

# North Yorkshire Children's Trust

## Integrated Participation Strategy

or ...

**“How we plan to get better and  
better at involving children, young  
people (& *parents?*)”**

*Insert powerful image  
(montage of participation activities)*



North Yorkshire  
Children's Trust

## Our Vision for North Yorkshire

“Over the next 5 years, we aim to place North Yorkshire among the leading Children’s Trusts excelling at actively engaging children and young people”

Cynthia Welbourn, Chair  
North Yorkshire Children’s Trust

*Insert picture of Cynthia  
(Engaged with some c&yp in a  
discussion?)*

*Insert picture of the Chair of the  
North Yorkshire Youth Council  
(Engaged at a NYYC meeting?)*

Quote needed from Chair when  
elected

To be confirmed, Chair  
North Yorkshire Youth Council

## Setting the Scene

The members of North Yorkshire’s Children’s Trust (the Trust) already do a significant amount of diverse and quality engagement work with our children, young people and parents.

For a number of years this work has been the focus of the multi-agency Voice, Influence and Participation (VIP) Group. Increasingly, the involvement of service users is seen as a vital part of how services are developed and delivered. We now routinely see participation as an expectation. This is reflected in funding opportunities, inspection regimes and it is embedded in the array of legislation and guidance which surround our daily lives.

This is very positive – but it does give us a cultural challenge;

How do we get better, indeed how do we become among the best?

This strategy, owned by the Trust and all of its partners, maps out the steps we all need to take to ensure the children, young people and parents of North Yorkshire are truly and effectively engaged in developing our work. It is an overarching strategy and needs to influence all other strategies.

We should not under estimate the challenge ahead. To be among the best means performing alongside some Trusts who attract much higher levels of funding. Yes, we will all need to commit greater time and resources, but here in North Yorkshire we are also very well adapted to making the most out of what we do have.

Together we can and will ensure our vision becomes reality.

Ian Marr  
Chair, VIP Group

## **Purpose of the Strategy**

The North Yorkshire Children's Trust, through its Governance Arrangements, Statement of Purpose and the Children and Young People's Plan, makes a strong commitment to supporting the active engagement of children, young people and their families.

The Children and Young People's Plan 2008-11 includes a specific Improvement Priority "Increase children and young people's participation in shaping services". This Strategy draws upon the commitments within the Children and Young People's Plan and sets out how we will achieve them.

This Strategy has been developed by the Voice, Influence and Participation Group within the Children's Trust, and aligns to the North Yorkshire Strategic Partnership Community Engagement Framework.

## **What is Participation?**

Participation is where children and young people are involved in a partnership with adults,

- in an active, informed and meaningful way,
- which influences decision making and,
- results in action.

