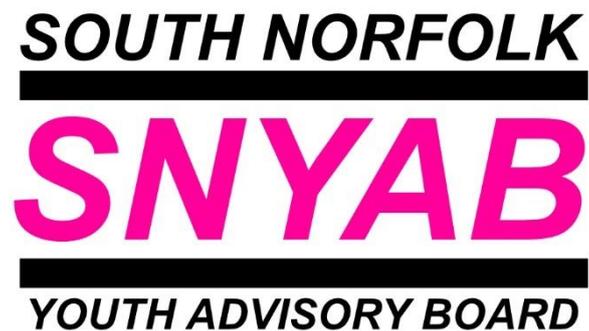


South Norfolk Youth Advisory Board

Plan Document 2020 – 2021



March 2020

V2 – updated May 2020



Introduction

South Norfolk Youth Advisory Board (SNYAB) has had a very positive year. The team of Young Commissioners has led the work of the board with enthusiasm and confidence. Our Chair, Kieran, had this to say:

“It has been great to see from my position of Chair how over the year, we have worked to meet the priorities that young people in South Norfolk felt were important.”

Two supporting Youth and Community Workers (YCWs) facilitate the work of SNYAB, along with numerous partners. These include Police, Education, Children’s Services, Councillors, Health, Voluntary Sector, South Norfolk Council, and Norfolk County Council. The full board comes together for meetings every other month, to catch up on what has been happening, as well as making decisions about future delivery. Young Commissioners run the meetings and have designed an environment which encourages small group discussion, enabling all partners present to have an equal say.

Young Commissioners meet every three weeks with a packed agenda each time. This includes furthering work on priorities; consulting with partners; carrying out QA activity; reporting back and planning for the future; recording outcomes for individuals; and discussing issues with visitors who want an expert voice from young people.

Our YAB partners are important, with the sharing of information and expertise being a positive outcome of these relationships. The YCWs can be found in the South Norfolk Help Hub (at South Norfolk Council) on a weekly basis and they work closely with Hub colleagues to support young people and their families. One YCW attends the Triage meeting regularly, supporting the multi-agency approach of allocating referrals using Signs of Safety. Young Commissioners partnered with South Norfolk Council to develop a ‘Housing and Shared Accommodation Advice and Information Booklet’ for young people, which gives good information about what to expect when they leave home.

SNYAB has a good relationship with schools in the district. The YCWs have regular contact as well as visiting with information and publicity stands, support at Parents Evenings, and signposting for individual young people. Hobart High School hosted a Human Library event, enabling groups of students to talk to a diverse range of people about their lives.

SNYAB is a great resource for young people and partners in the district. Young Commissioners are knowledgeable and confident in representing young people, and agencies are keen to work alongside them.

For more information, please contact:

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Or go to www.snyab.org

www.mtmyouthservices.org.uk

www.momentumnorfolk.org.uk



South Norfolk YAB

SNYAB Year 2019 – 2020: Achievements

SNYAB has concentrated on four priorities over the year, including developing external partnership work with Young Commissioners. The young people who have accessed a service from SNYAB are diverse. 215 young people took part in different opportunities, and they came from every school cluster area across the district. Out of this group:

- 5% had English as a second language
- 15% declared disabilities
- 18% were known to be Young Carers
- 25% declared a mental health issue

This number of young people does not include the 100s of young people we meet at lunchtime stands in schools, or those young people who attended the Human Library. When asked, 'if and how SNYAB has benefited you and your organisation over the last year', one school gave the following feedback:

- *"The information stand during lunchtimes has been brilliant.*
- *Knowing we can ask for help, advice and support with anything and it will happen directly or indirectly.*
- *1:1 with students.*
- *Young Carer intervention.*
- *Regular updates given, particularly regarding Opportunities/Activities for YP.*
- *I can't think that anything needs to change at present.*
- *Keep doing what you're doing!"*

Priority 1: Youth Voice

Over the year, there have been 26 Young Commissioners leading the work of SNYAB, and making a difference in their community. They have ensured that the Youth Voice has been heard in many forums, not just that of YAB, but across other areas too. This is not only a great achievement for them as a group, but also for them as individuals.

