

DEVON YOUTH SERVICE PLAN 2003 - 2006

1. Introduction

- 1.1 The Devon Youth Service Plan has been produced in response to the initiative of the DfES as part of the Transforming Youth Work project, which set the context for the Common Planning Framework. Although this plan is now a Government requirement it draws heavily upon the newly revised Youth Work in Devon Policy Statement (Dec 2002 – included at Annex 1a), which was originally drawn up by Devon County Council Youth Service in co-operation with voluntary youth organisations, schools and community colleges, young people, and other agencies working with young people.
- 1.2 Development of the Youth Service Plan has been undertaken by Devon Youth Service with the close co-operation of the Transforming Youth Work in Devon Partnership, members of which have contributed to the plan. The Partnership, which comprises representatives of Devon Youth Service, Voluntary Youth Services Devon, and Connexions, has also had a key role in devising and overseeing the Transforming Youth Work Development Plan.
- 1.3 The draft Youth Service Plan will go out for consultation with voluntary youth organisations, partner agencies, and young people, and will be submitted for approval to the Devon County Council Lifelong Learning Policy Group for draft approval on 13 January 2003 and for final approval on 3 February 2003.

2. Devon Youth Service & Youth Work in Devon

- 2.1 Devon Youth Service is in the process of becoming a discrete service within the Education, Arts and Libraries Directorate (see section 7 of this plan 'The Local Youth Service'). Sections 1.1 and 1.2 in the Policy Statement (quoted below in italics) set out the nature of the relationship between Devon Youth Service and other services to young people:

1.1 Youth Work in Devon is a partnership between Devon Youth Service (DYS) and the voluntary youth work sector through Voluntary Youth Services Devon (VYS), Local Youth Networks (LYN) and service level agreements with specific organisations. Devon Youth Service is an integral part of the Education, Arts and Libraries Directorate of Devon County Council.

1.2 Devon Youth Service will work in partnership with other DCC services and with other voluntary and statutory agencies to ensure that services to young people in Devon are coherent and inclusive as part of an overarching children and young people's strategic partnership.

3. Strategic Objectives

3.1 The purposes of Youth Work in Devon (Policy sections 2.1 & 2.2)

- *to support, challenge, and enable the learning of young people in order that they may realise their full potential in shaping their own lives, and*
- *to promote the social and economic inclusion of all young people so that they can contribute to, influence and be valued as part of their communities and of society as a whole.*

The purposes are well adapted to fit with the Government's drive towards the promotion of young people's social inclusion through involvement in education, training and employment, and the prevention of their exclusion as a result of crime, drugs, and teenage pregnancy. It is significant that in the recent restructuring of the Education, Arts and Libraries Directorate the Youth Service has been placed in the 'Inclusion' cluster of services, with its accent on the delivery of

- *joined-up services supporting youngsters at greatest risk of educational failure;*
- *an improved range of services for vulnerable children (EAL Strategic Plan)*

3.2 The Background sections of the Youth Work in Devon Policy Statement (quoted below) specify the linkage with the DCC and Education Arts and Libraries strategic plans (1.3 to 1.5), and with Government policy (1.7) :

1.3 As part of the Youth Service Plan it (the Policy Statement) relates closely to the County Council's six strategic goals, which are :

- *a prosperous Devon;*
- *a safe Devon;*
- *a healthy and caring Devon;*
- *a Devon of learning opportunities and achievement;*
- *improving transport in Devon;*
- *looking after Devon's environment, culture and heritage.*

1.4 It forms part of the Education, Arts and Libraries Strategic Plan 2002 - 05, which sees the Youth Service as having a key role in ensuring that young people 'have the capacity to enjoy a balanced and fulfilled life ... and to contribute more widely to the well being of their communities'. DCC has therefore committed itself to deliver 'improved Youth Services to support young people in the transition to adulthood'.

1.5 Devon Youth Service will contribute particularly to those sections of the EAL Strategic Plan relating to :

- *high educational standards for 14 to 19 year olds;*

- *social inclusion;*
- *improving opportunities for continuing learning;*
- *promoting the arts and culture.*

1.7 This statement recognises the changing national climate initiated by 'Transforming Youth Work - developing youth work for young people' published by Government in 2001 and takes account of the 'Planning for the Local Authority Youth Service : 2003/4 Guidance' issued by the DfES in 2002. It forms an integral part of the Youth Service Plan.

- 3.3 Linkage with and impact upon plans and policies of Government, DCC or other agencies are set out in the annual Youth Service Action Plan (included at Annexe 2) in the penultimate column 'Impact on National and EAL Objectives'. It is important to note that, whilst the Youth Service contributes to a range of national and local targets, Youth Work in Devon is not simply problem based and predetermined, but takes a holistic and generic approach allowing for a wider range of outcomes for a broader base of young people. It retains its attractiveness to young people by being deliberately enjoyable, themed rather than detailed, voluntary and non-judgemental.
- 3.4 Elected Members inform and influence the work through their involvement at local and County level. Local Youth Work Advisory Groups include Members. At County level a *Working with Young People Group*, chaired by the Young People's Champion (a County Councillor) consists of both elected Members and representatives of young people. Possible development includes a Young People's Scrutiny Committee.

4. Priorities and Objectives of Devon Youth Service

4.1 The main priorities of **DYS for 2003/6** are to:

- provide a service to young people led by the needs of young people;
- deliver the Youth Work in Devon Pledge to young people throughout Devon;
- be properly resourced to deliver an adequate and sufficient service;
- ensure the values, nature and capability of Youth Work in Devon are understood by youth workers, partners, and young people;
- improve standards and assure the quality of youth work;
- develop appropriate partnerships with other organisations/agencies particularly in supporting vulnerable and at risk young people.

4.2 In order to work towards achieving these aims **DYS**, working together with its partners, will pursue the **objectives in 2003/4** to:

- complete the restructuring of **DYS**;
- ensure a solid and sufficient base of staff, buildings and financial resources;

- implement the Youth Work in Devon Curriculum document;
- implement the Transforming Youth Work Development Plan 2003/04;
- Enhance capacity at local and area levels to deliver quality youth work appoint a team of youth development workers (new posts) across the three DYS divisions as part of the Quality Curriculum and Staff Development Team;
- support and enable the active involvement of young people in local forums, the Devon Youth Network, and the UK Youth Parliament;
- consult with young people through Devon Youth Talking and other consultative processes;
- produce guidelines for working with schools to build on the relationship between DYS, schools and colleges;
- further develop the DYS contribution to promoting inclusion particularly in relation to preventing exclusion from school, college and work;
- ensure consistent recording of personal and social development opportunities including county-wide availability of awarding and accreditation schemes for young people;
- implement the NYA management information / data gathering system being piloted in 2002/3;
- continue the youth work review processes from September 2003 in maintained and voluntary youth services, build on good practice, challenge and improve poor and marginal practice;
- establish an accurate picture of the current sources of information, advice and counselling for young people in Devon, including funding sources;
- devise and implement a strategy for information, advice and counselling for young people in partnership with voluntary organisations and Connexions;
- co-operate with Connexions in Devon at management and delivery levels in ensuring the necessary protocols and agreements are in place in providing services for young people;
- review administrative support at all levels;
- put in place a staff development policy;
- conduct a continuing training programme including youth work, curriculum, health and safety, human resources, accreditation and assessment work, finance and premises;
- develop a strategy for the recruitment, retention, and refreshment of staff;
- check progress on the review of support for the voluntary youth sector and review the service level agreement process;
- take an active role in the development of the Children and Young People's Partnership in Devon.

4.3 Other **longer term developments** for Youth Work in Devon include engagement with the wider 14 to 19 education agenda given the changing relationship between the Youth Service and schools, community colleges, and FE. The emergence of Children's Trusts and enhancement of the Children and Young People's Partnership are also likely to have a significant impact.

4.4 **Significant changes** have occurred since the Ofsted inspection and the Best Value review. The inspection led to the establishment of a new management post focusing on Quality Assurance, Curriculum and Staff Development which has allowed for internal review of half the service, a Curriculum guide and the progression to a training calendar. The inspection also prompted the establishment of Operational Youth Officers providing for a professional lead to the service in the localities. The Best Value Review led to the disaggregation of the Community Education department into two distinct services, Youth Work and Adult and Community Learning in 2002. In June 2002 the authority agree to the Best Value proposal that the Youth Service management structure change to provide a centrally managed service (see Annexe 3 for the Youth Service Review Proposal and Best Value Implementation Plan). This development has been phased and will be complete by April 2003. In addition the current Principal Youth Officer is moving to a post with the National Youth Agency in February 2003.

The challenge remaining is consolidation of the service to provide for consistent and quality services based on young people's needs and entitlement, whilst harnessing the interest of other agencies and organisations in the development of services for young people.

4.5 **Potential risks** facing youth services are a blurring of the nature of the youth work relationship with young people, and a loss of clarity about the youth work offered within wider partnerships. In joining with other services and agencies as part of the Government led agenda to work with young people at risk, youth workers will need to be very clear about the primacy of young people's needs, and ensure that approaches focus on the active participation and empowerment of young people.

4.6 **Priorities** are determined through needs assessment at local level, combined with response to the strategic lead provided by local and national government, and the availability of capacity to deliver the service needed. In this process the views of managers, staff, young people, and other agencies will be taken into account through meetings, consultations and regular contact. Some examples of groups which meet and discuss priorities include:

- Youth Work Advisory Groups and Local Youth Networks at local level (see Policy 11.5 & 8.4)
- Multi-agency Youth Strategy Groups at district level (see Policy 8.2)
- The Transforming Youth Work Partnership Group (see above 1.2)
- Youth Service Management Team (see Policy 11.1)
- Children and Young People's Strategic Partnership
- Working with Young People Group

4.7 **Monitoring & evaluating strategic objectives.** The service introduced local management plans in 1994 with a county template established in 2001. These local documents are informed by the Youth Service Action Plan, the LEA

strategic plan and local needs. Plans at local and county level are regularly reviewed through discussion and reports delivered at local level and monitored by Youth Officers. There is an additional annual evaluation in March. The Youth Service Action Plan (Annexe 2) and Youth Work Quality Standards (Annexe 1b) contain service wide performance indicators. The overlap with Connexions planning is noted in the YS action plan. The work of DYS is explored by a number of groups at local and county level, including the Working with Young People Group, providing for further review of practice and achievement.

The PI's currently applicable to DYS are summarised in section 13 of the Policy:

13.1 Youth Work in Devon is judged against a series of performance indicators; the Best Value indicator is DCC expenditure per head of the 13 to 19 population of Devon.

13.2 Ofsted requirements include information on

- net expenditure on the Youth Service as a percentage of Education budget;*
 - percentage spend on the voluntary / assisted sector (including in kind);*
 - the number of young people reached (and number of attendances) in the target age range;*
 - staff to young people contact ratio;*
 - percentage of net budget on INSET.*
- (for full details of Ofsted and other PIs please contact the Youth Office.)*

13.3 Audit information is required annually by the NYA. A series of Youth Work Standards has been proposed by the NYA and are likely to be adopted as part of the government specification of 'adequate and sufficient' Youth Services.

13.4 The Youth Service will also be measured against performance indicators for the Connexions Strategy :

- the proportion of 16 to 19 year olds in employment, education and training (including teenage mothers);*
- attendance rates in compulsory education;*
- the proportion of the cohort taking part in personal development opportunities;*
- the proportion of the cohort who have been helped by a Connexions intervention;*

and is expected to contribute to the other cross-cutting targets.

5. Involvement of Young People

- 5.1 There is a wide range of participative structures allowing young people to be involved in determining priorities both within the Devon Youth Service and associated organisations and services.