## **Why is it important?**

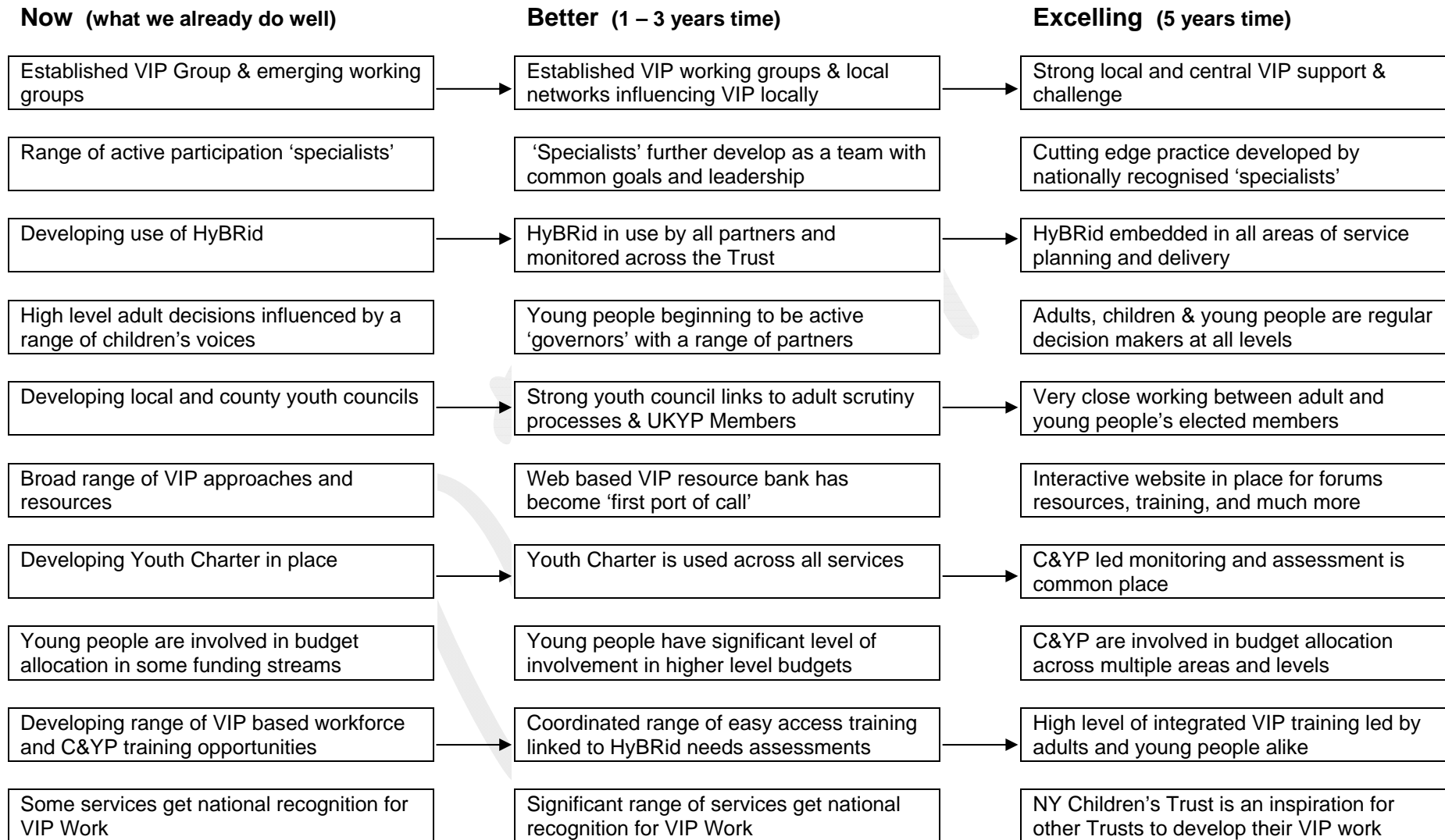
There are two big reasons why participation is important. Firstly, it is a child or young person's legal right to be involved in the decisions which affect them. Secondly, it makes for the delivery of better, more efficient services which children and young people want and need.

## **Our Core 'Principles of Participation'**

Children & young people;

- Have an explicit right to be heard
- Must be at the centre of all our work
- Know their lives better than we do
- Have opinions we truly value
- Must gain an increasing involvement

## The Steps to Excellence



## **The Voice, Influence and Participation (VIP) Group**

The VIP Group's role is to be a strong coordinating, supportive and challenging assembly formed from the full range of children and young people's services and represents the membership of the North Yorkshire Children's Trust (the Trust). The VIP Group is a sub-group of the Trust.

Much of the work of the VIP Group is through the various themed working groups. An outline of the membership profile the current working groups is included in appendix 3.

The VIP Group is responsible for;

- setting the participation agenda by working with managers, front line staff, children, young people and parents
- monitoring performance against the VIP Implementation Plan
- identifying and delivering appropriate support
- highlighting good practice
- challenging weak practice
- championing the rights of children and young people

To achieve these responsibilities, the VIP Group will need to work closely with the Performance and Commissioning sub-group.

### **Where do we need to focus?**

#### Cultural change

We know children and young people already have an increasing influence over the services they receive and this owes much to the way their active engagement has been embraced. But to get to a position where they are active in all decisions, from individual service delivery right up to the highest level of governance, means a significant cultural change across the children and young people's workforce.

This change will need to be approached by everyone with open minds, an informed process and steady, but consistent progress.

When children and young people understand their rights and develop a trust of adults they are eager to get involved. To match this, the workforce needs to be prepared to change how it does things so we can all achieve something much more valuable, worthwhile and effective.

