

Youth Work Review 2015 Brighton & Hove

Version 3 Final Committee



Brighton & Hove
City Council

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1. Aim of report

This report sets out proposals for a city-wide partnership vision for the commissioning and provision of open access and targeted Youth Work services across Brighton & Hove.

The report describes a co-production review process during which commissioners, providers and young people together explored future delivery arrangements through a Review Group chaired by the Director of Children's Services. This report contains the findings and recommendations from the Review Group.

2. Executive summary

The Youth Service Review Board is recommending a model for youth work based on evidence based youth work practice. It proposes a 'flexible continuum' of joined up services from open access provision for disadvantaged neighbourhoods and communities, to targeted interventions for the most vulnerable young people and opportunities for all young people to have fun in spaces welcoming to them.

The Review Group recognises the severe financial pressure faced by the council including the likelihood of significant reductions in funding. Preliminary discussions have taken place about innovative thinking including new delivery models to attract and develop alternative revenue streams that could sustain the provision of youth services.

The Youth Review Board recommends that:

1. The council adopts the model of youth work set out in paragraph 8.1 and the outcomes framework and principles set out in paragraphs 6 and 7.
2. Council officers complete a Business Plan based on this report including:
 - Arrangements to explore new delivery models for services for vulnerable and disadvantaged children, young people and their families
 - Confirmation of the budget available for the proposed model of youth work
 - A service specification and commissioning process for open access and targeted youth work
 - Any necessary transitional funding and delivery arrangements between 2015/16 and 2016/17

3. Introduction and background

In 2011 the House of Commons Education Committee published 'Services for Young People' which succinctly describes the context for youth work:

'Local authorities have a duty to provide sufficient educational and recreational leisure-time activities for young people aged 13-19, and those aged 20-25 with learning disabilities. Provision has typically taken the form of open-access services, including a range of leisure, cultural and sporting activities often based around youth centres. Local authorities also provide targeted services for vulnerable young people, such as teenage pregnancy advice, youth justice teams, drug and alcohol misuse services and homelessness support. Whilst some authorities provide services directly, many are contracted out to voluntary, community or private organisations.' (House of Commons June 2011).

In August 2014 the National Youth Agency defined youth work as:

‘Youth work is an educational process that engages with young people in a curriculum built from their lived experience and their personal beliefs and aspirations. This process extends and deepens a young person’s understanding of themselves, their community and the world in which they live and supports them to proactively bring about positive changes. The youth worker builds positive relationships with young people based on mutual respect’, (National Youth Agency Vision for Youth Work in England to 2020 – August 2014)

The Children’s Service Directorate Plan sets out that long term vision for children and young people:

“We want all of our children and young people to have the best possible start in life, so that they grow up happy, healthy and safe with the opportunity to fulfil their own potential.”

The Children, Young People and Skills Committee have agreed the following 4 priorities:

- Ensure that the most vulnerable and disadvantaged children receive the council’s support, consolidating services where possible, and targeting resources at those most in need
- Take the council on an improvement journey to achieve excellent services for children and young people by 2019, as rated by Ofsted
- Provide greater challenge and support to council maintained schools to close the disadvantage and educational attainment gaps, including a focus on STEM subjects (Science, Technology, Engineering and Mathematics)
- Eliminate long-term youth unemployment (18-25 years old) and boost apprenticeships in the city by 2019

In common with other councils across England, Brighton & Hove City Council has to make savings across all service areas as a result of reductions in Government funding and pressures on services.

Nationally children’s services are dealing with a growing number of child protection cases and children at risk of neglect. Reduced funding and rising demand mean councils need to change the way services for children and families are delivered. This includes work to strengthen early help services and “turn around” families just below social work thresholds as part of the Troubled Families initiative (known locally as Stronger Families Stronger Communities). Learning from this programme includes the importance of having one worker who works with the whole family to make sustainable changes.

A Fairness Commission has been set up to make sure that everyone has a share in the city's economic success, and an opportunity to lead healthy and productive lives. It was set up by the council, but is an independent body.

Brighton & Hove City Council plans to move to a co-operative model of service delivery. The City Neighbourhoods programme plans to establish hubs in the heart of communities, bringing appropriate services closer to those who need them by forging stronger links with local people. The neighbourhood hubs will host a variety of services, based on the specific needs and context of the local area; they will be delivered by council staff alongside a range of partners, including third sector organisations, and supported by volunteers. The aim is to save money, improve outcomes and reduce inequality.

The council published a joint commissioning strategy for services for young people in 2012. Based on a comprehensive needs analysis and extensive consultation with partners and young people, the strategy facilitated the development of an informal consortium of eight local voluntary sector providers - the Youth Collective - which successfully bid for a council contract to deliver open access youth work across the city.

In 2015/16 the Council will spend £1.6m on youth work. The Council's in house provision has been mostly targeted at vulnerable young people. Services commissioned from the Youth Collective have been mainly for open access provision.

£'000	Youth work spend
445	Contract/Equalities – Community & Voluntary Sector, youth and equalities groups
180	Administration/Management – Brighton & Hove City Council (BHCC)
410	Targeted Youth Work Interventions - BHCC
270	Participation & Youth Advocacy - BHCC
196	Open Access - BHCC
99	Targeted teenage pregnancy- BHCC (Public Health)
1600	Total

Significant reductions in youth work funding were proposed in February 2015 for the 2015/16 financial year. The council's Policy and Resources Committee subsequently agreed a Notice of Motion to extend existing contracts for a further 6 months to allow time for a review of the council's arrangements for the commissioning and provision of youth work to take place. The review was tasked with redesigning the delivery of youth work in the city focusing on the proportion of spend between targeted work (mostly delivered by Council staff) and open access activities (mostly delivered by the Youth Collective).

The remit of this review is to consider how the council provides and commissions services founded on a Youth Work curriculum. Youth work is integral to the early help interventions and preventive services provided or commissioned by the council and its partners to promote wellbeing, attainment and transition to employment and to avoid more costly social work intervention. The Review Group fully recognises that youth work is an integral part of this provision for young people and their families including: schools and colleges; statutory social work and youth offending services; public health programmes; and Child and Adolescent Mental Health Services.

From the beginning of its work the review has sought to respond to the following statement: 'Young people repeatedly tell us that they don't want to have to negotiate complex systems to access services – they need services that understand what it is like to be young, services which can either give them help directly, or to refer them to a service that can. Among all of this, young people want to have trusted sources of information and impartial advice'.

(Improving Young People's Health and Wellbeing: A framework for Public Health 2014)

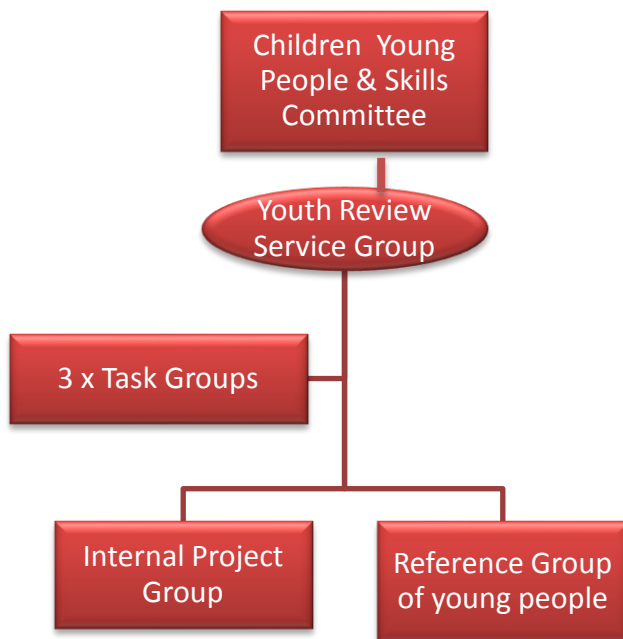
This report describes a model for the commissioning, delivery, support and co-ordination of youth work services to achieve the council's vision and priorities for children, young people and their families as set out above.

4. Youth Review 2015

4.1 Youth Service Review Group

A Review Group was established to manage, coordinate and oversee the review process. Membership has included young people, representatives of Community Works, Allsorts and Council officers.

Appendix 1 sets out the Terms of Reference for the Review Group and Appendix 2 lists membership, including the Task Groups. Governance arrangements for the review are set out in the following diagram:



The Review Group has agreed this report which will be presented to the Children Young People & Skills Committee on the 16 November 2015. The Committee will be asked to accept the report as the findings from the review and to agree the next phase of commissioning and service redesign.

The Review Group's first action was to set out that the purpose of youth work in the city is to:

- enable young people to develop holistically
- work with young people to facilitate their personal, social, educational development and good health
- support young people to develop their voice and influence and contribute to the common good
- help build a place for young people in the life of the city so as to reach their full potential, promoting inclusion and reducing inequality especially for young people with protected characteristics or who live in disadvantaged communities
- make sure young people have fun and enjoyment in spaces welcoming to them, recognising that adolescence is a time for exploration, new experiences and creative opportunities

The Review Group considered three broad options:

Option 1- do nothing – carry on with current spending and provision. This is not a realistic option as the council’s budget is reducing significantly over the next 4 years.

