

CABINET

Date of Meeting	Tuesday, 15 th February 2022
Report Subject	Multiplying Impact – Flintshire Integrated Youth Provision Delivery Plan 2021-2024
Cabinet Member	Leader of the Council and Cabinet Member for Education
Report Author	Chief Officer (Education & Youth)
Type of Report	Strategic

EXECUTIVE SUMMARY

This report provides details of the new plan that has been developed for the delivery of the Council's youth services, known as the Integrated Youth Provision, for the period 2021-2024.

This plan has been prepared following consultation with young people, with staff in the Integrated Youth Provision Team and with our key partners who support us in our delivery of services to young people aged 11 to 25 in Flintshire. It has also been developed within the context of the ongoing COVID-19 pandemic which is widely acknowledged to have had a significant impact on the emotional, mental and physical health of young people.

Aspects of the delivery plan are already being actioned as the service has continued its support for children and young people throughout the pandemic. This has often been in different ways from traditional youth work activities due to the COVID-19 restrictions that have been in place at different times.

The title of the plan, **Multiplying Impact**, is deliberate in order to demonstrate how lessons learned about service delivery during the pandemic are embedded in our youth work going forward and also how effective partnership working between the Council and its key partners in this arena positively benefits our young people and maximises its impact.

The plan outlines the national and local context for youth work, references the feedback from the consultation process on which the plan has been built and sets out ambitious priorities for the future development of the service.

RECOMMENDATIONS

1	Members positively acknowledge the vital work of the Integrated Youth Provision during the COVID-19 pandemic in supporting Flintshire's children and young people.
2	Members endorse 'Multiplying Impact - Flintshire Integrated Youth Provision Delivery Plan 2021-2024'.

REPORT DETAILS

1.00	EXPLAINING 'MULTIPLYING IMPACT – FLINTSHIRE INTEGRATED YOUTH PROVISION DELIVERY PLAN 2021-2024'
1.01	Flintshire Integrated Youth Provision (FIYP) aspires for all young people in the county to have access to quality support that contributes to their personal development, emotional health and wellbeing, physical health and personal safety. The aim is that young people can reach their potential and live free from disadvantage and the harmful impacts of inequality and disadvantage.
1.02	The service recognises that the COVID-19 pandemic, which is still ongoing after nearly two years, has had a variety of impacts on young people – some positive but many are negative. It is acknowledged that at a time when young people and families needed support the most, many of the protective factors which normally help them to cope were inaccessible because of the national restrictions e.g. schools and workplaces closed, leisure centres, gyms, sports clubs, youth clubs and social venues closed and for significant periods of time, limitations on meeting with family and friends. Many young people and families have also experienced increasing financial hardship and have increased stress around employment and poverty.
1.03	As pandemic restrictions have been eased, although not yet completely removed, some of our youth services have begun to operate again, alongside the reopening of schools but what is already emerging is that the impact of the pandemic has had a wide range of impacts on young people and this will continue to become more visible over time and particularly for the most vulnerable in our communities.
1.04	FIYP has a long and proud history of advocating for and partnering with young people, schools, wider services and key partners to meet the needs of those aged 11 to 25. FIYP is, therefore, well placed to meet the challenges that emerge in the presentation of young people including disengagement, anxiety, mental health issues and in the more complex cases, self-harm and suicide ideation.
1.05	Welsh Government is promoting a whole-school approach to emotional health and wellbeing and actively encourages greater use of youth work to

	<p>support young people within the 11-25 age range. The FYIP team have a vast range of expertise and skills to enhance this approach both inside and outside the formal school setting. Youth workers offer a unique insight into the needs of young people and are adept at identifying and supporting those who may be at greater risk.</p>
1.06	<p>As Wales heads towards implementation of the new curriculum in September 2022, with its four key purposes:</p> <ul style="list-style-type: none"> • ambitious, capable learners, ready to learn throughout their lives; • enterprising, creative contributors, ready to play a full part in life and work; • ethical, informed citizens of Wales and the world; • healthy, confident individuals, ready to lead fulfilling lives as valued members of society; <p>the contribution of quality youth work will be critical.</p> <p>Working strategically and collaboratively with young people and partners, our ambition is to ensure that everyone benefits from formal and informal activities and experiences, led by a skilled and enthusiastic youth team and that the impact of everyone's efforts is multiplied.</p>
1.07	<p>Based on data from the Office for National Statistics in 2019, 156,100 people live in Flintshire, which represents about 5% growth since 2001. Of the total population, 28% are aged 0-25 years (42,314) with young people aged 11-25 years totalling 23,714.</p>
1.08	<p>The population in Flintshire is spread across the towns of Flint, Buckley, Holywell, Connah's Quay and Mold, but unlike some Welsh counties there is no main single centre. The remainder of the population are located either in a westward linear pattern extending along the Flintshire coast, with more rural and dispersed communities to the central and western areas of the county or in more commuter-based villages to the south and east.</p> <p>Our geography means that some of our young people are more confined to their own areas than is true for counties with main centres. This impacts most on those with less means and less confidence to travel in order to access provision in neighbouring towns and/or villages. This isolation has been exacerbated further for young people, their families and communities because of COVID-19.</p>
1.09	<p>Our geography and local patterns of inward and outward migration with nearby English towns and cities e.g. Chester and Liverpool, have also meant we have tended to have fewer Welsh language speakers in Flintshire - 13.2% compared to 19% for Wales as recorded in the 2011 census. Therefore, encouraging young people to learn and use their Welsh language skills and be proud of their Welsh heritage and culture is a key objective of the service and the new delivery plan and forms part of the Council's Welsh in Education Strategy 2022-2032.</p>

1.10	<p>Youth work: the Youth Provision Service and Youth Support Services in Flintshire have been planned and delivered in an integrated way since 2015, with enhanced collaboration between providers in all sectors.</p> <p>Flintshire Integrated Youth Provision (FIYP) operates across the spectrum of need with a reach across all secondary schools, statutory and voluntary sector partners. FIYP utilises the Youth Support Grant (YSG) and the Families First grant to support a strategic approach to partnership work and an active voluntary sector provision. This has enabled us to adopt a strategic approach to planning and delivering support for young people.</p>
1.11	<p>The Learning and Skills Act 2000 s.123 obliges local authorities to provide and/or secure the provision of Youth Support Services (youth services). Youth services operate from multiple settings, including schools, homes and in communities. This includes dedicated provision for young people more at risk of poor outcomes such as young carers and young people with disabilities, at risk of exclusion, having unhealthy relationships and those with emotional and mental health problems.</p> <p>Youth workers provide these services via 'youth work' - a recognised methodology for working with young people, underpinned by National Occupational Standards and regulated professional qualifications.</p>
1.12	<p>Since 2010, traditional youth service activities in Wales, which were mainly community-based, drop-in and open-access, have reduced. Reasons for this include national policy change, young people's growing preference for digital interaction, more time spent on school-related activities and study and the impact of austerity.</p> <p>The national policy context increasingly focused youth service activities to more targeted provision. The Welsh Government and key agencies such as Estyn have increasingly recognised the essential role of youth workers to helping support positive outcomes with young people that are more vulnerable to disadvantage and exclusion.</p>
1.13	<p>We know from national research and local analysis that young people are affected by adverse childhood traumas (ACEs) and with other challenges arising from factors such as being young carers, intergenerational poverty and/or having a disability, neuro-diverse condition and poor mental and emotional health and wellbeing the challenges facing many young people are significant.</p>
1.14	<p>These challenges are the drivers behind this new delivery plan and are closely linked with three Council priorities:</p> <ul style="list-style-type: none"> • reducing youth homeless; • reducing school absenteeism and exclusions; • improving outcomes for children and young people who are 'looked after' by the local authority and for care leavers.
1.15	<p>The role of young people in shaping the services they want and need is critical and Flintshire's young people positively contributed to the consultation process. Of the 80 young people who responded to the consultation survey, we learned that the majority who use FIYP services</p>

	<p>rate these as great or good with informal education and play activities during the summer, 1:1 and group activities with youth workers in the community, during the school day (but not at school), online and youth clubs all scoring highly.</p> <p>The areas for us to develop further based on their feedback is to improve the experience of young people engaging with youth workers at school and in accessing information, advice and assistance through telephone/email contact with youth workers.</p>
1.16	<p>Amongst young people, we also found strong demand for FIYP to prioritise support:</p> <ul style="list-style-type: none"> • In how to feel more confident, for chances to learn something new, stay safe, relax/have a break, do something different and for support with education and/or employment (85-90% of all young people). • Provide chances to meet more young people like themselves and for support to deal with anxiety, stress and problems at school with other young people (80-84%). • Promote access to youth workers as sources of information and advice about other types of available support and to assist with problems with family/at home and in addressing problems with teachers and school work (67-79%). <p>At least half of young people also value as very important/important FIYP youth and play workers providing information and advice about sexual health, drugs and alcohol and housing.</p>
1.17	<p>While there was little difference in preferences based on location, gender, having a disability or a health/neuro-diverse condition, for some cohorts of young people there were particular areas of support that are more strongly valued. These include:</p> <ul style="list-style-type: none"> • For LGBTQ+ young people • For young people where Welsh or English is not their first language • For young carers.
1.18	<p>The other respondents to the consultation including FYIP staff, partners, parents & carers and elected members largely validated the key priorities identified by young people themselves. These include:</p> <ul style="list-style-type: none"> • Support for young people’s mental health and wellbeing, including anxiety and stress, support networks and to address waiting times for specialist mental health services • Pro-social community activities, including access to informal education, play and activities that alleviate boredom and give young people something to do • Safe environments for young people to meet, access support, hang out etc.

	<ul style="list-style-type: none"> • Information, advice and assistance related to alcohol and drugs • Support for economic empowerment, including jobs and financial advice • Support related to education, such as to help reduce exclusions, support pupil engagement • Access to online support services, including improved online safety and to address digital exclusion
1.19	<p>Those who responded were even more emphatic than the young people themselves in prioritising the following as important:</p> <ul style="list-style-type: none"> • Supporting young people experiencing anxiety and stress e.g. feeling worried, feeling lonely, self-harm (99%). • Supporting young people to feel more confident e.g. body image, peer pressure (99%). • Supporting young people experiencing problems with family/at home (99%). • Supporting young people experiencing problems at school with other young people e.g. bullying, peer pressure (98%). • Support with school/college/getting a job (97%). • Giving young people a chance to do something different (97%). • Giving young people a chance to learn something new (97%). • Giving young people a chance to meet more young people like them e.g. Welsh speakers, disabled young people, LGBTQ+ young people (97%).
1.20	<p>What types of services and how they should be delivered are explored in detail in the plan which is attached at Appendix 1. The consultation demonstrated that young people and wider stakeholders can have similarities and differences in how they consider the best ways to deliver services.</p> <p>The provision of youth clubs in young people's local area was a priority for everyone but there is also recognition that a range of services can be delivered in other formats e.g. on digital platforms, by youth workers being placed in schools, by accessing information in other venues supported by youth workers e.g. leisure centres, parks, clubs, hospitals, homelessness shelters. Broadening the offer of services by working with other partners and maximising technology is a positive way to maximise the impact of constrained resources.</p>

	<p>What the consultation feedback confirmed, therefore, is that the service needs a multi-faceted and inclusive approach to ensure the broadest possible access for young people to our support.</p>
1.21	<p>The consultation provided mostly strong support for the proposals for the development of the Integrated Youth Provision which include:</p> <ul style="list-style-type: none"> • Expanding digital and remote engagement with young people and staff; • Sustaining and developing partnerships with schools and other services such as AURA, Housing and Children's Services to make youth workers available in settings that young people attend e.g. young people at risk of homelessness, self-harm and who are at risk of exclusion from school; • Re-establishing regular youth clubs at Connah's Quay, Flint, Greenfield, Leeswood, Penyffordd, Saltney and Sealand, Mynydd Isa and Treuddyn; • To develop new provision in the Deeside area and to have schools and community organisations manage some buildings in order to release resource to provide other forms of youth work e.g. youth workers in schools.
1.22	<p>The service has developed its vision for the future on the basis of the Youth Work Strategy for Wales 2019 which has the following 5 aims:</p> <ol style="list-style-type: none"> 1. Young people are thriving 2. Youth work is accessible and inclusive 3. Voluntary and paid professional youth work staff are supported throughout their careers to improve their practice 4. Youth work is valued & understood 5. A sustainable model for youth work delivery <p>Each of these themes are developed in greater detail in the delivery plan and expands on the priorities above. The plan outlines what has already been done to support these aims and also how they will be developed further through the lifetime of the plan.</p>
1.23	<p>FIYP will make sure that we build on our collective successes, question ourselves continually and always listen to the voices of our young people, our staff, our partners and our wider stakeholders.</p> <p>FIYP Plan: Multiplying Impact 2021 – 2024 has been developed in that spirit and is grounded in our recent consultation feedback.</p> <p>The 2021 – 2024 Multiplying Impact plan promises to deliver through our proactive and effective partnership work, a relentless focus on quality and holistic support, a bilingual offer and evidence-based youth work provision.</p>