#### Regular reviewing

We need to know where we are and where we are going. HyBRid<sup>1</sup> will be the 'golden thread' which will tell us how good we are at participation and what we

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<sup>1</sup> HyBRid is a tool for us to rate our approach to participation and help us plan how to change things. You can find out more about HyBRid at [www.northyorks.gov.uk/VIP](http://www.northyorks.gov.uk/VIP)

need to do to be even better. The Youth Charter<sup>2</sup> will help services understand what young people think of their approach and, in due course, a Children's Charter will follow.

#### Sharing good practice – an integrated approach

One of the best ways of getting better is for us all to learn from each other. By sharing effective practice we can help each other to adapt a successful approach in one area to become equally effective in another.

To enable targeted and effective sharing and learning to occur more easily a network of local VIP focused groups is being established. Building on the work of the VIP network in Harrogate, these integrated networks will offer trusted and sustainable local support for local partnerships, funded by local partners.

HyBRid will be at the heart of the development of the local networks. The networks will be accountable for participation in their area and will have a local support and challenge role.

Events to share good ideas will be run both locally and countywide.

The development of web based resources will be enhanced, including:

- On-line training
- Participation toolkits
- Case studies
- Consultation database

#### Workforce development

To help us become the best we will learn more about our participation training needs. This will help us produce, deliver and review a partnership wide participation training programme.

We will also establish a young people's training programme to build skills and experience in a range of areas including, for example; recruitment and selection, understanding how children's services work and how to understand and work with a range adult decision makers.

#### Including everyone

It is important we include all children and young people in our participation work. Some groups of children and young people will require us to adapt our methods. Such groups include those; with learning difficulties and disabilities, in care (eg with foster parents), from ethnic minority groups, from travelling communities or young mums.

#### Democracy

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<sup>2</sup> Youth Charter is a quality mark awarded by young people and you can find out more at [\(insert link to NYY site\)](#)

Much of the 'adult world' is based around democratic rule. We will develop a range of parallel democratic groups for young people to work alongside their adult peers.

We already have Youth Councils at a local level across North Yorkshire and a North Yorkshire Youth Council (NYYC). These will be supported so they can access and work with adult politicians to challenge all of our work.

There needs to be a clear line between the NYYC and the Trust. We also need to encourage and support links between the NYYC and the range of other children and young people's councils, forums and groups

From the NYYC, young people will elect North Yorkshire's Members of the UK Youth Parliament (MYPs).

#### Get better at feedback

We already do a lot of good quality consultation and wider engagement work and feeding back findings and decisions is becoming more routine. However, we need to be quicker, more consistent and more effective to ensure children and young people know their input is valued and worthwhile.

#### Building capacity

If we are to achieve our Vision, we will need a quality team of participation specialists to lead, support and champion this strategy. An outline of the existing key VIP posts is included in appendix 4, but this structure needs reviewing to ensure we have the right people in the right place to bring about the required change.

We will also need to develop more ways of engaging with children and young people. We will need to be more varied and experimental. We will need to embrace emerging technologies and link into the communication methods chosen by children and young people.

#### To pay or not to pay?

At the moment we have a range of ways of rewarding children and young people's for getting involved. This might include paying for their time, giving vouchers, covering transport costs, acknowledging volunteering time or perhaps issuing certificates of thanks. This 'mixed economy' way of doing things may well be the best way ahead, but we need to be aware of how consistent and transparent we are and the VIP Group will develop guidance to help

#### Safeguarding issues

– *we need to develop something here working with the LSCB. Perhaps paraphrasing policy and adding link to website*

#### Equality and Diversity

*ensuring equity of opportunity to engage in participation/ how do we ensure all socio-economic and minority groups can access/ be involved in participation.*

*A key finding from the CYPP EIA was that we don't analyse consultation against all the equality groups, which we should, and in particular didn't really know about the needs of faith groups/ BME groups and LGB young people. The strategy should target some of those groups*

### **How will we know we are improving?**

We will monitor our progress on participation across the Trust. This will be done through the following:

- Delivery against the Children and Young People's Plan commitments
- Annual review of the Participation Strategy
- Implementation of HyBrid and monitoring the direction of travel across services
- Increase in the number of settings achieving the Youth Charter Mark
- Embedding the performance management framework to ensure all services capture and use the views of service users to inform planning and delivery.

