



Warwickshire Youth Work Approach

Warwickshire County Council (WCC) has committed to invest in and support young people in Warwickshire. WCC has **Targeted Youth Support (TYS)**, which is a team of dedicated, professionally qualified youth workers who use their knowledge, skills and experience to build positive relationships with young people aged 11 to 18 years. According to the 2018 ONS, there are 50,224 young people between these ages, 51% Male and 49% Female in Warwickshire within these age brackets.

The aim is to prevent escalation by tailoring a response to both voluntary and community sector youth work providers to support children and Young People at a universal and extra help level, as well as the direct delivery of targeted and specialist help.

The foundations of our approach is that we will have a mixed economy of services. Warwickshire County Council will deliver targeted youth support but will also have a role in supporting and good quality voluntary and community youth provision across the county. Our aim is that Children and Young People in Warwickshire have fun and experience and happy and healthy childhood and to support all young people we aim to develop a *Child Friendly Warwickshire*.

Child Friendly Warwickshire: We will be a restorative, well connected and child friendly organisation and WCC will work WITH local businesses to embed child friendly approaches. In addition, we will support organisations we commission or support to understand restorative approaches and we will model this approach in all our interactions

Targeted Youth Approach: This approach sets out our aims for the next three years and how we plan to meet the needs of young people in Warwickshire. The approach has been written with the views and thoughts of young people in Warwickshire.

The Key Principles of Youth Work

1. Youth work is always young person centred and focuses on the young persons identified need. This approach is closely aligned to Warwickshire's restorative practice. **Restorative practice** is the theory of change that has been adopted by the Children and Families Service in Warwickshire.
2. Support is voluntary, young people can **choose** to work with a youth worker and are always in control of the support they are receiving.
3. The importance of **safeguarding** in providing a safe environment for young people is recognised and adhered to.
4. Understanding how to establish **boundaries**, manage challenging behaviour and de-escalate conflict, as this keeps the young people and the workers safe
5. Knowledge of how young people **develop** during adolescence and knowing what appropriate support they might need.

Warwickshire's 10-point Vision



In Warwickshire, TYS want to deliver the best Youth Work they can and have an ambition to work in partnership with the community and voluntary sector to achieve the following 10-point vision:

What do we want for our young people?

- (1) We will enable the young people we work with to **develop their voice**, so they feel able to influence what is **important to them**
- (2) We will help them find **their place in society** in order that they reach their **full potential**
- (3) We will ensure that there are **no barriers to engaging**, such as disability, sexuality, gender, poverty, mental health issues, religion or any other characteristic.



How will we do it?

- (4) We will support the young people we work with to **develop holistically**, facilitating their personal, social and educational development through creative sessions
- (5) We will work with community and voluntary sector youth work providers to create a **community of learning** so that we can **share skills** and **increase confidence** among the sector
- (6) We will develop workers that have comprehensive knowledge of their communities and have positive links and support networks to help young people in their local areas
- (7) We will help youth workers develop their practice in order to deliver the best service for them
- (8) We will have the freedom to be creative and support young people through a range of interventions that meets their needs at the right time, including embracing digital delivery.
- (9) We will support voluntary and community sector youth work partners with work with young people at a universal and extra help level, as well as other targeted projects. Using data and evidence to ensure services meet local need.
- (10) WCC will support the most vulnerable young people by delivering targeted and specialist support

Locality Youth Work

Youth workers are part of the local community.

As youth workers we know the importance of really understanding the area we are delivering youth work. Knowing the relevant staff in the local schools, working with the local police, knowing where young people hang out and who is friends with who. Listening to what young people are saying about their community and what their local needs are.

As a service we also have good relationships with anyone working with young people in the local area. Voluntary youth provisions, the local Connexions worker, the sexual health clinic or Princes Trust Co-ordinator. We use information about the locality such as parental school surveys with parents who feedback their thoughts of what is needed.

This ensures we are all working with the young people that need us and that we can support them safely to the services they need. We know the demographics of the area's we work in – who is living here and what do they need?

Knowing an area also lets us know what is missing for young people and we can liaise on their behalf to address this. This can be addressed via the **Youth Work Alliance** as well as making sure that groups such as the Area Behaviour Partnership and the Antisocial Behaviour Meetings which we always attend. This will also be linked with the new **Youth Work Fund** which aims to increase and support youth work in Warwickshire.



Our workforce

The skills and knowledge of youth workers in Warwickshire are greatly appreciated and there is commitment to grow and develop the existing team of qualified and highly experienced youth workers by developing their skills to meet the needs of a range of young people.

