

# **Extending Entitlement**

## **Working Together to Provide Young People's Entitlements**

### **Discussion**

**May – July 2005**

Dear Colleague,

**Extending Entitlement: supporting young people 11-25 in Wales**

**Working Together to Provide Young People's Entitlements  
Discussion May – July 2005**

Thank you for your interest in contributing to the development of the new team's work programme to help develop Youth Support Services, including the youth service, within the Welsh Assembly Government.

Your views and those of others gained through these events and through the website will be considered before the final work programme is finalised.

We do welcome any further comments you wish to make as part of this on going discussion. The closing date for comments is the 31<sup>st</sup> July 2005. These comments can be emailed to [YPTMailbox@wales.gsi.gov.uk](mailto:YPTMailbox@wales.gsi.gov.uk) or sent to Youth Support Services Proposals, Youth and Pupil Participation Division, Welsh Assembly Government, Cathays Park, Cardiff CF10 3NQ.

Your comments may be published or released if requested as part of any Freedom of Information request that may be received by the Assembly.

Yours Sincerely

Elizabeth Williams

**Head of Youth and  
Pupil Participation Division**

## Foreword

The "Making the Connections" policy is focused on bringing services together to improve effectiveness of delivery. We need to ensure that the Welsh Assembly Government's flagship policy Extending Entitlement is supported both nationally and at local level. Only through this commitment can we make the best possible provision in a way which is distinct to the needs of young people in Wales.

The agenda here is clearly about supporting young people to access their 10 entitlements in order that they may achieve their full potential. The responsibility for supporting young people through their developments rests on a wide range of organisations at local level, all of whom will have a part to play in supporting them at their different stages of development. These organisations come together to work through the YPP to deliver high quality youth support services. We need to ensure that all adults who come into contact with young people are kept informed and obtain relevant training so that young people get the best support possible.

Youth workers have an important role to play in the delivery of Extending Entitlement and Youth Support Services. This consultation process is clearly about making sure that youth work is at centre stage. This is because I believe that the contribution that youth workers make supports young people by providing opportunities, exploring choices, sometimes supporting young people who are in crisis and helping them achieve their full potential. Youth workers' approach is an important element in assisting our young people to gain new experiences and opportunities which can lead to enhanced learning, and where appropriate to recognised achievement.

It is often when young people become adults that they can articulate what their local youth worker from both the voluntary and statutory sector has helped them to achieve. I still meet adults who were young people when I was a practising youth worker and who express their gratitude for what they experienced through the youth service and can tell me how it helped them.

This discussion will help shape the work of the new team within the Assembly. I will look forward to seeing the responses to the discussion and the new chapter in the history of youth work in Wales

Jane Davidson AM  
Minister for Education and Lifelong Learning

## **Extending Entitlement: supporting young people 11-25 in Wales**

### **Working together to provide young people's entitlements**

#### **Extending Entitlement**

Extending Entitlement is the Welsh Assembly Government's flagship policy for youth support services in Wales. It includes all services, support and opportunities for young people between 11 and 25, wherever they happen, whoever is delivering them and wherever the funding originates. It sets out to make a significant difference to young people's lives, recognising all the services and support which might contribute to their development, and all the experiences and opportunities that have the potential to enrich their lives and their learning.

It takes full account of the Assembly's commitment to the UN Convention on the Rights of the Child. Young people themselves should be involved in the design of services, the identification of opportunities and in the evaluation of their impact.

As the basis for the policy, there are ten entitlements which the Assembly, in collaboration with partners and young people, has identified as being essential to enable young people to achieve their potential. The full list can be seen at Annex 1. They fall under the following headings

- Your rights
- Being heard
- Feeling good
- Education and employment
- Taking part/getting involved
- Being individual
- Easy access
- Health and wellbeing
- Access to information and guidance
- Safety and security

#### **Extending Entitlement and youth work principles**

Realising these entitlements for young people encompasses the pillars of the Youth Work Curriculum for Wales. Provision for young people should be:

- Educative
- Expressive
- Participative
- Empowering

Extending Entitlement is for **all** young people in Wales though their needs and pathways will be individual and each one will experience different levels of services, support and opportunities which enable them to develop to their full

potential . We recognise that there are many young people who will need more help and support in order to access their entitlements than others. Extending Entitlement is about helping young people make choices, recognising that these choices have consequences, understanding that they have responsibilities as well as rights, and supporting them as they experiment with these complex skills and judgements. This preserves the voluntary nature of young people's involvement which is such an important feature of youth work, but places a duty on all those working with young people – learning providers, youth workers, volunteers and other professionals who need skills to work effectively with young people as part of their professional responsibilities – to make sure they have done everything in their power to provide additional support to create and support access to their entitlements for those young people who are less able or likely to engage with the opportunities, services and support they should have.

Young people also have a right to play in its widest sense. This includes the experiences and opportunities which are so important in their development. Extending Entitlement, together with the Assembly Government's Play Strategy, includes the expectation that all young people will have the opportunities to engage in activities appropriate to their age and maturity which allow them to test boundaries and enable them to explore their potential in a supportive environment. Youth work has a vital role in ensuring the right environment and encouragement to secure this entitlement for all our young people.

If Extending Entitlement is to be a reality for all young people in Wales we know there are many young people who will need all the skills we have available to identify their needs, link them with appropriate services and support them in accessing their entitlements. Extending Entitlement provides a framework of services, support and opportunities backed up by pro-active support for young people to help them identify what they need and support them in achieving it.

### **Developing a Strategic Approach**

Implementing such an ambitious and aspirational policy means we need to make sure that we make the most efficient and effective use of resources. In order to secure entitlement for young people in all areas of Wales we need a coordinated strategic approach at local level to build on existing good practice, analyse the needs of young people locally and develop a strategy that will deliver the entitlements for all young people all over Wales over time.

Young People's Partnerships (YPPs) have been established in each local authority area to develop these strategies. Rather than set up expensive line management structures we have chosen in Wales to develop a model based on genuine partnership between all organisations working together in the interests of young people in their areas. Extending Entitlement is about the needs and interests of young people rather than organisations.

## **Future support for Extending Entitlement**

Youth work was always intended to be at the heart of Extending Entitlement and has a major contribution to make to its implementation. In many areas this already happens. The move to create a unified support system within the Welsh Assembly Government to secure the best quality provision for young people to all the entitlements is designed to ensure the skills, expertise and values of youth work in Wales have the right degree of impact on services, support and opportunities for young people. It will help to ensure that youth work supports Extending Entitlement and 14-19 Learning Pathways by enriching experiences for young people and providing support.

We believe that we can create a new structure which will combine specific professional support for youth work in Wales and integrate support for the wider aspects of youth support services. This will reflect what we are asking YPPs to do locally – work together in recognition that young people have needs across a whole range of services and by sharing our expertise we can enhance the quality of provision and extend its range.

Youth and Pupil Participation Division is already responsible for a range of support to Young People's Partnerships and organisations. Though this may be subject to some review as part of the wider rationalisation of Assembly Government including the mergers with ELWa and ACCAC, the main current responsibilities of YaPP are set out at Annex 2

We set out below how we think this might work and welcome your responses to the questions to help us finalise the way the new support will be implemented.

New support services to be provided within Youth and Pupil Participation Division

### ***Users of the service***

In order to support this work, the main users of these services will be the youth service (statutory and voluntary), Young People's Partnerships including their constituent members.

The main new areas of work for Youth and Pupil Participation Division will include:

### ***Communication and Evaluation***

Web based information, resources and updates  
Publications  
Increasing research and evaluation skills  
Data collection  
E- Learning

## ***Training, Education and Workforce Development***

Workforce planning including UK developments

Training

National Continuing Professional development certification and recording

Training for youth support service professionals including youth workers

### **Integrated Approach**

Young People's Partnerships programme planning and reporting

Support for the voluntary sector (youth work and Young People's Partnerships)

National Voluntary Youth Organisation Grant Scheme

International Links

Play Work

14 - 19 developments, community, voluntary and personal support

Cross cutting developments within the Assembly Government e.g. Community

Focused Schools.