Progress will be reported to the Trust and fed back to all, but especially children, young people and their parents, through the following mechanisms:

- Progress reports published on a dedicated VIP website
- Youth Councils
- Changing Times (staff)
- NY Times

**Appendices (not circulated at this stage)**

Appendix 1	Implementation Plan
Appendix 2	LAC Participation Strategy (do we have any others?)
Appendix 3	VIP Group membership (inc theme groups) (to add)
Appendix 4	Key VIP staff and role overviews(to add)
Appendix 5	Legislative and other participation drivers (to add)
Appendix 6	Glossary of terms (to add)
Appendix 7	Equalities Impact Assessment (to add)
Appendix 8	It would be helpful to have a supporting toolkit outlining the types of engagement and when they are appropriate, similar to the NYSP framework, but also drawing on the work that the YPDW did in relation to how young people like to be consulted with, and then some actions to support implementing those tools (e.g. the online survey issue)
Appendix 9	Duty to Involve guidance note (in development) From April 2009 we all have to comply with a new statutory duty to 'inform, consult and involve' people. The duty can be found in section 138 of the Local Government and Public Involvement in Health Act.

# **Participation Strategy Implementation Plan**

or ...

Who needs to do what and by when

*Insert picture (montage of North Yorkshire VIP type images)*

Action (by theme)	Related plans	Person/s responsible for delivery	Financial implications and source (maybe inc all resources, ie include staff time)	When completed	Monitoring arrangements		
					How performance will be measured	When	By who
<b>Strategy</b>							
Develop an integrated participation strategy for the Children's Trust; <ul style="list-style-type: none"> <li>in line with the Children and Young People's Plan priorities</li> <li>with an appropriate baseline approach</li> <li>including an equalities impact assessment</li> <li>development of the Youth Charter</li> <li>HyBRid</li> <li>engagement in democracy</li> </ul>	CYPP 4.2 CYPP WT2	Ian Marr & VIP Group	£2000 (source?)	31 Mar 10	Strategy adopted by the Children's Trust and implementation plan in place	31 Mar 10	P&O
Implement and embed an integrated participation strategy for the Children's Trust	CYPP 4.2	VIP Group	?	31 Mar 11	Success of the individual elements of the Implementation Plan	6 monthly	Ian Marr & P&O
				November (?) each year	Review participation strategy and update the implementation plan	Annually	Ian Marr & P&O
Continue to increase the involvement of all children and young people in decision making and ensure this involvement has an impact on services provided for them.	CYPP 4.1	All NYCT Chief Officers	?	Ongoing	Advancing HyBRid assessments	Annually	Ian Marr & P&O
Demonstrate the difference made by children and young people's involvement in service planning and delivery	CYPP 4.1	Nominated officers from All NYCT members	?	Ongoing	Examine case studies and contributions to service planning	Annually	Ian Marr & P&O
Ensure the positive contribution made by children and young people is acknowledged.	CYPP 4.1	Nominated officers from All NYCT members			Examine evidence of feedback	Annually	Ian Marr & P&O

Action (by theme)	Related plans	Person/s responsible for delivery	Financial implications and source (maybe inc all resources, ie include staff time)	When completed	Monitoring arrangements		
					How performance will be measured	When	By who
Increase the number of children and young people, including those with LDD, who participate in service development or consultation (target to be identified from 2008-9 baseline)	CYPP 4.2	All service heads	?	Ongoing	targets to be agreed/set	Annually	Ian Marr & P&O
Ensure that the voices of children, young people, parents and carers have been accurately represented and their needs addressed.	CYPP WT2	All NYCT Chief Officers	?	Ongoing	Advancing HyBRid assessments	Annually	Ian Marr & P&O
Continue to support the NYSP 'duty to involve' developments to enable consultation to be streamlined where possible and findings shared.	CYPP WT2	All NYCT Chief Officers	Nil (?)	31 Mar 10	Evidence of partner engagement in developments	31 Mar 10	NYSP
Explore how VIP should impact on Safeguarding issues		Chair Safeguarding Trust	Not known at this stage	31 Mar 10	Action plan developed linked to CYPP	31 Mar 10	Ian Marr
Explore how children & young people can play a role in ensuring effective use of resources (not currently identified in CYPP WT3)	CYPP WT3	NYCT finance heads	?	Ongoing	targets to be agreed/set	Annually	AD FMS, Ian Marr & P&O
Support partners in strengthening their performance monitoring and reporting	CYPP WT4	P&O team	Nil	31 Mar 13	Promotion of HyBRid incorporated into support	Annually	P&O Manager
Develop and implement a new Commissioning Strategy for 2008-11 to support delivery and performance against relevant parts of the CYPP.	CYPP WT4	P&O team	Nil	31 Mar 10	HyBRid is built into commissioning approaches (features in handbook)	31 Mar 10	P&O Manager
Inform children and young people of their rights							
<b>Networks</b>							