Our current delivery team at **Warwickshire County Council** is made up of:

- 2 team leaders
- 8 full time youth workers
- 2 trainee youth workers
- 14 part time youth work staff (2.59 full time equivalents).
- 2 apprentice youth workers who have an 18-month placement.



We are proud that Targeted Youth Support Workers in Warwickshire have been with the council for a long time. 50% of the team have been in post for over 15 years and 50% have been in post for up to 14 years. The acquired skills and knowledge the team have can be shared amongst other agencies to support their mission to work with young people effectively.

We want to increase the opportunity for people to become trained as JNC professionally qualified Youth workers and become part of our team. WCC is embarking on an exciting transformation journey:

DfE funding will enable the recruitment of

- 2 full time JNC qualified youth workers for 2 years
- 4 trainee Youth workers who will study an MA in Youth Work at DMU Leicester for 2 years.

These new staff will work alongside our existing workforce allowing us to develop our delivery and support for young people across Warwickshire, some of which will be supporting and developing groups in the voluntary and community sector. The ambition is to create learning and development opportunities to enable more youth work to be delivered in Warwickshire of a high standard and with strong risk based knowledge of issues such as child exploitation and knife crime, for example, to but have the sufficient practical application of that in-depth knowledge.

How will Targeted Youth Support help Voluntary and Community Youth groups?

Warwickshire County Council has £900,000 to invest in the development of **Voluntary and Community Youth** groups to help them **increase capacity and capability**. The fund will be split into “funding windows” over a 24-month period and the County Council will produce data set to **target need and gaps** but welcome other applications based on evidence of need. The process will be easy and straightforward, and Voluntary and Community sector groups can apply by:

- Looking at the criteria and assessing to whether their group meets the conditions.
- Having an ambition to tackle some of the issues our young people today are facing.
- Submitting an expression of interest.

If the expression of interest is successful, groups will be invited to submit a formal bid for pots of money between £30,000 and £60,000. There will be support from a senior youth officer to support and enable groups to make an application; and there is an expectation that successful groups will agree to work in collaboration with WCC Targeted Youth support, and agree to the funding terms and conditions. The referral process has been designed to ensure that the process is easy to access, and support will be given throughout by the Senior Youth Worker who will work through a self-assessment process and project action plan with each organisation.

A training fund of £100,000 will be available over the 24-month period which will support the maturity of excellent youth work practice in Warwickshire. Allowing access to NVQ Youth work training and other relevant courses tailored for working with young people such as managing challenging behaviour and Child Protection for the period of this time.

The training will also link to Youth Work Standards and a quality assurance process with a **Warwickshire Youth Work Quality Mark** which all participating groups can be part of.

The Warwickshire Mark will recognise good quality youth work practice, young person participation and management. The Youth Impact UK Outcomes Framework which has also been endorsed by the National Youth Agency, will measure this.

To coordinate these functions, a Senior Youth Worker who will be appointed as the vital link between WCC and the youth work voluntary sector. This post will co-ordinate the operational access to both strands of funding. The Senior Youth Worker will also involve the Warwickshire Youth Council in the assessment and evaluation of the funded youth work projects.

Linked to this work is the plan to map all youth work delivery and youth workers in Warwickshire so that we know what our 'Warwickshire Youth Work Workforce' is and where the gaps are. We will map all buildings that 'host' youth clubs and identify the gaps.

Youth Work Alliance

This will be set up, inviting all Warwickshire youth projects to participate. It is an expectation that successful bidders will participate and collaborate with the alliance in order to shape the support for young people in Warwickshire in the future. Regular meetings will be set up with the aim of sharing good practice and identifying issues within local areas. Further details about how to apply will be posted on TYS webpage <https://www.warwickshire.gov.uk/youthservice>

Where do the different levels of youth work sit?

In Warwickshire, The Stepped Approach has been developed to help families and practitioners identify what support is available to them at a level that best meets their needs. Support is available over a spectrum, from Universal Services which is available for anyone to access, such as an informative website (Family Information Service webpages for young people, for example), right through to intensive support services for complex needs.

Youth Work provision in Warwickshire can seemingly sit at two ends of the spectrum. The voluntary and community sector delivering sessions in localities across Warwickshire at a Universal and Extra Help level and Targeted Youth Support deliver support at the most Targeted and Specialist level.

It has been recognised however, that there is an emerging gap in knowledge in voluntary and community sector groups at how to deal with the emergence of what is becoming more concerning issues faced by our young people today.