"In being a Young Commissioner, I feel like my skill set and my confidence have grown tremendously. When I started, I didn't contribute much but now I am always talking and always discussing a wider variety of topics. Due to training we have had I am now more confident in areas like public speaking and presentation. I also feel like I have developed better team working skill due to working collaboratively with other young people. With the YAB I have also completed First Aid training, Food Hygiene training, Dementia Friendly training and Friends Against Scams."

Other training that Young Commissioners have attended includes Mental Health First Aid, Domestic Abuse Awareness, Commissioning, Social and Interpersonal Skills, Assertiveness and Resilience, and Participation and Leadership.

"Since that first week of work experience you've helped my confidence grow and becoming a young commissioner has also boosted my confidence and it made me feel a part of something special. The work you do is incredible! So again, thank you so much!"

Young Commissioners have also moved into different opportunities. This has included training as a Police Officer; a Youth Work Apprentice; Chair of Diss Youth Town Council; Diss Young Citizen of the

Year; and numerous university courses, where being a Young Commissioner has been an impressive addition to Uni applications. One Young Commissioner also completed work experience with SNYAB and MTM Youth Services CIC.

Young Commissioners have been involved in the setting up of the countywide YAB Steering Group and have actively been part of the CAMHS redesign. SNYAB has partnered with the Southern Area Young Carers Forum to ensure that Young Carers' opinions and ideas are included in service development.

Feedback from Caring Together, regarding the Young Carers Forum: *"Just wanted to start by saying that given South Area Forum didn't exist this time last year, what you, the YAB and the young people have achieved is brilliant and definitely an example for other areas to look towards."*

Young Commissioners have ensured that young people's provision has been the best it can be, by carrying out over 30 separate Quality Assurance visits, interviews and checks – offering support and recommendations where appropriate. This has included assessing applications for youth projects and training that have been submitted to Momentum's Small Grant Programme.

SNYAB has been involved with many events, both locally and on a county scale. Young Commissioners have delivered presentations and run workshops at the Norfolk YABs Against Bullying Conference, and at their own South Norfolk School Conference – a practice sharing event to enable young people to come together and talk about the different youth led initiatives in their schools. 40 young people attended this, representing 7 different schools. Feedback included *"Loved hearing from other schools, need to get more opportunities of this. Met new people – would have liked to have met more. Enjoyed having our say & seeing what people's ideas are."*

Young Commissioners also run information stands in schools and in the community, including at South Norfolk on Show. This annual event highlights one particular theme, and this year it was Wellbeing, which matched SNYAB priorities perfectly.

Priority 2: Mental Health and Wellbeing

This priority aimed to support young people to maintain positive mental health, concentrating on self-help, rather than a medical diagnosis. Young Commissioners designed a programme of delivery, spread across the year, that supported young people in different ways, depending on their interests. Opportunities have been varied, to suit different needs.

YMCA Norfolk were commissioned to deliver awareness sessions around positive mental health and body image, based on the national 'Be Real' campaign. These encouraged young people to understand the influence of social media and advertising, as well as creating a positive and supportive environment. MTM Youth Services ran a 24 hours residential experience, with follow up sessions, for young people who wanted to have a concentrated period of time to look at their own wellbeing.

Wellbeing and Social Sessions – these monthly sessions are calm and relaxing, and include a walk in the countryside, as well as some healthy snack choices, and lots of opportunities for youth work and peer support. They focus on gaining skills in looking after yourself as well as developing personal coping strategies. SNYAB YCWs have supported Hethersett Jubilee Youth Club to set up another Wellbeing session, similar to the YAB's model. This has enabled young people in a different area to benefit from the same support and focus on self-help.

Social activities included a monthly YAB Youth Club which enabled young people to attend a positive activity session supported by youth workers which encouraged interaction and gaining new skills. Holiday opportunities included an activity day, a small trip to Pleasurewood Hills for targeted young people, and a creative arts day. YCWs are currently supporting a new Youth Café in Barford – providing somewhere for young people to go, in a village with very few facilities. This is being carried out in partnership with Momentum, SNC and NCC's Partner and Community Services Team.