Action (by theme)	Related plans	Person/s responsible for delivery	Financial implications and source (maybe inc all resources, ie include staff time)	When completed	Monitoring arrangements		
					How performance will be measured	When	By who
Support the development of local VIP Networks and further widen the use of HyBRid.	CYPP 4.2	Ian Marr	Nil	31 Mar 10	Two more new local VIP Groups established with HyBRid at the heart	VIP Group meetings	VIP Group
				Jul 10	Countywide network of groups established and links made to VIP Group.	VIP Group meetings	VIP Group
Identify and promote the use of wider participation networks across North Yorkshire	CYPP 4.2	VIP Group & Chairs of local VIP Networks	Nil	Mar 10	VIP networking and information page on CYPS website	Mar 10	VIP Group
<p>Consultation database</p> <p>Target is - <i>Increased number of entries on the Consultation Database (target to be set after yr1)</i></p> <p>However, consultation database is not seen as an effective tool and the NYSP are looking to develop a partnership wide tool which is more accessible/useful – It may be better to support work in this area rather than set targets on populating a database which has little use</p> <p>CYPP WT2 quotes; <i>To engage with the NYSP developments of a consultation database, and across agencies to develop a timetable of regular consultation, streamline these where possible and publicise the timetable</i></p>							
<b>HyBRid</b>							
<p>Further embed HyBRid;</p> <ul style="list-style-type: none"> <li>as the Trust wide driver for increasing effective engagement</li> <li>to ensure children and young people are at the centre of</li> </ul>	CYPP 4.1 CYPP 4.2	HyBRid Leads	?	31 Mar 10	All member organisations identified a HyBRid Lead	31 Mar 10	Ian Marr

Action (by theme)	Related plans	Person/s responsible for delivery	Financial implications and source (maybe inc all resources, ie include staff time)	When completed	Monitoring arrangements		
					How performance will be measured	When	By who
<p>organisational planning</p> <ul style="list-style-type: none"> <li>to strengthen the role of participation and consultation with children, young people and parents in the development and review of their services.</li> </ul> <p><i>This one needs more thought and development of the steps</i></p> <p><i>Also note</i> 100% of statutory organisations represented on NY Children's Trust implementing "HyBRid" tool standards by Apr 2010 may not be realistic (due to phased approach to local VIP Network development)</p>			?	30 Jun 10	All member organisations have initiated assessments	30 Jun 10	Ian Marr
			?	31 Mar 11	All member organisations routinely using HyBRid to drive participation	6 monthly	Ian Marr
			?	31 Mar 12	All member organisations routinely working with children & young people using HyBRid to drive participation	6 monthly	Ian Marr
			?	31 Mar 10	Version adopted by VIP Group	31 Mar 10	VIP Group
Develop a single HyBRid version for use in all settings, including schools.	CYPP 4.1	VIP HyBRid Working Group	?	31 Mar 10	Version adopted by VIP Group	31 Mar 10	VIP Group
Ensure that all schools and settings have mechanisms to encourage participation and take account of the views of children and young people	CYPP 3.3	Jan Sargeant	?	31 Mar 11	<i>Need to set targets based on number of schools and when</i>	?	AD Q&I
Roll out Hybrid across all secondary schools	CYPP 3.3	Jan Sargeant	?	31 Mar 10 (don't believe this is realistic?)	<i>Need to set targets based on number of schools and when</i>	?	AD Q&I
Develop the HyBRid tool and the support and guidance around it to further improve its accessibility	CYPP 4.2	HyBRid Working Group	?	31 Mar 10	Developed tool available along with guidance	31 Mar 10	VIP Group

