

VISION & VALUES



Introduction

This document explains and clarifies the current work of the organisation, and details our future plans to expand and increase the amount of support offered to young people. The work of Hampshire and Isle of Wight Youth Options (HYO) offers a comprehensive range of support and opportunities for up to 30,000 young people aged eight to twenty one, and their families each year, which enables them to acquire the necessary skills to work towards the five core outcomes identified in the Children Act 2004. The five core outcomes are:

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well-being

The wide variety of activities we offer to our affiliated groups and organisations cater for all young people, regardless of their background, and acknowledge the valuable contribution they all make to their communities. We also provide an innovative and creative programme of intensive individual support, delivered through the Inclusion Projects, Pupil Referral Units and Behaviour Improvement Projects. It is through the positive interventions provided by this work that the most disadvantaged young people benefit.

HYO employ a variety of methods to encourage young people to access the programmes including:

- Club visits by the Youth Support Team
- Group work
- Individual key work sessions
- Open Access sessions
- Referral by other agencies

The Last Three Years

HYO has seen a rapid and significant growth in all areas of work during the last three years. This has resulted in an enormous increase in the following resources:

- Staff - from twelve to thirty-five employees
- Office accommodation - additional offices at The Eastpoint Centre in Thornhill, Millbrook School in Southampton as well as extra desk space in the Winchester office
- Finance – turnover up from £350k to almost £1 million
- Training – a high percentage of staff are engaged in long-term training courses and all other staff are regularly accessing other training opportunities
- Vehicles – the fleet has increased by two minibuses and an extra van for the Youth Support Team

As a result of this rapid expansion, the Board of Trustees and the Chief Executive (CEO) agreed to update the current three-year development plan to encompass local and national plans. The CEO formed a review group made up of senior managers within the organisation. As a result of the review HYO has set clear objectives for future programmes of work and what resources are needed to achieve them.

Into the Future

In order to address the changing needs of young people in a society that is increasingly diverse, HYO has identified the Inclusion Programmes as an area of work that must expand. Individual funding streams and the geographical areas that they relate to governs the work currently delivered. In order to properly address the concept of inclusion, HYO needs to secure alternative sources of funding that enable us to stretch the geographical boundaries to ensure equality of access to all young people.

HYO have also identified a need to increase the number of open access opportunities that are available through the club support programme and the project work. Again this helps to ensure equality of access and opportunity and does not restrict us to delivering programmes of work in areas defined by government funding.

The following pages detail a comprehensive overview of the successful programmes of work that we deliver to young people, through our seven identified key themes that are linked to the five core outcomes. Both the key themes and the programmes are based on areas of work in which we have a proven track record and can continue to deliver effectively.

YOUTH OPTIONS' KEY THEMES

SOCIAL EDUCATION (Be Healthy; Stay Safe):

- THEATRE ADAD – ISSUE BASED DRAMA WORKSHOPS
- ROADRUNNERS
- RESIDENTIAL EXPERIENCES
- ENABLING PERSONAL DEVELOPMENT

SPORTS (Be Healthy; Enjoy and Achieve):

- ORGANISED COMPETITIVE EVENTS
- COACHING
- TEAM BUILDING
- OUTDOOR ACTIVITIES

CULTURAL (Make a Positive Contribution):

- VISITS TO PLACES OF CULTURAL INTEREST
- CREATIVE ARTS
- AWARENESS OF CULTURAL DIVERSITY

QUALITY ASSURANCE AND MANAGEMENT (Stay Safe; Achieve Economic Well-being):

- GOOD PRACTICE
- POLICIES AND PROCEDURES
- LEGISLATION
- FUNDING
- PROMOTING TRAINING
- MONITORING AND EVALUATION

INTENSIVE INDIVIDUAL SUPPORT (Be Healthy; Stay Safe; Enjoy and Achieve; Make a Positive Contribution; Achieve Economic Well-being):

- PARENTING SKILLS
- EDUCATION
- SOCIAL TIME
- LIFE SKILLS
- HEALTH AND WELL-BEING

COMMUNITY INTERACTION (Make a Positive Contribution; Achieve Economic Well-being):

- VOLUNTEERING
- LOCAL EVENTS
- CAPACITY BUILDING
- ADVOCATING FOR YOUNG PEOPLE
- SUPPORTING CLUBS AND ORGANISATIONS

TRAINING AND ACCREDITATION (Enjoy & Achieve; Make a Positive Contribution):

- FIRST-AID
- SPORTS COACHING
- BASIC FOOD HYGIENE
- WATER SPORTS
- FIRE SAFETY AWARENESS

SOCIAL EDUCATION (Be Healthy; Enjoy & Achieve)

The programmes of work delivered by HYO are very diverse as we acknowledge the specific needs of young people. All participants are supported to develop in their areas of greatest need whether behaviourally, academically, physically or socially. The programmes focus on life skills and steer young people to make positive personal choices by providing support and offering a range of challenging and stimulating opportunities.

THEATRE ADAD – ISSUE BASED DRAMA WORKSHOPS

Theatre ADAD is a Theatre In Education group that promotes personal and social responsibility, social inclusion and citizenship. The programme provides a 'safe' environment where young people are able to make their own choices from the information and facts provided by the workshops. The three workshops available are:

- *'Wasted'* - drug & alcohol awareness,
- *'Behind Closed Doors'* - relationships & domestic violence
- *'Front Line'* - street robbery, offensive weapons and criminal damage

ROADRUNNERS

Young people who are approaching the legal driving age are given an insight into the issues that come with learning to drive a car.

The programme focuses on 5 aspects of buying and owning a car:

- Buying a second hand car
- The cost of motoring
- Emergency first aid
- Road safety
- Learning to drive

Throughout the workshops young people are faced with situations that they might encounter and are given the opportunity to examine the consequences that may arise from their decisions.

RESIDENTIAL EXPERIENCES

Youth Options offers young people the chance to visit the Scottish Highland village of Glenborrodale for a weeklong residential experience. During the week activities are centred on team building, increasing self-confidence and increasing positive interaction. For some participants this is the first time they have ever been away from home, and the experience broadens their horizons and increases their general aspirations and self-esteem.

ENABLING PERSONAL DEVELOPMENT

Young people are given individual support to develop at their own pace and according to their own ability. Staff assist young people to set achievable targets which address particular aspects of their learning and behaviour. Targets come in many forms ranging from accreditation courses, which can be used to find employment (First Aid, RYA Sailing courses, Basic Food Hygiene), to healthier lifestyles and managing behaviour and conflict.

SPORTS (Be Healthy; Enjoy & Achieve)

HYO offers young people a variety of different sporting opportunities. Sports and physical activities are delivered to young people in clubs by way of competitive events, and as part of structured developmental programmes for targeted young people. Participation in sporting activities enables young people to develop valuable skills such as teamwork, co-operation and communication, as well as improved health from being physically active.

ORGANISED COMPETITIVE EVENTS

Young people attending our affiliated youth groups have the opportunity to participate in organised competitive events in football, pool, snooker and boxing. These sporting events allow young people to mix with other young people from different clubs, enjoy competitive sport and achieve success. The winners from these competitions can advance to regional and national rounds run by our national organisation Clubs for Young People (CYP).

COACHING

We provide coaching sessions in a range of sports for young people including basketball (in partnership with Solent Stars), football (in partnership with Southampton Football Club), badminton, trampolining and tennis. Coaching sessions allow young people to improve their skills, try new activities and enjoy physical exercise. Our Youth Support Team also provides a number of physical workshops to affiliated youth groups that include team games, circus skills and gladiator jousting; whilst these activities are not strictly sports they provide the opportunity for young people to take part in fun physical activities.

OUTDOOR ACTIVITIES

Outdoor activities are used in many of our programmes. These are an extremely positive way of enabling young people to develop important skills such as communication, co-operation and teamwork. Through participation in challenging tasks and activities young people develop confidence, overcome fears and gain a sense of achievement. We deliver structured programmes of activities and one off events; activities include low ropes, high ropes, climbing, mountain biking, night orienteering, paintballing, archery, canoeing, sailing and raft building. Young people have the opportunity to attain accreditation in certain activities, for example the British Canoe Union Star Awards and the Royal Yachting Association qualifications. We also offer residential experiences at a centre in Glenborrodale, Scotland. This experience gives the young people who attend the opportunity to experience a range of outdoor activities that enable them to acquire valuable life-skills.

CULTURAL (Enjoy & Achieve; Make a Positive Contribution)

Youth Options encourages young people to explore different cultures and provides opportunities for young people to experience different cultural activities.

AWARENESS OF CULTURAL DIVERSITY

We work with young people from a variety of cultural backgrounds and it is our aim to raise awareness of cultural diversity by encouraging discussion and debate. Young people are introduced to different cultures through our creative arts programme.

CREATIVE ARTS

We offer a programme of creative arts to our affiliated clubs and projects, which include:

- Animation
- Art and craft workshops
- Creative writing
- Drama workshops
- Fashion Challenge
- Music workshops
- Photography
- Poetry
- Video Making

VISITS TO PLACES OF CULTURAL INTEREST

Young people are offered excursions to a variety of places, including The Natural History Museum, The London Dungeon, The London Eye, Portsmouth Historic Dockyard, The Eden Project and theatre visits.

QUALITY ASSURANCE AND MANAGEMENT (Stay Safe)

HYO currently works in partnership with South Central Connexions in delivering Assured Quality for Youth Projects (AQYP) to a number of our affiliated groups and partner organisations. AQYP is a

self-assessment tool that enables those working with and delivering services to young people to ensure that they are achieving the highest possible standards. AQYP is available to other organisations upon request, including our seventy affiliated youth groups. Part of our service to them is to support them with management issues and this is achieved through the following:

GOOD PRACTICE

HYO has written a Good Practice Guidelines document that provides information and advice on relevant areas of work to all of our own employees, trustees and volunteers as well as those working with affiliated groups.

POLICIES AND PROCEDURES

HYO has policies and procedures in place, which cover all aspects of our work and are reviewed on an annual basis by the senior management team. There are named representatives from the senior management team with specific responsibilities. All of our affiliated groups are able to access these policies as part of the management support available to them.

- Health & Safety
- Child Protection
- Equal Opportunities
- Data Protection
- Internet and email

LEGISLATION

It is the responsibility of the trustees and the Chief Executive to ensure that the organisation remains up to date with all current legislation that relates to working with children and young people, and that measures are put in place immediately when legislation is changed or introduced. Any information relating to changes in legislation that have an effect on working with young people is shared with our affiliated groups.

FUNDING

In ensuring the continued development of both the organisation and its affiliated groups HYO is pro-active in sourcing funding streams for all aspects of work, and has a proven track record of securing match funding and continuation/sustainable funding for new and existing programmes of work.

PROMOTING TRAINING

All HYO employees are encouraged and supported to enhance their personal and professional skills through training. This opportunity is also extended to affiliated groups and partner organisations.

MONITORING AND EVALUATION

This is achieved through recording positive outcomes, changes in statistics, setting goals and targets against specific objectives. HYO uses a variety of media for monitoring and evaluating programmes of work.

INTENSIVE INDIVIDUAL SUPPORT (Be Healthy; Stay Safe; Enjoy and Achieve; Make a Positive Contribution; Achieve Economic Well-being)

The young people that we work with have a variety of needs that cannot always be met in a group environment. We therefore offer intensive individual support that is designed to meet a young person's particular needs to best effect. The programme of intensive individual support is, by its very nature, different for every young person, and varies in content and duration. One key worker, who builds up a relationship based on trust and support, thus enabling them to cater to the needs of the young person, generally delivers this programme of support.

PARENTING

HYO has several members of staff who are trained to deliver parenting courses. These courses enable parents to learn key parenting skills that promote a positive relationship with their children. We also work closely with parents enabling them to access support services, including housing, health care and education. All of this fosters a positive home life for the young people with whom we work.

EDUCATION

We enable young people to achieve educational success in a variety of ways. We provide support in school, helping young people to access the curriculum in the classroom. We provide learning opportunities outside the education system through activities and excursions, which enable young people to achieve success and promote self-esteem. We also help young people engage in further education, employment or training by providing focused support to help them select and apply for the most appropriate placement for themselves.

SOCIAL TIME

We work closely with young people to find out what their interests are, and also give them access to leisure opportunities they had not previously considered. We investigate local opportunities for a young person to pursue a particular area of interest and then help them to access this opportunity.

LIFE SKILLS

We work with many young people who find social interaction very difficult and we work in a variety of ways to help them overcome such difficulties. We play games with young people whereby they have to learn and comply with simple rules of social engagement. We give support to young people in a group environment helping them to gain confidence in social situations. We work with young people on basic literacy and numeracy skills, helping them to understand forms and simple monetary transactions.

HEALTH & WELL-BEING

Young people are helped on an individual basis with a variety of health and well-being issues. Examples of such issues are helping young people to address personal hygiene problems, taking young people to the optician, enabling young people and their families to access healthy eating plans and providing fruit and snacks for young people whilst they are participating in activities.

COMMUNITY INTERACTION (Make a Positive Contribution; Achieve Economic Well-Being)

As well as working with young people themselves it is important that we acknowledge their wider communities. We aim to support young people to interact with and make a positive contribution to their communities. By supporting communities and specifically other organisations that work with young people, we can ensure that young people have access to the highest quality services.

VOLUNTEERING

HYO encourages young people to become involved in volunteering. We use volunteers to help support other young people involved in our projects, to assist staff in providing activities in youth clubs (through our Youth Support Team), and to support fundraising and community events. Volunteering provides the young people with the opportunity to make a positive contribution, and to gain valuable new skills and work experience. All our volunteers receive certificates for the hours they commit; many gain accreditation through the Millennium Volunteers scheme and some young people have been nominated for regional volunteer awards.

LOCAL EVENTS

It is important that young people feel that they are valuable members of their local communities. We support young people in making a contribution by encouraging young people to volunteer and participate in community events. Examples include wrapping Christmas presents for children in hospital, organising litter picks and supporting community festivals.

CAPACITY BUILDING

We provide support to a number of voluntary management committees on management issues, personnel issues, funding, recruiting new members and helping them to gain new skills. In offering this support we develop the capacity of these voluntary organisations by strengthening their ability to respond to the needs of the communities they serve, especially young people.

ADVOCATING FOR YOUNG PEOPLE

We work with many young people who are experiencing difficulties in their lives, and who require additional support. HYO staff support or advocate for these young people in a whole range of ways, including, accompanying them to court, working with parents, accompanying them to school appointments, being the appropriate adult for police interviews and liaising with other agencies working with the young people.

SUPPORTING CLUBS AND ORGANISATIONS

HYO provides a valuable service in supporting around seventy affiliated clubs and organisations that work with young people. By supporting their management committees we ensure these organisations provide the best possible service for the young people. The support we offer includes providing information and advice on insurance, CRB checks, staffing and obtaining funding. We also organise and provide activities and events for young people within these clubs.

TRAINING AND ACCREDITATION (Enjoy and Achieve; Make a Positive Contribution; Achieve Economic Well-being)

HYO regards personal and professional development as a vital element of the support offered and provides a range of opportunities to employees, volunteers and young people.

Our target groups for training and accreditation are:

- HYO employees and volunteers:

The majority of HYO's employees are engaged in training that is relevant to the work of the organisation.

- Members and staff of affiliated youth groups

HYO provides a range of training opportunities such as First-Aid, Sports Coaching, Basic Food Hygiene, Water Sports and Fire Safety Awareness

- Young people referred through our Inclusion and Education programmes

Young people referred to these programmes are supported to follow a personal development programme with specific targets related to the issues that have resulted in their referral. All of these personal development programmes include training and accreditation that is achievable for the individual.

- Young people Not in Education, Employment or Training (NEET)

These young people are provided with personal development programmes that aim to develop their confidence and self-esteem and supports them with work experience and basic skills training. The combination of a named key-worker and a creative programme that includes new experiences and opportunities, plus structured sessions that deal with completing application forms, interview techniques and presentation skills, has proved very successful for a number of young people accessing these programmes.

FUNDING AND SUSTAINABILITY

The growth of the organisation has been achieved through funding partnerships, short-term contracts and some one-off pump priming. This funding has had an immediate and visible effect in the areas where the programmes of work are delivered across the area. Loss of any of this funding would result in the closure of projects and in a reduction in services to young people. Significant investment has been made in the development of staff through training and accreditation, including a number who work in the areas in which they live.

In order to achieve financial sustainability and the continued development of the organisation, the Trustees have made a significant investment by appointing a funding manager and providing additional support to the senior management team.

HOW YOU CAN HELP

Youth Options delivers services to all young people either directly to its affiliated clubs and groups, or through Service Level Agreements with Local Authorities and other funding bodies. In order for this to continue Youth Options has undertaken a comprehensive evaluation of its work and identified the areas in which it is most pro-active and successful, the outcome of which is detailed in this document.

You can help by:

- **Contracting services**
- **One-off grants**
- **Donations**
- **Gift Aid**
- **Give-as-you-earn**
- **Sponsorship**
- **Supporting our fund raising events**
- **Long-term investment (3-5 year funding)**

For more information on our programmes of work and a comprehensive overview of the organisation, which could include visits to individual projects and meeting young people, parents and staff please contact:

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Hampshire and Isle of Wight Youth Options is committed to providing quality services to young people