Hales and Loddon Cricket Club were commissioned to put in extra sessions to encourage young women to have a go at the sport, as well as develop existing players and volunteers with professional coaches. One young person said *"I really like cricket cause I like seeing friends and playing an outside game I enjoy. I prefer batting as I love hitting high balls - a four or six! Hard ball is best. Practicing with nets is good and getting feedback often is really helpful. Playing against other clubs is fun! I received a trophy this year for being girl of the year. It was very nice to get as I didn't have much confidence in how well I played but I do now!"*

Conservation and Horticulture activities included working at two Care Farms in the district (Appleseed and Clinks), working outside with plants and animals, as well as carrying out basic carpentry tasks and creating art installations. At Quaker Wood, young people cleared areas, and made dead hedges to support the wildlife.

Priority 3: Getting Jobs

Offering Accredited Courses has proved to be really useful for young people. Having extra training and certification on a CV shows enthusiasm and keenness. 30 young people successfully completed a First Aid Course, gaining a certificate for three years, after demonstrating their competence with CPR, small injuries, and emergency situations. Eminence Training tutors ensure that the course is engaging by including real life stories from their Fire Fighting work, and young people gave feedback at the last course: *"Very informative; Interesting; Helpful; Never taken so much in in all my life; Friendly; Great; Really Nice."*

14 young people completed a Food Hygiene Certificate course, which is an online learning resource, followed by an exam. Our sessions include lunch, which gives young people a chance to demonstrate practical learning in a kitchen. Parent feedback: *"Thanks, she enjoyed herself and it was good for her to have something productive and worthwhile to do!"* Two extra cooking sessions were delivered to give young people who had completed a Food Hygiene Course to further develop their practical skills. Young people chose their own recipes, which enabled them to practise chopping, preparation, techniques, hob and oven use, and good food hygiene.

10 young people completed Introduction to Health and Safety and 11 completed Introduction to Fire Safety courses. These online courses are supplemented with a practical risk assessment discussion, enabling young people to put their learning into practice.

58 young people accessed the Job Support Service – individual support for young people. This bespoke service helps young people into employment, education and training by identifying skills and interests, developing CVs and applications, preparing for interviews, learning to search for jobs and opportunities, and finding the right paths for chosen careers. *"I would like to thank you for seeing me last week, I came out feeling really positive. I am still interested in the role which we discussed and have been looking on the gov website and have seen quite a few in which I am interested in."*

A visit to the Norfolk Skills Careers Event gave Young Commissioners the chance to explore information for them as individuals. This event was publicised through schools, and SNYAB encouraged as many people as possible to attend.

Priority 4: Family and Relationships

This priority supports young people to have better relationships with the people around, by encouraging mutual respect and understanding.

Work has started to update the 'Parent Guide to Understanding Teenagers'. This was originally developed in 2014, but is due for updating with current issues for young people. It aims to help families to have conversations around important topics. This is being carried out by Young Commissioners, their parents and professionals, and will complement the Housing Booklet previously developed.

Young people have been getting together to run Intergenerational Projects in partnership with various organisations in Diss, including Diss Town Council. Young people have planned and prepared for events that have included food and games for older people in the community. *"I would like to say a very big thank you to everyone for a very enjoyable lunch and a game of bingo. We all had a fabulous time and all the youth that were there to assist were all very polite and helpful. They were certainly a credit to you. Thank you for our Easter cards and little gifts. I was also fortunate to have won a bunch of daffodils."* Guest comment.

"We met with our Diss Bereavement Friendship Group this week and they were full of the lovely party you gave them in December. They were very complimentary about the food, the games, the welcome. They had a thoroughly enjoyable time which gave them a good start to Christmas. Thank you for including our group and please thank all the young people who kindly looked after them on the day. We look forward to a summer get together." Rosedale Funeral Home

Other volunteer opportunities included a monthly session at Wymondham Library, supporting people with a digital query. Members of the community would visit with a question around how to work or operate their devices, such as tablets or laptops, and young people would teach them what to do.

