an active role in the development of their own local, and wider, community and influence decision-making at all levels.

### **Empowering:**

Developing opportunities whereby young people can take control and experience power in a positive and constructive environment.

### **Enjoyable:**

Enabling young people to learn in an attractive, challenging, exciting and creative environment.

### **Designed to Promote Equality of Opportunity:**

Influences attitudes and develops physical environments whereby all young people will feel safe and comfortable in taking part, and challenges all forms of oppression.

## 3) STATISTICAL INFORMATION

- The Total Number of Young People in the 11-25 age range in Birmingham is **222,100**.
- The main focus for the Youth Service are 13-19 year olds. There are **101,945 young people** this age range.  
(Figures extrapolated from UK Census Records 2001)
- The service is delivered through **104 'outlets'**, including Youth Centres, information shops and projects, detached projects, school-based facilities, Connexions Centres and voluntary organisations.
- There are approximately **585 staff** in the service, including a **management team of 14**, a **full-time** work force of approximately **88**, and **413 part-time** youth workers and **51** support staff.

- Across the school age population 42% of children and young people are from black and minority ethnic communities.
- Expenditure on the Youth Service in 2005/6 was £10.161 million. This was made up of the core budget of £6.1 million, the Grants Budget of £1.513 million, and £2.548 million of external funding.
- In 2005/6 the Youth Service had XXXXX attendances, and worked with XXXXX individual young people in the 13-19 age range, XX% of the total cohort.(Figures to be collated and added by end of June, and included in final print)
- The total spend for the service in 2006/7 is anticipated to be £11 million. This will be made up of the core budget of £6.285 million, the Grants Budget of £1.614 million, and an anticipated £3.2 million of external funding.

#### 4) TABLE OF YOUTH SERVICE TARGETS

| Youth Service output desired  | 2003-4       | 2004-5     | 2005/6  | Govt. Target  | Required for...  |
|---|--------------|------------|---|---|--|
| 25% contact with the resident 13-19 population  | 25%          | 29%        | All figures 05/06 to be added once end of year stats collated | 25%   | <b>“Benchmarking for 2004/5”</b><br>stated in Local Authority Youth Service Operational Planning 2004-5<br><br>‘Good Practice’ Document.<br>Circulated 3 <sup>rd</sup> Dec 2003 DFES<br>Margaret Hodge |
| Participation rate in youth work of 15% of the resident 13-19 population.                       | Not Required | 4%         |   | 15%   |  |
| 60% of participants in youth work to gain a recorded outcome.                                   | Not Required | 15%        |   | 60%   |  |
| 30% of participants in youth work to gain an accredited outcome.                                | Not Required | 4%         |   | 30%   |  |
| YS 4: Percentage of 13-19 Young People within a safe 30 min journey to youth work provision.    | 95%          | 94%        |   | 95%   | <b>“NYA Standards of Youth Work Provision”.</b><br><br>as stated Transforming Youth Work Resourcing Excellent Youth Services DFES.   |
| YS 6: Electronic access to youth information at centres open min. 10 hours per week.            |              |            |   | 80%   |  |
| YS 7: Number of contacts per thousand 13-19yr population.                                       | 248          | 289        |   | 250   |  |
| YS 10: User satisfaction with the Youth services provided                                       | 94%          | 95%        |   | 85%   |  |
| YS 14: Local Authority funding of Youth Service spending per head of population aged 13-19 yrs. | £53.46       | £59.83     |   | Min £100 per head   |  |
| YS 15: Number of qualified staff by 13-19yr youth population.                                   |              |            |   | 1 Full-time nationally qualified per 400 of 13-19 age group |  |
| YS 16: Local authority spending on professional development of its staff.                       |              | £251,000   |   | 5% of total Youth Service budget                            |  |
| Working with voluntary youth sectors  | £1.5 million | £1,513,000 |   |   |  |
| Spending on staff   |              |            |   |   |  |
| Young people  |              |            |   |   |  |

|   |         |                              |  |        |  |
|---|---------|------------------------------|--|--------|--|
| - No. contacts 11-25 in year.   | 32,400  | 38,611<br>29% of 11-25 popn. |  |        | <b>“Completion of NYA Audit Returns”</b><br>(Information type – See attached form for more detail)       |
| - No. Contacts 13-19 in year.   | 25,295  | 29,485<br>17% of 11-25 popn. |  | 25,486 |  |
| - No. Attendances 11-25 in year.  | 239,266 | 227,352                      |  |        |  |
| - No. attendances 13-19 in year.  | 195,071 | 186,823                      |  |        |  |
| % of young people contacted/reached who are between the ages of 13-19   | 78%     | 76%                          |  | 80%    |  |
| Proportion of ethnic minority young people contacted in 13-19 age range | 45%     | 47%                          |  | -      | 41% of young people in Birmingham in the 13-19 age range are from black and minority ethnic communities. |

## 5) THE NEEDS ASSESSMENT: CONSULTATIONS AND STATISTICAL KNOWLEDGE

Since the first 2002 Youth Service Plan consultation took place there have been a series of consultation exercises and events involving hundreds of young people, staff and partners. These have played a crucial role in informing the service about young people’s needs (see appendix 1). There are consistent themes that have continued to emerge through these processes. These include the need,

- **to be healthy**
- **to be safe**; personal safety, security, a safe place to meet where there is no hassle
- **to learn and in particular learn informally**, which is an attractive form of learning to some young people and a viable alternative to formal routes. They also wish to develop skills.
- **for the significant role youth workers play** in providing advice, support, challenge and guidance to be understood.
- **for more youth facilities** and a concern that positive activities are not what they need but what adults think they should be doing.
- **good transport**
- for an understanding that **faith** is a significant factor in many young people’s lives.
- for an emphasis on **community cohesion**.
- to access the **arts and culture** as a way of improving community cohesion and positive engagement.
- **to promote young people in a positive light.**
- **to reduce anti-social behaviour**
- to be **trusted** and **respected**
- to be **consulted** and **appreciated**
- for **choice** and **independence**
- **to be happy** and have **enjoyable and challenging experiences**
- **to have their voice heard and influence services** available to them. Some young people want to be involved in the decision making processes about Youth Service delivery at all levels.
- To recognise the positive contribution that good quality services for young people can make to **reductions in crime**.
- for services to be **culturally sensitive**
- to be **supported through issues** such as difficulties with relationships, being a young parent, lack of money

- for Youth Centres and the service generally need to publicise itself better and **make more individual contact with young people** to tell them about the services it provides and what they will be doing for young people.

The substantial number of young people involved in the consultation exercises had very clear views on the role and function of youth centres, and the sorts of experiences, opportunities and activities they should provide. They also expressed views on how they would define a flourishing neighbourhood, and had some interesting and creative ideas and suggestions for the engagement of young people in developing services. A detailed breakdown of their comments, ideas and opinions is available from the Youth Officer - Quality and Planning, tel: 0121 464 8654, email mark.shaw@birmingham.gov.uk.

In developing this plan, the Youth Service has acknowledged these clear messages from young people; taken account of statistical knowledge (see appendix 1); and recognised the need to contribute to local and national targets (both youth service, and those of partner services and agencies).

This has resulted in the service identifying clear priorities for delivery at unit and area level. These priorities in turn relate to one (or more) of the Five National Outcomes, and introduce a sixth outcome focussing on specific work strands.

