

APPENDIX A: TO THE CABINET PAPER FOR THE 28TH JULY 2009

TECHNICAL PAPER COVERING THE RESTRUCTURE OF ALL SERVICES NECESSARY TO PROVIDE

A CO-ORDINATED AND COHERENT INTEGRATED YOUTH CONNEXIONS PROVISION

A INTRODUCTION

1. The Isle of Wight Policy Commission for Children and School Results undertook a scoping enquiry into youth engagement during 2007 and published a draft Blue Paper on the enquiry on 12th September 2007. The recommendation of which was 'to restructure all services necessary to provide co-ordinated and coherent integrated youth provision'. An outline delivery model, revised constitution and implementation plan were considered by the Policy Commission in April 2008 and a progress report considered in December 2008. These proposals were drawn up in January and February 2009 after preliminary discussions with staff, young people, volunteers, Local Management Committees and other stakeholders.
2. The Isle of Wight Council must ensure that the statutory duties set out in the Education and Inspections Act 2006 for youth provision are fully met. In respect of young people aged 13-19 years old (and 20 – 24 with learning disability) the Local Authority has a statutory duty and must, so far as is reasonably practicable, secure for qualifying young persons in the authority's area access to:
 - Sufficient educational leisure-time activities which are for the improvement of their well-being, and sufficient facilities for such activities;
 - Sufficient recreational leisure-time activities which are for the improvement of their well-being, and sufficient facilities for such activities.

B NATIONAL AND LOCAL POLICY CONTEXT

1. In line with the Government's Green Paper Youth Matters, all Connexions funding passed to Local Authorities on 1st April 2008. The purpose of the grant is to support the delivery of Connexions Services to young people. Connexions is the Government's support service for all young people aged 13 to 19 in England. It also provides support up to the age of 25 for young people who have learning difficulties or disabilities (or both). Through multi-agency working, Connexions provides information, advice, guidance and access to personal development opportunities for young people. It aims to remove barriers to learning and progression, and ensure young people make a smooth transition to adulthood and working life.

2. The Secretary of State wrote to Lead Members and Directors of Children's Services on 27th March 2008 making arrangements for the delivery of Connexions. The letter directed each Local Authority under section 114(2) of the Learning and Skills Act 2000 on the delivery of Connexions services, and made arrangements with Local Authorities under section 140 of that Act to carry out assessments on young people with learning difficulties and under section 10 of the Employment and Training Act 1973 to deliver careers service functions. The Connexions service was incorporated into the Isle of Wight Council from April 2008 and forms part of this reorganisation to deliver an integrated youth connexions service.
3. The Education and Skills Act 2008 places a statutory responsibility on local authorities to make arrangements for assessments of learning difficulties to be conducted (formerly known as s140 assessments but now covered by s139 of the Learning and Skills Act 2000). These assessments were previously carried out by Connexions services on behalf of the Secretary of State under Section 140 of the 2000 Act, but Section 140 no longer applies in England.

C THE VISION

1. Within two years schools, Isle of Wight College, cultural and leisure services, police, fire and community safety services, sports and voluntary and community groups will be fully engaged with the youth connexions service working together to provide more support for vulnerable young people during the day and greater use of facilities and provision of positive activities outside of the school day, at weekends and during school holidays for all children and young people.
2. This will be achieved through the opportunities school reorganisation offers in terms of developing facilities for youth connexions, educational and recreational leisure-time activities for the improvement of the well-being of children and young people in local communities on the Isle of Wight.

D THE PROPOSAL:

To develop an integrated service made up of more flexible youth connexions posts and roles working with other services, agencies and partners out of a wider range of facilities

The two main issues considered were:

- How could we increase for qualifying young persons in our area access to sufficient educational leisure-time and recreational leisure-time activities which are for the improvement of their well-being?
- In order to increase for qualifying young persons in our area access to sufficient educational leisure-time and recreational leisure-time activities which are for the improvement of their well-being, do we have sufficient facilities for such activities?

1. To reorganise Youth Connexions services to have a core group of full time posts and an optimal workforce of 0.7 whole time equivalent roles to develop a professionally qualified workforce and clear career pathways as part of the national youth work reform programme of the Children's Workforce Development Council.
2. To develop access to new youth facilities in local communities in and on school sites which when established would mean the existing youth and community centres could be used for different purposes.
3. To partner with schools, Isle of Wight College, cultural, police, fire and community safety services, leisure and sport services and local voluntary and community organisations through a revised affiliation scheme.
4. To increase the number and range of positive activities for young people within local community venues and other local facilities such as schools, leisure centres and mobile youth facilities.
5. To support the development of youth cafes.