2019 – 2020 Expenditure

Youth Voice <ul style="list-style-type: none">• Young Commissioners• Young Carers Forum• YAB Events	£15000 £1500 £1500
Mental Health and Wellbeing <ul style="list-style-type: none">• Mental Health and Wellbeing training / support programmes• Wellbeing and activity sessions• Social sessions and experiences• Cricket Club Commission• Conservation and Horticulture activities	£1500 £5000 £1400 £2600 £1500
Getting Jobs <ul style="list-style-type: none">• Accredited courses• Job Service Support• Life Skill Activities	£5000 £7000 £500
Family and Relationships <ul style="list-style-type: none">• A Parent Guide to Understanding Teenagers – booklet update and development• Intergenerational Projects	£1000 £1500
Total	£45,000

Consultation and Needs Analysis

The general demographic information that is available has not changed much over the past 12 months, and so the profile created in the needs analysis for last year, will remain the same for the next 12 months. The Needs Analysis Document can be found at <https://www.snyab.org/> along with the summaries of this year's consultation. Further details are available on request.

Consultation took a different format this year, with the focus being on a 'deep dive' into conversations from last year. In South Norfolk, we undertook two different questionnaires over a period of three months: one around leisure time activity, which was jointly planned with the police; and one looking at the two issues of wellbeing and relationships. We spoke to young people mostly in schools, either at lunchtime, or in small focus groups. 497 young people discussed their leisure time, and another 47 young people came to groups about wellbeing and relationships. This information was collated and sent out to partners and Young Commissioners for comment. We then went back to the Focus Groups to really identify what was important, before presenting to the full Youth Advisory Board for discussion. This led to delivery discussions at the School Conference (with the 40 attendees), and yet more Focus Groups, before Young Commissioners finalised the action plan.

The results of both questionnaires had some common themes:

- Young people want more information regarding their future, but it's not just about careers. They also want support with life skills, money, independent living, marriage, etc.
- Young people want spaces and places to go that are for them and that feel safe.
- Mental Health and Wellbeing is an important issue for young people, and includes anxiety, stress and stigma.
- Information for young people needs to come in different ways including face-to-face work, text, social media, websites, posters, school boards, etc.
- There needs to be more publicity of services that are available.
- Young people want to use their local community centres and village halls. They want to know what goes on there, as well as have Pop-up Activities and Cafes.
- Young people want their local area to be nice, clean, and litter free.
- Young people want to be involved in decision making.
- Young people want adults who care, rather than judge.

These key points showed that our priorities needed to remain broadly the same but would benefit from some fine tuning to really meet the needs expressed during the deep dive. Young people are also concerned about the environment, and wanted to see more support with this issue, within their communities. The priorities for SNYAB for 2020 – 2021 are:

- Youth Voice
- Health and Wellbeing
- How To Adult
- Relationships with People and Your Community

Delivery is being changed to reflect this, with an emphasis on further developing the partnerships with the people and organisations who can make a difference.

There is a range of youth provision on offer in South Norfolk, with most specialist services being available in Norwich. Some villages and many of the towns provide safe and social places for young people, such as Youth Cafés, Drop-ins and youth clubs, and many sports clubs have youth teams. We

keep a list of this information which is available to anyone on <https://www.snyab.org/things-to-do/> although it is always worth contacting the YCWs as well. We work with NCCs Community Focus Officers and SNCs Community Connectors to map the provision in the area, and they also hold information of services and facilities for all age groups. There are also other listings including Norfolk Community Directory, which can be found at <https://www.norfolk.gov.uk/norfolk-directory> and an activity finder with Active Norfolk at <https://www.activenorfolk.org/activities>

SNYAB is committed to publicising not only YAB activity, but other local youth projects as well, as access to leisure time activity will contribute to positive mental health. Consultation showed that young people did not always know about services that were available to them. Social media is important, and SNYAB uses Twitter, Instagram and Facebook regularly. There is a website for information <https://www.snyab.org/>, as well as the upkeep of notice boards; email distribution of general information and newsletters; use of the Help Hub Bulletin, Link Magazine and local press; and presence at events with promotional stands.

The leisure time consultation highlighted some particular requests in specific school cluster areas - for example, boxing opportunities in Diss. These have been passed onto Active Norfolk, who have agreed to lead on setting up these activities, with support from SNYAB YCWs. South Norfolk Council's Community Leisure Project Manager is also using information from the consultation around access to gyms, etc. to try and ensure that young people know about, and benefit from these facilities. The police teams are using the consultation to work with town and parish councils around facilities at parks and open spaces. SNYAB is supporting this work with the Respect Zone principles introduced last year, to ensure that young people had places to go that were safe, clean and welcoming.