- 5.2 **Devon Youth Talking** was designed by young people for young people. This consultation enabled the Members of Youth Parliament (MYPs) to reflect the views of 3000 of their peers when they went to the 2nd sitting of the UK Youth Parliament in Leicester. The survey was designed, written, collated and published by young people and is now available on www.devonmyp.org.uk. The final document was based on the 6 sections of the UKYP manifesto and included surveys on topics that young people thought were important eg bullying, augmented by topics from adult bodies e.g. teenage pregnancy. It has been widely disseminated and is proving useful to officers, councillors and young people. There are plans to conduct another Devon Youth Talking in 2003.
- 5.3 **Devon Youth Network** has replaced the Devon Youth Council set up by DCC in 1993. The co-ordinators of DYC were young people, usually on a gap year, but over time it became less representative and transport for the young people had become an increasing problem. A review requested by DYC in 2001 recommended that the Council be reshaped and relaunched as a Youth Forum to bring together the large number of groups across the County already representative of young people. This was implemented in 2002. There have been some teething problems with the process and it is still in development. (www.devonyouth.co.uk). The Network has however ensured that young people are being involved and represented at the highest level of Local Government.
- 5.4 **Local Youth Networks** recently replaced the long-standing Local Youth Forums. They are an opportunity for people, especially young people, who have an interest in youth issues to come together to share needs and shape practice in a particular locality. They also distribute DCC grant aid to local voluntary youth groups, with young people involved in the grant assessment process.
- 5.5 **Participation within units** A survey conducted in November 2002 examined the range of young people's involvement in the design and delivery of youth work. Currently in Devon, young people are working in coffee bars, welcoming peers collecting subscriptions supporting staff selection, planning, delivery and evaluation of work and a wide range of ad hoc decision making. Within a number of projects there is a young people's forum.

The above provides a significant platform for further development to ensure young people's involvement at a significant level. Participation training is on-going and a part of introductory training for all youth workers.

6. The Local Context

6.1 **Geography** - Devon is one of the largest counties in England, with a total area of 656,704 hectares. This is reflected in the diversity of its scenery, economy, environment and settlement patterns. The local government structure consists of the top tier authority of Devon County Council and 8 second tier authorities.

The county is affected by pressures for new development, improved services and infrastructure caused largely by significant numbers of people wishing to come into the County to live, work or holiday. Many thousands of people move into Devon every year and, while some also leave, there is a net inflow of population which offsets the excess of deaths over births in the resident population.

6.2 **Environment** - Devon has a varied environment – with its long coastlines to the north and south, the high moorlands of Dartmoor and Exmoor, extensive open countryside, historic towns and major urban areas.

6.3 **Demography** - Nearly three quarters of a million people now live in Devon (704,499 – Census 2001) and the total population has been increasing each year for the past twenty years. In the last ten years the population of Devon has increased by 6.4% compared with a national increase of 4.3%. Exeter and Torridge showed the greatest growth (both up by 13.2%) with Teignbridge (up by 11.7%) also showing substantial growth. East Devon has the third highest proportion of people of retirement age in the country.

The population is not uniformly spread and the relatively densely populated areas in the south and south east contrast with the much lower densities found in much of northern and central Devon, in Dartmoor and Exmoor. The more densely populated areas have experienced the greatest increases in population, and some of the more remote rural areas of Devon have experienced periods of population decline.

Population densities (Population/Area) - 2000:

Area	Population	Area (ha)	Density
East Devon	127635	81435	1.57
Exeter	110870	4703	23.57
Mid Devon	71438	91501	0.78
North	91838	108591	0.85
South Hams	85397	88661	0.96
Teignbridge	123048	67383	1.83
Torridge	58664	98477	0.60
West Devon	49760	115953	0.43
Devon	719190	656704	1.1

Source: Devon County Council: 15 February 2001

All figures quoted are for Devon only and exclude Plymouth and Torbay.

6.4 Analysis of population figures - the numbers of young people in Devon

aged 11 to 25 - 119,067

aged 13 to 19 - 59,144

(Source: Registrar General mid-year estimates)

The total population of young people aged 0 to 24 in Devon in 2001 is:

Age Range	Total	Male	Female
0-4	34666	17805	16861
5-9	40620	20848	19772
10-14	43653	22273	21380
15-19	41552	21630	19922
20-24	35205	18759	16446
Totals	195696	101315	94381
% of total pop	27.78	14.38	13.39

Figures taken from 2001 census for Devon (a breakdown by year is not yet available but should be by Feb 03)

The 0-14 age range has shown an increase of 8.3% since the 1991 census.

The total population of young people 10 to 19 in Devon by District is:

District	10-14 year olds	15-19 year olds	Total
East Devon	6987	6809	13796 (16.2%)
Exeter	6141	8096	14237 (16.7%)
Mid Devon	4611	4164	8775 (10.3%)
North Devon	5735	4822	10557 (12.4%)
South Hams	5422	4704	10126 (11.9%)
Teignbridge	7812	6696	14508 (17.0%)
Torridge	3798	3490	7288 (8.5%)
West Devon	3147	2771	5918 (7.1%)
Devon Total	43653	41552	85205 (100%)

Note: the Exeter figures are distorted by the effect of the University population

6.5 Ethnicity - the numbers involved are very low and, therefore, minor changes in population will have quite a marked effect on the statistics.

Devon – 1991		
Ethnicity	Total No	%of population
White	643053	99.41
Black Caribbean	268	0.04
Black African	230	0.04

Black other	341	0.05
Indian	480	0.07
Pakistani	92	0.01
Bangladeshi	164	0.03
Chinese	630	0.10
Asian	365	0.06
Other	1280	0.20
Total	646903	100

Source Devon County Council: 25 July 2000 taken from 1991 census data.

Ethnicity of Secondary School Age Pupils and Above - the following data has been collected from the Secondary Schools in the County. It does not include data for the private sector.

Summer Term 2002

Ethnicity	Secondary	Special	Totals	%
White UK	37184	706	37890	91.07
White European	488	4	492	1.18
White Other	112	4	116	0.28
Black Caribbean	21	0	21	0.05
Black African	26	1	27	0.07
Black Other	45	0	45	0.11
Indian	21	0	21	0.05
Pakistani	12	0	12	0.03
Bangladeshi	19	0	19	0.05
Chinese	46	0	46	0.11
Other	123	2	123	0.3
Preferred not to say	446	0	446	1.07
Information not sought	2335	8	2343	5.63
Total number of pupils	40878	726	41604	100

Source: PLASC Spring Term 2002

6.6 Special Educational Needs - the number of pupils with special needs – Summer 2002

Type of School	Number of pupils with Statement	Number of pupils with SEN but no statement	Total
Mainstream Secondary	1050	5314	6364
Special	745	0	745
PRU	9	24	33
Total	1804	5338	7142

Source: PLASC Spring Term 2002

6.7 **Economy** Traditional primary industries such as agriculture, mineral extraction, fishing and tourism remain important. Other industries associated with the maritime location of Devon and related aspects of the defence industry have also been important in many areas for much of the past 100 years, but, in response to economic changes they account for a decreasing proportion of jobs. The largest sector of the economy in terms of employment, however, is the service sector including, for example, offices and distribution. New investment in manufacturing has broadened the economic base in some areas.

In September 2002 the unemployment rate in Devon was 1.9% compared with a rate of 2.1% the previous year. However, rates do vary considerably between travel to work areas with Ilfracombe being the highest at 3.6% and Totnes at 3.4%. Average wage levels for adults in the county remain substantially below national figures.

6.8 **Young people and employment** - Connexions (Cornwall and Devon Careers) offers a free recruitment service to employers and this service is aimed primarily at 16-19 year olds, offering opportunities with training. This vacancy service is just one method of recruitment available to young people and employers and so it does not give a comprehensive picture across the county. However, it does give a good indication of both opportunities and the wages offered.

Generally across the county, agriculture, horticulture, forestry, fishing and hairdressing offer the lowest wages. Skill shortage areas, such as engineering, offer higher wages.

Geographical distribution of vacancies and wages

Area	Number of vacancies 1/1/2000- 1/10/2000	Average Wage or Training Allowance, per week*	Maximum wage offered	Percentage of employers Offering the Minimum Training Allowance
Axminster	8	95.50	182.69	25%
Cullompton	12	69.76	120.00	0%
Crediton	13	88.49	153.85	17%
Dawlish	2	45.00	45.00	100%
East Devon	11	71.50	150.00	40%
Exeter	221	86.38	173.08	9%
Exeter Area	61	93.43	172.00	10%
Exmouth	31	67.07	120.00	14%
Honiton	11	88.92	152.00	18%
Okehampton	14	60.00	135.00	50%

Seaton	5	75.54	140.00	40%
Sidmouth	11	75.38	128.00	13%
Tiverton	10	57.50	60.00	0%
Tiverton Region	9	98.40	137.19	13%
Totals (Exeter Area)	419	84.47	182.69	12%
Barnstaple	85	80.14	160.00	25%
Beaworthy	2	--	--	--
Bideford	31	85.84	220.00	27%
Baunton	6	56.25	70.00	50%
Chulmleigh	2	45.00	45.00	100%
Hoslworthy	5	46.25	50.00	75%
Ilfracombe	14	93.67	152.00	67%
Lynton/Lynmouth	5	74.00	121.00	25%
South Molton	8	90.60	135.00	67%
Torrington	6	48.75	60.00	50%
Umberleigh	2	45.00	45.00	100%
Winkleigh	3	45.00	45.00	100%
Woolacombe	3	78.00	145.00	67%
Totals (North Devon Area)	173	78.44	220.00	34%
Ashburton	6	97.12	153.85	25%
Bovey Tracey	19	88.16	150.00	26%
Buckfastleigh	2	128.00	128.00	0%
Chudleigh	5	73.37	155.20	50%
Dartmouth	17	120.30	160.00	7%
Dawlish	5	61.67	80.00	33%
Heathfield	8	98.35	253.85	0%
Kingsbridge	9	70.02	120.00	38%
Kingsteignton	11	84.15	125.00	10%
Newton Abbot	88	80.64	200.00	12%
Newton Abbot area	13	70.00	130.00	8%
Ogwell	3	108.00	144.00	0%
Salcombe	1	70.00	70.00	0%
South Devon	1	100.00	100.00	0%
Teignmouth	26	67.82	140.00	47%
Totnes and South Brent	34	85.50	160.00	29%
Totals for S. Devon Area	251	83.70	200.00	20%
Devon Totals	843	82.24	200.90	22%

* Average wage based on 40 hour week. This is the amount advertised when the vacancy was taken.

Source: Christina McKiernan, LMI Co-ordinator, Connexions

In addition there is a great deal of seasonal work available for young people in agriculture and tourism, particularly in some of the coastal towns. This is often casual work and, therefore, subject to low wages. In addition the minimum wage legislation does not cover 16-18 year olds.

6.9 **Young people and education** - the following figures show the number of young people attending secondary schools in Devon. They are shown by District Council. Once again they only cover the young people in the public sector.

September 2002

Nos of students	East Devon	Exeter	Mid Devon	North Devon	South Hams	Teignbridge	Torridge	West Devon	Totals
10+	4	0	1	2	0	0	0	0	7
11+	1325		845	1162	889	1326	611	560	6718
12+	1370	1056	850	1210	919	1343	638	509	7895
13+	1262	1023	832	1126	926	1293	638	568	7668
14+	1353	1064	812	1159	936	1376	648	514	7862
15+	1292	1041	828	1066	876	1246	588	526	7463
16+	681	8	123	122	560	530	144	304	2472
17+	494		82	69	384	361	104	200	1694
18+	30		6	4	37	31	14	18	140
19+	1			1	1	2			5
Total Roll	7812	4192	4379	5921	5528	7508	3385	3199	41924
Students with Special Needs									
Statemented	184	86	134	167	125	163	117	81	1057
Not statemented	745	589	578	623	631	822	456	596	5040

Source: LEA PLASC 19 September 2002

The following data show what happens to those pupils who have completed year 11 at school. From this it can be seen that just over 75% continue to full-time education whilst a further 10% go on to some form of work related training.