E THE PROPOSAL: HOW IT WILL WORK

1. To synchronise the reorganisation to take most advantage of the opportunities school reorganisation and extended school programme offers in terms of developing sufficient facilities for educational and recreational leisure-time activities for the improvement of the well-being of children and young people through the community use of school resources.
2. The Isle of Wight Children and Young People's Trust will oversee the delivery of services through three localities within which co-located teams will work together to provide a more co-ordinated integrated service for children, young people and their families. The proposed business model sets out plans for at least one designated centre through which services can be accessed in each locality. The centre will provide outreach, detached and mobile services within their locality.
3. There are three locality co-ordinators in post whose roles are to understand the needs and the current provision of any services related to children and young people in that locality. They are supporting the implementation of the Common Assessment Framework (CAF) process in their locality, which is the tool to identify unmet needs of individuals. A package of care is identified delivered in an integrated way and the locality co-ordinator acts as a broker to co-ordinate these services. Local needs are identified by the locality and service provision is targeted to vulnerable groups as well as supporting the provision of universal positive activities.

4. Each locality will have locality forum to ensure the current governance arrangements delivered through existing Local Management Committees will continue as Local Management Committees merge with others to form a locality forum to take account of all the service delivery from 0 to 19 years and up to 24 years for young people with additional needs.
5. Adoption of these proposals has the potential to provide a more effective and efficient service to all young people. In achieving this the youth connexions service has been able to identify some £255,000 of savings which will bring overall per head costs in line with those of our statistical neighbours, whilst providing a better value for money service. The initial views of the Local Management Committees during the preliminary consultations were they wanted the youth centre in their area to remain open or a better alternative facility specifically for youth services to be provided and for an investment into the service.
6. The proposal offered for consideration incorporates the national and local policy contexts, the national and local service delivery developments, the demands on staffing and budget pressures and current and future use of facilities. The proposal also refers to the steps we will need to have in place to achieve and the implications for current delivery and use of facilities.
7. Please note under current JNC terms and conditions a maximum 8 evening sessions a fortnight are permitted for each member of staff with additional sessions during day time set aside for curriculum development, supervision, professional development, business administration and corporate training. The sessions described could be either youth and community centre based, school or community venue based, Youth Connexions shop based, mobile, detached or street based or a combination of all or any of these within the given maximum number of sessions available.

F THE PROPOSAL: WHAT STEPS WILL BE TAKEN TO DELIVER THE PROPOSAL?

What are the advantages of this proposal?	This would deliver a different model of youth connexions work more aligned to community development whereby the resources of local communities and other services are mobilised to meet the needs of local young people. Aligning to school reorganisation would access significant capital funding to provide modern youth facilities both within school and on the school site for the benefit of all the local community.
What this proposal will save?	Premises costs of £184,488.00 plus cleaning and caretaking costs of £92,385.00. Opportunity to reinvest the cleaning and caretaking costs of £92,385.00 back into more sessions.
What this proposal will mean?	When youth connexions facilities are developed in local communities on school sites as part of the school reorganisation programme and youth activities are developed in partnership with schools, Isle of Wight College, police, fire and community safety services, cultural, leisure and sport services and local voluntary and community organisations, the current full time / part time centre would close.

	<p>If 0.5 WTE, the number of weekly evening sessions would decrease from current 143 to 96 or increase to 192 if we partner with others.</p> <p>If 0.7 WTE, the number of weekly evening sessions would decrease from current 143 to 72 or increase to 144 if we partner with others.</p> <p>There will be a significant impact on the voluntary and community groups, organisations and individuals that currently use or hire each existing youth and community centre.</p>
How this proposal will be achieved?	<p>Capital bids will need to be written, submitted and approved for mobile youth facilities for rural areas.</p> <p>There is no guarantee any capital bids will be approved.</p> <p>To retain a one stop shop facility in Newport5 and to open another in Ryde will require additional capital investment, business administration support and co-ordination with other co-located services to maintain opening hours and current provision of one stop shop, youth café and information, advice and guidance.</p>
What steps will need to be taken to achieve this proposal?	<p>The number of evening and day sessions would then increase as more community venues, school facilities and partners were identified and sessions established to a total of 108 or 140 provided enough suitable partners are identified and maintained.</p> <p>Current centres could remain open in the intervening period and through a process of transfer youth services could be developed in alternative venues in particular schools and cultural and leisure facilities and once established the current centre would close.</p>
Implications for staff	<p>Four Youth Connexions Development Manager roles will be created to provide full time worker posts to manage Youth Connexions work in each locality and one to manage and develop project-based work.</p> <p>As current session vacancies arise these will not be filled but aggregated until a 0.5, 0.7 or full time equivalent post can be appointed to.</p>
Impact on Centres	<p>Centre-based youth work provision will initially decrease due to centres closing in order that youth sessions are delivered in partnership with developed in schools, cultural, leisure and sport services and local voluntary and community organisations.</p>

1. NATIONAL CONTEXT

Youth work helps young people by offering personal development, education and life skills programmes tailored to individual need, and by providing social, economic, educational and recreational opportunities designed to encourage social inclusion and life-long learning (NYA, 2006). Its contribution has a strong professional base. Merton and colleagues (2004) identified four main distinctive features of youth work. It is based on:

- voluntary engagement of young people;
- young people's active involvement in different features of local youth provision;
- use of informal education as a primary; and method
- a flexible and responsive approach to provision.