### **Proposals**

#### **1. Advisory Group and Sub Groups**

##### **a. Advisory Group**

It is proposed that the Advisory Group will meet three times a year. The responsibilities of the group would be to:

- Provide relevant and timely advice which will contribute to the development of planning for youth support services.
- Take part in any relevant sub groups that may be formed to support the advisory group
- Contribute expertise in specific policy areas

The Advisory group will have an important role in ensuring that support reflects the needs of young people and practitioners, reflecting the thrust of *Making the Connections* but will not have any executive function.

As a member of the Advisory group, representatives of organisations will have a duty to ensure that they consult as necessary with their constituents and inform their constituents of relevant developments and issues. They will assist in producing an annual report reflecting the work of the Advisory group and the work delivered by the team during the year

Suggested membership of the Advisory Group would be as follows:

Representative of:

All Wales Young People's Organisations Group (AWYPO) who are not already represented within the rest of the groups nominated  
Organisations representing play  
Chair of Education Training Standards  
Chairs of relevant sub groups  
Community and Youth Workers Union  
Connect Cymru  
Council for Wales of Voluntary Youth Services (CWVYS)  
Estyn  
Full time Youth Workers  
Funky Dragon  
Local Authority Chief Executive or representative  
Mentrau Iaith  
Third sector youth provision (not a member of CWVYS)  
Part time youth workers  
Principal Youth Officers Group  
Higher Education providers  
Young People's Partnership Co-ordinators  
Welsh Assembly Government  
Representatives of YAPP Division

Members will be nominated by their specific organisation, and substitutes will be permitted if the nominee cannot attend. (Nominated individuals will sit on the Advisory group for 3 years)

The Chair of the group will be determined at a later stage once discussion and composition of Advisory group has been agreed.

## **Questions**

- 1. Are there any other organisations national organisations/groups who should be considered for representation on the Advisory Group?**
- 2. Is there any other roles or responsibilities that the Advisory Group might undertake?**

## **b. Sub Groups**

A range of standing sub groups and short term groups will be formed in order to take forward specific programme issues and contribute to the work of the advisory group. It is suggested that the topic subject standing sub groups would be:

- i. Research and evaluation practice
- ii. Training and workforce development
- iii. Part time (statutory and voluntary) youth workers \*

\* In order to facilitate the working of this group because of the nature of the staff, it is suggested that this group be formed on a regional basis for a two year period, moving to other regions on a rotating basis. However staff in other parts of Wales will be able to contribute to the work of this group via email and web based methods.

Each standing sub group will have its own terms and reference and the nominated chair of each group will have a place on the Advisory Group.

### **Questions**

- 1. Are there any other longer term sub groups should be considered to support the Advisory Group?**
- 2. Are there any other ways for setting up the part time youth workers group?**

## **2.Work programmes**

### **a. Communications and Evaluation**

#### **i. Web based information, resources and updates**

With the access to technology increasing, most of the work programme connected with communications within this area will seek to exploit its full potential in order to keep those working at both strategic and operational level for and with young people fully informed and updated on relevant issues. In developing this area of work, we will take into account the views gained by the Wales Youth Agency from a survey they carried out with current users of the service. The exact format of delivery is yet to be finalised but could include

- Bi monthly email communication to the sector highlighting policy development, relevant magazine/newspaper articles and research findings
- Web based curriculum materials for use by youth workers and others working with young people
- Text messaging service referring to updates
- Direct communications to staff within individual YPP areas
- Updates from YPPs on developments in Extending Entitlement
- Information for and from partners in providing services, support and opportunities for young people
- Web/email and hard copy updates

#### **ii. Publications/ Library services**

Work will continue to develop relevant publications which will enhance and support practice in the sector. Work developed by the sub groups will also facilitate opportunities to share practice.

Although covered later articles developed as a result of the work in the areas of research and evaluation will also be published following peer evaluation by the research and evaluation sub group.