Action (by theme)	Related plans	Person/s responsible for delivery	Financial implications and source (maybe inc all resources, ie include staff time)	When completed	Monitoring arrangements		
					How performance will be measured	When	By who
Embed HyBRid in the strategy to deliver 14-19 improvements	CYPP 5.1	14-19 development group	?	31 Mar 10	Commitments from providers to adherence to QA protocols are secured	31 Mar 10	Chris McGee?
Pilot the 'You're Welcome' quality standards for sexual health services and a mystery shopper programme with links to HyBRid	CYPP 1.4	Carly Walker	Nil	31 Mar 10	3 separate pilots and 1 mystery shopper programme completed and results fed back.	31 Mar 10	P&O
Ensure the views of children, young people, their families and carers are sought and taken into account in designing, planning, delivering and improving health care services.	CYPP 1.6	Gareth Whiles	? – targets to be agreed/set	31 Mar 11 (?)	Number of HyBRid assessments	6 monthly	P&O
<b>Training</b>							
Develop training needs assessment work already undertaken and equip staff, including schools, with the relevant skills and knowledge to be able to effectively engage children, young people and parents in participation activities	CYPP 4.2 CYPP 6.7	CYPs WFD, with assistance from the VIP Training working group	?	31 Mar 10	Develop a 3 year cross Trust training plan based on HyBRid and other needs assessments	31 Mar 10	VIP Group
			?	31 Mar 13	Review 3 year training plan	Annually	VIP Group
<b>Learning Difficulties and Disabilities</b>							
Support the participation of children and young people with LDD and their parents through; <ul style="list-style-type: none"> <li>the work of the Positive Activity Development (PAD) Workers and Inclusion Officers</li> <li>the Flying High to See the Way group</li> <li>supporting LDD youth councils and developing links with the County Youth Council</li> </ul>	CYPP 4.2 LDD Strategy	These probably need breaking down into individual actions					

Action (by theme)	Related plans	Person/s responsible for delivery	Financial implications and source (maybe inc all resources, ie include staff time)	When completed	Monitoring arrangements		
					How performance will be measured	When	By who
Children and young people with learning difficulties and/or disabilities are enabled to report concerns about their care and treatment.	CYPP 2.7	Kathy Peacock	?	31 Mar 11 (?)	targets to be agreed/set	6 monthly	Karl Podmore
Explore the options for widening the scope of the advocacy service for children and young people with LDD and their parent carers to children with lower levels of LDD.	CYPP 2.7	?	?	31 Mar 10	targets to be agreed/set	31 Mar 10	Karl Podmore
Ongoing provision of support to engage severely disabled young people and expand their numbers. (Links with VIP Group, Children's Rights Officer and PAD Workers)	CYPP 2.7	Stuart Gregory (?)	?	31 Mar 11 (?)	targets to be agreed/set	6 monthly	LDD Strategy Group
Increase the opportunities for children and young people with LDD to participate in the development of their services.	CYPP 4.1	?	?	31 Mar 11	targets to be agreed/set	?	LDD Strategy Group
Develop the specific partnership work around LDD, including the LDD Youth Councils, transition and positive activities.	CYPP 4.2	James Parkes	?	31 Mar 10	Progress made on developing the LDD access to Youth Councils	3 monthly	VIP LDD working group
		Trish Radford	?	31 Mar 10	Integrate participation in the Transition Protocol	31 Mar 10	LDD Strategy Group
		Ian Marr	?	31 Mar 10	Integrate LDD participation in the Positive Activity Strategy	31 Mar 10	LDD Strategy Group
Further develop the participation of people with complex needs and their families in the transition process	CYPP 5.5	Trish Radford	?	31 Mar 11	targets to be agreed/set	As agreed	LDD Strategy Group
Establish a continuous needs analysis process to ensure work on service developments and integration has a sound evidence base and takes account of the views of children and young people with LDD and their parents/carers.	CYPP 6.3	LDD Strategy Coordinator (who is this now?)	?	31 Mar 11	specifics to be agreed/set, but to include specific participation work		LDD Strategy Group