This knowledge that was typically needed by youth workers dealing with the most complex cases is now required by colleagues running community and voluntary sector groups to ensure that their practice is up to date with the latest guidance. The ambition is to support these groups get access to this knowledge through the Youth Work Alliance and build capacity and capability through the awarding of bid monies.



How will WCC deliver youth support?



Youth Centres: Targeted Youth Support manage two youth centres: Lillington Youth Centre (Warwick) and The Ratcliffe Centre (North Warwickshire). We also facilities at Hatters Space and Camp Hill Education and Sports Centre CHES (Nuneaton). We will be delivering youth work at other centres in Warwickshire including, The Saltway Centre Youth Room (Stratford), Bloxham Centre (Rugby) and Rugby and Wellesbourne Fire Stations. Using all these Centres we run youth clubs and other specialist projects. These projects allow young people to access a wide range of activities such as sports, gardening and crafts whilst also being able to access the support of youth workers. The clubs are open to all young people that live locally from ages 11 – 18.



Group work is an integral part of youth work delivery. This skilled role enables a group of young people to come together and learn from each other in a safe and contained environment. This safe environment fosters learning where young people can speak freely and can participate fully in the session or project.

Detached youth work is a model of **youth work** practice, targeted at vulnerable young people. It takes place on young people's own territory such as streets, cafe and parks at times that are appropriate to them and on their terms. The key to success is in the positive relationships built and this requires time, commitment and good negotiation skills from the worker. Detached youth work can support an alternative curriculum such as minimising alcohol misuse or other risky behaviours, for example.



121 work: This work delivered by a qualified youth worker, working directly with the young person in a confidential setting. This work take can take place when a young person is at the their most vulnerable. It is important that the youth worker takes time to build a supportive and purposeful relationship that allows the young person to lead on positive changes they want to make in their lives.

Online Delivery

Youth workers are skilled at reaching young people in whatever way they can. Developments in online support creatively meet the needs of young people, enabling more support sessions to be delivered with young people. This ranges from virtual youth clubs, targeted group work and specialist 121 support, which can be delivered online. Many other specialist projects have been adapted for virtual delivery, including bike maintenance projects and gardening projects.

The **Youth Council** and **Area Youth Forums** are successfully delivered online and this medium of delivery has seen an increase in participation.

Targeted Help – what we deliver

Schools Early Help Group Work Offer

WCC 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.



Schools identify young people who would be eligible to attend and work with WCC targeted Youth support to deliver the session. have already started an Early Help Pathway to Change Plan to support them but this is not obligatory. These are all **FREE** to access for Warwickshire Secondary schools.

Homelessness Awareness

A short awareness raising session that helps secondary age young people understand homelessness. The session will aim 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 for the future. 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.

Sharp Edge

Focusing on peer group pressure and knife crime. This course would be useful for young people who you feel are at risk of being involved in **antisocial behaviour** out of school. This is the Early Help tackling **Bladed Weapon Crime** offer.

Managing Feelings

Learning skills on how to manage anger and exploring reasons behind challenging behaviours. This course would be useful for young people who are struggling to keep it together. This is primarily about **preventing exclusion** from school.

Respectful Relationships

Looking at healthy relationships by exploring gender socialisation, personal rights and boundaries. This course would be useful for young women who might be a 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** agenda.

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 some safer boundaries

Different Thinking

Looking at the decision-making process behind **alcohol** use and building practical skills to empower young people to address alcohol concerns.

My Body, My Options.

Linked to our Health Store Project offer this course looks at good decision making around **sexual health**, keeping safe, consent and where to go for support and help.

Targeted Help – what we deliver



Detached Youth Work Project

Detached youth work is delivered by WCC youth workers in specific geographical locations. This is in response to knowledge and data from partners such as the Police and district and borough councils, which highlights challenges or areas of need. The work will mainly take place in the evening and aims to build relationships with the hardest to reach young people on their own territory. Agencies such as the police are directing us to the places they feel we should go.

Detached Youth Work enables us to reach young people in on their terms in their space. They can choose to engage with us and they choose what they want to talk about. Using youth work skills we are able to develop positive relationships to offer them further support either individually as a peer group.

Summer Streets

An increased offer of detached youth work in liaison with local agencies to engage with young people who are out on are streets over the summertime.

Summer Youth Hubs.

Young people will have opportunities to take part in a variety of activities as well as gaining extra support. The aim is to give young people space to be free and have fun whilst also offering access to social education and creative activities.