The valuable resources within the Library at the Wales Youth Agency purchased to support those working with young people in Wales will need to be relocated in suitable venues so that access by students and practitioners can continue. Discussions are ongoing with the Agency and relevant partners to ensure that these resources are fully accessible to those professionals who require them. Further details will be released as soon as they become available.

### iii. Research and Evaluation

Guidance will be developed by the sub group to take forward this area of activity for practitioners in Wales. The role of the group will be to ensure that research carried out in Wales by practitioners is significantly increased from the present level and that the work carried out in Wales is disseminated to a wider UK and International audience where possible. The sub group will work with employers to ensure that opportunities are available to the widest possible number of staff from the sector. The sub group will also need to work with other providers to explore how work produced in the sector can be disseminated.

### iv. Data Collection

In order to impact on policy development for all aspects of Extending Entitlement relevant data will need to be collected which will help shape the development of practice and demonstrate the impact of the policy. The work programme will need to reflect the requirements of the sector and to impact on policy development across the Assembly. Regular sets of data will need to be collected in order to compare and contrast developments as well as short term data for specific purposes.

### ***Questions***

- 1. Are there any specific areas of activity not set out within the above area of work?**
- 2. What would be the priority areas for activity in the first instance?**
- 3. How can we facilitate opportunities for practitioners to undertake research and evaluation activities which will be disseminated to a wider audience?**

## **b. Training, Education and Workforce development**

### **i. Training and Education**

The team will have a central role in developing central learning resources in partnership with the sector for use with students and practitioners at local level from both the voluntary and statutory sector. These resources will be developed in a range of formats which can be used within the framework delivered by the Communications and Evaluation team. The team will also work with other partners to develop appropriate modules/courses to meet specific topic based issues, for example emotional wellbeing. It will also aim to increase training expertise at local level by providing appropriate courses for staff to increase the number of trainers at local level within both the voluntary and statutory sector.

The team will work with the sector to identify relevant training that should be made available for senior managers and those with management responsibility.

The team will also need to support the awareness raising of the Extending Entitlement agenda within initial training of relevant professional groups who are the partners within YPP's. Initial work will involve discussions with HE providers and employers about the most effective way of carrying forward this work.

### **ii. Workforce Development**

The team will take forward in the first instance with a wider consultation on the recommendations of the workforce development group co-ordinated by the Wales Youth Agency. Following this work, initial priorities from the response to the consultation will be addressed by the team. Among the issues to be addressed could be setting up systems for recording Continuing Development Opportunities and developing appropriate supervision support for staff in training.

The team will need to take account and be involved in UK developments such as the work in relation to the Sector Skills Council.

Support, advice and external expertise will also be offered to ensure that organisations can meet the requirements of the Education, Training Standards Committee of Wales in obtaining endorsement and accreditation

The team will also work with other professionals who do not have a specific role in working with young people full time to map out how the best impact can be made for those in initial training or as part of CPD processes within their professional frameworks to ensure that those staff have appropriate skills to work with young people when the needs arises.

The team will take forward the development of appropriate training materials to be used by other professionals based on the findings of the mapping study.

## **Questions**

- 1. Are there any other areas of activity not described in the work programme?**
- 2. Are there any specific training the training priorities need to be addressed in the first instance at local level?**
- 3. Should a group be set up to advise and monitor the recommendations of the final workforce development strategy?**

### **c. Integrated Approach**

#### **i. Young People's Partnerships**

The important role of the Young People's Partnerships(YPP) in driving forward the Extending Entitlement agenda is recognised. The team will work to support in particular the YPP co-ordinators and those strategic Directors and members from the local authority who as a result of the Children's Act will have responsibility for the work of the YPP. The team will support the YPP's to address a number of issues in particular those highlighted in the first round of inspection reports written by Estyn. This work will call for support from other staff delivering the range of functions described earlier where appropriate.

#### **ii. Support for the Voluntary Sector**

This work will encompass the whole area of responsibility for supporting the voluntary youth work sector and the voluntary sector involvement within the YPP's. The National Voluntary Youth Grants Scheme (NVYO) will also be located within this work area to ensure coherence with the work within this programme area. The process of providing advice and information for organisations to make applications through the NVYO scheme and the decision process will be separate. Work carried out in this area will need to draw and share expertise from other parts of the programme area as appropriate. The grant currently awarded to CWVYS will also be managed from this programme area to ensure continuity of approach to support within the sector.