The core purpose of youth work is the personal and social development of young people through informal education. According to Merton et al (2004), there is widespread consensus within the youth work profession that the core purpose of youth work is the personal and social development (PSD) of young people through informal education. However, the study suggests that there is lack of clarity outside the youth work profession about what youth workers actually do. This is largely because many youth workers talk about their work in terms of its values rather than what it is meant to achieve.

Youth work has a role both in the development of social capital and within the social inclusion agenda. Youth work is more strategic than is sometimes portrayed. Merton *et al* (2004) describe youth work activity as preventative, and point to its role in relation to social inclusion. The approach is a holistic one, in addressing the totality of a young person's experience in social context. Depending on the individual circumstances of the young person (including their community and family contexts), youth work variously contributes to their re-integration, diversion and engagement in preventative activity, protection and enablement, levels of aspiration and achievement and active citizenship. Through youth work, young people are helped to prepare for working life.

2. CONSIDERING HOW SERVICES CAN BE DELIVERED

Across the country there are a range of ways youth work is provided, these forms of provision include:

1. Buildings-based work – youth clubs and centres operated directly by local authorities or by voluntary and community organisations. They range from well-equipped purpose built youth centres catering solely for young people to clubs based in premises shared with other organisations such as community centres, leisure centres and village halls
2. Detached work – making contact with young people who cannot, or choose not to, use youth centres. Detached youth workers meet young people in their own spaces, for instance parks, bus shelters, shopping centres or on the street. Through developing non-judgmental relationships they work with individuals and groups to help them address the needs they identify and engage with other relevant agencies
3. Outreach work – encouraging young people to make more use of existing provision or to develop new provision
4. Mobiles – converted buses or other vehicles taken to particular localities, offering young people opportunities to meet together take part in structured programmes and gain access to resources, information and advice
5. Schools and further education colleges – in many schools and colleges, youth workers contribute to formal education programmes, particularly relating to PSHE (personal, social and health education) and citizenship education. They may offer lunchtime and after-school provision open to all young people, as well as developing programmes with specific groups of young people, especially those who are having difficulties at school. Youth workers are also involved in study support programmes – voluntary learning activity outside normal lessons
6. Youth work involvement in government programmes for post-16 education and training.
7. Information, advice and counselling projects – providing a range of services from information about local facilities to long-term support for individual or groups of young people
8. Youth forums, councils or other projects enabling young people to learn about and engage in democratic processes, and to ensure that their views inform the development of policies and services
9. Specialist projects, targeting particular groups of young people, for instance Asian young women. lesbian, gay, bisexual and transgender young people or young people in or leaving care
10. Specialist projects focusing on specific activities, for instance young volunteer and youth action projects, motor projects or arts projects.
11. Cross-community and international work, in Britain or abroad, which brings together young people from different cultures and countries on joint projects, through which they find common ground while recognising and valuing differences

3. THE KEY ISSUES THAT HAVE BEEN IDENTIFIED FOR YOUTH WORK (MERTON *ET AL*, 2004) ARE:

1. The balance between universal or open access and targeted work
2. Processes for identifying need and directing resources
3. Relationship between youth work and schools
4. Retaining the voluntary engagement of young people

4. THE KEY ISSUES FOR EACH LOCAL AUTHORITY ARE TO:

1. Assess the needs of local young people across all communities

2. Map existing services from the voluntary, private and public sectors against young people's needs
3. Plan, through the **Children & Young People's Plan**, an integrated, responsive, accessible and effective range of services and provision, underpinned by a local workforce strategy
4. Redesign services and commission provision meeting customer demand and other identified needs, drawing on a range of providers including the voluntary and community and private sectors as well as the public sector.
5. Deliver **Targeted Youth Support** (identifying vulnerabilities in young people earlier and to respond with a more co-ordinated package of services and support sooner)
6. Ensure young people not in school/college have access to high quality information, advice and guidance
7. Promote and support **voluntary action** by young people in their communities
8. Make the links to the active involvement of young people in Youth Opportunity and Capital Funds
9. Build on initiatives in schools (including extended and healthy schools) and colleges to develop more active approaches to citizenship
10. Manage the establishment, delivery and effectiveness of **integrated youth support services** within the overall framework for young people's services so that young people at risk
 - are identified as early as possible
 - go through a clear and simple assessment process without the need to re-tell their story to lots of people (**Common Assessment Framework**)
 - get prompt support from a **lead professional**, working within a multidisciplinary team, who can act as a single point of contact over time between them and the services they need - and also challenge them to meet their responsibilities when necessary
 - can access high quality services in settings where they feel comfortable and do not feel labelled
 - and so that mainstream agencies, including schools, have a single route of referral when they have concerns about particular young people.
11. In any restructuring of service the Council must ensure that the statutory duties for youth provision are fully met. In respect of young people aged 13-19 years old (and 20 – 24 with learning disability) the Local Authority has a statutory duty and must, so far as is reasonably practicable, secure for qualifying young persons in the authority's area access to:
 - (a) Sufficient educational leisure-time activities which are for the improvement of their well-being, and sufficient facilities for such activities;
 - (b) Sufficient recreational leisure-time activities which are for the improvement of their well-being, and sufficient facilities for such activities.