Transport came up in the consultation as a barrier for young people to accessing anything other than school. Young people stated that they wanted to talk to decision makers about this issue, and so will be one of the topics for discussion with councillors.

Bullying was mentioned as an issue for young people, linked to poor wellbeing. However, young people agreed that focus should be about doing something positive. SNYAB will partner with the other YABs for the county Anti-Bullying Conference, due to be held later in the year.

South Norfolk Youth Advisory Board (SNYAB) Action Plan 2020 / 2021

Priority	Young Commissioner development and wider Youth Voice activity	Lobby / Campaign	YAB Commissioning	Promote / Raise Awareness	Support others to commission and QA services for young people	Intended Outcomes and how will this be measured
<p>1. Youth Voice</p> <p>This priority is about developing Young Commissioners as individuals and as a group, as well as extending their reach and involvement in other relevant projects locally.</p>	<p>Recruitment and training of Young Commissioners including residential £2000</p> <p>Focus groups including transport in leisure time.</p> <p>Focus groups in schools.</p> <p>Six Full YAB meetings per year.</p> <p>Joint working with PCC Youth Commissioners and other participation meetings and events £5000</p> <p>Partnership with Young Carers Forum £1500</p> <p>YAB Steering Group £750</p> <p>Consultation £500</p> <p>Additional Staffing £5000</p>	<p>South Norfolk Young Commissioners are keen to work on joint priorities with other YAB Young Commissioners, and believe that this provides a strong partnership and voice to be heard.</p> <p>Anti-Bullying Conference: Norfolk YABs Against Bullying £500</p>	<p>Young Commissioners to take part in regular Quality Assurance and Contract Monitoring activity of all YAB Commissioned projects e.g. attend as a participant / Mystery Shopper; interview participants; formally inspect; speak with delivery teams; etc. This includes partnership working with police and parish councils around public spaces. £1000</p>	<p>Young Commissioners will</p> <ul style="list-style-type: none"> • Promote the work of SNYAB • Promote services for young people in South Norfolk, as identified through mapping. • Use many promotional methods e.g. liaise with student voice bodies, notice boards, info stands, etc. <p>£500</p> <p>Encourage open debates with SN Councillors, developing an event for young people to meet SN Councillors face to face. £500</p> <p>YABCon: County YAB Showcase Event £500</p>	<p>Young Commissioners to be available to organisations, including NCC, to support and inform service development and commissioning activity. This could include:</p> <ul style="list-style-type: none"> • Job Interviews • Service inspection • Consultation <p>£750</p> <p>Hold a School Conference to share good practice and have direct communication with students and staff. £500</p>	<p>Minimum of 30 Young Commissioners to be recruited and trained to support the work of SNYAB; other YABs and young people's projects in the area.</p> <p>Young people have a meaningful voice in their area, and there is evidence of impact.</p> <p>Target groups of young people will receive improved services i.e. Young Carer Awareness</p> <p>Young people will have direct contact with their local councillor(s).</p>