Destination data for Year 11 pupils – 2001

Destination	Nos	%
Employed with Training	478	6.8%
Work based Training	207	3.0%
Preparation Training	33	0.5%
Staying at School	2364	33.9%
Further Education College	2894	41.5%
HE/Advanced FE	2	0%
Unemployed	344	4.9%
Employed without Training	296	2.96%
Not Available	44	0.6%
Moved Away	243	3.5%
Not Known	74	1.1%
Totals	6679	100.00%

Source: Connexions

6.10 **Levels of Educational Achievement** - the number of young people achieving 5 GCSE'S at grades A*-C has increased from 45% in 1997 to 51% in 2002 although this was a slight decline on the previous year (52.1% in 2001).

6.11 **Young people and housing** - MORI's survey into life in Devon highlighted stark contrasts: a county rated among the best in Britain, with young people as the biggest single group leaving because they cannot afford to live in it; and pay packets unable to match soaring property prices. In 2001 the average cost of a house in Devon was £114,419, over six times the average (adult) earnings of £18,730.

Since 1998 house prices in Devon have risen by 48% while average earnings have only increased by 13%. Average earnings in Devon are the fourth lowest in Britain (*Common Ground* Devon County Council). However, homelessness amongst young people may be a hidden problem with many preferring to stay with friends rather than present themselves to the official agencies.

6.12 **Deprivation Indices** - the table below shows the ten wards with the highest recorded levels of child poverty in Devon.

Ward	District	Percentage of those aged 0-16 in low income families	Rank of child poverty index*
Ilfracombe Central	North Devon	66.92	200
Wonford	Exeter	65.55	233
Trinity	North Devon	60.23	421
Buckland	Teignbridge	58.72	496
St Mary's	North Devon	53.33	760
Teignmouth West	Teignbridge	50.00	994
Yeo	North Devon	49.83	1008
Bideford East	Torridge	47.89	1139
Whipton	Exeter	47.58	1162
Ilfracombe East	North Devon	47.23	1188

*value of 1 is the most deprived ward nationally – total wards nationally =8414
 Source: DETR Indices of Deprivation 2000 – Child Poverty Index

There are issues of masked deprivation, a phenomenon recognised by the National Lottery as 'pockets of poverty amongst the plenty' e.g. Townstall in Dartmouth being one of the most deprived wards in one of the wealthiest areas.

6.13 Young Offenders

Young Offenders aged 13-19 by age and district: April 2001 – March 2002

	13	14	15	16	17	18	19	Total
West Devon	7	17	18	23	35	29	36	165
South Hams	11	34	37	27	47	47	40	243
Teignbridge	29	55	88	78	77	81	59	467
Exeter	69	90	98	119	140	174	157	847
East Devon	40	29	71	69	84	78	86	457
Mid Devon	13	22	33	33	58	56	34	249
North Devon	43	73	86	67	76	116	105	566
Torridge	12	15	30	28	27	38	35	185
Total	224	335	461	444	544	619	552	3179

Source: Devon and Cornwall Constabulary

The table shows the number of offenders by age and district in which the offence was committed, during the year from April 2001-March 2002. Compared with the previous year there has been an overall increase of 19% in the number of detected young offenders aged between 13-19, from 2670 to 3179. This may be a reflection of better detection rates, not necessarily an increase in the number of offenders. It is also recognised that a small number of persistent offenders are responsible for the majority of the crime and that 80% of the detected offences are committed by males.

It should also be noted that Youth Offending Team figures show a strong relationship between youth crime and alcohol and drugs.

Exeter and North Devon have both the highest absolute number of young offenders and also a higher rate of detected offenders per head of 13-19 population. Within North Devon the majority of youth offending is centred on Barnstaple.

6.14 **Issues for Youth Work in Devon** – the data above indicate a range of issues facing young people in Devon:

- In one of the largest counties in England transport and the lack of it is a significant barrier to access a whole range of services and leisure opportunities;
- With strong inward migration house prices are very high, young people cannot buy and are leaving the County as a result, or experience hardship in finding accommodation – many stay with friends. Youth workers wishing to move into Devon have major problems finding affordable housing;

- Rising population means increased demand for services – DYS building stock is static – clear need for an ongoing and larger capital building programme;
- Enormous imbalance of population density indicates very different needs in urban areas from remote rural, and challenge to DYS in ensuring YW Pledge is available to all – varied provision, mobiles, partnership work required;
- A high incidence of small employers (often self employed individuals unwilling or unable to take on employees) creates difficulties for young people in finding local employment, particularly apprenticeships e.g. plumbing apprenticeships in North Devon
- Significantly higher number of males to females especially in 15 to 24 bracket could indicate particular employment needs of young men given the predominance of the service sector in Devon;
- Big discrepancies in wages or training allowances for young people (£95 Axminster - £45 Dawlish) suggest information and support issues;
- Seasonal work patterns affect work available especially in summer – pattern of provision needs to adapt not stop;
- 4.9% of year 11 leavers unemployed shows importance of summer ‘Getaway’ scheme – youth workers involved in supporting and ‘going with’ young people;
- 19% rise in detected young offenders with vast majority boys and young men – partnership work with YOT crucial especially in Exeter and North Devon - youth workers providing support to young people and diversionary activity.

7. The Local Youth Service

- 7.1 Devon Youth Service is in the process of becoming a discrete youth service within EAL, having hitherto been part of Community Education and Lifelong Learning. Following the Ofsted report of Youth Work in Devon (1999), the Best Value Review of Community Education in 2000/1, and a further review just of Youth Service management in 2002, the Lifelong Learning Policy Group of DCC endorsed the recommendation that management of the Service transfer from community colleges and community teams to the Youth Service Management Team (YSMT) over a 7 month period from September 2002 to April 2003.

YSMT is now taking on responsibility for all DCC youth work staff, budgets, programmes and accommodation, the process to be completed by April 2003. The Service will continue to work in close partnership with schools, community colleges, the voluntary youth sector, and other partners. Management of DYS is described in greater detail in section 11 of the Policy at Annexe 1.

- 7.2 The purposes and core aims of DYS / Youth Work in Devon (sections 2 & 3 of the Policy Statement) are set out below. Key features of the service to young people can be found in section 4 of the Policy (see below & Annexe 1):

The twin purposes are:

- 2.1 to support, challenge, and enable the learning of young people in order that they may realise their full potential in shaping their own lives, and;*
- 2.2 to promote the social and economic inclusion of all young people so that they can contribute to, influence and be valued as part of their communities and of society as a whole.*

The core aims are to:

- 3.1 Offer opportunities for personal growth through which young people can develop life skills, confidence and self esteem.*
- 3.2 Recognise, respect, and encourage the initiative of young people.*
- 3.3 Act as advocates on behalf of and alongside young people in challenging the inequalities and prejudices arising from their experiences and life circumstances.*
- 3.4 Offer a variety of informal education activities, programmes and experiences which are recreational, social and fun!*
- 3.5 Acknowledge and value the diversity within youth culture and promote it within the wider community.*
- 3.6 Challenge young people's actions, attitudes and words whilst encouraging them to realise the consequences of, and take responsibility for those actions, attitudes and words.*
- 3.7 Provide ways for young people to express their views and be heard.*
- 3.8 Offer support to young people through the transitions they experience in moving from childhood to adulthood.*

3.9 Offer relevant information, advice and education for young people on their rights and responsibilities and the issues which affect their lives, and so enable them to make informed decisions and choices.

3.10 Support and encourage young people to identify and achieve their goals; and help them recognise, reflect upon, and value the learning processes involved.

7.3 The nature and location of Devon Youth Service within the Education Arts and Libraries Directorate of Devon County Council and as part of Youth Work in Devon is set out in section 2 of this document (see also Policy section 1.2).

7.4 Structure charts illustrating the position of DYS within EAL, the staffing and management structure of DYS, and the DYS support structure are included at Annexes 4a and 4b.

7.5 The target age group for Youth Work in Devon and priority age band as defined in section 5 of the Policy are set out below:

5.1 Devon Youth Service aims to support young people through the major transitions involved in moving from dependence to independence. In order to achieve that and respond to the direction indicated through 'Transforming Youth Work', Devon's Youth Service may work with young people aged 11 to 25 but will give priority to those in the 13 to 19 age range.

5.2 Within these parameters, not less than 80% of core funding shall be spent resourcing work with the 13-19 age range.

7.6 Youth work is delivered in Devon through a variety of methods and in various settings in both the voluntary and statutory youth sectors.

Methods include:

- Recreational activities/ projects
- Peer education and peer led work
- Outdoor activities
- Residentials
- Exchanges (national and international)
- Trips, visits and journeys
- Structured group work
- Volunteering
- Arts and sport
- Community involvement
- Campaigning and lobbying

Settings in which youth work takes place include:

- Projects
- Youth clubs & youth centres

- Community centres
- Voluntary youth organisations
- Outreach work
- Street based/ detached work
- Youth forums and youth councils
- Schools, community colleges & FE colleges
- Information, advice and counselling centres
- Mobile provision

Statutory Sector: There are 26 units of delivery in Devon operating in both urban and rural areas. There are some 30 centres open to young people. Some of the centres are located in schools. A few centres are open from 10.00 a.m. until 10.00 p.m. five days a week whilst others are open for very limited times. There are some 33 full-time staff as well as over 170 part-time staff and a further 70 volunteers. Most of these people are involved in direct work with young people with others involved in administration and support. In addition to the centres there is outreach and detached work going on, which might be expected in such a rural area. There is a wide range of activities available for young people covering most of the curriculum areas.

Voluntary Sector: A survey is being carried out (Autumn/Winter 2002/03) in which some 600 youth organisations have been surveyed (details were supplied by VYS Devon, the local Youth Networks, the County Council Libraries database and other sources). Of these some 200 had replied by 20 December 2002. This gave some information about the breadth of activities on offer from sports, drama, uniformed organisations, church groups and young farmers. They represent some 12,000 young people supported by volunteers (giving a ratio of about 1:5 adults to young people). There are activities running on every day of the week, including weekends and many organisations are offering residential opportunities. Many of the organisations support volunteers by providing training and ensuring policies for Child Protection, Health and Safety and Equal Opportunities are in place. There is still a great deal of analysis to be done on these organisations and that should be complete by March 2003.

- 7.7 The Youth Work in Devon Curriculum document '*YWiD/DYS – a practical guide to the youth work curriculum*' is enclosed at Annexe Five. It describes
- why a curriculum is needed
 - which young people the Youth Service works with
 - the unique selling point of youth work
 - youth work methodology
 - the curriculum, its content, methods & settings for delivery
 - outcomes for young people
 - 'how to design, plan, deliver & evaluate the curriculum
 - the context and process for developing it

Curriculum in Devon Youth Service has developed in response to the needs of young people who attend, and in response to the needs of particular groups as identified by a variety of parties.

A three year secondment post, Young People's Health Issues Officer, has provided dedicated time to develop health-related issues. A Sexual Health Policy is in the process of printing and is being disseminated through a number of cross-County training events; the Drugs and Alcohol Policy is shortly to be superseded by a Substance Policy, which tackles wider issues including the administration of prescribed medicines (e.g. asthma inhalers) in youth settings. A Disability Awareness Policy has been drafted, with the involvement of the County Disability Awareness Officer. It has also been possible to extend Drugs Awareness training in partnership with the local Drugs Action Team. Multi-agency work has been established across health issues including the promotion of youth counselling and the design of emotional health training. The result has been a significant increase in the ability of the service to support young people's health needs through generic youth work and specialist projects and drop-in services.

8. Partnership with Connexions

- 8.1 Connexions Cornwall and Devon (CCD) is the overarching partnership within which Connexions in Devon operates. CCD is a company limited by guarantee with a direct delivery structure. DCC has representation on the Board of CCD through the Chief Executive and Director of Education Arts and Libraries. The voluntary youth sector has a representative on the Board, but DYS does not (nor do the other 3 Youth Services in the CCD area). Having been one of the initial pilots CCD commenced full operation in April 2001. DYS and VYS Devon are represented on the Local Management Committee (LMC) in Devon. No elected members serve on the LMC.
- 8.2 DYS, VYS Devon, and Devon Youth Association have partnership agreements with Connexions. The DYS agreement which is made up of generic statements of principle, partnership, methodology and operation contains also an Annual Plan for Devon and local detailed operating plans and agreements by area in Devon. The agreement sets out the joint objectives and intended outcomes, agreed targets, current benchmarks, expected inputs from DYS, Connexions actions required and the value which will be added through the plan.
- 8.3 DYS and VYS Devon have been members from the outset of the Connexions (Devon) Business Planning Group. The Connexions Devon Manager is a member of the Devon Youth Strategy Group (chaired by the PYO) and of the Transforming Youth Work in Devon Partnership Group with DYS and VYS Devon. Members of DYS have contributed to the Connexions Driver, the self-assessment quality mechanism based on EFQM, for the last 2 years. Other contributions to overall Connexions provision include:

- joint appointment of Action Researcher as part of the YS Plan/TYW Development Plan to map provision for young people from the statutory and voluntary youth sectors and Connexions
- joint DYS/Connexions management group meetings (lapsed but restarting in January 2003))
- joint appointment and funding of Devon Youth Participation Worker (now funded through TYW)
- Devon Youth Talking (consultation with 3000 young people) co-ordinated and driven by Youth Participation Worker
- support for Connexions young people's involvement groups in Exeter and Barnstaple
- DYS contribution to staffing and running Getaway Summer Schemes
- advertising of Connexions posts
- joint training events and plans including access for Connexions staff to DYS training programmes (although 'Understanding Connexions' courses have been suspended nationally)
- DYS Training Officer provided Equal Opportunities training for C&D Connexions staff September 2001 - September 2002
- DYS staff providing supervision of Personal Advisers in North Devon
- provision of personal and social development opportunities for over 12,500 13 to 19 year olds in Devon County Council joint use of buildings and collaboration of local staff of DYS and Connexions
- PYO chairs Professional Advisory Group at College of St Mark and St John for Youth and Community Work and Connexions training programmes
- Contribution of DYS and VYS Devon to Connexions grants to voluntary organisations assessment and allocation process

9. Partnership with the Voluntary Sector

9.1 **Background** - the partnership in Devon has been built around the links at both County and local levels. At County the partnership is based upon the relationship between the Youth Service and Voluntary Youth Services (Devon) or VYS Devon as it is known, the umbrella network of Voluntary Youth Organisations. This has particularly been the case since 1989 when a service level agreement (providing a seconded officer) and grant aid from the Council enabled two substantive posts to be created to support the work of VYS. Since that time the VYS network has developed and is now recognised as being an effective partnership with the Youth Service to support Youth Work in Devon. The basis for this is a SLA over three years with annual reviews, that sets out the undertakings, quality assurance requirements and grievance and termination procedures.

Locally the partnership is centred upon the Local Youth Networks and Youth Work Advisory Groups. These offer an opportunity for people and Voluntary Groups within the community to get involved and contribute to the strategic direction of youth work in that area; to advise the Area Youth Worker of the needs of the local community and its young people; and to monitor youth work delivered.

9.2 **Making it an Effective Partnership** - the success of the Partnership centrally has been rooted in the fact that good relationships have been developed leading to effective consultation, information sharing, policy development and services to young people. Important factors are that:

- The Principal Youth Officer regularly meets with the Voluntary Sector, attending VYS Executive/Council meetings. This provides a regular exchange of information, broadens the voluntary sector's understanding of key issues, and encourages the sense of being part of Youth Work in Devon;
- VYS has the capacity to engage with the County and is involved in strategy formulation, youth worker networking opportunities, the Youth Service Central Management Team and supporting work with young people in Devon.

9.3 **Examples of the Partnership Working in Devon** -

Youth News is the monthly newsletter for all those who work (paid/unpaid) or have an interest in working with young people in Devon and the readership includes the Director of Education Arts and Libraries, Councillors, Agencies and Youth Workers. Produced by VYS Devon as part of their Service Level Agreement with the County, it provides an excellent communication tool and digest of the important issues to enable organisations to make informed choices as to their future level of involvement. Copies of the October and November editions are attached at Annexes 5a and 5b as examples of practice.

The DCC Grants to County/Area wide Voluntary Youth Organisations are facilitated by VYS Devon through a peer assessment process. The VYS Executive, through their grants sub committee, plan, monitor and review the annual grant awards.

The DCC & VYS Youth Work Conferences are open to workers from both maintained and voluntary sectors.

The Devon Rural Youth Work Network helps to combat the feeling of isolation for youth workers. It is facilitated by VYS and provides information, networking opportunities and the chance to share good practice for any worker supporting work with young people within rural communities.

The Local Youth Network (LYN) provides support to voluntary youth club/groups in each locality, facilitated by the Area Youth Worker from the 26 DYS units. The LYN offers opportunities for workers (paid & unpaid) to share good practice, plan activities, and network; for young people to get involved and have a say; and for voluntary youth groups to apply for grants.

9.4 **Financial Support for the Voluntary and Community Sector** is provided by DCC Youth Service:

- at local level through the LYNs, which distribute grant aid to individual young people and voluntary organisations that either work with or provide services for young people (as defined within the DCC Policy Statement) within their catchment area:
- through Service Level Agreements with strategic youth organisations that provide particular support for the priority 13 – 19 age range within the County:
- through grants to County/Area Wide Youth Organisations, which VYS (Devon) on behalf of the County allocates to meet core expenses of Voluntary Youth Organisations working with young people living in Devon who operate either throughout the county or across an area of the county.

For annual audit purposes in kind support from DYS units to the voluntary sector has been reckoned at 5% of all DYS staff time ie £104,053 for 2001/2. However, the units' self assessment of the level of support given in 2001/2 was £118k. Adding to this a notional 5% of Youth Officers' time at approximately £13,500 brings overall support to the voluntary sector to nearly £500k. A more accurate picture of support needs to be established in order that levels of and variations of support are explicit.

Financial Support to the Voluntary & Community Sector for 2002/3

Grants to Local Voluntary Clubs/Groups/Projects – through LYNs	£249,310
Service Level Agreements:-	
VYS (Devon)	£16,986
Devon Young Farmers' Clubs	£16,986
Devon Youth Association	£20,000
Duke of Edinburgh Award (Devon)	£15,660
Total	£69,632
Grants to County/Area Wide Youth Organisations:-	
Boys Brigade	£760
Clubs for Young People	£300
Community Action	£8170
Crusaders	£600
Devon and Cornwall Baptists	£800
Guides	£2448
Methodist Association of Youth Clubs	£2407
St John Ambulance	£2400
Scouts	£5000
Sea Cadets Corps	£500
VYS (Devon)	£12,405
Total	£35,790
Total of the Financial Support in 2002/03	£354,732

10. Other Partnership Work

- 10.1 DYS and VYS and member groups of VYS such as DYA and Community Action contribute significantly to partnership groups and working at various levels. At County level the PYO chairs, and DYA is a member of, the Youth Strategy Group, a bi-monthly, multi-agency meeting with focus on strategy for working with 13-19s. At district and City level (8 in Devon) Area Youth Workers and Youth Officers are key members of Youth Strategy Groups, which focus on practical joint activities at district and local level. Many localities also have YSGs. The YSGs are likely to merge with the emerging Children and Young People's local partnerships.
- 10.2 DYS and VYS/DYA are key members of the Children and Young People's Strategic Partnership. The PYO, the Chief Executive of DYA and the Young

People's Participation Development Worker are members of the Children and Young People's Strategic Partnership Participation and Task Group. They recently gave a presentation to the Partnership on young people's involvement, and the development of standards for the involvement of young people.

10.3 Other current and future partnership work and collaborative action includes:

- Support for the Education Development Plan and Behaviour Support Plan – foci on preventing exclusion and assisting re-integration of pupils, supporting health education programmes and reducing incidence of teenage pregnancy and drug use;
- Support for inclusion work with Complementary Education (full-time education for all permanently excluded pupils), Education Welfare Service, Travellers' Education (youth workers providing outreach work to travellers' communities e.g. on fringe of Exeter), English as a Second Language (diversity and xenophobia work)
- Developing work with Social Services through the Children and Young People's Strategic Partnership particularly in relation to theme 4 of the Social Services Strategic Programme 2001-4, 'Reducing inequalities and promoting diversity and social inclusion'; and the Children and Families (0-19) section of the Programme. Areas of focus in 2002/3 have included a protocol for work with vulnerable young people aged 13 to 19, and access for looked after children to leisure and cultural activities.
- Supporting Devon Community Safety Partnership targets for reducing drug and alcohol use, anti social behaviour by young people, young people being victims of crime, homophobic bullying and racial incidents; and specific targets to:
 - Involve young people in planning and decision making
 - Increase awareness of Community Safety concerns
 - Reduce recorded crime against young people
 - Provide more facilities for young people
 - Develop a Youth Strategy
- Work with the NHS including a health funded senior youth worker post has allowed for policy and practice development with young people and health matters. Work includes initiatives with Drug Action Teams and the Teenage Pregnancy Co-ordinators.
- Collaborative work with Connexions (Devon) aimed at preventing and reducing the numbers of young people not in employment education and training. (NEETS)
- Community Plans – all districts will have community plans, those published all include objectives relating to young people and youth workers have been included in producing them e.g. elements of the North Devon Plan to:
 - Develop and support young people on strategy groups
 - Ensure all young people have access to a better range of youth services and activities

- Continue to support voluntary organisations to provide services to young people
- Champion facilities for young people (things to do, places to go)
(*North Devon First: a Community Strategy for the Future – July 2002*)

11. Resources

11.1 **Funding for 2001/02 for DYS** : the latest figures submitted for the NYA Audit 2001/02 are shown on in Annexe Eight, the NYA Audit return.

DCC out-turn figures for 2001 / 02 are:

Expenditure on Education :	£276,994,478
SSA - Other Education :	£5,110,000
Expenditure on Youth Service :	£2,670,920

(ie 0.96% of Education spending and 52% of Other Education)

External funding :	£199,686
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11.2 **Budgets for 2002 / 03:**

Education :	£271,650,753
SSA Other Education :	£4,273,768
Budget figures for Youth Service	£2,891,520

(of which £2,029,800 is devolved to Units; £305,100 is given in grants to the voluntary sector, £288,200 covers management salaries and £268,420 covers central costs, ICT support, pensions etc.)

11.3 **Changes to staffing and budgets** : these may or may not be considerable depending on the County's final budget settlement.

11.4 **Resource allocation** : currently this is calculated on a pro-rata basis, on the proportion of core (12-19) to non-core (10-12 & 20-25) young people reached. We are therefore unable to disaggregate sums spent on young people aged under 13 or 20 to 25. As new recording systems are introduced based on the NYA database, it is anticipated that more accurate figures will be produced.

11.5 Accommodation and Outlets used

Information from the statutory sector only is available currently; information from voluntary sector is in the process of being analysed

Youth Centres Open to Young People as at March 2002									
<i>(voluntary sector to be completed on results of survey)</i>									
Open to young people under 5 hours per week		Open to young people 5 to 9 hours per week		Open to young people 10 to 19 hours per week		Open to young people 20 to 29 hours per week		Open to young people more hours per week	
Stat	Vol	Stat	Vol	Stat	Vol	Stat	Vol	Stat	Vol
1		4		17		2		10	

- 11.6 **Premises summary** Following the recent budget split between Devon Youth Service and Adult and Community Learning, a detailed audit of DYS premises took place. There had been little capital spend on youth service premises prior to 2002 / 03, and many settings are in need of refurbishment or re-siting. A County strategy has been drawn up, prioritising provision of 'safe, warm, meeting places' in localities across Devon.

Devon Youth Services currently has premises at the following centres.

Centre	Area Youth Worker	Telephone No.
Pippins Centre, Axminster	Jeff Andrews	01297 32820
Pilton Community College, Barnstaple (office only)	Mair Manuel	01271 343762
The Pill, Bideford	Mark Keeley	01237 472462
Braunton Community College (base to move to Braunton Youth Centre)	Simon Cohen	01271 813627
Chudleigh Millennium Youth Centre (partnership working)	Sue Skelton	01626 580920
Chulmleigh Community College	Dave Lang	01769 580920
Clyst Vale Community College	Simon Eastment	01392 468914
Crediton Youth Centre, Queen Elizabeth's Community College	Bob Stock	01363 774280
Culm Valley - John Tallack Centre, Cullompton	Tony Wasley	01884 35720
The Ivy Centre, Dartmouth	Colin Low	01803 834921

Dawlish Community College	Lee Jones	01626 864412
Exeter : Exeter Community Centre (administrative headquarters)	John Man	01392 662665
Exeter : the Phoenix Club, Wonford	John Antat	01392 662662
Exeter : the Knight Club, Beacon Heath	Tim Price	01392 662620
Exeter : the Bridge Club, St Thomas	Colleen Harris	01392 662223
Exeter : the 100 Club, Wear Barton	Mark Green	01392 662227
Exeter : the Fountain Centre	Tim Price	01392 662225
Exeter : Centre Exe, Exwick		01392 662663
Exeter : the Loft Club, St Thomas		01392 662222
The Old YMCA, Exmouth	Lisa Rutter	01395 270170
Holsworthy Youth Centre	Anne Betts	01409 253283
Honiton Youth Centre	Jeff Andrews	01404 42102
Ilfracombe Community College The Lantern Centre, Ilfracombe The Real McCaff, Ilfracombe	Martin Jackson	01271 865824
Ivybridge Community College (new centre planned)	Kathy Cuthbert	01752 897302
Horizons, Kingsbridge	Colin Low	01548 857698
The Junction YP Venue, Newton Abbot	Mike Stevens	01626 369283
Okehampton Community College	Emma Hall	01837 53800
The Station Youth Centre, Ottery St Mary	Simon Eastment	01404 814490
Sidmouth Youth Centre	Vacancy	01395 514819
South Dartmoor Community College	Cath Kelly	01364 653969
South Molton Community College	Clancy Copley	01769 572834
Tavistock College	John Collacott	01822 613522
Winterbourne Centre, Teignmouth Community College	Jonathon Scott	01626 774707
Tiverton Youth and Community Centre	Bruce Freeman	01884 252642
Eric Palmer Community Centre, Torrington	Jane Atkinson	01805 624318
Pulse YP Venue, The Mansion, Totnes	Ian Flett	01803 862020

More details of the premises and programmes provided will be contained in the *Mapping of Youth Work Provision in Devon Report* which is currently in preparation.

- 11.7 **Geographical map of provision** – See mapping of Youth Work Provision in *Mapping of Youth Work Provision in Devon Report*. Maps show locations of Youth Service Centres, give a representation of all known voluntary groups mapped by type and Connexions locations.

12. Involving Young People (see also section 5 above):

- 12.1 Devon Youth Service actively seeks to involve young people in decision making, to promote citizenship and involvement in local democratic structures.

Locally, specifically within youth centres young people are supported to be involved in:

- Youth Work Advisory Groups
- Youth Club Management Committees
- Youth Project Forums
- Local Youth Networks
- Operational aspects of the projects e.g. coffee bar, on the door
- Planning, delivering and evaluating youth work programmes
- A wide range of town, district, school and other youth councils/forums
- Attendance and involvement in 'adult' councils, forums and associations
- Staff selection and recruitment
- Consultation events regarding local issues

12.2 At a County level there are three distinct posts involving young people in democratic structures: the Devon Youth Network Co-ordinator, the Youth Participation Development Worker, and the Participation Worker who is being managed by the Youth Service as part of the Children's Fund. Youth work managers and this specific group of people support young people to be involved in:

- Devon Youth Talking
- UK Youth Parliament Elections – Devon has 3 MYPs
- District consultation and involvement
- Scrutiny committees of DCC
- Connexions LMC and Board
- A wide range of training and other events to involve young people in decision and policy making
- Development of a sustainable process for the involvement of young people in democratic structures
- Staff selection
- Involvement of young people in national and international programmes and events

12.3. Work is being undertaken with a wide range of partners to ensure that the voice of young people is heard: for example with the Police, Health, Connexions, Education, and the Children's Fund. Through the Children and Young Peoples Strategic Partnership Participation Task Group a local set of standards for participation are being developed which will ensure that a base line level of participation exists for all organisations who work with young people within Devon. These standards are based on the 'Hear By Right' standards proposed by the LGA and NYA.

12.4 Some parts of Youth Work in Devon have websites – DYS, VYS, Devon Youth Network and the Devon MYP's - and some are considering this approach. Many

youth projects enable young people to have access to the web as part of their generic youth work programme.

- 12.5 Resources for young people's participation are provided in both staffing and funding:
- Youth Participation Worker (FT- funded by Connexions, DYS & TYW)
 - Children's Fund Participation Worker (FT – funded by Children's Fund)
 - Devon Youth Network Co-ordinator (FT – funded by DCC)
 - LYN worker – Barnstaple (PT - funded by DYS through LYN)
 - Young Peoples Youth Network Rural Support Workers – Kingsbridge (£3,600) (PT – funded by DYS through LYN)
 - Student Council Budget – Dawlish (£250)
- 12.6 Young people were significantly involved in the development of the Connexions Charter. This is to be reviewed by young people who are currently actively involved with Connexions in Devon in a residential in February 2003. Young people have also been involved in consultations on the development of the Youth Work in Devon Pledge.
- 12.7 There are some examples of good accreditation practice. Many youth projects and partners have developed their own certificates for young people to acknowledge their participation. If appropriate young people are encouraged to register with Millennium Volunteers. Some projects take part in nationally accredited programmes, e.g. ASDAN, Youth Achievement Awards, Duke of Edinburgh's Award. A wide range of training is available for young people involved in participative structures. These include:
- Training for senior members
 - First Aid
 - Food Hygiene
 - Confidentiality
 - Listening skills
 - Working in groups
 - Staff recruitment
 - How to present yourself
 - How to work on a committee
 - Representation
 - Peer led training
 - Communication skills
 - Young people's youth work course
 - Peer mentor training
- 12.8 The issues of equality when involving young people in participative structures are addressed by:
- preparing the way for young people to get involved with adult groups (often training of adults)

- using a variety of methods to transport young people: workers' vehicles, public transport, taxis
- meeting in a variety of locations
- using email, websites etc where appropriate
- texting, phoning and writing to young people
- workers/ adults visiting young people's groups rather than vice versa
- negotiating timing of meetings/events with young people
- supporting young people to negotiate with parents, schools and employers as appropriate
- developing partnerships and links with groups that are less likely to get involved

12.9 Much consultation has taken place with users and non-users of Youth Work in Devon services. This includes:

- evaluation of youth work sessions
- local surveys and questionnaires with specific groups of young people
- work with District Councils
- Devon Youth Talking
- work with Town Councils
- drug and Alcohol research
- Connexions surveys in centres and schools

12.10 In Connexions young people have been supported by the Youth Service to be involved in:

- staff selection
- developing a survey
- design, development and launch of a new centre
- The Youth Charter
- 2 focus groups, one in Barnstaple the other in Exeter, involving young people with Connexions
- marketing Connexions (publicity materials)
- developing a website
- the LMC and Connexions Board
- CSNU Consultations
- residential experiences and day workshops

12.11 A conference for young people to get involved in and find out more about global citizenship took place during Youth Work Week 2002. Additionally young people are involved with a number of international experiences including links with Germany, multilateral encounters and the first young people's Assembly of the European Regions Summer School.

13. Equality and Diversity

- 13.1 **Equal Opportunities Policy** - the corporate policy framework was revised in 2002. The policy framework has been developed in order to recognise and value the diversity that exists and is evolving within Devon's communities. It is based on the principles of mutual respect, fairness, social inclusion and a commitment to tackle inequality and injustice. The components within the framework are:
- Race Equality Scheme, Justice Through Equality Policy - Devon's Commitment to Equality and Diversity; Policy on Age Equality ; Policy on Equality for Lesbian, Gay, Bisexual and Trans People ; Policy on Equality for People with Disabilities ; Policy on Sex Equality ; Policy on Racial Equality; Race Relations Amendment Act Briefing Note.
- 13.2 Devon County Council also has a recruitment policy, an unreasonable behaviour policy and a complaints procedure. The County's commitment to social inclusion, community safety and lifelong learning underlines the priority of inclusive policy and practice. The Youth Service complies with these policies and in addition has specific guidance concerning equal opportunities and training. All Youth Service policy and guidance includes equal opportunities as a fundamental tenet of procedure.
- 13.3 The Youth Work in Devon Policy Statement and Quality Standards reinforce the commitment to equal opportunities and social inclusion, as demonstrated by the following extracts from sections 2,3,4 of the Policy:
- *DYS Purpose - to promote the social and economic inclusion of all young people so that they can contribute to, influence and be valued as part of their communities and of society as a whole.*
 - *Aim - Act as advocates on behalf of and alongside young people in challenging the inequalities and prejudices arising from their experiences and life circumstances*
 - *Key feature - Accessible to young people and to include them in the service regardless of their background, circumstances, appearance or beliefs.*
- 13.4 Senior management responsibility for equal opportunities starts with the Chief Executive, whose daily responsibilities are executed by a corporate project manager. Within EAL the Director takes the overarching responsibility with specific developmental responsibilities discharged by a policy officer. All senior managers in the service have obligations, as do all employees.
- 13.5 The authority has workforce profiles and recruitment profiles. Of the 39 full-time DYS staff 27 are male. There is one black British full-time worker, the others being white British. There are currently 221 part-time workers, 72 male and 149 female. A recent corporate return identified seven as having a disability, with just three white non-British and one white Irish, the rest being white British (with around 10% not classified).

For the ethnicity profile in Devon see section 6.5 The Local Context. Service users are recorded in keeping with the demands of the NYA annual audit – ***figs to be added from DYS research findings.***

Contact recording sheets for sessions and projects quantify users and include basic categories, usually age and gender. The service is to pilot a management information service to ensure data collection in accordance with authority and NYA demands from January 2003. It is to be launched nationally in April 2003.

13.6 Positive action – in regard of the service staff base Devon has sought to broaden its base through: training initiatives developing with 2 youth apprentice posts and currently 5 workers sponsored to attain full JNC qualification, including two full time trainees. The service seeks to provide a wider range of substantial part time posts to allow for different employment needs to be met and end the reliance on posts of a one or two session nature. Pre Induction and recruitment programmes are being explored to provide promotion of and routes into the service eg joining the Zero to 14s (early years service) recruitment fair and locality based “come and meet us” events. Sponsorship of the VYS Devon monthly newsletter “Youth News” through SLA and TYW fund has allowed for greater distribution and a valuable opportunity for promotion of youth work as a service and potentially as a career. In the localities the local press is used to celebrate achievement and promote the service.