Option 2 – end all council funding of youth work 2016/17. This was not considered to be viable because of the significant negative impact on the wellbeing and outcomes for young people.

Option 3 – a redesigned model that allows for significant savings whilst building sustainable, resilient provision for young people. This is the preferred option of the Review Group.

4.2 How were young people involved in the review?

Young people played a vital role in this review:

- Four members of the Review Group came from the Youth Council, Allsorts and the Hangleton & Knoll Project
- These four members also Co- Chaired the Task & Finish Groups
- Young people currently using youth services were invited to join the Reference Group

The reference group met three times during the review:

- In May when they provided general feedback on the review and their thoughts on youth services
- In July when members of the main Review Group, including the Director of Children’s Services, were invited to hear their challenges and ideas
- In October they considered the outcomes framework and communication

Wednesday Croft from the Youth Council said ***“The Youth Review has been a brilliantly inclusive and absorbing experience - the financial drive for conducting the review was difficult and needed to be handled delicately, as sadly cuts to budget and services generally don't mean improvements. However I think we tried our best to mitigate the damage, and I feel that the ideas we came up with, and our method of practice was as successful as it could have been in the circumstance. It was great to work within the steering group itself, and also the young people's reference group. Both groups were equally rewarding, and it's fantastic to be so immersed in such a large project that will affect so many people, and know that the input I have is genuinely being listened to and my opinion respected. I think it's fantastic how eager the group were to have young people so involved - we each co-chaired a task group, and we were supported amazingly.”***

James Holmes from the Youth Council said ***“Being involved with this report has been a very positive experience and it has given me an insight into how local government works. I understand much better how decisions are made and how they can be influenced. I feel that everyone involved has respected me and I never felt patronised, and everyone was genuinely interested in our opinions. Sometimes I felt I didn't have the expertise and experience to be able to contribute, but most of the time I felt I had a useful role”.***

Sophie Murphy, one of the young participants, said the experience of being on the Review Group and the Co-Chair of the Model of Delivery Task & Finish Group was ***“an interesting, brilliant and positive learning experience working alongside Chris and had been involved in so much and learned a lot about the service”***

Reuben Davidson, Allsorts, young participant- *"inviting young people to take part in the Youth Review empowers them to have their opinions, especially on such a significant topic, heard by the people making recommendations around their services. I felt privileged to represent the growing community of LGBT young people in Brighton and Hove during a time where economic limitations can have a profound impact on our futures."*

4.3 Task & Finish Groups

The Review Group agreed to establish three Task and Finish groups to consider:

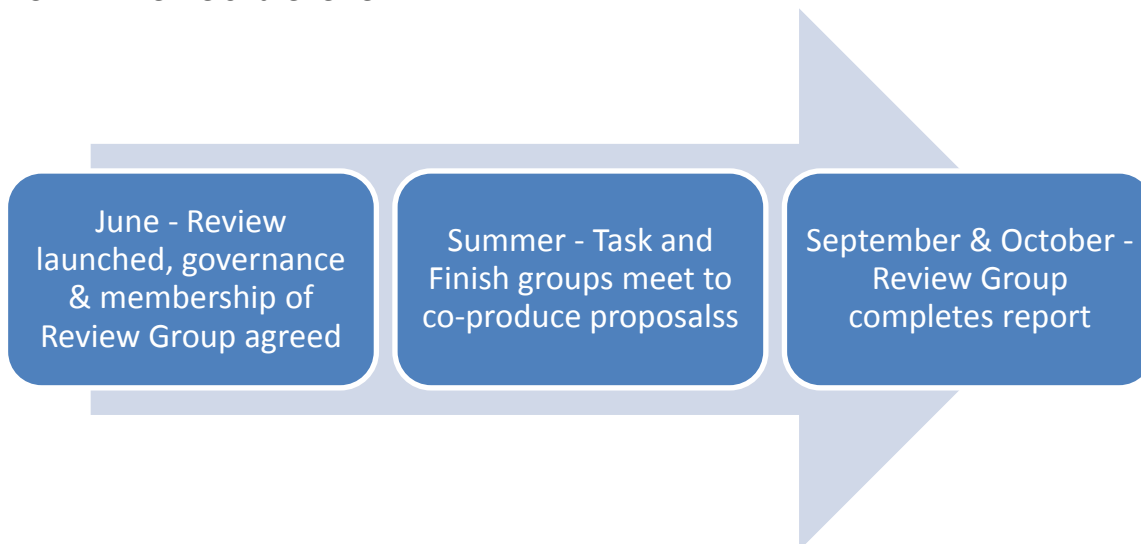
- **Buildings** - the use and feasibility of current youth centres in the future delivery of youth work and the resources required to support their use
- **Model of Delivery** - benchmarking other models of delivery to develop a proposal for Brighton & Hove to address the needs of young people within available resources
- **Outcomes** - the principles and outcomes for all youth work services provided or commissioned by the Council.

The Task & Finish Groups reported their findings to the Review Group as the work progressed.

4.4 Internal Support Project Board

An Internal Support Project Board was established to coordinate support for the review from across the council including finance, human resources, procurement, estates and legal advice.

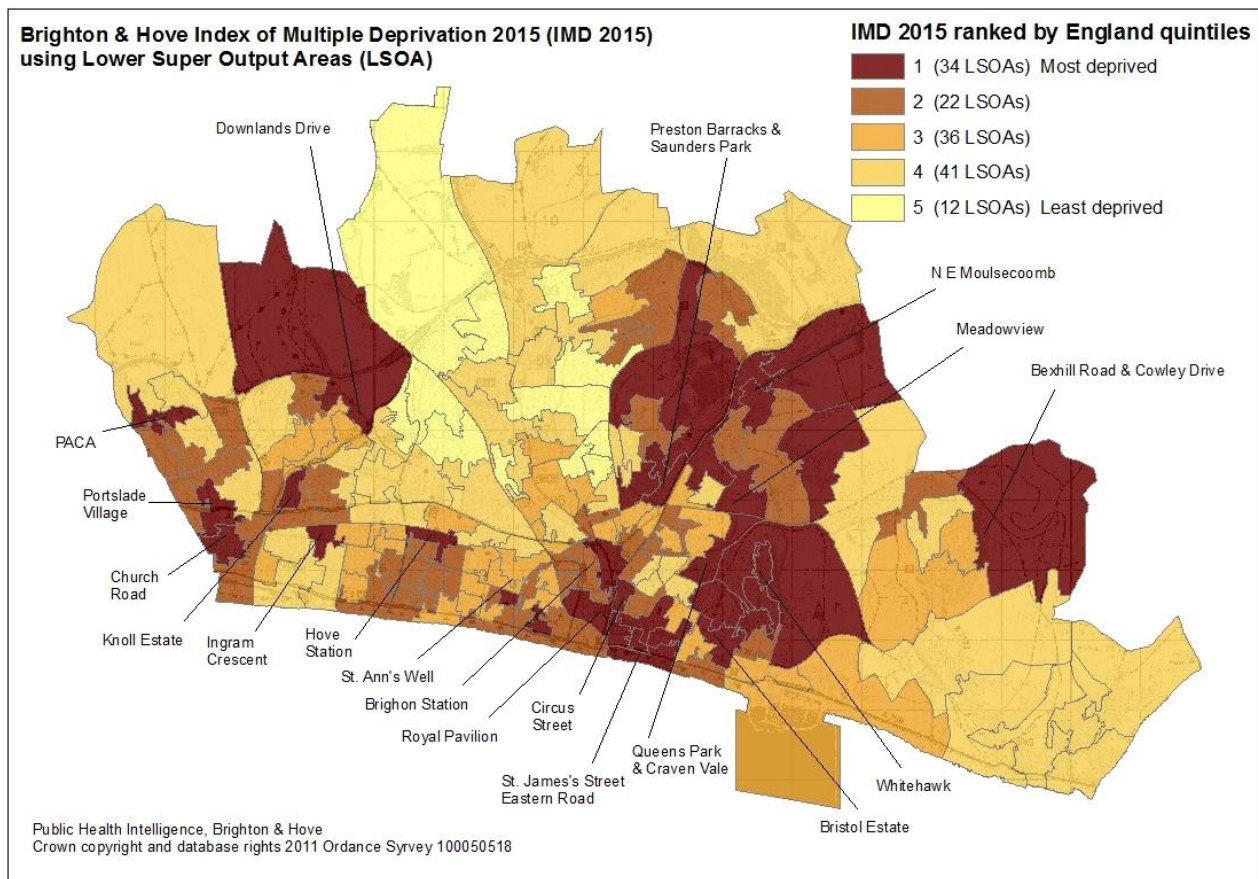
4.5 Timeline of the review



5. What we already know about young people in our city

5.1 Brighton & Hove Index of Multiple Deprivation 2015

The Table below evidences the highest proportion of children aged 0-15 year's old living in income deprivation. This only represents 4 years of young people within the remit of this review; which is 11-19 and up to 25 years. This shows us the pockets of deepest deprivation across the city and therefore helps us to see where the most help/support is needed.