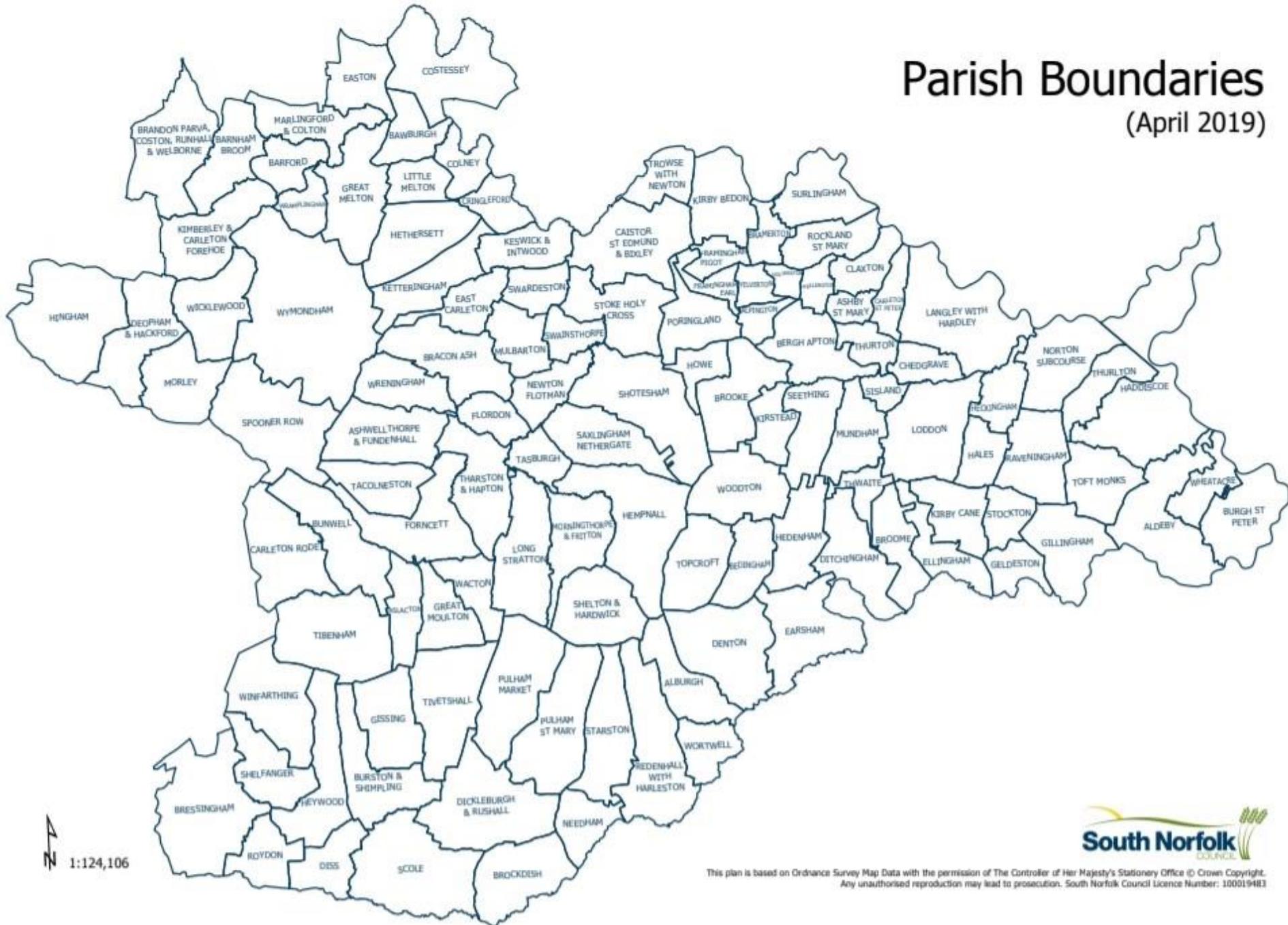
Priority	Young Commissioner development and wider Youth Voice activity	Lobby / Campaign	YAB Commissioning	Promote / Raise Awareness	Support others to commission and QA services for young people	Intended Outcomes and how will this be measured
<p>2. Health and Wellbeing</p> <p>This priority aims to support young people to gain and maintain positive health and wellbeing</p>	<p>Young Commissioners will continue to participate in extra training to help them understand this priority and talk to other young people / professionals.</p> <p>Young Commissioners will participate in countywide Mental Health consultation group and Alliance Board £1000</p>	<p>Contact and lobby schools with findings of consultation which details the different services that young people have said that they want in school, including access to more counselling.</p> <p>Ensure that young people can access facilities that they want – i.e. age related sessions, subsidised, etc.</p>	<p>Commission sessions that focus on positive wellbeing:</p> <ul style="list-style-type: none"> • Minimum of 10 Wellbeing Sessions £6200 • 14 sessions of conservation and horticulture (Clinks, Allotment, Quaker Wood) £6000 <p>Ensure sessions are supported with good and relevant resources £250</p>	<p>Young Commissioners will:</p> <ul style="list-style-type: none"> • Promote young people’s services in the area. • Ensure positive messages are distributed via leaflets, social media, poster campaigns, notice boards, etc. • Ensure that activity and training sessions have an element of wellbeing included. <p>YAB will ensure that practitioners in the Help Hub engage young people in YAB services.</p>	<p>Work with local communities to engage young people in positive activities, particularly supporting village halls and community centres. Introduce pop-up sessions. Support Active Norfolk to deliver sessions as identified in the consultation. £350</p> <p>Young Commissioners to work in schools to ensure that schools design services and policies that are youth led.</p>	<p>Young people engage in local services.</p> <p>Young people report improved self-confidence and positive wellbeing.</p> <p>Young people will attend positive activity in their leisure time.</p> <p>Young people will be referred to SNYAB via Request for Support in the Help Hub.</p> <p>People who work with young people in different settings will be able to spot the signs of poor mental health; and know about support services available.</p>