Each centre and project has subsequently planned its work against these priorities, and identified both the intended outcomes and the planned activities related to them. The District Plans then represent an amalgam of the unit plans.

These delivery plans represent the work that the service will actually undertake, and how those activities ensure that the service is aligned, through its planning process, with the Every Child Matters Five Outcomes. These delivery plans are included in **The Birmingham Youth Service Plan: Part two.**

## 6) THE VISION FOR THE SERVICE

The service vision is captured within its core marketing message, (B Inspired, B Young, B Learning) and in an approach to service development which focuses on partnership working with young people, partner agencies and its work force.

The Youth Service Vision is:

- **To be a Service that is shaped by the needs and aspirations of young people as individuals, groups and communities.**
- **To be a Service that is increasingly managed and delivered by young people in partnership with youth workers and youth work managers.**
- **To be a Service that offers a broad range of experiences and opportunities, at every level, which are described by young people, ourselves and partners as Inspiring, Young and a place of Learning.**
- **To be acknowledged as a high performing Youth Services, and in setting high standards, is able to influence and shape other services for young people locally and nationally.**

## 7) THE AIM and SIX OUTCOMES OF THE YOUTH SERVICE

**The aim of the Birmingham Youth Service is to provide young people with enjoyable opportunities, challenging experiences together with information, support and guidance to enable them to achieve and develop their skills, abilities, self esteem, values and identity in their transition to adult life.**

The Birmingham Youth Service has identified its aim and its six outcomes, and aligned the planning and priorities of the service with the five national Every Child Matters outcomes. A sixth area has been added in order to accommodate those vital areas of service delivery and development that did not easily sit within the framework. The thirty key areas of work under each of the six headings are as follows:

## **THE SIX OUTCOMES**

### **Outcome 1: Be Healthy**

#### **Priorities**

1. Improving physical health through sports and recreational opportunities.
2. Delivering culturally sensitive mental health, family and relationships support.  
Increasing confidence levels and self esteem amongst young people.
3. Reducing the level of teenage pregnancies, improving sexual health knowledge and working with young parents.  
Providing culturally appropriate sexual health information.
4. Delivering a broad range of healthy activities and providing health information, advice and guidance.
5. Delivering drug and alcohol education and information programmes/projects/activities.

### **Outcome 2: Stay Safe**

#### **Priorities**

6. Developing communication skills.  
Developing safeguarding systems and practice, including a confidentiality policy.
7. Providing safe environments and relevant personal safety skills and information.
8. Developing safe environments.  
Increasing self esteem and confidence, and building resilience amongst young people.  
Actively challenging discrimination and bullying.
9. Targeting programmes/projects/activities at young people at risk.  
Improving community safety, reducing crime, and the fear of crime.  
Reducing gang violence.  
Presenting positive images of young people.
10. Providing information, support and guidance on leaving home and homelessness.  
Targeting work with looked after children and other vulnerable groups.

### **Outcome 3: Enjoy and Achieve**

#### **Priorities**

11. Working with young parents and parents to be.  
Developing ways of working with new arrivals in the 13-19 age group.  
Working with young people who are re-engaging with education.
12. Increasing the delivery of youth work in schools.  
Providing information, advice and guidance.
14. Delivering programmes/projects/activities and events that young people are involved in producing, and that reflect their interests, aspirations and values.
15. Providing alternative education programmes.  
Making an increasing contribution to the development of extended schools.

## **Outcome 4: Make a Positive Contribution**

### **Priorities**

16. Developing Citizenship skills, responsibility, and an effective framework for participation.  
Undertaking specific consultation and decision making work.  
Developing the skills of young volunteers and broaden the range of volunteering opportunities.
17. Learning appropriate responses to situations, and developing personal responsibility.
18. Increasing confidence levels and self esteem amongst young people.  
Creating opportunities for achievement and recognising success.  
Encouraging supportive relationships with both peers and adults.  
Understanding and respecting diversity and challenging injustice.
19. Enabling young people to achieve through new experiences, challenges, and activities.  
Providing targeted support to vulnerable young people.
20. Developing young leaders and providing opportunities for young people to develop entrepreneurial skills.

## **Outcome 5: Achieve Economic Well-being**

### **Priorities**

21. Contribute to reducing the number of NEET young people.  
Delivering alternative education programmes and work experience opportunities.
22. Developing and recognising skills and abilities.  
Providing information, advice and guidance.  
Developing young leaders.  
Providing work experience and developing work skills.
23. Developing political awareness.  
Enabling young people to engage in regeneration and community development.
24. Developing appropriate values in life taking into account e.g. faith, religion, culture, background, community.
25. Developing the skills, aspirations and talents of young people in order to increase their employability.  
Providing information, advice and guidance on money management, benefit advice and related services.

## **Outcome 6: Work Strands**

### **Priorities**

#### **LGBT Young People**

26. Developing specific interventions in order to meet the needs of lesbian, gay, bi-sexual and trans-sexual young people.

#### **Young People with Disabilities**

27. Developing specific interventions in order to meet the needs of young people with disabilities.

#### **Community Cohesion and Equalities**

28. Supporting young people to develop relationships with people from different backgrounds, ages and circumstances.  
Delivering programmes/projects/activities that explore the diversity of people's backgrounds and circumstances.  
Supporting young people to appreciate and value diversity.

#### **Reducing Violence**

29. Developing an effective range of Youth Work interventions that will reduce violent behaviour.

Creating opportunities to develop relationships with young people at risk of or engaged in violent activities.

### **Faith, Spirituality and Values**

30. Developing a range of youth work interventions and opportunities that enable young people to understand and explore their own and others faith, spirituality and values.

Providing opportunities for young people to explore the factors that will lead to their spiritual well-being.

## **8) YOUTH SERVICE DEVELOPMENT**

**Service Improvement:** The Youth Service has undertaken a rigorous process of identifying those areas in need of significant improvement in order to

- ensure that young people and their communities receive a relevant and high quality service,
- respond to areas of development identified in a self assessment against the Ofsted Inspection regime
- meet corporate targets for young people set out in the ***Children and Young People's Plan***.

The items listed below should be seen in the context of a service that is planning for excellence, and continuous improvement. Details of the areas for development can be found in the ***Youth Service Improvement Plan and the Performance Monitoring Schedule***

Areas for development were identified as being,

- Securing increased Service resources.
- Increasing young people's active involvement in the specification, management, and quality assurance of the service.
- Improving the participation rates (not contact rates) of young people in the service.
- Increasing the levels of accredited and recorded outcomes achieved by young people.
- Increased partnership working with schools.
- A need to base the curriculum on a coherent rationale designed to meet the needs of young people.
- Increase levels of administrative support.
- Improve the quantity and quality of work with young people with disabilities.
- Improve the quantity and quality of work with gay, lesbian and bisexual young people.
- Improve the quantity and quality of work with young women, in particular young Asian women.
- Develop and implement a process of gathering returns against targets in relation to investment in Voluntary Youth Sector.
- Improve the effectiveness of planning and evaluation processes, particularly at club/project level.
- Tackle poor performance, particularly where this leads to unsatisfactory provision.
- Address issues arising from the Staff Satisfaction Survey

The **Policy Framework for Delivery of Youth Work in Birmingham** was updated in 2006. This framework is made up of four documents; the **Policy Statement**; the **Curriculum Framework**; the **Quality Assurance Framework**; and the **Workforce Development Framework**. They provide the cornerstones upon which the Birmingham Youth Service will continue to meet the challenges presented by young people, their communities, and local and national government in a rational and effective manner.