5.2 Young People's Needs Assessment

The Youth Review Group's second action was to put together a young people's needs analysis. Closely linked to the city's Joint Strategic Needs Analysis, the data has underpinned the Group's work and the work of the Task and Finish Groups.

This summary sets out the context and issues which shaped the outcomes, principles and strategy proposed by the Review Group.

Young people's local profile

Locally

- Brighton & Hove has an estimated 18,000 young people aged 13-18 years and 1,573 aged 19-25 with special educational needs (SEN)
- Detailed local census information is available at the [City Snapshot of Statistics \(2014\)](#)
- As of May 2015, 674 young people were referred to the Early Help Weekly Allocation

Meeting due to concerns about their emotional wellbeing

- Overall there has been a rise in 5+ A*-C including English and Maths, to be above national and in the top quarter of local authorities in England. The Free School Meals attainment percentage point gap has closed to 36.4 percentage points from 37.1 percentage points as the free school meal group rise in results has been greater than the rise in the non-free school meal results. This attainment gap was wider than the 2013/14 national gap of 27.0, and the 2013/14 statistical neighbour average gap of 33.6
- In July 2015, Brighton & Hove reported that 5.1% of young people were not in education, employment or training (NEET), with 90% of 16 and 17 year olds participating in education and training
- There are currently 572 children aged 11 or over who are Children in Need and 109 who are subject to a Child Protection Plan.

Nationally

- Young people aged 16 and 17 are most at risk of abuse and neglect
- Anxiety disorders are among the most prevalent mental health problems affecting adolescents

Key documents

- [NEET Scorecard – Narrative 2015](#)
- [SAWSS Briefing 2014](#)
- [Youth Service Needs Assessment 2011](#)

Young people – Disability

Locally

- The Disabled Young People's Council say inclusive provision is still lacking locally and nationally
- Significant numbers of referrals for sexual health support and concerns around sexual exploitation for young women with SEN
- Young people with SEN are more likely to report that they have experienced bullying as well as being more likely to bully others

Young people – Ethnicity

Locally

- There are 5,218 Mixed Ethnic background 0-19 year olds in Brighton & Hove, making this the largest ethnic group of young people in the city aside from White UK/British
- Black and Minority Ethnic (BME) young people report their main issues are education, employment, racism and racial discrimination and mental health and well-being
- More BME young people report being bullied than white British young people
- More BME young people are accessing Youth Work provision than last year
- More than expected BME young people are subject to a Child Protection Plan

Young people – Gender

Locally

- Youth work engages more with boys (60%) than with girls (40%)
- Boys are more physically active than girls
- Girls are more likely to experience bullying than boys
- Girls are more likely to smoke and drink alcohol than boys, however, boys are more likely to have tried prescription drugs
- White British boys in receipt of Free School Meals are most likely to underachieve at school

Nationally

- Physical activity declines across adolescence, particularly for young women
- Girls are more likely to self-harm. Mental health and risk of suicide is more prevalent in boys

Young people – Gender Reassignment

Locally

- The Trans Needs Assessment states that 55 young trans people are in contact with local specialist youth provision
- Transgender young people leave school earlier than any other group
- Transgender young people report bullying and harassment at school

Nationally

- Isolation, unemployment, mental health and hate crimes are almost a daily part of the life for many transgender people
- Discrimination and stigma can lead to an increased risk of depression and suicide

Young people –Neighbourhoods and Poverty

Locally

- 22.2% of young people live in families on less than 60% of median national income
- 3,333 young people aged 13-18 years were identified as living in one of the 20% most deprived Lower Super Output Areas in England
- Schools in East Brighton report more bullying than the rest of the city
- Carers in vulnerable communities or families with low income will have reduced options for their children to be involved in positive activities
- The rate of family homelessness is worse than the England average

Nationally

- There are strong links between income inequality and general health among young people
- Young people in the poorest households are three times more likely to have poor mental health than those in wealthier homes

Young people – Sexual Health/Pregnancy

Locally

- Lower percentage of births to teenage girls compared with national average
- Level of need for sexual health support in the city is high and often includes concerns around sexual exploitation. Referrals are mainly for young women – a significant number of which are for SEN young women

Nationally

- Pregnancy rates are falling
- Young people with unplanned pregnancy and teenage parents are at risk of poor educational achievement, poor physical and mental health, social isolation and poverty

Young people – Sexual Orientation

Locally

- 3,200 young people aged 13-24 years are a part of the LGBT community in Brighton & Hove
- LGBT young people are 'very likely' to experience bullying

Nationally

- Lesbian, gay, bi-sexual and transgender (LGBT) young people are more likely to be homeless than their non-LGBT peers

Young people – Risky behaviours

Locally

- Criminal behaviour – In 2011, 200 young people were recorded as being First Time Entrants (FTE) into the Youth Justice System
- Smoking – Smoking increases with age with 4% of students aged 14-16 saying that they smoke regularly (2014). Smoking is more common amongst the following groups of young people – LGBT young people, those who say they are not happy, those who have truanted or been excluded from school and those who have tried alcohol, drugs or had sex
- Sex and relationships – In 2014, the proportion of under 16s who have had sex (18%) is lower than the national figure (28%). Those who are sexually active generally know how to access free contraception (75%), get tested for chlamydia (45%) and are aware of emergency hormone contraception (57%)
- Alcohol and substance misuse – The number of young people reporting trying alcohol has decreased over the last three years (52% in 2014, 62% in 2011). Only 4% of 11-14 year olds have taken non-prescribed drugs – this figure rises to 21% for 14-16 year olds
- Domestic violence – In 2013, 52% of children who were subject to a Child Protection Plan had domestic violence/abuse recorded as a contributory factor for becoming subject to a CPP. The police reported that 29% of domestic violence cases had a victim aged between 16-25

- Radicalisation – Activities designed to engage and support young people at risk of radicalisation has increased over the last two years. The vast majority of young people (94%) thought that schools were the best environment in which to discuss terrorism
- Sexual exploitation – The Brighton & Hove LSCB confirmed child sexual exploitation as a priority area in 2013. In 2014, 6% of Single Assessments identified child sexual exploitation as a factor at the end of the assessment. The WiSE Project in Brighton & Hove worked with 86 young people in 2013-14 who were experiencing sexual exploitation or were at risk of experiencing it

6. An Outcomes Framework for Youth Work: how will we measure impact?

The Review Group established a Task and Finish Group to identify the outcomes we expect youth work to achieve.

An outcomes framework for Youth Work in the city has to be seen in the context of a whole system approach to children's services. A key principle of that approach is that additional needs are identified as early as possible and addressed through effective preventive services and, where necessary, early help interventions that focus on working with children, young people and their families to reduce the need for costly specialist services.

The purpose of an outcomes framework is to empower frontline staff to improve the quality of their services and demonstrate the impact of their work; to enable commissioners and investors to gather evidence and analyse the difference that services make to young people, and to offer a common language to support ongoing discussion and development of approaches to measuring and demonstrating the impact of services on the personal and social development of young people. See link below.

<https://www.brighton-hove.gov.uk/sites/brighton-hove.gov.uk/files/Outcomes Framework draft final for publication.pdf>

Rather than import a ready-made outcomes framework, the Task and Finish Group used external sources (especially the Cabinet Office report: 'Outcomes Frameworks: a guide for providers and commissioners of youth services' [December 2014]) to create a set of the short term, medium and long term outcomes we should expect from youth work provision. The proposed outcomes framework will underpin future service specification, service redesign and contract and performance management.

The Review Group recommends that youth services funded by the city council regardless of provider should be working to achieve the following short term outcomes which support the delivery of medium and longer term outcomes.

Short Term Outcomes:

Greater self-awareness, agency and confidence:

- Confidence about their own identity in all its aspects (protected characteristics, socio-economic background, educational and/or vocational abilities, character)
- High self-esteem and sense of self-worth, respect and ability

- Aspirational and motivation to achieve for themselves to be ambitious
- Greater self-awareness and emotional intelligence
- Greater self-agency and resilience
- Strong interpersonal skills
- Advocate positively and constructively for self with peers, family, adults, services
- Participate and respond to conflict, change and challenge appropriately and positively and able to minimise negative impact for themselves and others
- Make and maintain positive relationships (family/carers, peers, partners, other adults) and leave negative ones positively maintaining sense of self and self-esteem
- Better relationship with their family and peers, school community and local community
- An understanding of risk and impact of risky behaviour and able to make informed decisions about risk-taking and opportunities for support to stay safe
- An understanding of the importance of a healthy lifestyle and take action to reduce unhealthy habits and increase healthy one

Greater understanding of community, cohesion and civic society:

- Individuals' rights and responsibilities
- Politics and democratic decision making locally and nationally
- Voluntary action as individual or group of individuals
- Community participation
- Equality
- Diversity and community cohesion and tolerance – respecting diversity and feeling connected to and a member of a community including for example, in respect of Government Policy concerning British Values
- Respect for your community – who you live with, where you live and how you behave
- Sustainability and environmental awareness

Medium Term Outcomes:

Raised and positive aspirations and ambitions:

- Positive outlook towards education and training and possible future opportunities in employment, education or training and to improve school attendance
- Better school attainment including educational attainment and readiness for work/training/further education and life skills
- Proactively reducing or avoiding risky behaviour and unhealthy habits and choosing healthier lifestyle activities/options
- Continual increase in their ability to positively respond and be resilient to change and challenges be these at school, in employment/training/further education, at home in the family, with peers, with partners and move towards independent living
- Continual increase in self-agency and advocacy
- Active and responsible citizens

Long term outcomes:

- Sustainable, fulfilling employment/training/further education with good future prospectus
- Active and responsible citizens
- Independent living skills and knowledge – practical and emotional
- A healthy lifestyle – physical, emotional and mental wellbeing
- Strong positive social network

As well as the outcomes framework proposed by the Task and Finish Group, the Review Group also recommends the following outcomes presented by the Young People Reference Group. The group felt the proposed outcomes were not easily accessible to young people. The outcomes they would like to see included are:

- Being able to have a say in how things are done - if you want to do something you can
- Learning how to make decisions
- Being listened to
- Somewhere for social mixing – breaking down barriers between groups or friends ie. if there's tension between two groups at school it can be worked out in a youth club
- Communication skills
- Informal education
- Being able to take a break from life
- Feeling safe
- Being able to take your time to gain perspective on problems
- More wise
- Able to express your true emotions in a safe way with appropriate support
- Somewhere for social interaction – welcome and comfortable
- Advice that young people need, not that youth workers need to give
- Activities – freedom to explore new experiences and the support to do it safely
- Comfort zone – should be stretched and challenged
- Humanity Humility – showing your experience/honesty
- Professional and Informal
- A place TO BE

7. Principles for Youth Work

As well as creating an outcomes framework, the Task and Finish Group also drafted a set of principles for youth work in Brighton & Hove which have been amended and agreed by the Review Group and the Young People's Reference Group. Therefore it is proposed that all Youth Services funded by the city council should work to the following principles:

- They will work with young people aged 11 – 19 years (up to 25 years for young people with Special Educational Needs or a disability)
- Services are young person centred – young people have the opportunity to be fully involved in their individual care plans
- Engagement is voluntary and empowering for young people
- Young people participate in and drive service review, design and delivery at operational and strategic level
- Robust and up to date safeguarding practices and policies
- Prevention and early intervention to avoid escalation
- Equality and diversity embedded as well as targeted
- Open access youth work in targeted communities including geographical and/or identity: areas of multiple deprivation and young people with the following protected characteristics: BME, disability, LGBT, Gender
- The most vulnerable and disadvantaged children are prioritised, but delivery promotes contact and cohesion across different cohorts of young people
- Young people have a creative role in the city's 'youth services system' which provides a continuum of interactions that deliver short, medium and long term outcomes and relates to

young peoples' experiences, and the 'offer' in other settings, for example, schools, further education, apprenticeships

- Youth work that provides information and guidance, and curriculum based informal educational leisure activities that generate short term outcomes and which relate and complement tailored targeted youth work and young people' offer in schools and further education
- Youth work contributes to closing the disadvantage and educational attainment gap

8. New Vision and Model for Youth Work:

8.1. Model of Delivery

The Review Group set up the Model of Delivery Task and Finish Group to explore different ways in which youth services could be delivered across the city within the context of shrinking budgets and growing demand.

The proposed model does not include any specific budget information and does not discuss in detail at this stage how the new model will be implemented. Those discussions will take place if the model is accepted at committee in November 2015.

Our driving ambition is to deliver youth work that is easy to access, joined up and reaches the young people we are most concerned about. The Review Group discussed the idea of a 'continuum of support' for young people, their younger siblings and their families – from universal and preventive services, through early help to specialist, sometimes statutory services.

The Young People's Reference Group pointed out that life is more complex than a straight line, that their lives often go through cycles; there are periods when everything is fine and other times when there are challenges and problems.

The Review Group is therefore proposing a model which responds flexibly as a young person's need emerges or changes. We have illustrated what we think a 'flexible continuum' of youth work support can offer with case studies (see Appendices 4 to 9).

Youth work provided or commissioned by the council must, and will, build upon the city's assets, the dedicated buildings, the skilled staff and existing networks and relationships in order to maximise opportunities to bring new resources to support young people in the future.

The Review Group is therefore proposing a model that has three parts based on established youth work practice and management accountability:

- Community based open access youth work: using a youth work curriculum to promote inclusion and the voice of young people, support engagement with community networks and involvement with preventive services and public health programmes
- Targeted youth work: closely connected to open access provision, using relationships with youth workers to engage vulnerable young people and respond to the issues and challenges they face including, where possible, working with their families and the professionals who know them
- Central support and strategic planning: recognising that the Local Authority will have a coordinating and oversight role as the commissioner or provider of youth work services

including quality assurance, performance management, ensuring value for money and the strategic development of new delivery models for the city

The Review Group recommends both open access and targeted youth work services should:

- Benefit young people aged 11-19, up to 25 if they have special educational needs, who may be from local communities (such as an estate or neighbourhood), from communities of identity (such as being LGBT) or communities of interest (such as playing sport or involvement in art or theatre work)
- Target geographic communities of high need and communities of identify with particular emphasis on where those two communities intersect
- Be organised around the city's most disadvantaged neighbourhoods, linked to other areas in a cluster arrangement

That the city's open access youth work offer:

- Is at its best when understood as a process of informal education and engagement, providing activities which build relationships and develop peer support to promote equality and inclusion and improve outcomes for young people who may be facing multiple deprivation as a result of poor housing, health issues, low attainment at school or family poverty
- Is delivered through dedicated youth buildings, recognising in the future these are likely only to be buildings currently owned or run by voluntary sector organisations, or street based work or other community venues
- Supports, advocates and amplifies the voice of young people, developing the work of existing initiatives such as the Youth Council, schools' councils, the Children in Care Council and representation at the UK Youth Parliament
- Ensures youth volunteering is part of the youth work offer, building young people's skills and capacity and, critically, supporting transition from school to employment opportunities such as the council's Youth Employability Service, the Duke of Edinburg Award and the Prince's Trust
- Is part of the city's community development and adult learning programme, supporting accredited progression routes for young people and adults willing to volunteer to lead community action to provide activities for young people, and to engage them in locally representative governance structures

That the city's targeted youth work offer:

- Is at the heart of the city's early help and safeguarding pathway: supporting open access youth work to identify vulnerable young people and provide additional support; working closely with some young people and, where possible, with their families; and ensuring timely referral to specialist social work, youth justice or health services when necessary
- Supports the city's Stronger Families Stronger Communities programme working with young people and families facing multiple deprivation
- Uses street based interventions to identify the most vulnerable young people who may not be engaged with other services
- Works in close partnership with schools, health providers and public health programmes to create tailored interventions which engage young people, individually or in groups, in a consent driven process to provide a needs led, time bound package of support to prevent problems from escalating

That the city council has a central support function in respect of open access and targeted youth work that:

- Leads and coordinates a strategic approach to the future funding, commissioning and provision of youth work, prioritising the exploration and development of an alternative delivery model for the city such as a foundation or trust
- Works closely with other council departments, schools, colleges and community and voluntary sector organisations to ensure the provision of youth work is fully connected to the development and delivery of other services for young people
- Establishes a single outcomes framework and a consistent performance , contract management and quality assurance processes for the delivery of in house and externally commissioned services
- Ensures an effective, cross sector workforce development strategy is in place for youth work

At the *'Youth review and beyond'* event on the 28th October 2015 young people explored options for how youth services could be run, including models where the young people as beneficiaries are also the majority stakeholder. Young people expressed the importance of the support from youth workers and youth work to their lives and Brighton & Hove .

9. Conclusions and recommendations:

The Youth Service Review Board is recommending a model for youth work based on evidence based youth work practice. It proposes a 'flexible continuum' of joined up services from open access provision for disadvantaged neighbourhoods and communities, to targeted interventions for the most vulnerable young people and opportunities for all young people to have fun in spaces welcoming to them.

The Review Group recognises the severe financial pressure faced by the council including the likelihood of significant reductions in funding. Preliminary discussions have taken place about innovative thinking including new delivery models to attract and develop alternative revenue streams that could sustain the provision of youth services.

The Youth Review Board recommends that:

1. The council adopts the model of youth work set out in paragraph 8.1 and the outcomes framework and principles set out in paragraphs 6 and 7.
2. Council officers complete a Business Plan based on this report including:
 - Arrangements to explore new delivery models for services for vulnerable and disadvantaged children, young people and their families
 - Confirmation of the budget available for the proposed model of youth work
 - A service specification and commissioning process for open access and targeted youth work
 - Any necessary transitional funding and delivery arrangements between 2015/16 and 2016/17

Next steps and key contacts

This report will be presented to the Children, Young People and Skills Committee in November 2015 with recommendations.