### Looked After Children (LAC)

Action (by theme)	Related plans	Person/s responsible for delivery	Financial implications and source (maybe inc all resources, ie include staff time)	When completed	Monitoring arrangements		
					How performance will be measured	When	By who
Develop the Children in Care Council, in line with the requirements of the Care Matters: Children and Young People's Bill 2008.	CYPP 4.2	Kathy Peacock	?	Ongoing	targets to be agreed/set	6 monthly	VIP LAC working group
Ensure LAC children and young people's participation is central to planning for themselves and to service planning	CYPP 2.6	Kathy Peacock	?	31 Mar 11 (?)	targets to be agreed/set	6 monthly	VIP LAC working group
Develop innovative practice to enable young people to chair their own reviews	CYPP 2.6	?	?	31 Mar 11 (?)	targets to be agreed/set	6 monthly	Kathy Peacock
Review financial arrangements for care leavers during 2008-9, in response to the Young Person's Council issues.	CYPP 5.4	?	?	31 Mar 10	Review complete and action plan in place	31 Mar 10	AD CSC
<b>Under 11's and Parents</b>							
Review the participation support for under 11's and parents and make recommendations to the Children's Trust Board where appropriate.	CYPP 4.2	Caroline Porter/Ian Marr	Nil	Dec 09	Paper submitted (initially) to CYPLT	Dec 09	VIP Group
Involve young children in the shaping of services through Children's Centres	CYPP 4.2	Stuart Gregory	?	31 Mar 10	All children's centres undertaken HyBRid assessments and developed action plans	31 Mar 10	P&O team
Ensure parents are involved in decision-making about the appropriateness and development of services for them.	CYPP 6.4	Stuart Davidson & Helen Foreshaw	Nil (?)	31 Mar 11	Approach developed (HyBRid based) and action plan in place	6 monthly	Chris McGee
Establish Parent Forums for parents of children with learning difficulties and, or disabilities within the overall framework for Voice, Influence and Participation.	CYPP 6.4	Helen Foreshaw	Need to add VCS budget here	31 Mar 11	Forums established and evidence of embedding in place	6 monthly	LDD Strategy Group and VIP Group

Action (by theme)	Related plans	Person/s responsible for delivery	Financial implications and source (maybe inc all resources, ie include staff time)	When completed	Monitoring arrangements		
					How performance will be measured	When	By who
Develop consistent reporting and better use of management information concerning parental participation.	CYPP 6.4	Stuart Davidson & Helen Foreshaw	Nil	31 Mar 10	targets to be agreed/set	6 monthly	Chris McGee
Develop a consistent countywide approach to involving parents in strategy and policy	CYPP 6.4	Stuart Davidson & Helen Foreshaw	Nil (?)	31 Mar 10	Approach defined and agreed.	31 Mar 10	Chris McGee
Collect participation data to assess impact of engaging parents with a view to setting improvement targets for 2010/11	CYPP 6.4	P&O team	Nil	31 Mar 10	Impact assessment complete	31 Mar 10	Chris McGee
<b>Youth Charter</b>							
Extend the awareness and use of the Youth Charter	CYPP 4.1	Youth Charter working group	£2,000/annum	Ongoing	Number of Charters awarded	3 monthly	VIP Group
<b>Democracy</b>							
Recruitment of 2 posts to co-ordinate the Youth Councils across the County	CYPP 4.2	4Youth	Need costs	Dec 09	People in post	Dec 09	VIP working group
Extend the network of Youth Councils to cover all of North Yorkshire	CYPP 4.1 & 4.2 Youth Work Plan	James Parkes	?	31 Mar 11 (will this be by Mar 10?)	Number and geographical coverage of YCs	6 monthly	VIP Youth Councils working group
Establish and develop a County Youth Council	CYPP 4.1 Youth Work Plan	James Parkes	?	Ongoing	Examine meeting minutes to identify developing links and support requirements	6 monthly	VIP Youth Councils working group
Establish and commit to a timeline to enable engagement in the UK Youth Parliament (to include; steps required, resources needed and selection/election process)	CYPP 4.2	James Parkes and the County Youth Council	To be identified	Mar 10	Timeline developed and approved	3 monthly	VIP Youth Councils working group