Priority	Young Commissioner development and wider Youth Voice activity	Lobby / Campaign	YAB Commissioning	Promote / Raise Awareness	Support others to commission and QA services for young people	Intended Outcomes and how will this be measured
<p>3. How To Adult</p> <p>This priority will support young people with their futures – including careers and independent living</p>	<p>Link SN Councillor event to this priority so that young people can explore politics in their area. Ensure that transport is included as a discussion topic.</p>	<p>Support South Norfolk For Jobs campaign as they provide relevant information for young people.</p>	<p>Offer accredited courses to enhance CVs:</p> <ul style="list-style-type: none"> • Two First Aid (Eminence Training) • Three Food Hygiene (Virtual College) • Three Introduction to Health & Safety / Fire Safety (Virtual College) <p>£3900</p> <p>Commission Youth Job Service in partnership with SNC £1000</p> <p>Training and Life Skills Sessions x 12 £6300</p>	<p>Young Commissioners will:</p> <ul style="list-style-type: none"> • Promote young people’s services in the area. <p>YAB will ensure that practitioners in the Help Hub engage young people in YAB services.</p>	<p>Work with Icanbea... to continue development of this careers website.</p> <p>Identify organisations who are producing good resources for young people around independent living, and create an information pack.</p>	<p>Young people will know where to access education and employment information and advice.</p> <p>Young people will be able to access people and organisations who will help them with their futures.</p> <p>Young people will feel confident about their knowledge around finances, housekeeping and independent living.</p>

Priority	Young Commissioner development and wider Youth Voice activity	Lobby / Campaign	YAB Commissioning	Promote / Raise Awareness	Support others to commission and QA services for young people	Intended Outcomes and how will this be measured
<p>4. Relationships with people and your community</p> <p>This priority aims to create opportunities to spend positive time in communities, making it a better place while spending time with other people</p>	<p>Take part in local clean ups, litter picks and other social action projects that make a difference to local communities.</p>	<p>Promote positive messages about changing habits, and the importance of this to the environment.</p> <p>Liaise with Student Climate Action Norwich for local action on national campaigns.</p>	<p>Young Commissioners will continue to update the 'Guide to Understanding Teenagers' in partnership with professionals and a parent panel.</p> <p>Support, promote and deliver Inter-generational projects, in partnership with South Norfolk Council, Diss Town Council, Better Together and other organisations. These can be linked to the pop-up sessions in communities with a Wellbeing focus.</p> <p>£1000</p>	<p>Support schools to deliver the drama project around Dementia, and what young people can do to help.</p>	<p>Develop a toolkit for schools in partnership with Nelsons Journey around ideas and resources for pupils to ensure that their schools are making environmentally sound choices. This will include ideas for small changes through to larger scale projects.</p>	<p>Young people will be able to identify healthy and positive relationships in different settings.</p> <p>Young people can identify people who can help when there is an issue.</p> <p>Young people will access activity and information that helps them to develop positive relationships within their communities.</p> <p>Young people will be able to identify changes in the behaviour of themselves, their families, and their communities, regarding environmental choices.</p>
<p>Total Spend £45,000</p>	<p>£15750</p>	<p>£500</p>	<p>£25650</p>	<p>£1500</p>	<p>£1600</p>	

Parish Boundaries

(April 2019)



1:124,106



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