Key Contacts:

Council Youth Service
Chris Parfitt – Service Manager Youth
01273 294252
chris.parfitt@brighton-hove.gcsx.gov.uk

Youth Collective
01273 230130
hello@brightonandhovelyouthcollective.org.uk

Appendices

Appendix 1: Terms of Reference of the Youth Service Review Group

Role and Function of the Youth Review Group

The function of the group is to take responsibility for the strategic direction and management of the review.

The key roles and responsibilities are to:

1. Develop a vision and Business Plan for the commissioning and provision of sustainable Youth Work services for Brighton & Hove, making the most effective and efficient use of all our resources.
2. Focus on the council's current provision and commissioning arrangements i.e.

Current BHCC in-house service (including interventions commissioned by the council's Public Health Directorate)
Youth Centres
Mobile & detached work
Targeted Youth Work
Participation
Youth Advocacy
Duke of Edinburgh award
Youth Arts
Outdoor education
Workforce training
Quality assurance
Public Health commissioned Youth Work
Buildings and accommodation

Collective Contract (currently commissioned by BHCC Children and Public Health Directorates)
Brighton Youth Centre
Crew Club
Deans Youth Project
Hangleton & Knoll project
Impact Initiatives – Young People's Centre
Sussex Central YMCA
Tarner Community Project
Trust for Developing Communities
Equalities (currently commissioned by BHCC Children's Directorate)
Allsorts
BMEYPP
Extra time

3. To identify options for short term and long term financial savings (current council spend is £1.6m on youth services. There will be a significant reduction to the overall budget; this will

be included in the wider budget proposals to be considered by the Policy & Resources Committee and Full Council).

4. Take into account any relevant resources, buildings or funding opportunities which partners may wish to take into consideration in light of the review process and their individual or collective strategic planning processes
5. Listen to the voice of young people ensuring that this informs and shapes how the council and its partners invest in youth work and related services
6. To consolidate pathways between community and universal services, and early help and specialist services, providing practical options for early help to meet the needs of vulnerable young people. Outcomes and impacts of interventions will need to be evaluated to ensure they meet identified needs
7. Take responsibility for the Business Plan and achievement of outcomes
8. Ensure the scope aligns with the requirements of the stakeholder groups, including, for example: the Young people Health outcomes; Joint Strategic Needs Assessment; Housing Options and Mental Health Services
9. Address any issue that has major implications for the programme
10. Reconcile differences in opinion and resolve disputes
11. Identify and manage risks through the Risk Register
12. Be committed to, and actively involved in, pursuing the programme or project's outcomes
13. Nominate a proxy to attend a meeting if they unable to attend

Process and Scope of the Review:

Through a process of collaboration and co-production, the Group will review current activity and set out options for the future commissioning and provision of youth work services by the council and its partners, including providers in the community and voluntary sector. This will include:

- Identification and evidence of need: including aspirations and priorities of young people of secondary age
- Baseline analysis: current activity and investment including: council revenue and capital; relevant partner revenue and capital; use of community/related assets; current delivery models and programmes
- Benchmark/gap analysis: using examples of good practice alongside statement of intent, evidence of need and baseline analysis to complete a gaps analysis and identify priorities
- Options appraisal: to take to stakeholders, decision makers and commissioners
- Business planning/implementation: commissioning and/or service redesign

Membership

The Project group shall be comprised of:

Name	Job Title	Organisation	Role
Pinaki Ghoshal	Director of Children's Services	BHCC	Chair
Steve Barton	Assistant Director Children's Services	BHCC	Deputy Chair
Chris Parfitt	Service Manager Youth and Communities	BHCC	Senior Responsible Officer
Emma McDermott	Head of Communities and Equalities	BHCC	Advisory role
Jess Wood	CEO Allsorts	Allsorts	Equalities

			representative from Community Works
Ben Glazebrook	Development Co-ordinator B&HYC	Impact Initiatives	Youth Work representative from Community Works
Jo Martindale	Chief Executive Officer	Hangleton & Knoll Project	Community representative from Community works
Kerry Clarke	Strategic Commissioner – Public Health	BHCC	Public Health Commissioner
Reuben Davidson Wednesday Croft Maram Takriti Sophie Murphy	Young people	Allsorts Youth Council Youth Council Hangleton & Knoll Youth Manifesto	Service users
Sharmini Williams	Project Manager	BHCC	Project support
David Ellis	Principal Accountant	BHCC	Financial advice

The Youth Review group will be attended by Sharmini Williams, Project Manager, who will present the monthly project reports and update the members on current progress and risks. The Youth Review group shall meet 6/8 weekly on the dates shown in the Meeting Schedule.

Chair

The Chair shall be responsible for convening project meetings, although may delegate organisation to the Project Manager or other support staff. If the usual Chair is not available, the Deputy Chair will chair the meeting.

Agenda Items

All Youth Review group agenda items must be forwarded to Sharmini Williams at least five working days prior to the meeting. The Youth Review group Agenda, with attached meeting papers will be distributed at least three working days prior to the meeting.

Minutes & Meeting Papers

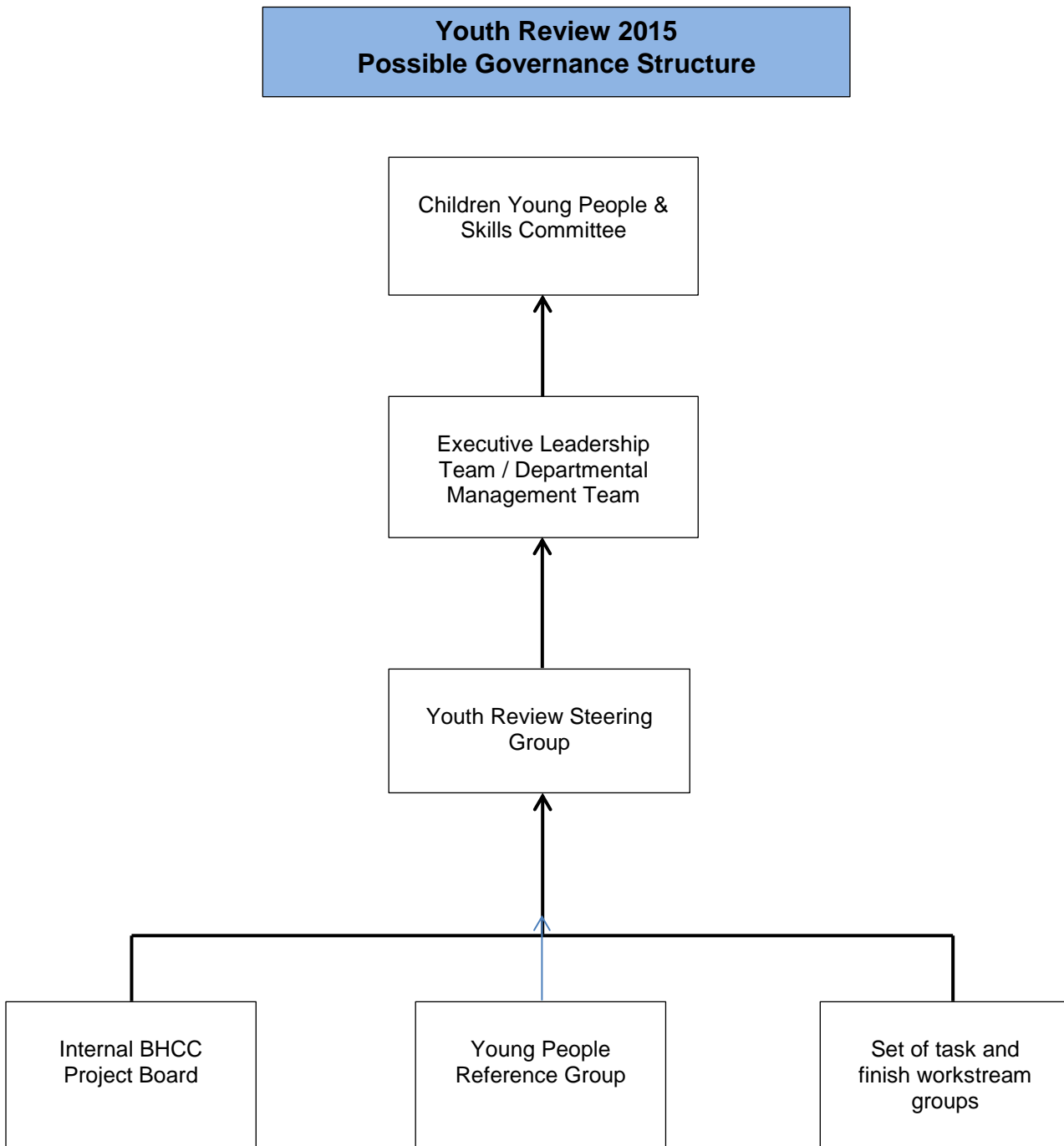
The format of the group minutes shall be as previously circulated. The minutes of each group meeting will be recorded and distributed by Sharmini Williams.

Full copies of the minutes, including attachments, shall be provided to all group members no later than five working days following each meeting.

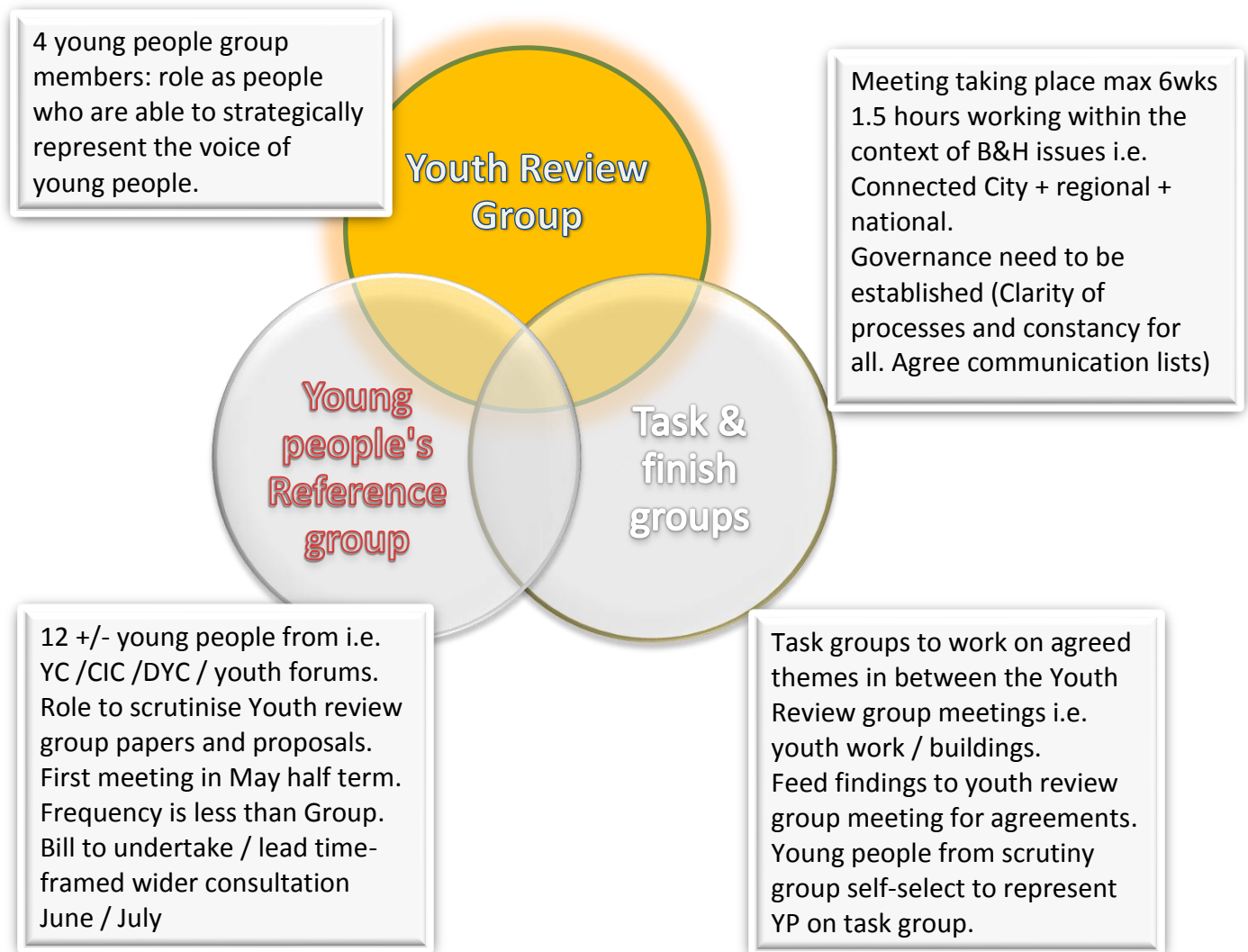
Normal operational management

Please note that there may be occasion when decisions have to be made outside of this programme in order to ensure that business as usual can continue in the Youth Service e.g. filling vacant posts.

Governance arrangements



Young people Involvement



Meeting Schedule

Date of Meeting	Time	Location	Key Meeting Topics
28-4-15	4.30 to 6 p.m.	Committee Room 2, Brighton Town Hall	Agree scope of review, TOR and key task and finish group areas
8-6-15	4.30 to 6 p.m.	2nd Floor Conference Room, Bartholomew House	Finalise TOR and key Task and Finish group areas. Agree timeline.
24-7-15	4.30 to 6 p.m.	Committee Room 1, Brighton Town Hall	Feedback from the Buildings, Delivery of Service and Outcomes Task & Finish groups and benchmarking.
1-9-15	4.30 to 6 p.m.	Committee Room 1, Brighton Town Hall	Agree recommendations from the Task and Finish groups and draft report.
7-10-15	4.30 to 6 p.m.	Committee Room 1, Brighton Town Hall	Agree first draft of the report.
12-10-15	4.30 to 6 p.m.	1 st Floor Conference Room, Bartholomew House	Approve final draft of the report

Appendix 2: Summary Information of Task and Finish Groups

Summary of Task & Finish Group for the Youth Service Review

1. Buildings:

Chairs: Ben Glazebrook and Reuben Davidson

Group outline: To consider the use and feasibility of using buildings in the future delivery of youth work, and by association the resources that may be required to support their use

Summary includes:

1. Acknowledge the assets that we have
2. Consolidate and support the buildings that are viable to secure for future delivery
3. Identify co-location opportunities
4. Start addressing integration of youth services locally managed within community buildings
5. Invest in culture change to bring about well integrated services
6. Clearer understanding about the costs of BHCC premises and budget implications

Group members: Ben Glazebrook and Rueben Davidson (chairing), Linda Saltwell TDC, Vanessa Crawford BMEYPP, Tracie James BHCC YS, Clare King BHCC YS, and contributions from Mike Roe, Darren Snow, Jo Martindale, Adam Muirhead, Emma Jacquest through the B&HYC Quarterly Meeting

Emailed: City Gate, City Coast Trust, Downs Baptist, One Church, Scouts, Guides, Boys Brigade and Air Cadets

Meeting dates: 15 & 20 July 2015

2. Model of Delivery:

Chairs: Chris Parfitt and Sophie Murphy

Groups outline: To scope out models of delivery that attend to the need of young people in Brighton & Hove to the potential resources available

Summary includes:

1. Targeted around the needs of young people
2. Empowering communities to work with young people
3. Engagement of Uniform (eg, Brownies/Scouts) and faith groups
4. Structured city wide youth volunteering and accredited programmes. The need to develop young people as youth workers and partners and links to adults in the community
5. Pooling resources and consolidating impact and outcomes
6. Keep focus on youth work and recognise the difference between youth work and working with young people
7. Need to fund 16-19 work: big gap in funding - Trans up to 25 along with SEN
8. Key to youth work model of delivery is the developmental process and it should be part of a continuum of support provided by the right services at the right time for the young person
9. Duplication identified as a concern and a waste of resources

10. An overview of quality assurance is required
11. Use the Needs Assessment to form the questions to ask young people
12. Be mindful of other city strategic directions (Youth Information and Advice Counselling Service model YIACS / Housing)

Group members: Jess Wood – CEO Allsorts, Kerry Clarke - Strategic Commissioner, Children’s services (BHCC), Adam Muirhead - Youth Worker Co-ordinator Trust for Developing Communities, Kemi Oluyemi - Youth Worker - Youth Services (BHCC), Vanessa Crawford - BMEYPP, Rachel Brett - Sussex Central YMCA, Mike Roe - Brighton Youth Centre, Sue Feighery - Practice Manager, Detached Youth Work Project (BHCC) and Dr. Mark Price - Assistant Head of School, University of Brighton.

Other members contacted: David Wright and Mark Price.

Meeting dates: 7 & 28 July, 3, 17 & 21 August 2015.

3. Outcomes:

Chairs: Emma McDermott - Head of Communities, Equality and Third Sector (BHCC) and James Holmes - Youth Council

Groups Outcomes: The proposal is that all Youth Services funded by the city council, regardless of model or provider, should include the following principles:

- 11 – 19 (up to 25 year olds with SEN)
- Young person centred
- Voluntary and empowering for young people
- Young people participate in and drive service review, design and delivery at operational and strategic level
- Robust and up to date safeguarding practices and policies

Summary includes:

Short term outcomes to include:

1. Greater self-awareness, agency and confidence
2. Greater understanding of community, cohesion and civic society

Medium term outcomes to include:

1. Raised and positive aspirations and ambitions
2. Proactively reducing or avoiding risky behaviour and unhealthy habits and choosing healthier lifestyle activities/options
3. Continual increase in their ability to positively respond and be resilient to change and challenges

Long term outcomes

1. Sustainable, fulfilling employment/training/further education with good future prospectus
2. Active and responsible citizens
3. Independent living skills and knowledge – practical and emotional
4. A healthy lifestyle – physical, emotional and mental wellbeing
5. Strong positive social network

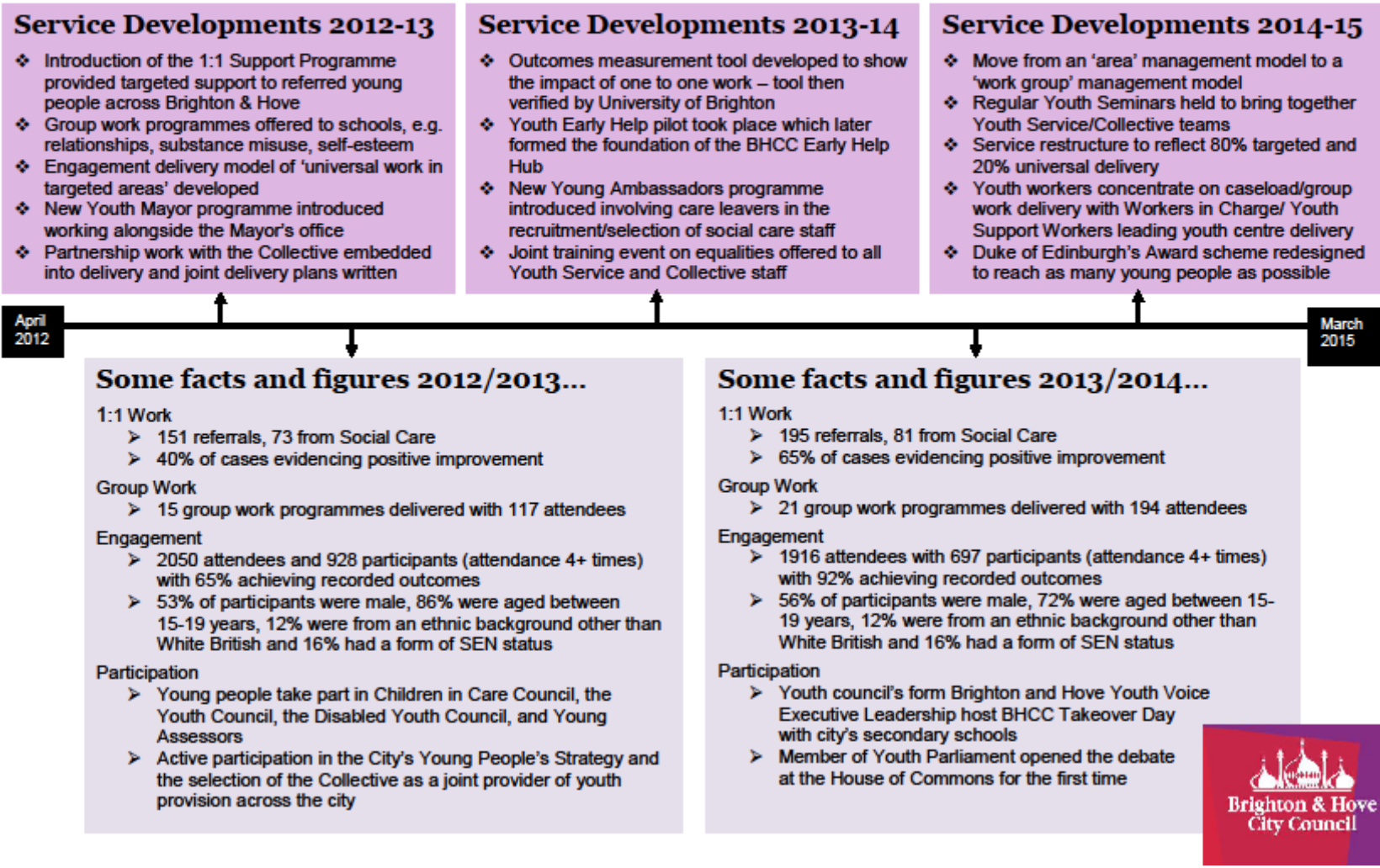
Group members: Debbie Garret – Youth worker (BHCC), Adam Muirhead – Youth worker (Trust for Developing Communities), Joanna Martindale – Community rep (Community Work),

Michelle Pooley - Third Sector Commissioner (BHCC), Kerry Clarke – Young People’s Health Commissioner (PH), Kim Wells – Practice Manager (BHCC)

Meetings: 23 July & 24 August 2015.

Youth Service 2012 to 2015

The following briefing aims to give a summary of the key service developments and achievements from 2012-15



1:1 Work

The Youth Service is part of the [BHCC Early Help Strategy](#) and receives referrals for young people and families from schools, Social Care and other agencies. The Youth Service provides targeted support for young people with low to vulnerable to complex needs. The youth workers work in partnership with the young person and/or family to produce an Early Help Assessment Plan to identify needs and appropriate early interventions. Progress is assessed by a distance travelled measure. Referrals also go to the Young Person's Health & Relationship Adviser and the Young Women's Health Worker who sit within the Youth Service.

****The Youth Service ran a pilot in 2014/15 to offer 1:1 support to young people in year 7 and 8****

**474 young people received 1:1 support
63% evidenced positive improvement**

Group Work

The Youth Service offers schools a comprehensive group work offer to meet the needs of young people, who have been identified as being at risk of not reaching their full potential, and are at risk of becoming NEET. The programmes cover issues such as relationships, sexual health and anger management.

**15 group work programmes run
150 young people attended**

Participation

The Participation Team enable young people to have a voice to influence local and national decision making. Current projects include: the Children in Care Council, Takeover Day, Young Assessors, the Disabled Youth Council, Young Ambassadors, the Youth Mayor, Youth Council and UKYP representation on Council and other Board Meetings.

**825 attendees
100% have gained a recorded learning outcome**

Engagement

Activities for young people are provide at four youth centres in targeted areas of Brighton & Hove. The Mobile Information Bus meets young people in their space in different areas across the city.

**731 participants (young people who have attended 4+ times)
74% have gained a recorded learning outcome**

Accreditation

Duke of Edinburgh's Award	353 Duke of Edinburgh's awards achieved 73 young people currently attending the two open award centres that the Youth Service runs
Youth Arts Award	20 young people have passed their Youth Arts Award, including 12 young people with a statement of learning disabilities
Brighton & Hove Youth Award	198 Brighton & Hove Youth Awards achieved

Key Documents

- [Youth Service Delivery Model](#) // [Youth Service Overview PPT](#)
- [Youth Service Structure PPT](#) // [Youth Service Quality Assurance](#)
- [Youth Service Curriculum Framework](#)

+ *The Youth Employability Service, Play Service and Youth Advocacy Project also sit within the BHCC Youth Team.*



Brighton and Hove Youth Collective

'Year 3' Report, October 2015

Throughout the year we have provided youth clubs, street outreach work, specific group work sessions, sports activities, arts opportunities, the B.Fest youth arts festival, the Big Lottery Fund's Chances 4 Change programme on young people's mental health, support to vulnerable and at risk young people, school lunchtime health drop ins in the city's secondary schools, support for young people to have their voice heard through participation work, holiday programmes, intergenerational events and co-ordinated training for volunteers across the city.

Service developments.

- Co-ordinated delivery of the Big Lottery Fund's Chances 4 Change – providing interventions for young people in schools through Right Here, Life Coaching to address individuals' issues and training for staff around mental health, suicide and self-harm
- Development of the Youth Collective web-site, building on the single brand and point of information
- Established School Health Drop Ins in 6 secondary schools providing a range of health support and better links into youth provision
- Continued development of the B.fest youth arts festival including a live music showcase at The Level and 57 arts events across the city
- Supported the White Ribbon Campaign addressing violence against women with workshops for young people for the first time
- Development of health Mentor roles to bring about greater consistency of delivery across Youth Collective projects
- Delivered alternative education provision for the Pupil Referral Unit
- Engaged with Social Media Think Tank event to address emerging concerns around the use of social media, mental health and self-harm
- Facilitated young people's participation in the Youth Review through the Young People's Reference Group
- Co-ordinated training for volunteers across the Youth Collective
- Development of the Wild Park Youth festival
- Facilitating voluntary contribution - our work is assisted by an amazing team of volunteers contributing around 300 hours per week, totalling 15,000 hours per year, the equivalent of over £142,500 of service delivery annually.

Activity and Performance

The reporting year for the Youth Collective has been aligned with the standard BHCC financial year reporting period and Interplan submissions – the following figures are for the reporting year April 14 - March 15 and the period April 15 – Oct 15 of the current reporting year.

Apr 14 – Mar 15

The Youth Collective were in contact with 2842 young people, of which 1512 were participants (attending 4 or more times, as per the youth curriculum). In total young people attended our provision 21,800 times during the year.

80% of the young people who are ‘participants’ achieved outcomes through their involvement – such as greater skills in art and design, improved emotional well-being, volunteering activity and making a contribution to their local community. We exceeded the targets for the year on recorded outcomes for Community Contribution and Increased skill in Arts and Culture and Sport by 17%, 3% and 20% respectively and were on target for the number of young people involved in volunteering at 10%

40% of young people using the service were female, 60% were male.