13.7 **Special Educational Needs Discrimination Act & Disability Discrimination Act** – a questionnaire relating to SENDA & DDA readiness went to all DYS units as part of the asset management process. Adaptations to buildings are currently in hand funded through the £93k DfES SEND Act monies allocated to DYS.

Senior managers have attended managing diversity training to a standard higher than statutory requirement. All full time workers have received a briefing from Devon’s Disability Officer and most have attended disability awareness training. Draft guidance for work with young disabled people is in preparation. The draft Disability Awareness Guidelines are included at Annexe 6.

13.8 A variety of work with young people with disabilities occurs around the County. As part of Devon’s response to the Ofsted Report, a paper documenting good practice in this area was produced; this is included at Annexe 7.

13.9 Particular initiatives to consult or build capacity in voluntary and community groups reaching excluded communities include the setting up of the VYS Rural network which gives youth workers working in a rural setting an opportunity to come together. Young Farmers provide opportunities for young people who live in rural areas to join together for activities. DYA are involved in TREADS, a motor vehicle project for young offenders and Community Action are carrying out

drugs work. In localities, youth workers support both community and voluntary groups in achieving common goals.

- 13.10 It is intended further to develop the theme of cultural diversity in 03/ 04. A large group of young people attending the Respect Festival, the ongoing Voices initiative (see examples of practice section), and an exchange initiative involving young people from Nigeria and Northern Ireland were supported through the TYW Development Fund in 02/ 03. Further work with disabled young people will also be supported particularly in those units where adaptation work to buildings in 02/ 03 will facilitate access.
- 13.11 Particular challenges or new issues facing the Local Authority. Whilst there is considerable diversity between areas within Devon, this does not fit easily with mean or average authority statistics. Cultural / ethnic diversity is low, and whereas the disability and gender statistics match national figures, Devon has an overall population of higher than average age, for example Exmouth has the highest proportion of retired people in the country. Exmouth is also the second largest conurbation in Devon (after Exeter) - with the result that young people's needs can be masked.

Devon's population continues to grow and new housing and industry has attracted migrants from across the country. Asylum seekers and refugees are still small in number although with growth in neighbouring Plymouth and national dispersal programmes a growth is predictable. Rural racism has been highlighted in Devon through the Rural Race Equality report from NACAB. Community and voluntary sector groups working with black and ethnic minority groups struggle with sustainability and capacity issues. These issues impact on the development of supportive responses to the particular needs of those individuals and communities.

Work within the Education service with young people at risk of exclusion, particularly in schools, has developed often but not exclusively with the support of the Youth Service. The linking of DYS with the Inclusion section of EAL will assist progress here. A draft guidance document on working with schools will further focus on this work in partnership with schools, Connexions and young people.

14. Quality Assurance

- 14.1 **Quality Policy Framework** - DCC has formal policies, to which DYS is subject, on health and safety, child protection (CRB), outdoor and residential education, data protection, reporting accidents and acts of aggression, complaints and unacceptable behaviour. DYS has in addition devised its own quality standards in conjunction with the Youth Work in Devon Policy (see Annexe1). The recent revision of the QS were informed by the Ofsted inspection criteria, national work

on the Youth Work Pledge, the JNC report for youth and community work and influenced by the guidance from TYW.

The service also has guidance on streetwork, sexual health and relationships, confidentiality, alcohol and drugs (recently revised) and disability. Up to now responsibility for managing and monitoring the effective use of policy designed to protect service users and providers has been locally devolved to Community College Principles and Heads of Unit. From April 2003 the service will be centrally managed with the Youth Service Management Team responsible for monitoring and evaluation of policy and locally based implementation systems. In preparation training programmes and a service handbook have been developed.

- 14.2 **DYS QA System** -. an internal peer based system of review has existed for the youth service since 2001. Previously, youth work was reviewed by County officers as part of Community Education. The DYS QA system is closely aligned to the Ofsted self assessment process and changed only to reflect local features. The Ofsted self assessment model fundamentally informs the internal review process. Localities have piloted self assessments as part of the review process (50% in 21 months) and each unit will annually self assess from 2003/4.

Work in localities is evaluated in reports to Youth Work Advisory Groups and other local committees on a regular basis. The Youth Service Action Plan and local management plans are evaluated yearly. Sessional and project work is evaluated by workers through recording sheets, at team meetings, in supervision and in appraisals.

- 14.3 Young people are asked formally and informally to contribute to project and sessional evaluation through discussion and exercises. The internal review system includes young people who interview young people and observe delivery as part of the review team. The young people involved are different in each locality review and this has had positive effects on the spread and levels of interest in quality of services by young people. Other participation work has similarly encouraged the service users' voice in the raising of standards. See sections 5 and 12 on young people's involvement.
- 14.4 Good practice and quality issues are disseminated in the service through briefings at staff meetings, reports and specific responses eg risk assessment training. Divisional managers also brief localities from the experiences of reviews across the county and with particular issues (eg residential education) from experiences across the country. Reports from reviews are not open documents but resulting action plans are. Highlights are also shared through the "Youth News" publication whose audience includes the voluntary sector.
- 14.5 With grant support to voluntary youth service providers comes the requirement to comply with various Devon County Council policies and to sign up to the Youth Work in Devon Policy and QS. Local Youth Networks monitor through discussion

and observation the work of voluntary youth groups who receive funding. Larger organisations receiving funding through VYS Devon grants and Service Level Agreements are monitored through VYS (see section 9 - Partnership with the voluntary sector).

- 14.6 Accreditation by external quality providers has only been explored by one locality although a number were managed by schools who have achieved charter and kite marks. As part of the TYW Partnership Group DYS is actively supporting the development of 'Investors in Young People' in partnership with the Devon Youth Association.
- 14.7 DYS was subject to an Ofsted inspection in 1999 and a Best Value review in 2000. Reports on the Ofsted Action Plan which doubled as the 2000/1 Youth Service Action Plan, and the Best Value Implementation Plan are attached at Annexe Two. Subsequent service action plans have included features from both processes, providing for a period of significant change and transition in service location, management and structure.
- 14.8 Quality issues being addressed in 02-03 as part of the TYW Development Plan (see Annexe 9) include work on the Youth Service Plan with partners, development of partnership with the voluntary youth sector and Connexions, the establishment of the Youth Participation Development Worker post and consultation with young people, management training, innovations, QA systems, and work to support the Youth Work in Devon Pledge on premises and curriculum.
- 14.9 Particular quality targets for 03/ 04 will focus on proper and consistent resourcing and entitlement for young people through delivery of the Youth Work in Devon pledge – see priorities and objectives in sections 4.1 and 4.2 above.

15. Staff development

- 15.1 The service has a quality standard that all full time staff should be JNC qualified. Currently all but five are qualified with three undergoing qualification, two completing in 2003. The remaining two were in post since youth work was part of a community education service and are to seek suitable post graduate qualification or accreditation.
- 15.2 Of the 221 part-time staff, 21 are JNC qualified and 15 are locally qualified.
- 15.3 The involvement of young people in recruitment is developing in Devon and senior appointments have, during the informal process, set an example for the Service. Workers in the Service vary in their practice and 03/04 will see recruitment processes as an area for development and minimum requirements,

including the involvement of young people, will be agreed. (See also sections 5 and 12 on young people's involvement).

- 15.4 The Service is currently piloting an arrangement with Human Resources extending personnel support to the equivalent of a dedicated half time post. Part of the current remit includes recruitment in addition to the services of the recruitment section of DCC. Training is provided through the Education department's development unit, the various specialist sections (e.g. Social Services for Child Protection, the Health & Safety department) and the Service itself. Within the Youth Service at County level the commitment to training is fulfilled by all officers and in particular the Youth Officer responsible for Q.A. Staff development and Curriculum. The investment equates to approximately a full time post across the central team, excluding supervision and appraisal. With the move to central management the latter elements significantly increase to at least a .25 equivalent. Within the staff team in localities the commitment varies but equates to at least a 0.35 post. Recruitment in the field is a consuming issue with problems existing in recruitment and retention of part-time staff all over the County and of full-time staff in the smaller communities.
- 15.5 The Service has a staff development policy, devised when DYS was part of Community Education, in which members of youth work staff were involved. This was approved by DCC but in part due to a lack of resources and in part due to the devolved nature of the service was never properly implemented.
- 15.6 Spending on staff development and training is as returned in the audit figures to the NYA. In the last financial year, (2001/02) a total of £38,622 was spent on staff development and training, financed from the Youth Standards Fund, Drugs Standards Fund, the central DCC Staff Development budget and a proportion of unit budgets allocated to staff training. The majority of spending (nearly £30,000) was on training for part-time workers.
- 15.7 Priorities in the training programme have been child protection, health & safety, employment law, diversity, legal responsibilities, finance systems, supervision and management training – for full time staff. Priorities for part-time staff (including volunteers) are induction and introduction to youth work, alcohol and drugs, introducing Connexions and sexual health. Whilst many areas are supported by clear guidance on procedure and practice others need development. The updating of the staff development policy and progress on the quality standard on staff development, in order to support the delivery of quality services to young people, is a priority for 2003/04.
- 15.8 Training with Connexions has been subject to difficulties. The withdrawal of the 'Understanding Connexions' course and delay in the programme for its replacement 'Introduction to Connexions' has suspended training for DYS delivery staff in Connexions work. Training identified within the partnership agreement has also suffered delays, due to postponement of Connexions / Youth

Service Management Team meetings and Connexions' recent internal focus. Under TYW funding a training event led by DYS, is planned for February 2003 with Connexions and Devon Youth Staff to explore street-work approaches to delivery.

- 15.9 The Service aspires to developing an 'Introduction to Devon Youth Service' for interested others using its Training and Accreditation Programme (TAP) Induction Programme as a basis.

Increasingly the Tap 2 Introduction Training, already accessed by voluntary sector staff, is attracting a wider base of learners including community workers, Police officers, Connexions workers and outdoor education specialists.

- 15.10 The voluntary sector has access to most of Devon Youth Service's training programme. In any one year, between 12% and 15% of part-time and voluntary workers undertaking TAP 2 are from the voluntary sector.

- 15.11 Under Strand C of the TYW Development Fund plan Devon Youth service continued to fund three Area Training and Accreditation Groups to provide locally determined training (eg. health and safety, child protection, detached youth work, first aid, sexual health). The majority of full time staff have undergone child protection and risk assessment training and a child protection programme for twenty part time staff is to be piloted in February 2003.

Induction and introductory training has continued with both reviewed to ensure consistency of delivery. Induction is to be adapted and broadened to allow the service to meet the demands of other services e.g. community wardens and police, for an induction into the purpose and practice of youth work. A first stage, a pre recruitment programme of induction will be provided to support the "come and meet us" strategy referred to in 13.6. In the period April 2002 to December 2002 60 staff and volunteers from statutory and voluntary youth services attended introductory training. Another 30 places will be provided in the remainder of this financial year – by March 2003.

A part time conference ran in October 2002 attracting 26 staff and another event is planned for February. Two employees started a JNC qualifying course in September, one part and one full time. Another employee is continuing a joint post graduate youth work diploma / Masters degree.

- 15.12 Under strand A, 10 full time workers are completing the Ford Management Partnership Improving Youth Work Management course and 13 are registered for the Improving Staff Performance course (to run in February). Additionally, the PYO and the Chief Executive of the DYA are attending the Transforming Youth Work Management course, and 3 of the Youth Service Management team will attend in early 2003.

16. Significant Practice Examples

- A Youth Support Group in the Axe Valley East Devon - this involves a group of 6 students referred by the Axe Valley Community College. It is staffed by the Area Youth Worker and a Connexions Adviser. They work on targets such as reducing exclusions from class.
- The Junction - a large youth centre in Newton Abbot -this is a multi-faceted 'hub' youth centre with a wide ranging programme including generic youth work, satellite centres in the rural and urban areas around, support to the voluntary sector through the Local Youth Network, full-time excluded pupil provision operating in the day-time in partnership with local schools and the Youth Offending Team , a community project in conjunction with the Children's Fund, residential provision, and an after school club.
- A peer education programme in Barnstaple is enabling young people to gain factual information about substance misuse, dispel the myths surrounding substances and their effects, and explore related issues. The group used a residential week-end to make a harm reduction video to help them raise issues when they continue peer education within their home group setting.
- Agreement to share the Knight Club development with Exeter Sure Start allowing for a 0 -19 integrated centre. Support in capital investment from Education, Arts and Libraries has resulted in a commitment of £115,000.
- A detached team in Crediton has undertaken a detailed analysis of their work with young people in terms of the aims of Youth Work in Devon eg *valuing diversity* of the motorbikers, tattooists and body piercers, sporty types, those doing everything to look cool; *advocating with and for young people* relating to older skatepark users supported by detached workers; and *personal growth* -a young woman talking of ending an abusive relationship. They also analysed their work in terms of the expected outcomes for young people such as *join, change, lead and leave groups* - a couple of girls getting to know and befriend a group of girls in the park; *managing feelings and conflict* – feelings around betrayals among friends.
- Real Choices give young people Real Chances - Holsworthy is a market town on the North Devon/North Cornwall border. The local community college has no 6th form, which means educational opportunities post-16 are limited to joining another college for 6th form subjects or travelling the 2 hour journey to the nearest FE College. The Youth Work Department based at the college had the full support from young people and parents alike when it set up its Choices for Chances post-16 programme. The programme offers young people the chance to remain engaged or to re-engage in education and/or training. With an

experienced team, the programme has 1-1 support/counselling, portfolio-building, to impress future employers, training providers or HE. All this combines to give the 'clients' a sense of achievement and pride in themselves. As well as all this there are short courses, assessed work placements, key skills and much more. The young people lead the way to tailor their own programmes whilst youth work staff provide realistic feedback to ensure maximum support. Already 32 young people between 15 and 25 yrs have achieved level 2 NVQ key skills; in excess of 50 have gained their ASDAN Youth Award at Gold Level and 12 at Platinum, many of whom will use this for university entrance. In addition there are 2 young women who, with the support of the Senior Youth Worker, have written, piloted (and gained accreditation through OCNSW) a parenting programme. They are now tutoring and training other young people to take over as they move on. An outcome of potentially high significance of the 'recognition and accreditation' youth work is that 4 young people are pursuing youthwork as a career. One young woman aged 17 summed it up by saying, "It was hard work but fun too. I helped at youth club anyway so it just meant putting together my portfolio. It made me realise it's not just A* kids who can make something of themselves and it's shown others that too."

- Respect Festival 2002 - on 20th July 2002 two coach loads of young people from all over Devon travelled up to Victoria Park in London to visit the Respect Festival. The purpose of this event is to promote cultural awareness, racial equality, and to celebrate diversity. In the words of the Mayor of London, "instead of trying to change the differences we should enjoy them". There was a large range of stalls selling items and displaying crafts that reflected the variety of cultures that each country represented. A wide range of food from all over the world was available. Various platforms were set up over the vast area which staged a wide range of international music and dance. Perhaps most fascinating of all was the incredible array of people of different races and cultures that were visiting the festival. This was an amazing experience for the young people, many of whom had not visited London before, and had not been amongst such a diverse mixture of cultures. It was felt that some of them, whilst coming over as quite 'hard' in their own home towns, felt a little daunted and vulnerable. This was reflected in the amount of times they 'touched base', and stayed together in groups although some of them had not met before this trip. The young people had their eyes opened to different cultures, witnessing how these cultures were accepted throughout. The visit increased their racial awareness and knowledge of people from different nations. The hope would be that this education would increase the young people's tolerance of 'differences' in the future.
- Youth News – copies of the October and November editions of this monthly newsletter for all involved in Youth Work in Devon are attached at Annexes 10a and 10b
- **Ivybridge** is a South Devon town which has grown rapidly without the social infrastructures to support the increased community demands. The local youth worker

has successfully engaged the support of agencies including health and the police, community groups, other services eg leisure, elected members, local and district councils to form a youth action group. This body commissioned research into the needs of young people providing an evidence base for the building of a multi agency youth centre. A community based and constituted group now leads this initiative and acts both as an advocate for facilities for young people and as a fund raising body. The youth worker has through this work developed and sustained a strong community interest and involvement in youth work and the needs of young people.

- **Exeter** has provided youth work contact traditionally through buildings. The Transforming Youth Work fund has allowed the development of detached youth work in the city. This has been achieved by utilising the skills of an experienced detached youth work manager from another district (backfill supported by TYW.) The manager has led on training staff, leading practice and supporting the initiative. The additional programme has increased contact with young people in areas with little resources and with young people disinclined to use resources available.

17. Implementation Plan - see following pages, draft Youth Service Action Plan

2003/2004 DRAFT ACTION PLAN FOR DEVON YOUTH SERVICE

1. Mission Vision and Values

<u>Mission</u>	<u>Vision</u>	<u>Values</u>
<p>Our purposes are:</p> <ul style="list-style-type: none"> • To support, challenge, and enable the learning of young people in order that they may realise their full potential in shaping their own lives • To promote the social and economic inclusion of all young people so that they can contribute to, influence and be valued as part of their communities and of society as a whole • To establish and develop Devon Youth Service with effective central management and sufficient local delivery to meet the needs of young people across Devon 	<p>We aim to:</p> <p>Offer opportunities for personal growth through which young people can develop life skills, confidence and self esteem</p> <p>Recognise, respect, and encourage the initiative of young people</p> <p>Act as advocates on behalf of and alongside young people in challenging the inequalities and prejudices arising from their experiences and life circumstances</p> <p>Offer a variety of informal education activities, programmes and experiences that are recreational, social, and fun!</p> <p>Acknowledge and value the diversity within youth culture and promote it within the wider community</p> <p>Challenge young people's actions, attitudes and words, whilst encouraging them to realise the consequences of, and take responsibility for these</p> <p>Provide ways for young people to express their views and be heard</p> <p>Offer support to young people through the transitions they experience in moving from childhood to adulthood</p> <p>Offer relevant information, advice and education for young people on their rights and the issues which affect their lives, and so enable them to make informed decisions and choices</p> <p>Support and encourage young people to identify and achieve their goals, and help them recognise, reflect upon, and value the learning processes involved</p>	<p>To achieve our aims the Service has to be:</p> <ol style="list-style-type: none"> 1. A provider of opportunities for personal and social development which young people freely choose to take up 2. Committed to working in partnership with young people and with partner organisations in both the voluntary and statutory sector 3. Accessible to young people and to include them in the service regardless of their background, circumstances, appearance or beliefs 4. Needs-led and consistent in delivery, in order to provide the same high quality of service to young people wherever they live in Devon 5. Non-judgemental in its approach to young people with whom the quality of relationships is fundamental to good youth work 6. Able to integrate in depth work with groups of young people with open access general provision in ways which complement and support each other 7. Accountable, well managed and regularly reviewed in order to improve, develop and demonstrate value for money 8. Flexible enough to respond to local needs, yet organised enough to respond to county-wide and national trends and legislation 9. A key strategic component in delivering the objectives of central government in its attempts to reintegrate disadvantaged and disaffected young people; and to address other forms of social exclusion

2. Performance and Development Targets

<u>Activities/Services</u>	<u>Aims</u>	<u>Performance Indicator Targets and Development Success Criteria</u>	<u>Lead Responsibility</u>	<u>Monitoring Dates</u>	<u>Impact on National and EAL Objectives</u>
1. Youth work provision	1.1 Ensure an entitlement for all young people (yp) in Devon aged 11-25 with priority for 13-19s to have access to youth work provision in their area based on the Youth Work in Devon pledge (incl open access, street based, project, info & advice, social inclusion)	<p><i>1. In all Devon Youth Service units:</i></p> <p>1.1.1 A safe warm well-equipped meeting place available (or in advanced planning) for all young people within easy travelling distance.</p> <p>1.1.2 Access to the support of qualified and experienced youth workers in their locality.</p> <p>1.1.3 Range of informal learning services based on local and countywide needs-assessment.</p> <p>1.1.4 A programme of personal and social development opportunities negotiated with yp & rooted in the Devon Youth Service (DYS) Curriculum.</p> <p>1.1.5 Social inclusion programmes planned & implemented with partners (schools/Connexions/ YOT)</p> <p>1.1.6 Work with 16 - 19 year olds, particularly those not in education, employment or training</p>	<p>Youth Service Management Team (YSMT)</p> <p>YSMT</p> <p>YSMT / Area Youth Workers (AYWs)</p>	<p>Oct 2003 April 2004</p>	<p>Sufficient Youth Service Youth Work in Devon Policy</p> <p>Resourcing Excellent Youth Services DfES</p> <p>EAL Strategic Plan</p> <p>Social Inclusion</p> <p>Education Development Plan</p> <p>Behaviour Support Plan</p> <p>Connexions and cross-cutting PIs</p>
2. Young people's Participation	2.1 Increase the participation and active involvement of young people in DYS	<p>2.1.1 Reach 25% of 13 to 19s with at least 50% of those involving multiple & ongoing contact</p> <p>2.1.2 Support and enable the active involvement of young people in DYS/Local Youth Networks (LYNs) Devon Youth Network (DYN), UK Youth Parliament</p>	<p>YSMT/ AYW</p> <p>YSMT/AYWs/ Youth Participation Worker (YPW)</p>	<p>Oct 2003 April 2004</p> <p>Oct 03 March 04</p>	<p>REYS (DfES)</p> <p>YW Policy</p> <p>Transforming Youth Work (TYW)</p> <p>EAL Strategic</p>

		<p>2.1.3 Conduct consultation with 4000 yp in Devon through Devon Youth Talking.</p> <p>2.1.4 Develop a sustainable young people's involvement strategy</p> <p>2.1.5 Provide and enable young people to organise events bringing yp together at County and local level linked with DYN, UK YP MYPs and LYNs.</p> <p>2.1.6 Support introduction of standards for young people's involvement and Investors in Young People's programme</p>	<p>Youth Participation Worker (YPW)</p> <p>YPWs</p> <p>YPW/AYWs</p> <p>YPW Devon Youth Association (DYA)</p>	<p>July 2003</p> <p>Oct 2003</p> <p>Sept 03 Dec 04</p> <p>June 03</p>	<p>Plan</p> <p>Voice & influence of yp in DCC</p> <p>TYW YW Standards</p>
	2.2 Ensure recording and accreditation of young people's experience and achievement	<p>2.2.1 Establish consistent recording of personal and social development opportunities.</p> <p>2.2.2 Ensure the availability countywide of awarding and accreditation schemes for yp such as Duke of Edinburgh's Award and Youth Achievement Awards.</p> <p>2.2.3 Over 3 years enable 60% of 25% 13 to 19s to be reached to achieve a recorded or accredited personal or social development outcome (04/05 -30%-4500, 05/06 -45% - 6750, 06/07 -60%-9000)</p>	<p>YSMT AYWs VYS Devon</p> <p>YSMT/AYWs/ D.of E. Devon</p> <p>All youth work teams & orgs in Devon</p>	<p>Sept 03</p> <p>Oct 03 March 04</p> <p>March 04 March 05 March 06</p>	<p>YW Policy TYW/REYS</p> <p>YW Standards TYW-REYS</p>

