

Children & Young People Overview and Scrutiny Committee

9 April 2024

Targeted Youth Support (TYS) Offer: Including Offer to Schools

Recommendation

That the Children and Young People Overview and Scrutiny Committee endorses the Targeted Youth Support offer, including the offer to schools, as set out in Appendix 1

1. Executive Summary

- 1.1 The youth service has a long-standing history of working with young people in Warwickshire. Investment over the last 4 years has enabled the service to be staffed at its highest capacity for the last 8 years.
- 1.2 Youth work is a person-centred approach and can only be delivered with a young person's consent. Youth workers work with young people aged 11 – 18 years in Warwickshire.
- 1.3 Youth work is delivered by Nationally Qualified JNC recognised professional youth workers and the Council has invested in this by having a programme of training and development allowing new staff to grow within the service.

2. Financial Implications

- 2.1 Targeted Youth support is core funded by the Council. There are small pockets of external funding that increases targeted delivery in priority areas. The service plans its activities for the year to be delivered within the level of funding available.
- 2.2 Within this the ongoing Warwickshire Youth Club Fund (fund value of £95,000) is administered by the Targeted Youth Support team.
- 2.3 The Youth Club Fund offers grants of £5,000 per year to support evening youth club delivery in Warwickshire. In the last year the Council has:
 - funded 39 voluntary youth organisations across the county.
 - supported 22 youth workers to achieve the Level 2/3 in Youth Work; and
 - provided 26 groups with funding of £5,000 each.

2.4 The breakdown of funding by area is:

- 18% North Warwickshire,
- 25% Nuneaton and Bedworth
- 12% Rugby
- 21% Warwick
- 24% Stratford

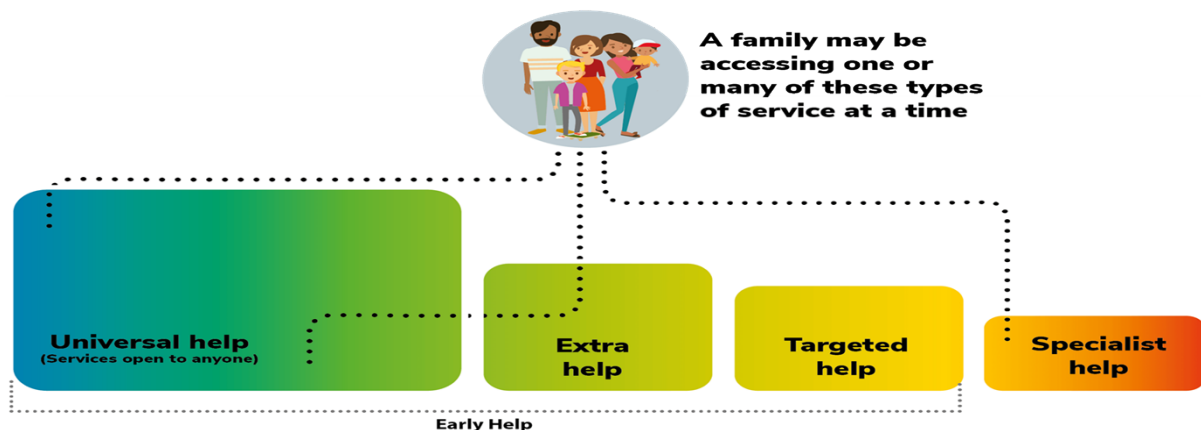
2.5 As well as providing support through funding, a large part of the Targeted Youth Support provided, focusses on support and advice to communities on youth work delivery. We are also offering free Safeguarding in Youth Clubs training

3. Environmental Implications

3.1 None arising directly from this report.

4. Supporting Information

4.1 The Council's Youth Work offer is wide and varied and follows the stepped approach explained below.



4.2 **Universal Level:** This covers Detached / Street based Youth Work and Youth Clubs. This work aims to help in keeping young people safe by meeting them in their own space.

We achieve this through support of 249 outreach sessions in parks and streets across the county, alongside 548 Youth Centre sessions and 9193 contacts with young people in the past year.

Family, Relationships and Education are the top 3 topics discussed with young people.

Locality Youth work: TYS also operates an embedded locality model, with Youth Workers placed in North/South teams that have an in-depth knowledge of the communities they work with. TYS engage with all agencies that have contact with young people including schools, police, community members, and voluntary organisations.

4.3 **Targeted projects** include a LGBTQ group, young parents, bike safety, single gender and work supporting school non- attendance. 2,550 contacts with young people have been made through this group work.

4.4 **One to one Youth Work:** More than 650 requests for support have been received over the past 12 months. A decision regarding support to referrer is made on average within 8 days. This represents a 5% increase for support from the previous year with 87% of requests allocated for assessment. Initial assessments are started within an average of 9 days from allocation.