Specialist Help

1-2-1 support with a Targeted Support Youth Worker is for specialist support. Referrals are taken from social workers and family support officers and will be linked to the overall programme of family support the family and Young Person is receiving. It is important that young people are involved in the referral process and have chosen to seek support from a youth worker to enable to support to be effective.

The Youth Worker assesses the young person's needs, with them and they jointly create an action plan.

The support offered is time limited to 6 -12 sessions, dependant on need and complexity. This supports the focus of the action plan and enables targeted changes to occur. Wherever possible, a young person can choose where and how they would like to be supported, it might be at school, at home or out and about.

Residentials

Targeted Youth Support are committed to offering residential experiences for young people in Warwickshire. These opportunities are tailored to meet the needs of the groups referred. For example, groups that focus on learning coping skills around anxiety.

Health Store

Run in collaboration with Sexual Health Warwickshire, NHS, Doorway and supported by Borough and County Councils, we offer a free, confidential and easily accessible service to under 19's for up to 5 sessions a week from our project base at Hatters Space, Nuneaton.



Teenage pregnancy

The under 18s conception rate (ages 15-17) and under 18s birth rate (ages 15-17) are published by Public Health England. The most recent period available is 2018 and the table below illustrates that there are particularly high rates of Teenage Pregnancy in Nuneaton and Bedworth, but the birth rate being lower than the West Midlands average.



Area	Conceptions rate per 1,000	Births rate per 1,000
England	16.7	4.5
West Midlands	19.1	5.6
Warwickshire	13.9	3.9
North Warwickshire	14.2	7.1
Nuneaton and Bedworth	23.2	5.0
Rugby	13.2	2.6
Stratford-on-Avon	10.8	2.0
Warwick	7.5	1.6

WCC has an **ambition to extend health store** to enable access in other areas of the county.

The Health Store offers general advice and guidance, pregnancy testing and support, long term contraception and repeat prescriptions. It also provides emergency contraception, the morning after pill and condom distribution.

The Health Store links to the Early Help groupwork offer to schools **'My Body, My Options'** to raise awareness of services available.

Bike Project

The Bike Project (funded by the OPCC for the last two years) enables connection between young people who have been referred into Targeted Youth Support to become part of a group. They learn valuable life skills such as communication, teamwork, leadership, resilience and determination while learning practical skills around recycling bikes and riding them safely. Encouraging young people to use bikes is also environmentally friendly and supports their physical and mental wellbeing.



The project offers practical knowledge in a productive, safe and supportive environment. Youth workers build positive relationships with young people to raise self-esteem and this enables a catalyst for change to support positive changes in a young person's lives.

Young people aged 12 to 18 that have poor educational attendance and are at risk of or are involved in antisocial behaviour are those eligible to participate. Currently the Bike Project is delivered in Warwick and Atherstone and there is an ambition to expand this to add a new project based in the Rugby area.

The ambition is to ensure that funding is continued beyond 2020.

GRITT

Gaining Resilience in Tough Times (GRITT) is a youth group project targeted at young people aged 11 to 18 living in Warwickshire who are experiencing mental health challenges.



The group aims to increase young people's understanding of mental health, for them to understand about how it impacts on their lives and helps them to build the skills to cope with their future.

Referrals are taken from Lead Professionals across Warwickshire. The types of issues this group can support young people to develop coping skills are anxiety, depression and isolation. The group also aims to support young people to access other mental health support when needed such as Rise.

Specialist projects

Specialist Projects

Targeted Youth Support are flexible and offer projects that reflect the needs of the young people in Warwickshire. The current specialist projects are as follows:

Bladed Weapon Crime and Anti-Social Behaviour

Knife crime, or the use of sharp implements with the intent to cause harm (known as Bladed Weapon Crime), is growing problem nationally. Targeted Youth Support see this as crucial work. The Office for National Statistics (ONS) revealed that Warwickshire saw the highest increase in overall bladed weapon crime, with a rise of 52% in 2019.

“Youth services play a vital role in supporting young people and making the transition to adulthood. In tackling serious violence, youth services should be seen as central in supporting young people who are at risk of or involved in serious youth violence and knife crime.”

APPG Knife Crime & Violence Reduction 2020



In Warwickshire, the ambition is creating a network of support to enable young people to address the issues behind the weapon carrying behaviour. There will be youth workers working out on the streets starting an important dialogue with young people and moving it into other areas of their lives. In addition to the network of voluntary and community sector partners and colleagues in schools who we will give information and guidance too, so that messages are consistent and repetitive.