The majority of ethnic groups (as per the 2011 census) were represented in the young people who accessed our services, the total representation of BAME groups was 11.4%

Ethnicity Breakdown/Comparison April 2014 - March 2015		
Ethnic Groups From 2011 census briefing (taken from bhconnected.org.uk)	Brighton and Hove 2011 census briefing	Youth Collective 2014- 15
White English/welsh/Scottish/NI/British	80.5%	87.7%
White Irish	1.4%	0.75%
White Gypsy or Irish traveller	0.1%	-
Other white	7.1%	1.69%
Mixed/Multiple ethnic group	3.8%	5.36%
Asian/Asian British	4.1%	1.41%
Black/African/Caribbean/Black British	1.5%	1.6%
Arab	0.8%	-
Any other ethnic group	0.7%	0.56%
Total BME	19.5%	11.4%
		no info 0.9%

Apr 14 – Oct 15

So far, in this reporting year, 1328 young people have been in contact with the service, 881 were participants (attending 4 or more times, as per the youth curriculum), this is 119% of our target for this point of the year. 80% of the young people who are ‘participants’ achieved outcomes through their involvement and we are exceeding our targets for Community Contribution, Arts and Culture, Sports Activity, Volunteering and Accreditation.

Service improvement recommendations

Over the coming six months we will look to improve the numbers of young people involved in designing and planning activities as we were 1% below our target for participation in the last full reporting year and we will look to address the numbers of young people gaining accreditation as this figure was 3% below target.

Appendix 5 – Case Study 1 - Universal - BMEYPP

R is a 19 year old young woman who attends the BMEYPP regularly. She has been a member for over a year. R moved to the UK 4 years ago with her family. Moving to the UK she faced separation from her father and her close friends. At home R is responsible for taking care of her siblings as well as major house chores. She must balance this with her studies, future planning and part time job, which she finds stressful. This was enhanced by her mother giving birth last year, resulting in more chores for her to keep up with. She also faces high educational expectations from her mother who insists she should become a doctor.

The relationship between R and her mother has worsened since the mother found out she was sexually active and dating a young man who is from different culture. This resulted in R being beaten by her mother and locked in for several weeks which led to R self-harming. R feels that she cannot be honest with her mother about her relationship and it is unsafe for her to be out in public with her boyfriend as any member of the community can see them and inform her mother, as has happened in the past. At one point the young woman ended her relationship with her boyfriend out of 'guilt towards her mother for disobeying her', but they are now together. The mother has threatened R to send her back to Africa and marry her off. R is not allowed to attend social gatherings or be with friends because her mother fears the negative effect of western friends may have on her. R used to take part in dance lessons and performances with her college, however her mother forced her to stop, because she wants R to be at home.

In attending the BMEYPP Drop Ins, R has received support in many ways. During sessions she takes an active volunteering role, she enjoys cooking as well as meeting new young people and taking the time to relax away from her home situation. She also has access to healthy meals which are vital for R, particularly after developing negative eating habits. R has stated that attending BMEYPP 'is a necessary escape'. R is currently involved in planning BMEYPP events and will receive a certificate for her volunteering at the volunteers' celebration event. She receives continuous encouragement and praise from staff.

R receives support and advice on many issues. In the past she has received support on sexual health. She has had one-to-one support about education, university application as well as employment and help building a CV. She has also received advice on staying healthy, dealing with stress and maintaining overall healthy wellbeing.

R told the BMEYPP that her family were going to Africa for the summer, and we had shared concerns regarding forced marriage. Before she left, we researched support that she could access whilst in Africa and gave her advice to protect herself, if at any time she felt unsafe.

Appendix 6 – Case Study 2- Universal – Disability

J is 17 years old – he has severe learning disabilities, autism, sensory processing difficulties and physical disabilities, he has no verbal communication and limited understanding of alternative communication methods. His favourite thing is to be out and about.

J started attending Extratime's youth club in September this year. Since J left school in 2014 he has had very limited opportunities to socialise with his peers as he cannot attend after-school club now that he is at college. Although he has been able to go out with PAs and his parents he has only mixed with other young people at college.

At the club J has taken part in art and cooking activities, trips out in the local community, group games and chill-out time.

His parents were concerned that the club would be too tiring for J but in fact he is enjoying the sessions and has adapted well with the change in his routine. Extratime's staff were well briefed on J's needs, his likes and dislikes, and have been able to support him to take part in the activities on offer.

J's mum says, "I was keen for J to try the club as I have been concerned that he was getting isolated and not spending enough time with other young people, but I thought it might be too busy for him as he often seems tired in the evening. But we have found that he loves it – it is a great addition to his life and I really hope that it can continue after these pilot sessions."

Appendix 7 – Case Study 3 - Targeted

Terry is a young man aged 15, living with both parents, plus older & younger sisters aged 18 and 3.

Terry was referred by school to take part in Reflect (substance misuse programme in school). It became apparent he needed further support during pre- and post- course 1:1 meetings. Terry attendance at school was very sporadic; Terry was at risk of getting involved in ASB and had substance misuse issues. He responded better in a 1:1 situation than in a group, so he was happy to engage with the referral. Using interventions such as

- Reflect group work programme
- Weekly 1:1 meetings providing a space to reflect on issues & progress
- Substance misuse interventions e.g. harm minimisation triangle
- Food/mood tracking
- C card issued (access to sexual health information and condoms)
- Sex Relationship education and substance misuse screenings completed

The youth worker was able to help Terry to:

- Cut down alcohol/substance use
- Establish more regular eating and sleep routines
- Develop different friendship networks
- Spend more time with family

It was helpful that a positive relationship was already established through the group work engagement. By the post - Reflect 1:1 meeting Terry, was able to see the need for change and the benefits of a continued 1:1 engagement with the service.

- Terry is now reporting that he is happier at school
- Has reduced substance use (though not stopped altogether)
- Has realised how his substance use affected his relationships with family and his communication skills, and is now getting on much better with parents
- Has begun spending time with a more positive peer group in his local area; not involved in ASB
- Has started boxing classes
- *Where Are You Now* evaluation score increased from 20 to 32 points

Appendix 8 - Case Study 4 - Targeted

Jenny was a 16 young woman who was referred for support from Abbey (youth worker) with family issues, including physical and emotional abuse within the family. When Abbey first met Jenny she was being assessed by a social worker, but this support ended with no further action.

Jenny had issues with anxiety, low moods, poor socialisation skills with peers, daily cannabis use (and other substances) and some risky behaviour. She was generally lonely but found it difficult to reach out to people.

Jenny was at school and had to travel from Brighton every day and she was also holding down a part time job in a café in Brighton to ensure she had money for school

- Jenny had weekly meetings with Abbey in cafes in town after school and explored moods and anxiety, drug use and managing time
- They looked at change and motivation for making change in areas that Jenny was able to, and reflected on positive personal qualities
- Jenny was referred to a Journey of a Lifetime Project and although she wasn't successful, this enabled her to think about a potential life outside Brighton and what that might give her. She also considered options
- Abbey gave her a diary to write down a daily to do list and for appointments. Abbey linked Jenny to a young women's group so she could meet other young women and was referred to RUOK? for support around her cannabis use, engaging for a few sessions
- Abbey and Jenny set SMART goals when it was GCSE exam time and completed worksheets Abbey set and followed up information given
- Abbey kept in regular contact with Jenny to check in how she was doing with revision as Jenny said it helped to know that someone was interested in how she was getting on and wanted someone to keep her motivated
- Abbey gave Jenny time to explore other options such as apprenticeships when she was questioning her options and signposted her to services that could support

After Jenny realised she had passed her GCSE exams she decided to do A levels. Jenny keeps in touch to say that it is going well and she is enjoying it. She has friends and works hard. She now intends to go to university.

Jenny has significantly reduced her cannabis use and now presents as happy and confident about her future.

Jenny has not rebuilt her relationship with her family although there is contact and she does continue to have a relationship with her sister.

Jenny said that she had really valued the support Abbey had given her and had enjoyed the sessions she had.

Appendix 9 – Case Study 5 - Open Access

Kate is a 15 years old female of white British heritage. Kate had been a participant of the young women's group since it first started 3 years ago. Kate appeared to be very quiet and withdrawn, often crying throughout sessions. Kate seemed to find it difficult to express what was going on with her emotionally, and when asked she would whisper so quietly that it was impossible to understand what she was trying to say.

It wasn't until the beginning of the young women's art project that Kate really began to express what was upsetting her. Through her drawing and painting Kate found her voice. Her work was expressing her issues at home. Kate's mum suffers from depression, her dad and brother are autistic and she feels responsible for taking care of her younger siblings. Kate felt that nobody at school understood her difficulties, and explained that she was getting bullied at school. Kate said "I think people bullied me because I was always crying and walking out of class." This resulted in her feeling isolated and alone.

By the end of the project Kate's progress was shown in her ability to take part in group discussions. She had gained her bronze arts award. Kate carried this new found confidence through to the next young women's fashion and body image project singing, comparing and modelling outfits she had made to an audience of 50 local residents and other young women from groups city wide. Kate is passionate about mental health issues, and was articulate in expressing them to the young women's group.

Kate has now become an assistant youth worker. She attends meetings to help plan and evaluate the project. Kate has recently remarked: "Being part of the young women's project has helped me find my voice. It's helped me find see all the things I'm good at."