4.5 **Schools Early Help Group Work Offer**

4.5.1 The Council's Early Help group work offer takes place within school time. It involves activities and discussion groups aimed at young people needing support to prevent escalation in behaviours that could be detrimental to meeting their potential. Our programmes can change to meet the needs raised by young people.

4.5.2 Schools identify young people who would be eligible to attend and work with the Targeted Youth Support team deliver the session. The Council has already started an Early Help Pathway to Change Plan to support the young people, but this is not obligatory. The support is free to access for Warwickshire Secondary schools.

4.5.3 **Homelessness Awareness**

This comprises a short awareness raising session that helps secondary age young people understand homelessness. The session aims to prevent young persons' homelessness by encouraging them to remain living at home by helping them understand the reality of living alone, and the need to make plans. The session is sensitive to the fact that when a home is not safe, there is help and support available for young people to access. The session will:

- explore the issues that could lead to homelessness and provide advice on dealing with these issues;
- raise awareness of the realities of living alone (costs, budgeting, skills required);
- leave young people and teachers with a lasting message about homelessness and the providers available to help; and

4.5.4 **Sharp Edge**

These sessions focus on peer group pressure and knife crime. The course would be useful for young people who it is felt are at risk of being involved in antisocial behaviour out of school. This is the Early Help tackling Bladed Weapon Crime offer.

4.5.5 **Managing Feelings**

This session covers learning skills to manage anger and exploring reasons behind challenging behaviours. This course would be useful for young people who are struggling with their emotional wellbeing. This is primarily about preventing exclusion from school.

4.5.6 **Respectful Relationships**

This session looks at healthy relationships by exploring gender socialisation, personal rights and boundaries. This course would be useful for young people at risk of being in a controlling relationship and young men who have a stereotyped idea of how men should behave. This links to the Domestic Abuse work promoted by the Council.

4.5.7 **Digital Tattoo**

Exploring issues around social media and Child Exploitation, this course would be useful for young people who may be struggling to manage their social media presence and need support in setting themselves safer boundaries.

4.5.8 **Different Thinking**

Looking at the decision-making process behind alcohol use, this session seeks to help build practical skills to empower young people to address alcohol concerns.

4.5.9 **My Body, My Options**

This course looks at good decision making around sexual health, keeping safe, consent and where to go for support and help.

4.6 Strong promotion and referral routes continue to expand the offer to young people, and TYS Youth Workers and/or Early Help Managers attend:

- School Fair Access Panel (FAP)
- Area Anti-Social Behaviour meetings.
- Early Help Networks and Contextual Safeguarding.
- Out of Court Disposal panels

5. Responding to Need

5.1 TYS is an experienced team with a strong passion and energy for supporting young people in Warwickshire. In pursuit of that support, we have:

- Developed a flexible and creative programme for newly arrived young people which takes place as part of schools group work and in the evenings and holidays at resettlement hotels.
- Developed boys and girls work and groups focusing on sexuality and gender.
- Created sessions that support young people whose anxiety is so significant that it has prevented them accessing school and going out. These young people spent their summer holidays playing sports and making friendships.

5.2 What challenges has TYS faced?

5.2.1 Demand

Referrals for 121 supports have been consistently high. We apply the Stepped Approach by also signposting young people wherever possible to other Council projects and any additional support within their community that might be useful.

5.2.2 Workforce

The team has undertaken 8 recruitment campaigns this year. It took 4 campaigns to fill a recent Senior Youth Worker Post. We struggle to recruit JNC Professionally Qualified Youth Workers due to a lack of qualified workers in the workforce nationally. We therefore acted creatively and are growing our own. We now have 4 Graduate Trainees working with us who are completing a Postgraduate through part time learning at Wrexham University. This is also an issue within the voluntary sector who are also struggling to recruit.

5.2.3 Waiting Lists

The average wait for a youth worker is currently about 8 weeks from the date of referral. There are in the region of 80 young people waiting currently. Waiting times have been affected by national recruitment challenges and an increase in referrals.

Where possible we offer young people other youth work interventions whilst they are waiting, these can include detached and youth club sessions.

5.2.4 Caseloads

A full-time worker has a caseload of 15 due to the additional duties of running youth clubs, schools training and detached youth work sessions and residentials. Therefore, 3 vacancies will impact the team

and the ability to allocate 121 support for young people. This will be remedied when vacancies are filled. Please note, due to national challenges with recruiting qualified JNC youth workers, these vacancies will be filled with apprentices, and therefore the lead time will be longer than it would with a qualified worker as they learn the role.