The four documents have the following purposes:



- **The Policy Statement;** Outlines what the service is trying to achieve, for whom and why.
- **The Curriculum Framework;** Describes what the service actually delivers in order to achieve desired outcomes.
- **The Quality Assurance Framework;** States how the service ensures that what is provided is of a consistently high quality, and the methods used to ensure continuous improvement.
- **The Workforce Development Framework;** Describes the means by which the service ensures that Youth Service staff are equipped, trained, supported and developed in the most effective manner.

Presently, The Birmingham Youth Service is responding to a whole range of local, national and internal initiatives including The City Council's priorities which are,

- Investing in improvement.
- Improving services, aspiring for excellence in all our services.
- A city of vibrant urban villages.

Therefore the Youth Service has created '**The List**' which contains the critical areas of work that will enable it to address these initiatives, priorities and drive its on-going development.

## **THE LIST**

### **1. Embedding the Youth Service into the new Children, Young People and Families Directorate. To include,**

- Planning based on outcomes and delivery on the 5 outcomes
- Delivering work that supports the extended schools agenda
- Geographical alignment of the service
- Undertake a formal scrutiny review of the Youth Service

### **2. Developing Areas of Work**

- Equality, diversity and community cohesion
- Reducing violence
- Faith, spirituality and values

### **3. Targeted groups**

- Looked after young people
- Young people with disabilities
- Lesbian, gay, bi-sexual and trans-sexual young people
- Young people at risk of involvement in violence and anti-social behaviour.

### **4. The development and implementation of the Youth Service Business Plan, to include:**

- Performance management and monitoring against e.g. REYS targets
- Implementation of the Improvement Plan
- Ensuring the service is in good shape for its OFSTED inspection
- Improved financial management systems

### **5. Voluntary and Community sector development, including:**

To include,

- Implementing the outcomes of the review of the voluntary sector grants process
- Making sure the voluntary and community sector has the capacity to play its full part in achieving improved outcomes for young people.

#### 6. Engagement of young people, including:

- Implementation of the Hear by Rights standards, including local and city-wide Hear By Right Action Plans.
- The developments of service wide and local hear by right action plans.
- The contribution to the development of a corporate charter for children and young people.
- Improved and increased involvement in decision making processes by young people.

#### 7. Youth Officer Key Results Targets

(Included in Youth Service District Plan 1 accessed via Quality and Planning 464-8654)

## 9) PARTNERSHIP WORKING

The Youth Service will continue to engage in a range of partnerships, and with a range of partners to maximise its effectiveness in working with young people. These include: The Youth Offending Service, Connexions, The Drug Action Team, The Learning and Skills Council, Secondary Schools, Primary Care Groups, the Teenage Pregnancy Unit and other services within the Strategic Directorate.

The Children, Young People and Families Directorate will establish the framework for the continued development of this collaborative working, including the management structures, the outcomes for young people, the commissioning arrangements, and the inspection processes for all work with children and young people. The Partnership table in appendix 2 highlights the key areas where there are shared themes and targets and where the Youth Service priorities directly relate to them.

### THE VOLUNTARY AND COMMUNITY SECTOR

The statutory sector Youth Service has worked in partnership with the voluntary and community sector in Birmingham over several generations to provide services to young people. A relationship of mutual dependency and cooperation has developed, and this will continue to be promoted to maximum effect.

The voluntary sector is often able to work in key geographic locations, as representatives of particular religious, cultural and ethnic groups, and in addressing particularly problematic needs. The capacity of voluntary sector organisations to undertake independent advocacy work, and respond swiftly to areas of most need, makes it an extremely valuable and valued element of overall provision for young people.

One of the declared priorities of the Youth Service is to support and encourage young people to become volunteers. Voluntary and Community sector organisations provide an excellent setting in which this can take place.

The Youth Service currently supports the voluntary sector through a substantial Grant Aid programme, and through the ongoing professional support from its staff and officers. Youth workers from the voluntary sector are also regular participants in Youth Service training and professional development opportunities.

The Grants to Voluntary Organisations Budget for 2006/7 is **£XXX.xx., of which approximately £770,000 is invested in youth work.** This represents approximately **xx%** of the total Youth Service budget, a significant investment in the voluntary and community sector.

#### The Voluntary Sector Review:

A large scale review of the Grant Aid to Youth Work only organisations has recently been undertaken. The review sought:

- To respond to the corporate priority of ensuring **fair and equitable distribution of resources across the districts**.
- To respond to the **equality impact assessment** that identified that the current arrangement for grant aid allocation had a potential negative impact in terms of race.
- To identify the **future relationship with the voluntary sector** arising out of the evaluation of Transforming Youth Work.

Currently the Youth Service does not effectively measure the contribution of those organisations funded through grant aid against the achievement of national and locally established targets. One of the outcomes of the review will be to ensure the work of the voluntary organisations funded by the Youth Service contributes to achieving those targets.

Voluntary and community organisations have identified, through the review, the need to become more closely involved in planning and shaping of Youth Services. This will be addressed as part of the outcome of the review.

The recommendations of the review will be implemented over the course of 2006/7 and 2007/8, with the main changes being made from April 2007. A full copy of the report is available upon request.

## 10) DEVELOPING AREAS OF WORK AND TARGETTED GROUPS

### a) EQUALITY, DIVERSITY AND COMMUNITY COHESION

The diversity and richness of Birmingham's multi-cultural, multi-racial and multi-faith communities presents young people with an abundance of new opportunities and experiences at local as well as city-wide levels. This diversity makes Birmingham a vibrant and interesting place to live and work and should be celebrated and the positive potential exploited. Young people make a major contribution to achieving the aim of building a city where differing values and ways of life are acknowledged and respected, variety is enjoyed, and the city is seen as a safe and friendly place.

This respect by all sections of the many communities will contribute to stronger community cohesion and positive race relations amongst our young citizens.

All young people currently growing up in Birmingham will experience diversity from an early age, with many communities, cultures, languages, food, customs, traditions, beliefs and festivals celebrated, shared and experienced throughout the year. The Birmingham Youth Service is in an position to encourage and enable young people to inform, share and celebrate the varied and rich mix of viewpoints and values within the youth population.

The Birmingham Youth Service aims to provide all young people with opportunities to participate in programmes of activities that are educational, developmental, enjoyable and safe. It understands and is responsive to the need for young people to respect one another. Birmingham's changing demography will require the service to be flexible to the changing needs of young people throughout the city and it intends to evolve and continue to be relevant to the lives of young people to meet this challenge.

In addition to the variety of good work that already takes place the Youth Service has further decided, in line with the Race Relations Act, to assess the impact of all of its new functions not only with regard to their race equality dimension but also with regard to gender, disability and sexuality.

### b) REDUCING VIOLENCE

The Youth Service works in partnership with a number of statutory and voluntary agencies on the Birmingham Reducing Gang Violence Group, one of six priority groups working for the Community Safety Partnership, and leads on the agenda relating to young people.