Targeted Youth Workers have a group work course that can be delivered in schools, enabling young people to look at issues behind their behaviours.

If required, for those young people identified as at risk, Youth Workers would work in partnership with Youth Justice Service to enable direct support the young person through their prevention route.

Out of Court Disposals (OOC)

Targeted Youth also work in close partnership with the Warwickshire Youth Justice Service and will collaborate to support young people who are on the cusp of or have committed offending behaviour. Managers from Targeted Youth attend a weekly Out of Court Disposal Panel with Managers from Youth Justice to ensure that there is oversight and support for identified young people. An Out-of-Court Disposal does not involve trial or sentencing in a court. Instead, the aim is to divert the child from future involvement in the criminal justice system, in the best interests of both the child and justice. They are most suited to children who are not regular offenders but have committed a low-level offence.

This approach is supported by this collaboration and seeks to enable the young people to access Early Help support both ways, 1. As a step down from OOC 2. step up to access support from Youth Justice to prevent criminal behaviour.

Alcohol

Alcohol admissions in Young People (aged 0-18)

Admission episodes for alcohol-specific conditions in under 18s is published by Public Health England and it combines 3 years of data as the numbers are relatively small. For 2016/17 to 2018/19, there were 175 admissions in Warwickshire; this is a rate of 50.9 per 100,000 population aged 0-18.

This is significantly worse than the England rate (31.6 per 100,000 population) and the rate for the West Midlands region (26.1 per 100,000).

At District / Borough level, Nuneaton and Bedworth and Warwick are both significantly worse than the England rate, whereas the other districts and boroughs are similar to the England rate.

Included in the table below is the most recent local annual data from March 2019 to February 2020 relating to alcohol poisoning (including overdose).

Area	Alcohol admissions Crude rate per 100,000	Alcohol poisoning (including overdose)
England	31.6*	Local Data
West Midlands	26.1	
Warwickshire	50.9	
North Warwickshire	26.8	
Nuneaton and Bedworth	66.1 (* Double national average)	111
Rugby	42.1	48
Warwick	61.6	38
Stratford-on-Avon	35.4	46

This clearly evidences a concern for your Warwickshire young people, Targeted Youth Support will support young people to look at this issue through focused group delivery in schools, continued project work in youth clubs and also with young people on the streets through detached work. This will include targeting times of higher alcohol use (such as end of term proms and Christmas) coupled with the use of locality data, to look at the development of projects and preventive work. Encouraging young people to look at what is influencing their behaviour is a key part of youth work delivery.



In addition to the above, we have an ambition to create network of voluntary and community sector partners and colleagues in schools who we will give information and guidance too, so that messages are consistent and repetitive.

We have a referral system agreed with Compass who will refer any young people that have alcohol and drugs issues and need youth work support. (Compass take referrals directly from A and E).

Hearing the voices of our young people

Warwickshire Youth Council and Area Youth Forum

Warwickshire Youth Council is affiliated with the British Youth Council and is an active member of the regional Midlands branch enabling Warwickshire young people's voices to be heard. The Council is made up of elected young people who represent the area they live. It meets monthly at Shire Hall and regularly online.



The Area forums represent the 5 areas of Warwickshire and focus on more local issues effecting young people. This project is open to all young people who are interested in making a difference in their communities. The aim is to ensure that all young people are able to have a voice in what effects them and their communities in Warwickshire.

Young people choose what issues they want to campaign on. Climate change and Votes at 16 have been recent campaigns.

Impact & Outcomes

Targeted Youth Support are implementing a new measuring and recording method which will allow more effective evaluation of the youth work delivery. A substantial piece of development work to improve recording in the electronic recording system MOSIAC has been completed, which will enable outcomes for young people to be recorded and reported more effectively.

Using the national outcomes framework and in consultation with WCC Practice Improvement team, a system of recording and reporting that more effectively measures the impact of youth work is as follows

- Qualitative: A feedback survey for young people to comment on how they have experienced the service and what impact it has had on their lives to progress positive change
- Quantitative: MOSAIC will record all interactions in terms of individual sessions, group work and links to the outcome's framework.



The Targeted Youth Support are committed to Thematic Audit work to aid service improvement as the ambition is to deliver the best youth work provision possible and work in partnership with other through the Youth Work Alliance to support others to do the same.

Youth work in Warwickshire is amazing!

Information on all our service offers can be found on:

<https://www.warwickshire.gov.uk/youthservice>