#### **iii. Quality Assurance and Self Assessment**

The team will work to support the development of systems at local level which will enhance and complement systems currently in place and co-ordinated by the YPP. This work will build on good practice already in place across many partners within the YPP which has been identified in Estyn reports.

- iv. 14 - 19 developments/ other cross cutting Assembly Government programmes

The team will ensure that they provide expertise and links with external expertise which will inform developments which are relevant in which the youth service and others within the YPP will be contributing to cross cutting developments. The team will also work to ensure that other bodies internally and externally understand the impact the involvement of the youth service and the wider YPP members can have using their skills and knowledge.

- v. Play Strategy

This important issue will be addressed by the new team as a result of the Assembly Government's published strategy on Play, which sets out clearly the importance of play in its widest sense and its contribution to the development of young people. The team will work with relevant organisations to provide advice and guidance.

- vi. Links with other external specific interest groups

The team will work with other external groups as appropriate to ensure that their subject areas can be disseminated as required within the sector to support the development of curriculum information/programmes that can support young people at local level. Although not an exhaustive list, this could include global issues, sustainability issues, sports, arts, diversity and international development.

### ***Questions***

- 1. Are there any other work areas that should be included within this programme area?**
- 2. How can we ensure that the links with external interest groups are developed to their full potential?**

### **3. Other Work Areas currently under discussion**

#### **a. Connect Cymru**

Connect Youth which is part of the British Council currently devolves decisions regarding funding opportunities for youth exchanges and study visits to Wales via Connect Cymru. Discussions are ongoing with the British Council and the Department for Education and Skills regarding the future operation of the programme in Wales. Further details will be announced as soon as they become available.

#### **b. Education and Training Standards Committee of Wales**

The Memorandum of Understanding between both sides of the Joint Negotiating Committee for Youth and Community Workers and the Welsh Office was agreed in 1994. The Welsh Assembly Government wishes to see this role and responsibility being continued in Wales. This work is subject to ongoing discussion with JNC/ ETS regarding the best method of delivery and support for the work of this committee. Further details of the proposals will be announced once agreement has been reached with relevant parties.

## IT'S ABOUT YOU

### Extending Entitlement - For Young People Aged 11-25 in Wales

The Welsh Assembly Government wants every young person in Wales aged 11-25 to have the same rights or entitlements (things you are allowed/should have/have a right to). Rights come with responsibilities - for adults and for you as a young person. The things the Assembly thinks you should be entitled to are opportunities and choice:

#### 1. Your Rights

- a. To learn what your rights are and understand them
- b. Make sure you are able to claim them and to understand and accept the responsibilities arising from them

#### 2. *Being Heard*

It is your right to have the opportunity to be involved in making decisions, planning and reviewing an action that might affect you. Having a voice, having a choice even if you don't make the decision yourself. Your voice, your choice.

#### 3. *Feeling Good*

To feel confident and feel good about yourself

#### 4. *Education & Employment*

- a. To be able to learn about things that interest and affect you
- b. To enjoy the job that you do
- c. To get involved in the activities that you enjoy including leisure, music, sport and exercise, art, hobbies and cultural activities

#### 5. *Taking Part/Getting Involved*

To be involved in volunteering and to be active in your community

#### 6. *Being Individual*

- a. To be treated with respect and as an equal by everyone,
- b. To be recognised for what you have to contribute and of your achievements
- c. To celebrate what you achieve

## **7. *Easy Access***

Easy access in getting the best services that you should have, locally and nationally, and to have someone available to help you find them.

## **8. *Health & Wellbeing***

To lead a healthy life, both physically and emotionally

## **9. *Access to Information & Guidance***

To be able to get information, advice and support on a wide range of issues that affect your life, as and when you need it

## **10. *Safety & Security***

To live in a safe, secure home and community

## YOUTH AND PUPIL PARTICIPATION DIVISION

The four teams have the following responsibilities:

### **Pupil Engagement Team (PET)**

- Attendance, exclusions, discipline
- Taking forward attendance action plan including review of Education Welfare Service and development of guidance on attendance law.
- Development of electronic registration implementation
- Implementing new attendance benchmarking exercise
- Bullying, behaviour management, use of reasonable force
- Monitoring of school bullying policies
- PSE, including citizenship, substance misuse, health and sex and relationships education
- Development of mental health guidance for schools
- Looked after children, education other than at school
- Disaffection and disengagement of pupils up to 16
- Development of comprehensive guidance to replace 3/99
- Sponsorship of the Prince's Trust xl project
- Developing financial capability

### **Policy, Inclusion and Participation (PIP)**

- Implementing *Extending Entitlement*
- Management of national and local ESF Funded initiatives for *Extending Entitlement* with 20 partners
- Monitoring and evaluation of *Extending Entitlement* and ESF activities
- Communication strategy for young people re their Entitlement
- Lead on *Keeping in Touch* for those young people NEET from 11 on
- Information and advice services to young people at national and local levels
- Participation of children and young people
- Lead responsibility for Funky Dragon
- Lead links with Youth Forum workers
- Lead links with School Councils
- Social inclusion and entitlements
- Education and training of young offenders
- Development of Safer Schools Projects
- Lead link with Youth Justice Board
- Management of national information project contract (CLIC)
- Management of cross divisional issues including finance, personnel, admin support

**Youth Work and Development (YWD)**

- Sponsorship of Wales Youth Agency including transition into Assembly
- Monitoring of NVYO Grant Scheme administered by WYA
- Training and development of youth workers
- Workforce development for youth support services
- Communication strategy for youth work development
- Sponsorship of CWWYS
- Sponsorship of Dolen Cymru
- Support for Young People's Partnerships
- Planning and reporting for YPPs
- Lead links with Estyn on inspection of youth support services
- 14-19 Learning Pathways project team support

**Learning Pathways Team**

- Development of 14-19 Learning Pathways with 22 14-19 Networks
- Communication strategy for 14-19 Learning Pathways
- Application for and implementation of ESF Funding for 16-19
- Link with DfES/Tomlinson
- Young people leaving compulsory education without qualifications
- Russell Commission developments re volunteering
- UK Presidency Youth Event organisation
- Lead links with ELWa in developing post 16 aspects of Learning Pathways
- Lead links with Estyn re 14-19 Learning Pathways

**Extending Entitlement: supporting young people 11-25 in Wales**

**Working together to provide young people's entitlements**

**Consultation May – July 2005**

Questions

1a. Advisory Group

- i. Are there any other organisations national organisations/groups who should be considered for representation on the Advisory Group?
- ii. Is there any other roles or responsibilities that the Advisory Group might undertake?

1b. Sub Groups

- i. Are there any other longer term sub groups should be considered to support the Advisory Group?
- ii. Are there any other ways for setting up the part time youth workers group?

**Work Programmes**

2a. Communications and Evaluation

- i. Are there any specific areas of activity not set out within the above area of work?
- ii. What would be the priority areas for activity in the first instance?
- iii. How can we facilitate opportunities for practitioners to undertake research and evaluation activities which will be disseminated to a wider audience?

2b. Training, Education and Workforce development

- i. Are there any other areas of activity not described in the work programme?
- ii. Are there any specific training the training priorities need to be addressed in the first instance at local level?
- iii. Should a group be set up to advise and monitor the recommendations of the final workforce development strategy?

2c. Integrated Approach

- i. Are there any other work areas that should be included within this programme area?

ii. How can we ensure that the links with external interest groups are developed to their full potential?

### 3. Other Comments

This is an opportunity for you to give any other views other activities/support that the team within the Assembly Government should be carrying out.

Thank you

Please return your comments to Youth and Pupil Participation Division, Welsh Assembly Government, Cathays Park, Cardiff CF10 3NQ or email to [YPTmailbox@wales.gsi.gov.uk](mailto:YPTmailbox@wales.gsi.gov.uk) by 31<sup>st</sup> July 2005.