This is an emerging area of work which is testing the service's ability to target and address the needs of young people actively involved in gang culture and lifestyles. Working particularly with community organisations the service is developing work that both increases opportunities for high risk young people (those young people involved in or on the cusp of involvement in violence), as well as reduces the potential for young people to become involved in negative gang related activity.

Both young people and service staff have highlighted the need to enhance our ability to respond to the perception that society is becoming increasingly violent. This has led to a focus on enhancing our ability to safeguard young people and to increase the ability of youth workers to respond to issues of anti social behaviour.

#### **c) FAITH, SPIRITUALITY AND VALUES.**

The Youth Service's work around reducing gang violence has established new partnerships with faith-based organisations, and raised significant questions around the role of values in enhancing young people's ability to negotiate through challenges and risks they encounter in their lives.

This is an emerging area of work for the Youth Service which has become increasingly critical given the multi-faith environment in which young people in Birmingham are living. Some young people have identified that faith is an important part of their identity; and research has identified a link between spiritual well-being and young people's enjoyment and achievement.

A key focus this year will be increasing our partnership with faith-based organisations, working with young people to contribute to the service curriculum on issues of faith and identity. The service will also seek to pilot new styles of work associated with building resilience in young people, designed to enable young people to explore and define values associated with being successful.

#### **d) LOOKED AFTER YOUNG PEOPLE**

The Youth service recognises the need to address the specific needs of young people in the Looked After System, and is represented on both the Corporate Parenting Strategy Group, and the Year of Celebration Working Group. Work is being undertaken to strengthen the strategic links with the Looked After System in order to improve the Youth Service contribution to improving the life chances and quality of life for those young people, and also to strengthen local links between youth work projects and children's homes.

This group of young people are particularly vulnerable, and the Youth Service will seek to build on work already undertaken with Looked After Children to increase both the quality and the quantity of provision on offer to them.

#### **e) DISABLED YOUNG PEOPLE AND YOUNG PEOPLE WITH LEARNING DIFFICULTIES**

In the past disabled young people and those with learning difficulties have not been given the same attention or involvement in some universal services as other young people. They make up a significant number of the 'Hard to Reach' and the 'Not in Employment, Education or Training (NEET)' groups. Recently the government has given recognition to this group, made new legislation and given grants to local authorities in an attempt to address some of the issues this group faces.

The Youth Service's Equality Impact Assessment Group has identified that there is a need to both increase service knowledge concerning the levels of use of our service by young people who have a disability and the level of provision and services that targets and addresses their needs.

The service is engaging with partners and young people to assess provision in one of our areas and will use the findings from this piece of work to develop specific actions in response to the issues raised.

The Service currently engages young people with particular needs in targeted provision and a key focus this year will be to enhance our ability to attract young people with disabilities to integrated provision.

For a number of years, the City Council has been promoting the social model of disability, which shares many of the principles of youth work, particularly in the concept of respecting and empowering individuals to have more control of their own lives. Over the last three years over two hundred youth workers (Part-time and Full-time) have undertaken training in order to understand and implement this model. Further work needs to be done in order to ensure that they actively involve and cater for disabled young people and young people with learning difficulties.

Over the last few years the Service has invested in required physical adjustments to our buildings. We now need to ensure that the activities that run in those buildings and projects are inclusive of disabled young people and those with learning difficulties. We are presently working with other organisations such as the Children's Society to set up forums of disabled young people and those with learning difficulties to help the service identify the barriers to their involvement in Youth Service activities, and to enable the views of these groups of young people to be represented.

The Service is working closely with other agencies through the Children and Young People with a Disability and/or Learning Difficulties Work Stream (Part of Children's and Young Peoples' Partnership group).

#### **f) LESBIAN, GAY, BI-SEXUAL AND TRANS-SEXUAL YOUNG PEOPLE**

Following the City Council seminar in 2003, '**Responding to the needs of Lesbian, Gay, Bisexual and Trans Young People**' the Youth Service undertook its own consultation entitled '**Coming Out of the Shadows**' in May 2004. Its recommendations included,

- The need for a safe place for young people to explore the issues relating to their sexuality and identity.
- The need for a full-time co-ordinator or development worker.
- Increased staffing hours dedicated to Outcentral, (the only specialist project in the city).
- The need for the Youth Service to address the juncture between faith and sexuality and develop guidelines on practice.
- To deliver more training to staff in this area.
- To increase partnership working in order to respond to the needs of LGBT young people more effectively.
- To create opportunities for peer-led projects.
- The work should be monitored through the Service MIS and information used to ensure that appropriate levels of resources and work is delivered to this group.

Generally, there is the need to have a workforce that have an understanding of the issues faced by LGBT young people and are able to respond appropriately.

The Youth Service has identified this particular group of young people as one of its targeted groups and it will deliver work and allocate more resources to ensure there are better outcomes for LGBT young people.

## **11) SUMMARY**

When consulted, the message from those young people actively involved with the Youth Service is that generally it is in good shape.

95% of young people who use the service are at least satisfied in the services offered by their youth centre/project, 54% felt that their project or centre was excellent. (*Young People's Satisfaction Survey 2005*) The survey also indicated that young people felt that their project is already operating in a relevant and an appropriate manner and it is a service that involves them, listens to them and supports them.

The variety of consultations in which young people have been involved over the last four years, complemented by the management information and intelligence the service has developed, has not only ensured that the service has focussed its delivery on young people's needs, but also the needs of the communities in which they live.

The challenge for the Service over the next two years is to deliver the new outcomes for young people, and the resultant Youth Service priorities in every community in which it works. Only by striving for continuous improvement and higher standards will the service enable the 29,000 young people who contact and experience the service to achieve the positive outcomes that they deserve.

The alignment of the service to the Every Child Matters Five Outcomes, the transition to a new directorate and the emerging expectations on the service will present new challenges. However there is a commitment across the service to continue to improve the quality and

consistency of work with young people across the range of provision offered. The Youth Service has motivated staff at all levels, and across a range of roles and responsibilities who are committed to delivering a high quality service to young people.

This plan outlines the way in which the service will continue to provide the high quality and universal service that young people have consistently said that they need, and that they and their communities deserve.

## 12) APPENDICES

### APPENDIX 1

#### NEEDS ASSESSMENT – STATISTICAL KNOWLEDGE

##### a) Introduction

This section of the Youth Service Plan provides the factual information necessary to inform the planning and delivery process. It is based upon a variety of sources of information, including specifically the three 2005 Youth Service conferences (full-time staff, part-time staff and young people) which focussed on the Every Child Matters five outcomes. But also locally based consultation exercises, the work undertaken by the Young People's Scrutiny Committee and the Interim Board. This information was supported by the extensive consultation events that took place with young people in 2004 and through national reports (e.g. mortality rates amongst young people through alcohol, physical health, numbers of NEET young people, Joseph Rowntree Report on volunteering, Conference on Gang Violence).

##### b) Context and Profile of the Youth Population

Overall the city is characterised by an almost unbroken densely populated urban environment. Many of the wards in Birmingham rank amongst the most deprived wards in the UK and suffer considerable levels of social and economic disadvantage. Birmingham ranks fifth in the National Index of Local Deprivation.

##### c) Ethnicity

Across the total compulsory school age population the proportion of young people from black and other minority ethnic communities is currently estimated to be **42%**.

*(Source: Birmingham and Solihull Connexions Services Business Plan 2003-2004)*

##### d) Levels of Unemployment

Unemployment in Birmingham is higher than the National Average at over **7.7%**.

*(Figures from Office of National Statistics February 2003)*

The inner ring wards of Sparkbrook, Aston, Nechells, Handsworth, Washwood Heath, Sparkhill, Soho, Small Heath, Ladywood and Sandwell have the highest levels of youth unemployment, representing **49.8%** of the city's unemployment young people aged 16-24.

*(Figure extrapolated from Office of National Statistics January 2003.)*

##### e) Levels of Attainment and Exclusions

There are clear differences between ethnic groups. African-Caribbean and Pakistani boys do less well on average than other groups. Indian girls are the highest achieving group in the city followed by Indian boys, white girls and Bangladeshi girls. Improvement rates and attainment levels are lower for African-Caribbean girls.

Permanent exclusions in Birmingham secondary schools have shown decreases for the past five years. Across the city young men are more likely to be excluded than young women.

*(Source: Birmingham LEA – Exclusions Team Report 2000 and Solihull LEA – Research and Policy Section, 2000)*

##### f) Young Offenders

The key age for the increase in offending rates is between 13-15. There is a **469%** rise in offending between the ages of 12 and 15 in males. Female offending rates reach a peak at the age of 14. The main offences for both young women and young men are 'theft and handling'. (Source: *Youth Justice Plan 2001-2002 – Birmingham YOS.*)

#### **g) Teenage Pregnancies**

The absolute number of teenage conceptions in Birmingham is the **highest** in the country due to its size, high fertility rates and scale of deprivation.

(Source: *Birmingham Teenage Pregnancy Partnership – Ten Year Strategy 2001-2010*)

#### **h) Homelessness**

In Birmingham there are significant numbers of young people either in housing crisis or who are homeless. Data collected shows that in any 12 month period between **one thousand and one thousand two hundred** young people present themselves as being homeless or in housing need. (Source: *'Roofless and Homeless Strategy (January 2001) – BCC – Housing Department, St Basil's and Focus Housing Association*).

#### **i) Mental Health Issues**

Evidence from the Young People's Mental Health Consultation 2002 which involved 223 young people highlighted some of the issues that young people face. The outcome of the event suggests that significant numbers of young people experience stress, anxiety, lack of confidence, depression, eating problems and other signs of poor mental health.

The research highlighted the fact that there are insufficient services for young people to get confidential, accessible support and counselling.

### **THE NEEDS ASSESSMENT - CONSULTATIONS**

Since the first 2002 Youth Service Plan consultation took place there have been a series of consultation exercises and events which have informed the service about the needs of young people. There are consistent themes with compelling evidence that have continued to be highlighted. The Youth Service has responded to this through its needs analysis of the information by identifying 58 priorities for the service and aligned them with the Every Child Matters Five Outcomes. The following is a summary of some of the activities that informed the service of young people's needs.

#### **a) Young People's Conference**

In June 2005, 240 young people (33% white, 25% black, 19% asian, 10% dual heritage, 2% other and 11% not known) from both the statutory and voluntary youth service took part in a range of consultation activities at The Works night club in Birmingham. They included a debate, activities in a market stall type area, questionnaires and discussion groups. Apart from the five outcomes of, be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well being, the key concerns that were highlighted through this process were that young people are particularly concerned about,

- personal safety (concern about gun crime was particularly prevalent)
- anti-social behaviour

#### **b) Youth Service Conference**

The Youth Service Conference in April brought together full-time workers, substantial part-time workers and the managers of the Youth Service to discuss and highlight the opportunities arising from the need to align the service with the Children and Young People's Framework. In groups, the conference delegates looked at the Five Outcome headings and began the process of matching the work of the Youth Service against those headings. Staff identified work against all of the outcomes which helped to create, along with the other consultation processes, the 58 Youth Service priorities. The conference also identified some other key messages that have been built into the plan and a range of ideas and recommendations including,

- briefing meetings to staff.
- resources to enable staff to be more effective.

- training in certain areas of work e.g. social model of disability, community cohesion.
- the Services to be better recognised for the work it delivers.
- lead roles in some areas of work e.g. health and diversity.
- safety of staff to be further considered.
- a variety of approaches to the engagement of young people.
- staff to learn a new language with regard to the Five Outcomes.
- clarification on the role and level of arts work across the service.
- further opportunities to develop the workforce.
- concerns about the role, appropriate responses and understanding of the youth worker to issues of faith and spirituality.
- concern about the compatibility of the need for both quality and quantity of work.
- the need to be a service has greater influence and shapes the agenda for work with young people.
- the need to be aware that young people need to enjoy their involvement with the Service.

### **c) Part Time Workers Conference**

In July 2005, at the part time workers' conference staff were asked to rank the importance of the five outcomes in terms of the young people they worked with. They prioritised them in the following order,

- 1 Stay Safe
- 2 Enjoy and Achieve
- 3 Be Healthy
- 4 Positive Contribution
- 5 Economic Well Being

The part time staff outlined the following key priorities for the Youth Service if it was to be successful in achieving the outcomes for young people,

#### **1) Better Resources**

- The number of hours dedicated to young people needs to be increased.
- Detached provision to be more widely available
- Increased opening hours of centre based provision
- Increased opportunities for intensive weekend work/weekend provision.
- Resources to deliver the work (equipment, transport etc.)
- Fewer short term funded initiatives, and more long term investment.
- Adequate activities' funding to support the need to deliver high quality work. (e.g Full year funding for holiday projects).

#### **2) Better Trained and Informed Workers**

- Increased recognition of volunteers issue based training (Drugs, Sexual Health etc)
- More targeted training with staff paid to attend.
- Common meetings - detached workers etc.
- Increased interaction between staff from different projects and areas.
- More attention paid to informing and engaging part time staff.

#### **3) More Involvement of Young People**

- Getting more young people on forums and The Young People's Board.
- Projects that are designed to listen to the needs of young people.
- More opportunities for young people to be employed as Youth Workers as a result of volunteering
- Adopting the Hear by Right Standard

#### **4) The Nature of the Work**



- Increased focus on intergenerational work/involving parents
- Responding to key issues – Drugs, teenage drinking, Gang Culture.
- Ensuring that Youth Work is ‘safe’ for young people
- Promoting young people’s successes and challenging negative views.
- Increased opportunities for young people from different areas, cultures to join together.
- Recognising faith/religion in young people’s lives.
- Life enhancing programmes that provide a mechanism for young people to succeed.
- Increase mentoring relationships with young people.
- Getting young people back into education.
- Increased joint work with partners especially the Police and Voluntary Sector.

#### **d) Youth Officer Conference**

At the Youth Officer conference in July 2005 the managers of the service considered the key messages that had been brought together from the different consultation events. They identified the priorities for the service and made recommendations on the re-wording of the Youth Service aim. They further agreed that there was a need for a business plan for the Youth service which would be developed following the work on the Youth Service Plan.

#### **e) Amendment Board**

A Board of Young People has now been established. This is working towards becoming an independent board of young people for the Service.

#### **f) Scrutiny Committee Report**

On the 7 June 2005 the Young People’s Parliament Scrutiny Panel reported back to the Education and Lifelong Learning Overview and Scrutiny Committee on ‘Involving Young People’ after being asked to undertake a review on a topic that was important to them. In the section of the report that relates directly to the Youth Service some of the key findings included,

- Involving young people in decision making was a core objective of youth projects and clubs.
- Most workers indicated that it “*was just the way we work*”
- The Youth Service used a variety of methods for involving young people
- There was evidence of widespread opportunities for young people to engage in volunteering through becoming “young leaders” of youth sessions and programmes.
- Youth projects are also employing young people as youth workers.
- Young people in youth projects tended to be involved in discussions about curriculum design and behaviour policies.
- Youth workers indicated that involving young people in decision making increased attendance due to better relationships being developed between young people and staff; and the increased relevance of the provision for young people.
- Some significant practice included young people being involved in all interviews for full and part time staff; the development of a city wide training programme for young people who are becoming or want to become young leaders; young people working alongside the area youth officer to visit and assess projects; young people being employed as young leaders; and young people managing and developing area wide consultation events.

In total the report made 19 recommendations including,

- The adoption of the Hear by Rights Standards.
- That all Directorates work with members of the UK Youth Parliament in order to increase their impact on the Council.
- That the City Council reviews its investment in the Youth Service on an annual basis.

#### **g) Children and Young People’s response to Youth Matters**

In Birmingham the consultation process that enabled young people to respond to the Youth Matters document also contributed to the needs analysis of the Youth Service.

The relevant key points raised included,

- health, which was their highest concern.
- concerns about personal safety
- lack of youth facilities
- poor transport
- the significant role youth workers play in providing advice, support, challenge and guidance.
- Informal learning is an attractive form of learning and a viable alternative to formal routes.
- faith is significant for some young people.
- a need for an emphasis on community cohesion.
- concern that positive activities are not what they need but what adults thought they should be doing.
- a need to promote young people in a positive light.
- the need for access to arts and culture as a way of improving community cohesion and positive engagement.
- the belief that Youth Matters would not lead to life enhancing employment for all.

#### **h) Youth Service Consultation**

In January 2002 The Youth Service Plan Consultation took place with eighty-four young people across seven focus groups. The young people through the course of the consultation identified their needs as being around the following key areas;

##### **1. Information and Advice**

##### **2. Trust and Respect**

##### **3. To Learn, Develop Skills, To Be Educated**

##### **4. Enjoyable and Challenging Experiences, To Be Happy**

##### **5. Security, A Safe Place, No Hassle**

##### **6. Choices and Independence**

**i) The 2004 Youth Service Area Consultation Events** (see separate document) took place at the beginning of 2004. Each of the six Youth Service Areas undertook Youth Engagement and Consultation Exercises which provided valuable information from young people to assist the Service to plan effective services. A variety of settings and creative styles were used during the process to enable the young people to share their views. They included, touch screen video box, drama, workshops, focus groups questionnaires, residential experiences and the use of web sites.

There were over 722 young people consulted and a further 26 involved in organising the events.

#### **In summary, the key points from the consultation exercises were as follows:**

##### **Young people would like,**

- To be consulted and appreciated.
- To have their voice heard and influence services available to them. Some young people want to be involved in the decision making processes about Youth Service delivery at all levels.
- More Youth Clubs, more music facilities, more leisure centres.
- Adults to look at what they feel is needed to make consultation work.
- Their views to be heard by a wider audience and be involved in the Youth Service at every level.
- People to understand that if Youth Services are increased and developed crime rates will drop.
- Services to be culturally sensitive

Youth Centres and the service generally need to publicise itself better and make more individual contact with young people to tell them about the services it provides and what they will be doing for young people.

### **Young People's Concerns and Issues**

These ranged from issues to do with family and friends, education and employment, violence and crime, and health. Young people also raised concerns over boredom, lack of money, relationships, the problems of being a young parent, and the behaviour of young people. There was the view expressed that *"Adults never listen, so what's the point?"*

The young people involved in the consultation exercises had very clear views on the role and function of youth centres, and the sorts of experiences, opportunities and activities they should provide.

They also expressed views on how they would define a flourishing neighbourhood, and had some interesting and creative ideas and suggestions for the engagement of young people in developing services. A detailed breakdown of their comments, ideas and opinions is available from the Youth Officer - Quality and Planning, tel: 0121 464 8654, email mark.shaw@birmingham.gov.uk.

A substantial number of young people were involved in exercises designed to seek their views and include them in the planning process. The Youth Service will continue to involve and engage young people in all aspects of the service, whether that be at neighbourhood, area or city-wide level, and will continue to place the needs of young people at the heart of its planning and evaluation processes.

The exercise of compiling the needs analysis has highlighted the need to develop work in a number of areas, and consequently the need to continue the development of effective partnership working with a number of key agencies. This will enable the Service to continue to develop work with young people that is of a high quality, and which contributes to the development of flourishing neighbourhoods.

The priorities of partners and the needs analysis of the service through statistical evidence and consultation has been used to inform the creation and development of the priorities for the Youth Service which it has aligned, through its planning process, with the Every Child Matters Five Outcomes.

## **APPENDIX 2**

### **PARTNERSHIP WORKING**

The Youth Service will continue to engage in a range of partnerships, and with a range of partners. The framework for the development of this collaborative working will be the Children and Young People's Partnership, which will establish the management structures, the outcomes for young people, the commissioning arrangements, and the inspection processes for all work with children and young people. All partnership working will be undertaken within this context, whether with internal or external partners.

#### **a) THE CONNEXIONS PARTNERSHIP**

The Youth Service continues to operate as a contracted deliverer of the Connexions Service, receiving significant funds for the delivery of direct services to young people, whilst also contributing substantial services, support and management functions as an in-kind contribution.

The Head of the Birmingham Youth Service sits on the Connexions Partnership Board as a representative of the Birmingham Youth Service, prior to it being absorbed into the Children and Young People's Strategic Partnership.

Given that the Connexions Company began operational delivery in September 2002 a great deal has been accomplished by both organisations. There is a strong structural base allied to

positive professional relationships between the two services that have enabled the resolution of a great many issues and rapid progress has been made in the development of both services for the benefit of growing numbers of young people.

Developments have included joint planning and training at both service wide and at local level and the development of joint management decision making in areas of mutual importance and interest. The use of Youth Workers as Personal Advisors and as project workers on joint initiatives, as well as the successful use of Youth Centres as Connexions Centres will continue, contributing to the continued improvements to both services individually, and to their capacity for jointly tackling the issues and needs of young people.

The development of the Children's Trusts in Birmingham and the impact of Youth Matters makes the future of the relationship between the services uncertain. Whilst these relationships are being defined the service will continue to use each other strengths and recognise each others contribution to deliver a service that benefits young people.

## **b) WORK WITH SCHOOLS**

The Youth Service has a significant role to play in helping the education service to achieve targets relating to young people's achievement, and in particular the development of extended schools. This can be done both indirectly, through the range of informal learning opportunities (provided through youth work) outside of the school environment and directly, through work in and alongside schools that impacts on behaviour, attendance and citizenship.