3. Management of Devon Youth Service	3.1 Produce plans in accordance with national and DCC cycles.	3.1.1 Implement Youth Service Plan encompassing statutory and voluntary sector youth provision.	PYO/ YSMT / TYW Partnership Group	Quarterly monitoring	Transforming Youth Work
		3.1.2 Produce and implement Youth Service Action Plan, monitor and review.	PYO / YSMT	April 03 May 02 Oct 02 March 03	EAL cycle
		3.1.3 Produce and implement unit management plans, monitor and review.	AYWs / YSMT	May 03 Oct 03 March 04	YS cycle
		3.1.4 Devise, implement, monitor and evaluate Transforming Youth Work Development Fund Project Plan (see TYWDF Project Plan)	PYO / YSMT YW in Devon Partnership Group	April 03 – March 04	TYWDF
	3.2 Complete and Implement restructuring of DYS	3.2.1 Manage and supervise all Area Youth Workers.	OYOs / PYO	Sept 02 - April 03	YW Policy
		3.2.2 Induct new Principal Youth Officer	Head of Inclusion/Director of EAL	April- Sept 2003	YS Review
		3.2.3 Support and monitor Youth Work Advisory Groups in all DYS local teams	YSMT/ AYWs	April 03 March 04	YW Policy
		3.2.4 Review administrative support at all levels	PYO/YSMT/HR Support Officer	Sept 03	YW Policy EAL restructure
		3.2.5 Continue development of most appropriate structures for effective delivery of DYS	YSMT	Jul –Dec 02	YW Policy

	3.3 Produce and review policies and guidelines as appropriate.	3.3.1 Implement revised Youth Work in Devon Policy & Quality Standards.	PYO/YSMT/AYW VYS/TYW Partnership	April 03 Oct 03 March 04	YW Policy
		3.3.2 Monitor implementation of other policies and guidelines e.g Drug and Alcohol Guidelines, youth participation guidelines, Sexual Health policy and guidelines	Youth Work Central Team (YPHIO / YPW)	April 03 – March 04	EAL procedures YW Policy
	3.4 Standarise procedures for DYS.	3.4.1 Ensure adherence to finance handbook and provide training as needed.	YSMT/ Finance Officers	July 03 March 04	DCC Financial Regs
		3.4.2 Ensure all DYS Staff adhere to DYS Handbook with standard procedures for health & safety, personnel finance, recording, supervision, absence, travel, leave etc.	OYO (SD)	Sept 03	DCC/EAL procedures
		3.4.3 Implement the NYA management info/data gathering system.	Operational Youth Officer (ND)YSMT/ AYWs	April 03	TYW - REYS EAL ICT strategy
	3.5 Ensure DYS ICT system sufficient to task.	3.5.1 Implement and monitor TYW ICT strategy, all youth work units have adequate ICT hard and software.	OYO (ND)/YSMT	April 03 October 03	EAL ICT strategy
		3.5.2 Provide ICT training as needed	OYO(ND)AYWs	March 03	
		3.5.3 YS website redeveloped & maintained	PYO/ OYO (ND)	May 03	
4. Funding and accommodation sufficient	4.1 Develop the financial base of DYS	4.1.1 Increase the YS budget incrementally over next 3 years in line with DfES figures (from £45 per 13-19 year old to £86)	Director of EAL/ Head of Inclusion/PYO	Dec 03	TYW – Resourcing Excellent Youth Services (REYS)

for Youth Service	4.2 Ensure targeting of budget to priority age band 13-19	4.2.1 80% of DYS resources to be spent on work with 13 to 19s.	PYO / YSMT	Oct 03/ March 04	Youth Work Policy
		4.2.2 DYS local teams to spend an average 80% of devolved budgets on 13-19s (incl Local Youth Networks)	AYWs	Oct 03 March 04	Working Together – Connexions & Statutory YS
	4.3 Ensure adequate accommodation for DYS.	4.3.1 Implement findings of Asset Management Plan process.	YSMT / Premises & Property Officers	April 03 March 04	DCC & EAL AMP
		4.3.2 Prioritise DYS building needs against capital building fund and SEND Act fund.	PYO/YSMT	May 03	EAL procedures Equal Opps
		4.3.3 Implement allocations and works.	YSMT/ AYWs	June 03/ March 04	
	4.3.4 Monitor effect of implementation of new premises formula & allocations policy	YSMT/	Oct 03 & March 04	BV Report	
5. DYS Curriculum	5.1 Implement DYS Curriculum.	5.1.1 Curriculum priorities for 2003 / 04 identified and publicised.	YSMT	June 02	Ofsted recs / EAL SP
		5.1.2 Appoint 3 Youth Development Workers 1 in each division as part of QA Curriculum & Staff Development team	QA Curr & S&Dev	May 03	YS Plan
		5.1.3 Roll out DYS Curriculum Handbook with training and good practice workshops as required.	OYO (ND) / YO QA, Curr & Staff Devt/Youth Development Workers	Through 03 / 04	Ofsted recs YW Policy
		5.1.4 Curriculum development groups convened as required, material produced and practice implemented and monitored.	OYO (ND)/YO Curric Devt.	April 03	YW Policy

	5.2 Increase work on issues as specified in YS Curriculum.	5.2.1 Evaluate work on health-related issues and work with Health Authorities on further development of strategy	YPHIO / YO QA	April 03	EAL Health targets (EDP)
		5.2.2 Drug and alcohol related projects supported , monitored and evaluated.	YPHIO / YO Curr	Sept 03 March 04	EAL Health targets (EDP)/ Drug Prevention Standards Fund
		5.2.3 Cultural diversity projects developed, monitored and evaluated.	YSMT / TYW Partnership Group	Sept 03 March 04	Diversity project TYW
6. Inclusion / exclusion	6.1 Further develop the DYS contribution to promoting inclusion particularly in preventing exclusion from schools, colleges and work.	6.1.1 Produce guidelines on inclusion which include contracts, protocols, financial procedures, working with schools, confidentiality.	YSMT / task group	Dec 2003	Social inclusion / TYW EDP BSP
		6.1.2 Support, monitor and evaluate inclusion projects.	OYOs / YO QA	Ongoing	Social inclusion / TYW
		6.1.3 Numbers of exclusions in localities with YS inclusion projects reduced.	AYWs / YSMT	March 04	EDP / BSP
	6.2 Work with Connexions in Devon to reach yp not engaged in education training and employment.	6.2.1 Increase planned partnership work with Connexions management team.	PYO/YSMT	Oct 03 March 04	EDP / BSP / Connexions Business Plan/ TYW
		6.2.2 Co-operate with Connexions in Devon at management and delivery levels in ensuring the necessary protocols and agreements are in place in providing services for yp.	YSMT / AYWs	Oct 03 March 04	
		6.2.3 Number of shared facilities and Connexions access to YS accommodation increased.	YSMT / TYW Partnership Grp/AYWs	Oct 02 March 03	
		6.2.4 TYW Plan in relation to Connexions implemented (see TYWDF Project Plan)	“		

7. Transforming Youth Work	7.1 Implement the TYW Development Fund Programme Plan	<p>7.1.1 Objectives set in TYWDF Programme Plan achieved (see TYW Plan)</p> <p>7.1.2 Outputs & outcomes in 02/03 TYW Plan evaluated, and 2003/04 Plan monitored</p> <p>7.1.3 Funding for Strands A and C (+B if available) spent up</p>	<p>YSMT / TYW Partnership Group</p> <p>“</p> <p>“</p>	<p>March 03</p> <p>April 03 & March 04</p> <p>March 04</p>	TYW / YW Policy
8. Partnership work	<p>8.1 Work effectively with the Voluntary Youth Sector</p> <p>8.2 Consolidate and further develop partnership with schools and colleges</p> <p>8.3 Take an active role in the development of the Children and Young People’s Strategic Partnership in Devon.</p>	<p>8.1.1 Check progress on the review of support to the voluntary youth sector including Service Level Agreements & agree increased budget allocation with vol sector representatives</p> <p>8.1.2 Implement and monitor agreed changes to local Youth Network Guidelines.</p> <p>8.1.3 SLAs agreed with voluntary youth orgs, & monitored against quality standards</p> <p>8.2.1 Produce guidelines for working with schools to build on the relationship between DYS, schools and colleges.</p> <p>8.3.1 Ensure the values, nature and capability of Youth Work in Devon are understood by Youth Workers, partners and young people.</p> <p>8.3.2 Children and Youth Strategy Groups developed & supported at County, District, and local level</p> <p>8.3.3 Protocols for work with partner organisations devised & disseminated to YW staff</p>	<p>AYWs/ VYS / OYO</p> <p>YSMT</p> <p>PYO</p> <p>PYO/YSMT</p> <p>All YW Staff</p> <p>YSMT</p> <p>TYW Partnership PYO/YSMT/ YPHIO</p>	<p>April 02 April 02- March 03</p> <p>Dec 02</p> <p>May 03 March 04</p> <p>June 03</p> <p>Thru year</p> <p>As developed</p> <p>Sept 03</p>	<p>Com Ed BV Report</p> <p>YW Policy & Quality Standards</p> <p>YW Policy EAL Strategic Plan.</p> <p>YW Policy</p> <p>Children & Young People’s Strategic Part’p</p> <p>“</p> <p>TYW – REYS Youth Policy</p>

	8.4 Ensure information advice & counselling service available to young people across Devon	8.4.1 Devise and implement a strategy for information advice and counselling for yp in partnership with voluntary organisations and Connexions	TYW Partnership YSMT	Oct 03 March 04	TYW – REYS Youth Policy
		8.4.2. Monitor effectiveness of info, advice and counselling provision	TYW Part’p YSMT	April 03- March 04	
9. Staffing & staff development	9.1 Clarify roles & responsibilities of staff	9.1.1 Consider report of Part-time staff task group on contracts, conditions and other specific issues and implement as appropriate	YO St Dev / HR Officer/ task group	April 03 Oct 03	JNC report / employment practice
		9.1.2 Clarify roles & responsibilities of JNC2&3 workers re JNC revised matrix	OYOs/ HR Officer /JCC	June 03	
		9.1.3 Implement guidelines for additional points on JNC scale.	OYOs/HR Officer/	June 03	JCC
		9.1.4 Administration review	OYOs / HR Officer	Oct 03	YS Plan
	9.2 Recruit & retain staff	9.2.1 Develop a strategy for the recruitment, retention and refreshment of Staff	YO Staff Dev/OYO ED	Sept 03	YS Plan
		9.2.2 Put in place a staff development policy	YO Staff Dev.	Sept 03	YS Plan
		9.2.3. Appoint 3 Youth Development Workers (see 5.1.2)	YO QA Curr &SD	May 03	
	9.3 Conduct continuing training program including youth work, health and safety, human resources, finance and premises.	9.3.1 Regional Youth Work Training scheme developed in Devon to replace TAP	YO Staff Devt/ YWTEP	Sept 03	YW Policy
		9.3.2 Training programme produced termly & publicised regularly in Youth News	“	Termly/ monthly	
		9.3.2 TYW Strand C YW Training fully implemented (see TYW Plan)	“	March 04	

10. Improving Standards & Quality Assurance	10.1 Continue the Youth Work review processes in maintained and voluntary youth services, build on good practice, challenge and improve poor and marginal practice.	10.1.1 Continue rolling programme of reviews: min 5 max 6 in 2003/4	YO QA/ OYOs	From July 2003.	YW Policy & Qual Standards
		10.1.2 Implement self-assessment process on basis of Ofsted framework	“	Sept 03	
		10.1.3 Produce annual review of reviews & reports as appropriate	YO QA	March 03	
		10.1.4 Appoint 3 Youth Development Workers (see 5.1.2 and 9.2.3)	YO QA	May 03	