Action (by theme)	Related plans	Person/s responsible for delivery	Financial implications and source (maybe inc all resources, ie include staff time)	When completed	Monitoring arrangements		
					How performance will be measured	When	By who
Enable democratically elected representatives to become UK Members of Youth Parliament (MYPs)	CYPP 4.1 Youth Work Plan	James Parkes	?	31 Mar 11 <b>NOTE – this contradicts the CYPP which talks of elections before next April</b>	NY UKYP Members active	31 Mar 11	VIP Youth Councils working group
Develop virtual youth councils for young people with LDD	CYPP 4.1	?					James Parkes & LDD Strategy Group
The Looked After Children (LAC) Young People's Council will launch the pledge and explore the broadening role to incorporate younger LAC and consultation with children and young people with LDD	CYPP 2.6	Kathy Peacock	?	31 Mar 10	Pledge launched. <b>Additional targets to be agreed/set</b>	6 monthly	VIP LAC working group
Examine the potential roles for elected young people's representatives with regard to; Overview and Scrutiny Committees, the Children's Trust Board and other partner scrutiny and governance bodies	CYPP WT1	James Parkes	Nil	31 Mar 10	Paper presented to VIP Youth Councils working group		VIP Youth Councils working group
<b>Other targeted work</b>							
Consult with children and young people who have been victims of domestic abuse to inform service developments for them.	CYPP 2.4	Safeguarding Board Manager			Base line established 31 March 10. Year on year 10% increase	6 monthly	NYCSB
Provide increased and timely opportunities for children, young people and parents to prepare for and engage with transitions between schools and/ or other settings.	CYPP 3.4	?	?	31 Mar 11	<b>Targets &amp; settings to be agreed/set</b>	6 monthly	AD Q&I

Action (by theme)	Related plans	Person/s responsible for delivery	Financial implications and source (maybe inc all resources, ie include staff time)	When completed	Monitoring arrangements		
					How performance will be measured	When	By who
Children and young people involved in the shaping of extended services through schools.	CYPP 4.2	Stuart Gregory	?	31 Mar 10	All extended services clusters undertaken HyBRid assessments and developed action plans	31 Mar 10	P&O team
Implementation of phase 3 of the peer-led anti-bullying programmes, targeted at schools with BESD enhanced provision and schools within the targeted mental health project.	CYPP 2.3	Principal Advisor - Inclusion	?	31 Mar 11 (?)	targets to be agreed/set	6 monthly	AD Q&I
Undertake a number of pilot projects within schools which develop active voice, participation and influence of children and young people, e.g. students as researchers.	CYPP 5.2	Jan Sargeant?	?	31 Mar 10	Define number of projects	6 monthly	AD Q&I
Respond to the findings from the young people's assessment of hubs and establish an action plan to address these and communicate this to young people.	CYPP 5.3	Hub Coordinators & YPDWs	Nil	31 Mar 10	All hubs developed an action plan and have communicated to young people	31 Mar 10	Louise Dunn
Develop more systematic involvement of children, young people and parents/carers in the design and monitoring of integrated services activity.	CYPP 6.2	Integrated Service Managers	?	31 Mar 10	Common systematic process developed (HyBRid based) and in place	31 Mar 10	Stuart Gregory

### Additional aspects still to incorporate into the strategy and implementation plan;

We will review the tool and make it more easily useable. This will include changes to the tool itself, further guidance, specific HyBRid training (cascadable) and bringing together HyBRid with the 'Student Voice' tool being developed for schools use.

Add link/s to Communication Strategy (B Shirt doing it – L Dodds to provide more info)

L Dodds to pick up need to benchmark NYCT against all other Trusts (no need to set benchmark now, but needs to be an action for the future)

Need to support elected members (NYCC and Districts) in reviewing the role of C&YP Champions (move towards election to post by children and young people)

Adapt timetable to get initial/general approval at January NYCT, then further work/engagement/consultation (VIP meeting to decide who to consult and when) and final sign off in March

Recognise we need to get the strategy (not so much the implementation plan) into a universal easy read/C&YP friendly layout, but first need to get what we say right first

Front page image/s could be of the core aspects planned in the strategy

Need to build workforce development elements in to supporting the implementation of the strategy (Jo Burnside)

Raise the need to review how we get better C&YP engagement in NYCT