This contribution of the Youth Service is recognised within The Birmingham Education Plan 2004-2009 which specifies the expected role of the Youth Service in;

- Providing resources and support to enable schools to cater for the development of children's emotional well-being, self esteem, and motivation in relation to raising attainment and achievement.
- Reducing the number of young people not in education, employment or training.
- Developing the extended use of schools.
- Increasing access and attendance.
- Preventing exclusion and help with re-integration.
- Establishing in liaison with other agencies support mechanisms for local integrated working in response to 'Every Child Matters'.
- Improving collaborative working with Connexions, the Learning and Skills Council, Library Service and Early Years Development and Childcare Partnership to improve dissemination of good practice in equalities and inclusion and foster innovation.

## **c) CRIME AND DISORDER REDUCTION PARTNERSHIP/COMMUNITY SAFETY PARTNERSHIP**

The Youth Service is a Member of the CDRP; and has a significant role within two of the six core priority groups: The Young People's Core Priority group and the Birmingham Reducing Gang Violence Group.

The Youth Service co-chairs the Birmingham Reducing Gang Violence Group, and is the lead within its Youth Affairs sub-group. This work undertaken with the Youth Offending Service, Connexions, The Learning and Skills Council, Government Office for the West Midlands, Bringing Hope Church-Led Consortium, and the North West Development Agency for voluntary and community groups has established new areas of work for the Youth Service, (reducing violence, and faith based work) and established new partnerships with faith-based organisations. It has also established new ways of working with long established partners such as joint commissioning and integrated management of services.

The Youth service is also an active member of the Children and Young People's Core Delivery Group, and the JCG 3 (DAT Young People's Commissioning Group). Through these forums the service is able to influence the direction and funding of preventative and educative interventions around crime and drug reduction, and is also in a position to improve and increase the levels of its contribution to shared targets on these important issues.

## ALIGNMENT OF YOUTH SERVICE WITH KEY PARTNERS AND CHILDREN AND YOUNG PEOPLE'S PLAN

| Children and Young People's Plan Six Themes                                  | Children and Young People's Plan key targets  | Youth Service Priorities   | Lead Agency/Organisation  |
|--|---|--|---|
| <b>Theme 1</b><br>Children and young people in Birmingham are healthy.       | 1. Reduce the level of teenage conceptions to 39.4 per 1000 by 2007 and 32.6 by 2009.   | 2. Increasing confidence levels and self esteem amongst young people.<br>3. Reducing the level of teenage pregnancies, improving sexual health knowledge and working with young parents.<br>Providing culturally appropriate sexual health information.  | <a href="#">Teenage Pregnancy Partnership</a>   |
| <b>Theme 2</b><br>Children and young people in Birmingham are safe.          | 1. Reduce the number of young victims of crime.<br><br>2. Increase the number of initial assessments of children and young people referred to social services that are completed within seven working days.   | 6. Developing safeguarding systems and practice, including a confidentiality policy.<br>7. Providing safe environments and relevant personal safety skills and information.<br>8. Developing safe environments.<br>Increasing self esteem and confidence, and building resilience amongst young people.<br>Actively challenging discrimination and bullying.<br>9. Targeting programmes/projects/activities at young people at risk.<br>Improving community safety, reducing crime, and the fear of crime.<br>Reducing gang violence.<br>10. Targeting work with looked after children and other vulnerable groups.<br>29. Developing an effective range of Youth Work interventions that will reduce violent behaviour.<br>Creating opportunities to develop relationships with young people at risk of or engaged in violent activities. | <a href="#">Community Safety Partnership</a><br><br><a href="#">Birmingham City Council</a> |
| <b>Theme 3</b><br>Children and young people in Birmingham enjoy and achieve. | 1. Improve children's communication, language and literacy, and personal, social and emotional development by the end of the Foundation Stage.<br><br>2. Increase the percentage of 16 year old achieving at least 5 A-C grades at GCSE or equivalent to 55.6% in 2006 and 56% in 2007. | 11. Working with young parents and parents to be.<br>Developing ways of working with new arrivals in the 13-19 age group.<br>Working with young people who are re-engaging with education.<br>12. Increasing the delivery of youth work in schools.<br>Providing information, advice and guidance.<br>14. Delivering programmes/projects/activities and events that young people are involved in producing, and that reflect their interests, aspirations and values.<br>15. Providing alternative education programmes.<br>Making an increasing contribution to the development of extended schools.  | <a href="#">Birmingham City Council</a><br><br><a href="#">Birmingham City Council</a>      |

## ALIGNMENT OF YOUTH SERVICE WITH KEY PARTNERS AND CHILDREN AND YOUNG PEOPLE'S PLAN

| Children and Young People's Plan Six Themes  | Children and Young People's Plan relevant and/or shared targets and/or outcomes   | Youth Service Priorities   | Lead Agency/Organisation                                      |
|--|---|--|---|
| <p><b>Theme 4</b><br/>Children and young people in Birmingham make a positive contribution</p> | <p>Increase the number of organisations working with children and young people that have adopted the Hear by Rights standards.</p> <p>Achieve a reduction of re-offending rate by 5% by 2006/7 when compared to 2002/3.</p>                         | <p>16. Developing Citizenship skills, responsibility, and an effective framework for participation.<br/>Undertaking specific consultation and decision making work.<br/>Developing the skills of young volunteers and broaden the range of volunteering opportunities.<br/>17. Learning appropriate responses to situations, and developing personal responsibility.<br/>18. Increasing confidence levels and self esteem amongst young people.<br/>Creating opportunities for achievement and recognising success.<br/>Encouraging supportive relationships with both peers and adults.<br/>Understanding and respecting diversity and challenging injustice.<br/>19. Enabling young people to achieve through new experiences, challenges, and activities.<br/>Providing targeted support to vulnerable young people.<br/>20. Developing young leaders and providing opportunities for young people to develop entrepreneurial skills.</p> | <p>Youth Service</p> <p>Youth Offending Service</p>           |
| <p><b>Theme 5</b><br/>Children and young people in Birmingham achieve economic well-being</p>  | <p>Reduce the number of young people not in education, employment or training from 13.6% in 2004 to 9% by the end of 2006 and 7.5% by the end of 2007.</p> <p>Access to accommodation for young people</p>  | <p>21. Contribute to reducing the number of NEET young people.<br/>Delivering alternative education programmes and work experience opportunities.<br/>22. Developing and recognising skills and abilities.<br/>Providing information, advice and guidance.<br/>Providing work experience and developing work skills.<br/>25. Developing the skills, aspirations and talents of young people in order to increase their employability.</p>  | <p>Connexions</p> <p>BCC Housing</p>                          |
| <p><b>Theme 6</b><br/>Integration and localisation of services</p>                             | <p>60,000 under fives and their families with access to integrated support through children's centres by 2007.</p> <p>Children's services partners providing local integrated support alongside 300 schools through 40 extended school clusters</p> | <p>2. Delivering culturally sensitive mental health, family and relationships support.<br/>4. Delivering a broad range of healthy activities and providing health information, advice and guidance.<br/>10. Targeting work with looked after children and other vulnerable groups.<br/>12. Increasing the delivery of youth work in schools.<br/>Providing information, advice and guidance.<br/>15. Providing alternative education programmes.<br/>Making an increasing contribution to the development of extended schools.<br/>21. Contribute to reducing the number of NEET young people.<br/>Delivering alternative education programmes and work experience opportunities</p>   | <p>Birmingham City Council</p> <p>Birmingham City Council</p> |