5. PERFORMANCE MEASUREMENT AND IMPROVEMENT WILL BE ACHIEVED WHERE THE CHILDREN AND YOUNG PEOPLE'S TRUST:

1. Ensures that Public Service Agreement Targets for teenagers are met (including targets for Not in Education, Training or Employment (NEETs), substance misuse, teenage pregnancy and for attainment of level 2 qualifications at age 19) and works towards prevention of offending and re-offending

2. Supports achievement of the progression measure for schools: that schools publish information on the progression of their Year 11 students by the age of 19 in the School
3. Profile from 2007, and an area-based system of progression targets is in place from 2008
4. Tracks progress of young people, using the information both to ensure appropriate services are being accessed by individuals in a timely way and to inform the planning and commissioning of services, learning and personal development opportunities across the children's trust
5. Agrees and monitors action plans for improvement where indicated
6. Makes progress against the NEET indicators included in the Annual Performance Assessment, Tellus Surveys, future Comprehensive Area Assessments as well as Local Area Agreement and Local Public Service Agreements.

6. LOCAL CONTEXT

1. Children and young people have prioritised more things to do and places to go in the current children and young people's plan 2006 to 2009 drawn from an analysis of 8,000 individual consultations carried out between 2004 and 2006. The priority for more positive activities remains in the new 2009 to 2012 plan. Youth services, social services and Connexions were the three most mentioned services young people who were asked said they had had contact with. The findings from the recent survey of 35 young people from across the Island accessed through mobile outreach identified young people who reported that there was nothing to do, that they were not aware of what is available, that they wanted more services to be accessible through their local centre / community and for informal comfortable café places to go equipped with computers, modern décor and furnishings with lots of activities on.
2. The findings from the TellUs2 survey report that over the previous 7 days, Island children and young people reported that they spent approximately the same many days on at least 30 minutes doing sports or other active things. They reported that there were fewer barriers that prevented them from accessing existing positive activities such as availability of information. Thirty one percent of young people reported that the activities and things to do were good enough compared to a national average of 26% with 69% reporting they wanted more/better things to do compared to 74% nationally. Ten per cent more young people reported that they were listened to a great deal/fair amount than compared nationally.
3. The eight Parish and Town Councils who responded reported that they would like more provision of fun and exciting activities, after school clubs, better access with transport in rural areas, better advertisement in schools of what is available, youth provision for those aged under 12 years old. They stated provision should be modern, open during the holidays, a safe place to go, that young people should be involved in the planning and running of services with workers committed to the personal and social development of young people.
4. The Isle of Wight Youth and Community Service is located within the preventive services area of the council's children and young people's directorate to which the Connexions community team has also joined. There are six full time centres in the main towns; a further six part-time centres in more rural parts of the island and a Connexions one stop shop for young people on the High Street in Newport. The youth and community centre in Newport consists of three buildings on lease from Newport Grammar School Trust, one of which has expired and one of which will expire in September 2009.

5. The current Isle of Wight Youth and Community Service manage detached youth work, a youth empowerment project (which includes Youth Council and Youth MP) and the Duke of Edinburgh's award. In order to have the licence to run the award renewed we need to appoint a full time development worker. The current youth and community service supports the work of three projects with charitable status - Challenge and Adventure (which is now part of Alternative Provision and hence not included in this reorganisation), the mobile youth initiatives project (MY-I) which includes a DVD project, Youth Pride, Streets Ahead and Fathers First (the vehicle for which is beyond repair), and the Island Youth Water Activities Centre (IYWAC).
6. The Connexions service is for 13-19 year olds, living on the Isle of Wight who want advice on getting to where they want to be in life. This includes information, advice and guidance on a range of issues. The one stop shop on the High Street in Newport hosts a range of services from other organisations that young people can access. Connexions also provide support up to the age of 25 for young people who have learning difficulties or disabilities (or both). Connexions are a public service and young people are actively involved in its design and delivery. The current community team works with other services to focus on supporting young people who are not in education, training or employment. The team have a range of expertise working with young people in care, homeless young people, young people who are in the youth justice system and teenage parents.
7. Following a consultation with young people the preferred name for the new integrated service is Youth Connexions. Young people attending the Wight 2B Heard conference in February will have the opportunity to decide the logo they wish the new service to use.
8. The Annual Audit of Local Authority Youth Services 2007-08 results was published by the National Youth Agency on 30th January 2009. The results show that the total net expenditure reported by 121 responding authorities (the Isle of Wight did not participate) amounted to £316m, an average of £2.22m per local authority area compared with £2.15m for the previous year. The Isle of Wight budget for 2007/08 was £1,204,854.00 which equates to £108 per young person aged 13 to 19 (2001 census data of 12,000 young people).
9. The current spend by the Isle of Wight Council on the Youth Service excluding other sources of funding is £71 per young person compared to our statistical neighbours average of £52 per young person. Yet in 2007/2008 only 16% of young people in the 13-19 age group regularly used the service.
10. On average 32.1 full time equivalent staff (FTE) were employed per authority. The Isle of Wight Youth and Community Service have 10 full time equivalent staff (3 of which are vacancies) plus 79 part time sessional staff (14 of which are either vacancies or appointed to on a 3 month fixed term contract to 31st March 2009). In total this is equivalent to 12.2 full time staff which together with the full time staff equates to 22.2 full time equivalent staff. The Isle of Wight Youth and Community Service when at full capacity with all vacancies filled can run 146 sessions per week.
11. The Connexions Community Team has 7.3 full time equivalent staff and currently provides personal advisor support to 140 young people per week and provides one off information, advice and guidance to between 200 to 500 young people a week through the one stop shop.
12. In total across youth and community and Connexions there are the equivalent of 29.5 full time equivalent posts.

13. The average youth and community service contacted 28 per cent of its 13-19 youth population, the same as the previous year. The average participation rate was 17 per cent, above the 15 per cent benchmark. Over half of responding authorities (64, 53%) met or exceeded the benchmark for participants gaining a recorded outcome, compared with 46% the previous year. Almost four in ten respondents (35, 39%) met or exceeded the 30% benchmark for participants gaining an accredited outcome, compared with almost three in ten (28%) for the previous year.
14. The Isle of Wight Youth and Community Service contacted 16.25 per cent of its 13 – 19 youth population a decrease of 14% compared to 2006/07. The Isle of Wight Youth and Community Service did not meet the target of 30% of participants gaining a recorded outcome, achieving 7% down from 44% in 2006/07. The service achieved 1,958 formal recorded outcomes and 201 accredited outcomes.
15. The 2006 inspection of the youth and community service rated the service as good but that the Isle of Wight Council needed to clarify the strategic context and direction that the service should take hence the scoping enquiry.
16. The Isle of Wight Council is undergoing a reorganisation of the schools system moving from a three phase to a two phase system. The specification for all the new secondary schools have written within them the requirement for each school to fully engage with the provision of youth work both as a provider for vulnerable young people during the school day as well as use of facilities outside of the school day for young people.
17. The Council is developing a new Brighstone Forrest outward bound and alternative education provision centre with Challenge and Adventure.
18. The Council is developing Branstone Farm to provide land-based vocational activities.
19. The Isle of Wight Workforce Development Strategy and training programme provides a focus on developing core competencies across the entire children's services workforce such as understanding child development, common assessment of need and how to undertake the lead professional role.
20. The Isle of Wight Cultural and Leisure Services have completed a review of the cultural and leisure facilities on the Island.

21. The Isle of Wight Integrated Youth Engagement Strategy

The Isle of Wight Integrated Youth Engagement Strategy set out the following proposed business model in April 2008. This involves a reconfiguration of youth and community services and integration of Connexions as part of the development of locality working, integrated working and early identification of needs with targeted support.

The business model included the following components:

1. Appropriate projects consolidated into a package of delivery that can be flexibly delivered across localities and target needs
2. The Island will deliver locality based services within the three geographical areas agreed
3. At least one state of the art Integrated Youth Support facility in each of the three localities on the Isle of Wight, this will be determined by further analysis of data collected and stakeholder engagement
4. At least one state of the art mobile youth provision to provide outreach youth work to rural communities
5. Mobile units would be considered to reach rural areas and also outskirts of town to reach young people where they are
6. Youth Street Workers can be flexibly provided from each base and also transported by a mobile unit to work proactively with community services discussions have already taken place in certain areas to the feasibility of this
7. More outreach services working alongside the community safety service during evenings and weekends
8. A wider range of provision for children and young people open during the day and evenings both during the week, at weekends and during the holidays as part of the extended schools programme
9. Junior youth clubs for eight year olds and over open 3pm to 6pm weekdays registered as voluntary childcare (termed safe places to be)
10. More qualified youth workers to work in collaboration with voluntary organisations and will support community and church groups to establish community based youth provision and provide continued support by advice and direct support
11. Drive out costs by reducing part time staff to replace with full time but to ensure that enough sessional workers are available to provide services at times to meet needs of young people
12. Youth based curriculum and curriculum development to provide more alternative education provision and qualified outcomes for young people as part of the implementation of the 14 to 19 diplomas
13. Further development of the affiliation scheme to support parish and town councils, community and voluntary sector groups and organisations.
14. and to ensure a robust quality assurance is in place across all delivery.

Three services are currently arranged with staff seconded from the Council with access to youth and community premises. Council procurement has confirmed the current relationship between the three and the Council whilst not ideal does not contravene procurement policy. Each has been asked to provide evidence of activity and impact on outcomes for young people. These arrangements will be formalised with immediate effect through a service level agreement and associated action plan. Any future commissioning arrangements with the community and voluntary sector providers will need to take account of the current relationship with these three providers and future procurement of activities by all voluntary and community sector providers

22. Locality Fora

Locality Fora will be established which will cover 0-19 age group and will consist of local youth centre management committees; children centre management committees, extended school co-ordinators, schools, local voluntary providers and other interested parties. This forum will be supported by the locality co-ordinator. Local needs will be understood by the Forum who will liaise with the relevant LA Commissioners

through the co-ordinator to determine service delivery in the light of those needs. Specific grants that would be appropriately used to commission services specific to the localities will be allocated through the Children's Trust as the commissioning model develops, managed through the forum and processed by the locality co-ordinator.

7. PROPOSED TIMELINE

1. Policy Commission for Children and School Results scoping enquiry into youth engagement. From February 2007. Full detail on all evidence taken into account by the enquiry can be seen in the papers of the Policy Commission meeting of 12th September 2007. (www.iwight.com)
2. Policy Commission for Children and School Results – Draft Blue Paper on the Enquiry into Youth Engagement Strategy September 2007.
3. An outline delivery model, revised constitution and implementation plan was considered by the Policy Commission in April 2008 and a progress report considered in December 2008. (www.iwight.com/childrensservices - links to be uploaded along with online questionnaire).
4. These proposals were drawn up in January 2009 after preliminary discussions with staff, young people, volunteers and Local Management Committees.
5. Public Consultations to run from September 2009 through to the Big Day Out on 11th October 2009 with a following one month period to consider all representations and to synchronise with school reorganisation.
6. Decision by Cabinet November 2009.
7. To begin implementation of re-organisation from November 2009 and complete by April 2010.

8. PRINCIPLES

1. To increase the number of positive activity opportunities for young people in all wards.

2. To ensure children and young people are involved in how services are planned, delivered and reviewed in line with the Isle of Wight Participation Strategy.
3. To Increase collaboration and partner agency working, particularly through the full engagement of the voluntary sector and schools in order to offer an opportunity for a higher quality and more preventative level of contact with all young people.

9. PARAMETERS

1. Premises – the current property review of Council buildings and asset recommended the disposal of all youth and community centres apart from Wotton and Ryde youth and community centres and the Ryde Annex. The proposed school reorganisation offers the opportunity to invest in capital builds for youth facilities in school for use by schools during the day and on school sites for community use in evenings, weekends and school holidays. Local management committees of the current youth and community centres have expressed their desire to maintain youth facilities in their local communities. One local management committee have expressed an interest in forming as a charity with a devolved budget.
2. Budget (Appendix B) –The budget for business administration including caretaking, cleaning, reception, finance and office administration has been removed from the budget and is controlled centrally as part of the Business Systems Improvement Programme.

Finance staff budget for youth community	£602,898
Finance staff budget Connexions	£254,697
Total	£857,595
Savings	£140,000 (plus £115,000 non staff budget identified)
Project Management	£25,000
4 x Tier 5 Youth Connexions development managers	£140,000
New budget available	£552,595

22 full time youth connexions workers
(current terms and conditions only allows 8 sessions
per fortnight of evening work)

Or 44 x 0.5 whole time equivalents*
Or 32 x 0.7 whole time equivalents*

3. Locality working – the Isle of Wight Council children and young people’s services will be delivered across the Island through three localities each with a locality co-ordinator (appointed through the restructured management arrangements from across the directorate).

10. PROPOSAL

To develop an integrated service made up of more flexible youth connexions posts and roles working with other services, agencies and partners out of a wider range of facilities

1. To reorganise Youth Connexions services to have a core group of full time posts and an optimal workforce of 0.7 whole time equivalent roles to develop a professionally qualified workforce and clear career pathways as part of the national youth work reform programme of the Children’s Workforce Development Council.
2. To develop access to new youth facilities in local communities in and on school sites which when established would mean the closure of the existing youth and community centres.
3. To partner with schools, Isle of Wight College, cultural, police, fire and community safety services, leisure and sport services and local voluntary and community organisations through a revised affiliation scheme.
4. To increase the number and range of positive activities for young people within local community venues and other local facilities such as schools, leisure centres and mobile youth facilities.
5. To support the development of youth cafes.

Table One: Illustrating the combination of more part time rather than sessional posts

Proposal	Number of staff	Maximum number of evening sessions per week	Additional number of daytime sessions	Integrated Working in Localities	Positive Activities	Targeted Youth Support	Cost £	Added Value	Risks
3. An integrated service made up of more flexible youth connexions workers based on revised budget working with other services, agencies and	44 x 0.5 whole time equivalent posts inc 4 youth connexions development managers	(143) 96 evening sessions if worked in pairs or 192 evening sessions if worked with partners	8 sessions if worked in pairs or 16 if worked with partners	32 evening sessions if worked in pairs or 64 evening sessions if worked with partners per locality per week	Yes if linked to sports clubs and centres.	Greater opportunity to access more young people and for them to access routes through to targeted support	£692,595	Proposals to use PAYP grant to fund two youth workers to YOT. Proposal to fund an additional Duke of Edinburgh Award worker. Proposal to jointly fund 2 youth workers with	Connexion shops could open in Newport and Ryde if evening sessions were swapped for more day time sessions and venues also provided activity spaces. Dependent
	32 x 0.7 whole time equivalent posts inc 4 youth connexions development	(143) 72 evening sessions if worked in pairs or 144 evening sessions if worked with partners	40 sessions if worked in pairs or 80 if worked with partners	24 evening sessions if worked in pairs or 48 evening sessions if worked with			£692,595		

Proposal	Number of staff	Maximum number of evening sessions per week	Additional number of daytime sessions	Integrated Working in Localities	Positive Activities	Targeted Youth Support	Cost £	Added Value	Risks
partners in pairs	managers			partners per locality per week per locality				LACES. Proposal to have a dedicated centre for young people with additional needs.*	on availability of partners and volunteers and stringent safeguards

Key

(143)

= current sessions delivered on existing model

YOT

= youth offending team

LACES

= looked after children education service

PAYP

= Positive Activities for Young People Grant £60,000.00

There are a number of services that form the targeted youth support programme that will work with the reorganised youth connexions service to provide additional packages of co-ordinated support for young people within universal settings accessed through a common assessment framework with a lead professional.

Table Two: Illustrating the additional targeted youth support services available to work alongside the reorganised Youth Connexions

Existing Targeted Services	Number of staff	Maximum number of evening sessions per week	Number of centres / projects including one stop shop	Integrated Working in Localities	Positive Activities	Targeted Youth Support	Cost £	Added Value	Risks
Early Interventions	5	Support 50 young people a year	Yes	Yes	Yes	Yes	£175,000.00		Funding to be agreed from area based grant
Teenage Pregnancy	2	Support 50 young people a year	Yes	Yes	**	Yes	£90,000.00		**Requires development of access to positive

									activities
Intensive Support Service	11	tbc	Yes	Yes	**	Yes	£90,000.00		**Requires development of access to positive activities
Substance Misuse	0	na	Yes	Yes	**	Yes	£20,000.00		Requires training of existing staff to deliver

*Dedicated youth centre for young people with additional needs has been requested by young people with special needs following a focus group with them on the proposed reorganisation.

11. IMPLICATIONS

To develop an integrated service made up of more flexible youth connexions posts and roles working with other services, agencies and partners out of a wider range of facilities

1. This proposal would lead in the short term to a reduction in sessions as vacant sessional posts are not filled until they can be aggregated into more full time posts. Centre sessions would decrease in order that provision can be established in alternative venues and through school and community facilities.
2. This proposal would seek to partner local voluntary and community organisations through a revised and enhanced affiliation scheme to increase the number and range of positive activities for young people again working out of local community centres and other local facilities such as leisure centres, parish halls and mobile youth facilities.
3. To keep Youth Connexions one stop shop in Newport and open a similar one in Ryde. This will require additional capital investment, business administration support and co-ordination with other co-located services to maintain opening hours and current provision of one stop shop, youth café and information, advice and guidance.

4. It will involve harmonizing terms and conditions of current staff with generic job description incorporating delivery of tier 1 preventive skills around behaviour change, motivational interviewing, emotional health and well being, sexual health and substance misuse information and with differentiated specialities and expertise.
5. This will require a 12 to 18 month transition programme.
6. There is an opportunity to develop three (one in each locality) new modern youth facilities such as a refurbished school released for use due to the proposed school reorganisation with a new build in one locality using the My Place funding application developed, available through the proposed national funding available from seized assets.
7. This will require a revision of the current affiliation scheme and it's synchronising with the Rural Community Council's plan to accredit groups and the developing strategy of working with the voluntary and community sector.
8. This will require a revision of the current constitutions of the local management committees and a reorganisation of local governance arrangements.
9. This will require a new quality assurance scheme and youth based curriculum to offer alternative education provision.
10. In those communities on the Island where a primary school will serve the whole community there is an opportunity through the school reorganisation capital programme to develop youth facilities on school sites. This will expand the reach of the current service down from 13 year olds to 11 year olds.
11. Aligning the youth service reorganisation with that of the school system offers the additional opportunity to develop faith-based youth work provision in partnership with the diocesan authorities.
12. There are opportunities to develop joint working with the new Brighstone Forrest outward bound and alternative education provision centre.
13. There are opportunities to develop joint working with Branstone Farm developing land-based vocational activities during the school holidays.
14. The Isle of Wight Workforce Development training programme, of which the current youth service training programme is part, is developing core competencies across the entire children's services workforce such as understanding child development, common assessment of need and how to undertake the lead professional role This could be expanded to train all staff to be proficient in

delivering preventive and early intervention approaches with young people such as information, advice, guidance and signposting around emotional health and well-being, smoking cessation, substance misuse prevention, sexual health and physical health.

15. The findings from the Isle of Wight Cultural and Leisure Services review of the leisure facilities on the Island offers the opportunity to work in partnership with a reorganised youth connexions service. This could include youth connexions workers supporting current cultural, leisure and sport activities to expand their range and extend the quantity on offer. Cultural and Leisure Services also have a number of venues that could be made available from which youth connexions workers could operate.

12. NEXT STEPS

Consultation opportunities: Timetable of consultations Appendix A (to be uploaded and updated on www.iwight.com/childrensservice/youthreorganisation)

13. DECISION

The final decision will be taken by the Cabinet Member for Children and Young People either as a delegated decision or through Cabinet.

14. CONTACT:

Simon Dear, Commissioner for Positive Activities
29 High Street, Newport. Isle of Wight PO30 1UD 01983 823490 Email youthservice@iow.gov.uk

15. REFERENCES

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Smith, M. K. and Doyle M. E. (2002), 'The Albemarle Report and the development of youth work in England and Wales', *the encyclopedia of informal education*, http://www.infed.org/youthwork/albemarle_report.htm.

16. CONSULTATION RESPONSE FORM

PROPOSAL FOR THE RESTRUCTURE OF ALL SERVICES NECESSARY TO PROVIDE A CO-ORDINATED AND COHERENT INTEGRATED YOUTH PROVISION					
Consultation response					
PRINCIPLES	1. To increase the number of positive activities for children and young people.		2. To ensure children and young people are involved in how services are planned, delivered and reviewed.		3. To Increase working with others, particularly the community and voluntary sector and schools.
Do you?	Agree	Disagree	Agree	Disagree	Agree Disagree
Your					

Male	Member of staff in youth connexions service	Young person aged 13 to 19	Young person with additional needs	A volunteer in youth connexions services
Female	Member of the public	Young person aged under 13	A user of youth connexions services	A non user of youth connexions services
Local business	Local Management Committee Member	Town / Parish or County Councillor	School staff	A voluntary community sector group
A local business who would consider sponsoring the running of a centre / positive activities for young people if supported by a qualified / experienced youth connexions worker(s)	A Local Management Committee who would consider becoming a charity taking over the running of a centre to provide positive activities for young people if supported by a qualified / experienced youth connexions worker(s)	A Town / Parish Council who would consider running a positive activity for young people if supported by a qualified / experienced youth connexions worker(s)	A school who would consider running a positive activity for young people if supported by a qualified / experienced youth connexions worker(s)	A voluntary community sector group who would consider running a positive activity for young people if supported by a qualified / experienced youth connexions worker(s)
Contact Details (optional):				
Please return to: Isle of Wight Youth Connexions reception, 29 High Street, Newport, Isle of Wight, PO30 1UD. Email: youthservice@iow.gov.uk www.iwyouthservice.org.uk By midday on 12 th October 2009.				

Thank you

The formal public consultations will include:

- Weekly bulletins
- Online survey developed with children and young people

- Question Time panels for young people
- Travelling video diary room for young people culminating in the Big Day Out 11th October 2009
- Articles in the Beacons and County Press
- All Local Management Committees briefings in person
- Mail out to all schools and Governing Bodies
- Town and Parish Council briefings either in person or through the locality workshops
- Surgeries will be held at local libraries
- Consultation with young people at the Wight 2B Heard Conference
- Briefing to Youth Council and School Councils
- Briefing for police
- Briefing for Community Safety Service
- Briefing for extended schools co-ordinators
- Briefing for voluntary and community sector network
- Briefing for Combined Council for Voluntary Services
- Locality Workshops

APPENDIX B BUDGET STATEMENT

Youth Service Budget 2009-10 - Savings Target

	£	£
Employee Costs		
Youth Workers	713,740	
lyWAC Staff	5,608	
Cleaners	98,023	817,371
Other Employee Costs		
Training	13,059	
Subsistence	1,213	

Pensions Compensatory Benefits	726	
VDU Eye tests/Medical fees	200	
Conference expenses	200	
Employment Related Insurances	11,793	27,191
Premises Related Expenses		
Materials	100	
Utilities	46,568	
Rents	28,073	
Rates	45,719	
County properties	23,254	
Cleaning Materials/Equipment	4,162	147,876
Transport Costs		
Vehicle Expenses	3,933	
Derv	2,437	
Vehicle Repairs & Maintenance	500	
Central Transport Allocations	5,826	
Furniture Removals	1,625	
Rail, Boat, Bus Fares	3,260	
Car Allowances/Mileage	13,378	30,959
Supplies & Services		
Equipment	7,665	
Drinking Water	150	
Uniforms/Clothing	200	
Printing & Stationery	7,861	
Advertising	3,700	
Postage	2,456	
Telephones	12,977	
Insurances	6,767	
International Youth Camps	637	
IYWAC	55,770	
Subscriptions	1,006	
Events	4,758	
External fees	100	
CRB Checking	856	
Contributions	550	
Grounds Maintenance	1,761	107,214

Contingencies

Savings to be identified -8,297

Income

Hire of Rooms etc -19,668
Hire of vehicles -17,000
Phone Calls -4,766
Rents (IYWAC) -5,120 -46,554

Non-Controllable

Building maintenance 57,634

Net Expenditure 1,133,394

Less Premises Costs/Income -128,208

1,005,186

Less Non-Controllable Expenditure -57,634

Net Expenditure for Savings Calculation 947,552

Statistical Neighbours Youth cost per head of relevant population (from S52 benchmarking) = £52

Isle of Wight Youth cost per head of relevant population (from S52 benchmarking) = £71

To reduce the Isle of Wight cost per head to the SN average will require a 26.9% reduction

£947,552 x 26.9% = £255k

Assume half-year effect in 2009-10 = £127