5.3 What needs do TYS support?

Over the year the offer of support will change slightly to adapt to the needs of the young people we work with. The summer is planned with young people, and we listen to what projects and support young people need:

5.3.1 At initial assessment, young people work with their youth worker to self-assess in 6 key areas, on a 1-5 scale. Overall, young people score themselves lowest in Problem Solving with 69% scoring 3 or less, and Initiative at 68% scoring 3 or less. Responsibility scores are highest overall, with 40% of young people scoring themselves 4 or above.

5.3.2 However, when agreeing an area of focus for their action plan, 55% choose emotion management. This indicates priorities for young people around their mental wellbeing, over and above the other key areas.

5.4 Sexual Health

This year we have supported the Warwickshire Sexual Health Commissioner in enabling young people in Warwickshire to access sexual health support:

- We have delivered 7 Condom Protocol Training sessions to new youth workers and voluntary sector youth workers.
- We have also worked with NHS Integrated Sexual Health to set up extra support for young people.

5.5 Summer Holidays

This year we ran 130 sessions and had contacts with 1361 young people. This was supported by HAF Activities, art, sports, SUPPORT and FUN!

5.6 What difference does TYS make?

TYS is young person led, meaning the young person must agree to a referral, lead on their action plan, engage with planned sessions, and participate in initial and final assessments. The outcomes from this working model are dependent on young people being ready and able to engage with support:

- 93% of young people agreed to proceed with their referral.
- 97% of young people completed their initial assessment and wrote an action plan.
- 87% of young people completed their final assessment with a positive outcome.

5.7 Outcomes

At point of closure, self-assessment scores by young people involved improved in all areas:

- **57%** reported they would no longer consider carrying a bladed weapon.
- Substance use decreased by **39%**
- Alcohol use decreased by **38%**
- Emotion Management increased by **27%**
- Problem Solving increased by **20%**
- Empathy increased by **20%**
- Initiative increased by **18%**
- Responsibility increased by **16%**
- Teamwork ability increased by **20%**
- **8%** reported that their attendance at school has improved

Scores for Emotion Management were **30% higher** for those who reported they were no longer going to carry a bladed weapon.

5.8 Feedback

5.8.1 Feedback is encouraged all through the duration of the intervention but is specifically recorded upon closure.

- 88% of young people reported seeing positive change at final assessment, with 27% reporting "lots" or "massive" change.
- 98% of young people gave their youth worker 5 stars

5.8.2 Comments gathered included:

- "Very good help and assistance with my social anxiety and made me more confident in talking to others".
- "My youth worker helped me through the point in my life I was really struggling with and the perfect support person I needed at the time".
- "I feel I have learned how to stay safe. My youth worker gave me the courage to make some good changes".

5.9 What is the focus going forward?

TYS is committed to continuous improvement and to delivering a service that positively impacts the lives of young people.

5.10 Auditing and Assurance Delivery

5.10.1 We are taking part in a Data Eco system project run by the YMCA George Williams College.

5.10.2 This is looking at trailing new methods of recording and measuring youth work. This is especially useful for looking at some of the more 'hard to measure' youth work such as detached work or youth clubs.

5.10.3 TYS have registered with the National Youth Agency to take part in the National Youth Work Peer Review Programme. This will take place this year over 3 days.

5.10.4 We are going to recruit Apprentice Degree Youth Workers in the Spring. This is a 3-year programme which will lead to the post holders gaining a JNC Degree in Youth Work.

5.10.5 Delivering basic youth work training to the wider Children's Services Team.

5.11 Auditing and Assurance

The TYS team has completed a peer-reviewed QA pilot to embed practice observations, conduct regular peer case reviews. This found:

- 94% cases clearly follow an action plan
- 94% cases have up to date case notes
- 86% cases capture the voice of the young person
- 62% were graded as ADVANCED delivery

5.12 Recruitment and Continued Youth Work Training

TYS are also in the process of starting a recruitment for Degree Apprentice Youth Workers. This is a new offer led by the National Youth Agency and will allow us to continue to 'grow our own' future youth workers. This will mean we will have 8 staff training in a FT team of 21.

Appendices

Appendix 1 Infographic TYS Review – December 2023

	Name	Contact Information
Report Author	Hollie Hutchings TYS Countywide Team Manager: Dave Jones: Targeted Support Service Manager: Marina Kitchen: Head of Service EH&TS	holliehutchings@warwickshre.gov.uk davejones@warwickshire.gov.uk marinakitchen@warwickshire.gov.uk
Director	John Coleman [insert title]	johncoleman@warwickshire.gov.uk
Executive Director	Nigel Minns Executive Director for	nigelminns@warwickshire.gov.uk

	Children and Young People	
Portfolio Holder	Sue Markham Portfolio Holder for Children & Families, Kam Kaur Portfolio Holder for Education	suemarkham@warwickshire.gov.uk kamkaur@warwickshire.gov.uk

The report was circulated to the following members prior to publication:

Local Member(s):

Other members: