

Welcome

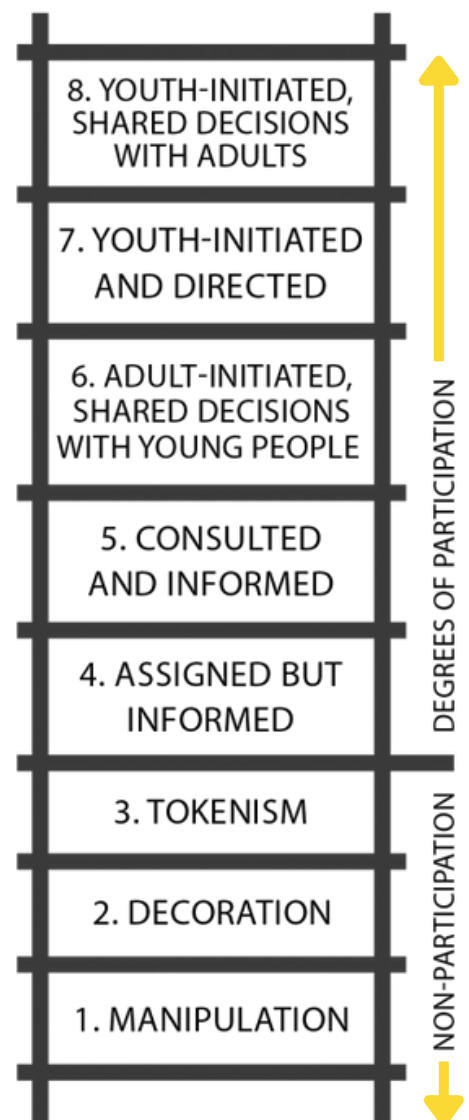
Creative Youth Network's (CYN) vision is for every young person to have the opportunity to enter adulthood able to achieve their own potential, whatever their background or circumstances. Young people make up for 1 in 4 of the population of Bristol and 1 in 4 in South Gloucestershire and are often left out of decision making. We want to amplify the voice of young people and provide them with opportunities to express themselves and meaningfully influence decisions that affect them, internally at CYN and in society.

The Importance of Youth Participation

Utilising meaningful participation can contribute to structuring programs, policies and services that affect young people's lives to adequately address their needs and interests and well as benefitting the organisations success.

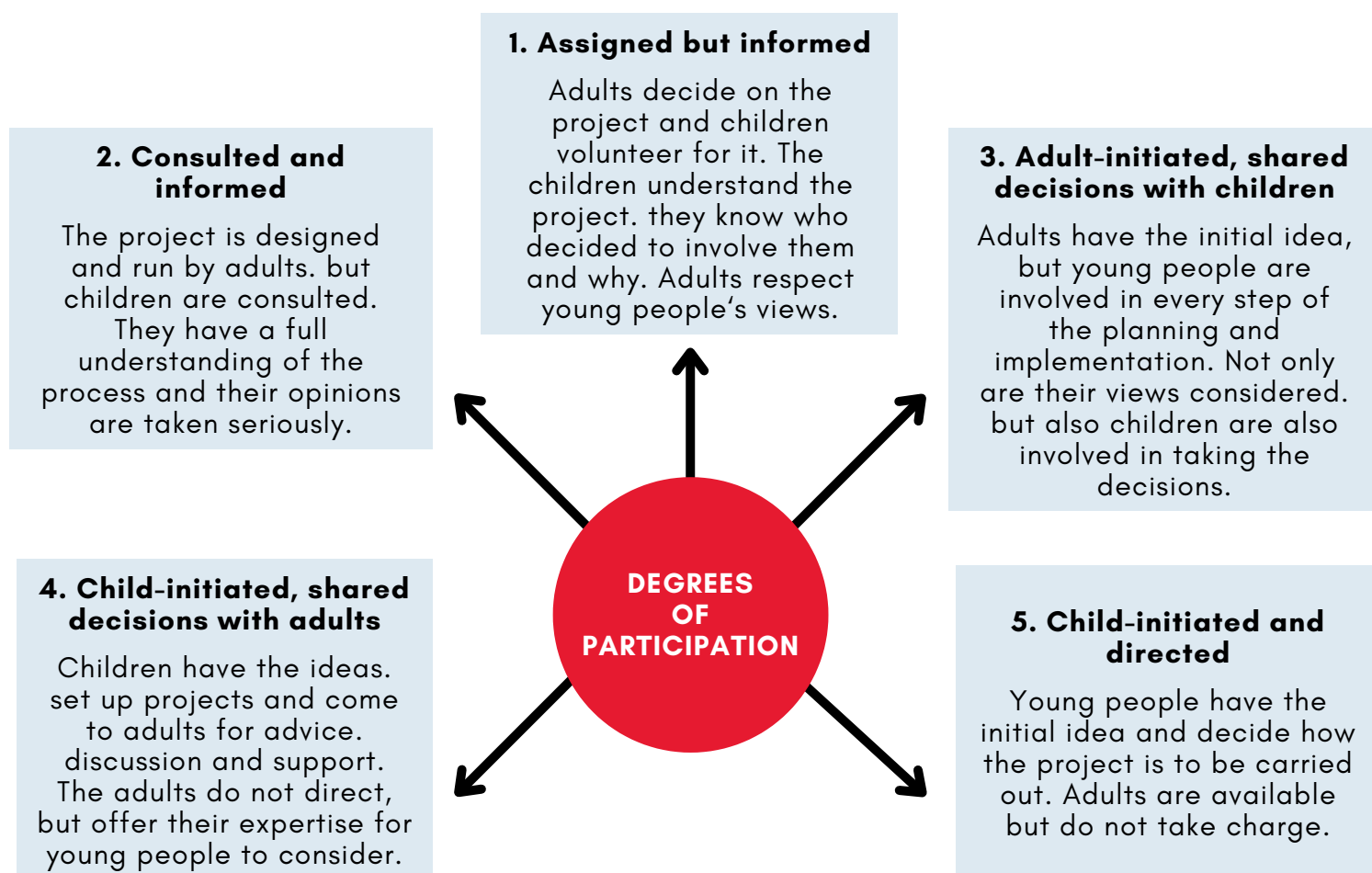
Benefits to young people include increased skills, self-esteem, confidence and knowledge, personal development, insight into roles of adults, increased access to EET, increased sense of connectedness, belonging and feeling valued, contributing to positive mental health

Benefits to the organisation include enhanced organisational development, fresh ideas and energy, increased capacity, increased organisation credibility, remaining relevant and meeting the needs of young people and therefore sustaining services (i.e. winning funding bids and income generation)



“Every young person has the right to express their views, feelings and wishes in all matters affecting them and to have their views considered and taken seriously.”

- Article 12, The UN Convention on the rights of the child



Our Progress So Far

There are pockets of exemplar, externally recognised youth participation across CYN, in which young people are operating at level 8 of hearts ladder – youth initiated, shared decisions with adults. This is particularly found in our frontline delivery of provision. We have strong local and regional partnerships that enable youth voice projects. Our model of 'We the 33%' events is gaining a strong reputation locally, with increasing requests to deliver on behalf of external stakeholders.

Areas for development:

- Create a consistent approach to participation across CYN, to ensure we amplify diverse young people's voice, enabling them to influence and share decision making
- Ensuring youth involvement, at all levels of the organisation is meaningful and not tokenistic
- Developing income generation strand of youth participation to sustain our youth involvement programmes

Resource was allocated to the development of the strategy. We have developed the strategy in collaboration with key stakeholders.

This has included:

- Young people across CYN delivery (including underrepresented, and existing participation groups)
- Staff teams
- Senior management
- The board (including young trustees)
- Co-designed with young people

Vision

Creative Youth Network will have a culture of youth involvement, in which young people are involved in the operations of the organisation and shared decisions with adults around issues that affect them. We will have a quality assured, externally recognised structure that;

1. Facilitates meaningful youth participation within CYN
2. Effects change in the society
3. Supports young people to unlock their potential, irrespective of their background or circumstances
4. Creates sustainability of participation programmes within CYN

Values

- Dynamic and inspiring
- Trusted and supportive
- Open minded and reliable
- Ambitious and bold

Focus Areas

- Culture & structure
- Resourcing & sustainability
- Reputation and relationships
- Education, training and employment

Culture and Structure:

- Create a consistent youth led culture within CYN
- Develop a participation structure that links all participation projects together to maximise opportunities for young people interested in having their voice heard.
- Develop a cohesive structure of CYN projects that ensure progression opportunities for young people into participation focussed activities.
- Develop a training and support structure for Young Trustees.
- Develop training and support so that all staff recruitment involves young people.
- Develop a flagship young leaders' programme to lead on strategic decision making and external youth voice.
- Develop a structure that enables all CYN departments to involve young people operations i.e. volunteers, placements, apprenticeships
- Complete Hear by Right (NYA) external accreditation and achieve 'Outstanding' quality mark for Leadership and Management

Resourcing and Sustainability:

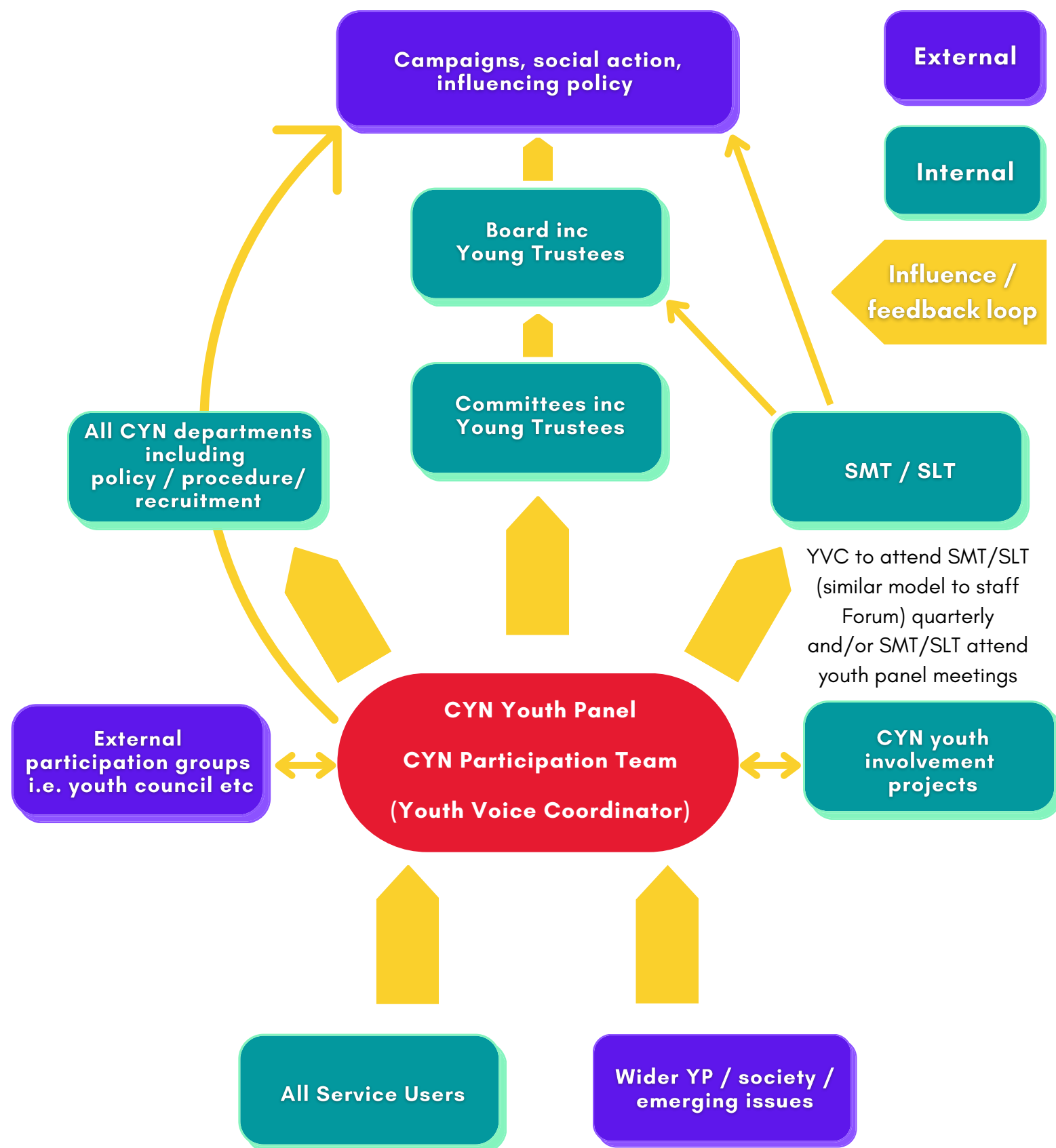
- Participation team / resource allocated to central function and coordination of youth participation across the organisation
- Train and support staff at all levels to have the knowledge and tools to work in a participatory way and champion youth participation
- Adequate resource to be creative and responsive to opportunities
- Develop of a scalable programme to build sustainability through income generation by providing external participation projects and training

Reputation and Relationships:

- We will build trusted and supportive relationships with young people to enable them to participate in participation programmes within CYN and wider opportunities in the region
- CYN will be known in the sector as creative experts and champions of youth voice and participation
- We will build good relationships with the media and key decision in region makers to facilitate the amplification of young people's voices
- We will work in partnership with key stakeholders to create opportunities for young people to influence decision making and systems change

Education, Training, and Employment:

- We will establish an accredited central young volunteer training programme
- We will offer training to young people to develop their skills and aspirations i.e. media training, storytelling, mystery shopping, presentation skills, campaign skills, project management and youth work
- We will develop a programme around employing young people within CYN, to include apprenticeships, creative commissioning, placements, apprenticeships, paid ad-hoc opportunities



Queries /requests for internal and external participation initiatives i.e. consultation, media requests, new projects, events to youthvoice@creativemethods.org.uk

KPI	Lead Responsibility	Evidence / Milestones Year 1	Evidence / Milestones Year 2	To be developed in years 3-5 with KPIs to follow
Culture and Structure				
Develop participation policy, procedure and structure for CYN	SMT, HoSGYS, YVC	End of quarter 2 (June 2022) Supporting documentation to be produced. All teams consulted with and feeding into.	(embedded end of year 5)	Develop a structure that enables all CYN departments to involve young people operations i.e. volunteers, placements, apprenticeships
Develop a training and support structure for Young Trustees.	HoSGYS, YVC	End of year	End of year	Develop training and support so that all staff recruitment involves young people.
Develop training and support so that all staff recruitment involves young people.	HR Dept, HoSGYS, YVC	End of year	By end of quarter 1	Embedded

KPI	Lead Responsibility	Evidence / Milestones Year 1	Evidence / Milestones Year 2	To be developed in years 3-5 with KPIs to follow
Culture and Structure (continued)				
Develop a flagship young leaders' programme to lead on strategic decision making and external youth voice.	CEO, HoSGYS, YVC	15 YP – Youth panel to be recruited by end of quarter 1 200 YP engaged in YV – end of year	Youth panel to be sustained and embedded in CYN – end of quarter 2 200 YP engaged in YV – end of year	
Programme of events and opportunities for young people	Marketing, Delivery teams, HoSGYS, YVC	Delivery of We the 33% events Delivery of 6 Sovereign innovation labs Development of participation team and one team programme planning – end of quarter 2	Delivery of We the 33% events – 4 per year Delivery of 6 Sovereign innovation labs Model for external youth voice programmes developed (income generation)	
Achieve 'Outstanding' quality mark for Leadership and Management	DCEO, COO, HoSGYS YVC	Evidence and action plan completed by end of quarter 1, submitted end of quarter 2 Action plan implemented by end of year	Outstanding mark achieved by end of year 2	Achieve NYA Hear by Rights quality mark by end of year 4

KPI	Lead Responsibility	Evidence / Milestones Year 1	Evidence / Milestones Year 2	To be developed in years 3-5 with KPIs to follow
Resourcing and Sustainability				
Participation team / resource allocated to central function and coordination of youth participation across the organisation	Fundraising, HoSGYS	Recruitment of Youth Voice Coordinator – by start of year 1	YVC role sustained Secure follow up funding	Develop of a scalable programme to build sustainability through income generation by providing external participation projects and training
Train and support staff at all levels to have the knowledge and tools to work in a participatory way and champion youth participation	YVC		Training developed by end of quarter 1 Sessions to start by end of quarter 1 All staff to be trained by end of year	

KPI	Lead Responsibility	Evidence / Milestones Year 1	Evidence / Milestones Year 2
Reputation and Relationships			
We will build trusted and supportive relationships with young people to enable them to participate in participation programmes within CYN and wider opportunities in the region	Delivery teams, YVC	95% agree trusted youth worker relationship – quarterly 230 CYN service users engaged in participation programmes – end of year	95% agree trusted youth worker relationship – quarterly 230 CYN service users engaged in participation programmes – end of year
We will build good relationships with the media and key decision in region makers to facilitate the amplification of young people's voices	CEO, SMT, Marketing, YVC	250 content (local and national appearances) each year 2/3rds of media appearances include the 'voices'/stories of young people Youth Panel to received media training – by end of quarter 3	TBC – CYN's 2023 KPI Repeat of media training for youth panel – end of quarter 3
We will work in partnership with key stakeholders to create opportunities for young people to influence decision making and systems change	SMT, YVC	10 meetings with YP and stakeholders and decision makers	10 meetings with YP and stakeholders and decision makers Delivery of 4 external events on behalf of providers

KPI	Lead Responsibility	Evidence / Milestones Year 1	Evidence / Milestones Year 2	To be developed in years 3-5 with KPIs to follow
Education, Training and Employment				
We will offer training to young people to develop their skills and aspirations i.e. media training, storytelling, mystery shopping, presentation skills, campaign skills, project management and youth work	YVC, Marketing	Media training to be delivered to youth panel by end of Q3 2 other training sessions (YP's choice) to be delivered by end of year	4 x training sessions delivered to youth panel by end of year (one each Q)	CYN to develop our own external training around youth involvement
We will develop a programme around employing young people within CYN, to include apprenticeships, creative commissioning, placements, paid ad-hoc opportunities	SMT, Central, HoSGYS, YVC		Structure, processes to be produced	By end of year 3