2.00	RESOURCE IMPLICATIONS
2.01	<p>Revenue: there are no implications for the approved revenue budget for this service for either the current financial year or for future financial years. The service operates within its budget.</p> <p>Capital: there are no implications of this delivery plan for the approved capital programme of the Council for either the current financial year or for future financial years. The service will continue to manage a number of youth and community buildings but where appropriate will support others to take control via community asset transfers. This is a more financially efficient model for the service who can then rent out space when it is needed.</p> <p>Human Resources: Any change to current workforce structures or roles will be managed within the service budget.</p>

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT								
3.01	<p>Integrated Impact Assessments (IIAs)</p> <p>A full Integrated Impact Assessment has been completed, attached as Appendix 3 to this report, which elected members are advised to read.</p> <p>i) The Impact Assessment has identified there will be a potential positive impact on virtually all areas with the note that the only potential negative impact would be if some individuals were digitally disadvantaged. Access to IT equipment and internet access will be continuously reviewed by the service to integrate this into the offer for young people and by signposting them to other local facilities where this is available e.g. libraries.</p> <p>Any identified risks within the Integrated Youth Provision are recorded as part of the Education & Youth Portfolio risk register which is monitored on a monthly basis and reported through the appropriate Council meeting structures.</p> <p>Ways of Working (Sustainable Development) Principles Impact</p> <table border="1"> <tr> <td>Long-term</td> <td>Positive – supports the holistic development of young people as they transition towards adulthood</td> </tr> <tr> <td>Prevention</td> <td>Positive – provides access to support services and information to encourage young people to make healthy choices, maintain personal wellbeing and safety and develop confidence</td> </tr> <tr> <td>Integration</td> <td>Positive – the plan is wholly inclusive and provides opportunities for all</td> </tr> <tr> <td>Collaboration</td> <td>Positive – the plan and the delivery of youth work activities is based on a</td> </tr> </table>	Long-term	Positive – supports the holistic development of young people as they transition towards adulthood	Prevention	Positive – provides access to support services and information to encourage young people to make healthy choices, maintain personal wellbeing and safety and develop confidence	Integration	Positive – the plan is wholly inclusive and provides opportunities for all	Collaboration	Positive – the plan and the delivery of youth work activities is based on a
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	collaborative approach between services and agencies for the benefit of all young people
Involvement	Positive – the plan is based on the consultation and feedback from young people who are actively involved and supports them to develop their understanding of how they can actively participate in all aspects of their lives. It is a rights based approach.

Well-being Goals Impact

Prosperous Wales	Positive – develops the skills and confidence of young people and supports their academic and personal development to lead them to be economically active as adults
Resilient Wales	Positive - develops the skills and confidence of young people and gives them access to services and support to build their personal resilience
Healthier Wales	Positive – provides access to services and experiences that promote physical and emotional health
More equal Wales	Positive – is inclusive and seeks to address the impact of inequality
Cohesive Wales	Positive – built on a rights based approach and the respecting others agenda
Vibrant Wales	Positive – encourages and promotes the Welsh language and culture
Globally responsible Wales	Positive – encourages social and environmental responsibility

The plan makes a significant contribution to the Council's Wellbeing Objectives and is a key strand of the business plan for the Education & Youth Portfolio which in turn underpins the Council Plan. It supports not only the E&Y Well-being objectives:

- supporting children and younger people to achieve their potential;
- supporting learners from 3 to 18 years of age to aspire to high levels of educational attainment and achievement;
- providing high quality learning opportunities, and learning environments for learners of all ages;

but also contributes to other objectives in relation to healthy and independent living, protecting people from poverty, protecting people from abuse, making communities safer places and giving equal opportunities for all to fulfil their lives.

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	The plan was widely consulted upon by a range of young people and wider stakeholders and it is on this feedback that the priorities within the plan have been developed, alongside local and national priorities.

5.00	APPENDICES
5.01	Appendix 1 – Multiplying Impact Delivery Plan 2021-2024 Appendix 2 – FIYP Staffing Structure 2022 Appendix 3 – FIYP Integrated Impact Assessment

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	https://gov.wales/sites/default/files/publications/2019-06/youth-work-strategy-for-wales.pdf

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Claire Homard - Chief Officer Education & Youth Telephone: 01352 704190 E-mail: claire.homard@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
	<p>Flintshire Integrated Youth Provision – the name of the youth service within the Council which delivers youth support and early intervention support to all children and families, including our most vulnerable children, young people and families.</p> <p>Youth Support Grant - Welsh Government (WG) Grant paid to each lead youth provision in each Local Authority to enable commissioning of bespoke partnership services for our young people.</p> <p>Families First Programme - The national programme providing a vehicle for delivering on the child poverty strategy</p> <p>NEETS - Young people not in education employment or training.</p>