## APPENDIX 5

**Birmingham Youth Service**  
**2006/7 Costing Plan Core Budget Allocation 2006/7**  
**NB : Recent Boundary changes not reflected**

Version 4

Dated 14/07/06

|                               | Total Core Budget | Total Vol Org Budget | Total Core Budget (Inc Vol Org) | Total % Core Staffing | Total % Core Budget | District Population 13-19 | Allocation Per Head Core Budget Only £ |
|-------------------------------|-------------------|----------------------|---------------------------------|-----------------------|---------------------|---------------------------|--|
| Perry Barr                    | 515,358           | 33,043               | 548,401                         | 8.21%                 | 7.24%               | 11184                     | 49.03                                  |
| Ladywood                      | 605,652           | 133,796              | 739,448                         | 12.31%                | 9.76%               | 12009                     | 61.57                                  |
| Hall Green                    | 401,737           | 51,571               | 453,308                         | 7.30%                 | 5.98%               | 6992                      | 64.83                                  |
| Selly Oak                     | 336,939           | 47,245               | 384,184                         | 6.27%                 | 5.07%               | 8525                      | 45.07                                  |
| Hodge Hill                    | 533,787           | 194,534              | 728,321                         | 8.89%                 | 9.61%               | 9549                      | 76.27                                  |
| Yardley                       | 364,927           | 112,847              | 477,774                         | 5.11%                 | 6.31%               | 6980                      | 68.45                                  |
| Sutton Coldfield              | 233,781           | 53,298               | 287,079                         | 4.22%                 | 3.79%               | 7380                      | 38.90                                  |
| Erdington                     | 192,938           | 69,654               | 262,592                         | 3.78%                 | 3.47%               | 8807                      | 29.82                                  |
| Northfield                    | 385,565           | 104,507              | 490,072                         | 6.43%                 | 6.47%               | 7710                      | 63.56                                  |
| Edgbaston                     | 207,669           | 73,394               | 281,063                         | 3.56%                 | 3.71%               | 9398                      | 29.91                                  |
| Sparkbrook                    | 545,149           | 247,951              | 793,100                         | 11.77%                | 10.47%              | 10613                     | 74.73                                  |
| <b>Total Area Budget</b>      | <b>4,323,501</b>  | <b>1,121,840</b>     | <b>5,445,341</b>                | <b>77.85%</b>         | <b>71.87%</b>       | <b>99147</b>              | <b>54.92</b>                           |
| Central Youth Service         | 558,245           | 193,060              | 751,305                         | 8.72%                 | 9.92%               | 0                         | 7.58                                   |
| Capital Financing             | 30,000            |                      | 30,000                          | 0.00%                 | 0.40%               | 0                         | 0.30                                   |
| Training & Staff Developm     | 309,442           |                      | 309,442                         | 4.21%                 | 4.08%               | 0                         | 3.12                                   |
| Senior Management             | 216,837           |                      | 216,837                         | 2.08%                 | 2.86%               | 0                         | 2.19                                   |
| Duke of Edinburgh             | 49,209            |                      | 49,209                          | 0.52%                 | 0.65%               | 0                         | 0.50                                   |
| Quality & Planning            | 94,285            |                      | 94,285                          | 1.56%                 | 1.24%               | 0                         | 0.95                                   |
| Head Office - Margaret Str    | 264,783           |                      | 264,783                         | 4.67%                 | 3.49%               | 0                         | 2.67                                   |
| Guns & Gangs                  | 210,899           |                      | 210,899                         | 0.39%                 | 2.78%               | 0                         | 2.13                                   |
| Other Service Costs           | 204,789           |                      | 204,789                         | 0.00%                 | 2.70%               | 0                         | 2.07                                   |
| <b>Total Central Services</b> | <b>1,938,490</b>  | <b>193,060</b>       | <b>2,131,550</b>                | <b>22.15%</b>         | <b>28.13%</b>       | <b>0.00</b>               | <b>21.50</b>                           |
|                               |                   |                      |                                 |                       |                     |                           |  |
| <b>Total FTE Posts</b>        | <b>6,261,991</b>  | <b>1,314,900</b>     | <b>7,576,891</b>                | <b>100.00%</b>        | <b>100.00%</b>      | <b>99147</b>              | <b>76.42</b>                           |

## APPENDIX 6

### Summary of Recommendations from the Review of Grant Aid

#### Recommendations

1. **That due to the complexity of the issues, and the need to engage a wide range of stakeholders in discussions and decisions, no major changes are made to the allocations for 2006/7**, but that further assessment of all youth groups and organisations in receipt of grant aid from the Youth Service is undertaken during the period March 2006 to December 2007. This to focus particularly on the need to demonstrate their contribution to the achievement of the five national outcomes, and to be consistent with the priorities highlighted in the Children and Young People's Plan.
2. **That all investments in the voluntary sector made from April 2007 onwards are linked to the five national outcomes, are closely linked to the priorities and outcomes included in the Children and Young People's Plan, and contribute to the Youth Service's ability to meet the REYS ('Resourcing Excellent Youth Services'), targets.**
3. **That the Grant Aid Conditions for 2006/7 be amended to include a requirement on all organizations in receipt of grant aid to provide statistical and qualitative information on the outcomes achieved as a result of the investment.** This to be done in a two-tier manner, with grants under £15,000 requiring basic information, and grants over £15,000 requiring the organization to use the Youthzone system.
4. **That the Youth Service establish a mechanism for joint planning at a strategic level** in order to ensure that the voluntary sector is able to assume a role as a genuine partner in the planning of services for young people. This needs to include considerations around the role of District structures and other existing fora, (e.g. The Connexions Voluntary Sector Forum)
5. **That in order to 'kick start' this process, the Youth Service organises a conference for key partners in the voluntary and community sector by December 2006**, with a view to seeking a consensus on the best way to establish an effective and meaningful joint planning process. Both this process, and the process outlined in recommendation 3, must be mindful of the need to acknowledge and include as diverse a range of groups,



interests and perspectives as possible.

6. **That the implications of dividing the grant aid budget into multiple 'sub-budgets' be explored fully**, with a view to increasing the ability of the Youth Service to respond to new and emerging groups, changing needs, and the necessity to pilot innovative projects and approaches. This to be completed, and a decision made by December 2006, with a view to potential implementation from April 2007.
7. **That the Youth Service seek to implement a three year funding cycle**, (subject to legal and financial considerations), from April 2007. This will need to be considered along with recommendation 5, and the merits of a three year funding cycle considered for any/all separate strands of the budget
8. **That consideration is given to the establishment of a Central Voluntary Sector Support Unit**, to provide specific and practical support to the voluntary sector, both those directly supported by the Youth Service, and those emerging and established groups who are not directly funded, but who would benefit from increased engagement and support. This may need to part of a Directorate support structure designed to increase the effectiveness of the voluntary and community sector across all services to children and young people.
9. **That as from April 2006, the proportion of grant aid that currently funds community and play organisations be transferred to the Local Services Directorate**. This will include all administrative and monitoring decisions and processes, and will enable the Local Services Directorate to assume full responsibility for the development of both play and community development activities supported through these funds. There are a small number of organizations that deliver across the youth and community/play spectrum. Where the responsibility for these lies will be the subject of discussion and agreement between officers of the two directorates.