



# **STRATEGIC DEVELOPMENT PLAN**

**2008 - 2011**

Working to enable young people to fulfil their true potential



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### **MISSION**

YCHLOW will provide the highest quality of service to young people in terms of support, guidance and best practice in a positive and professional manner, in order to achieve their true potential as responsible and valued members of society.

### **YOUTH WORK**

YCHLOW believes that good youth work practice is about creating a stimulating, supportive environment negotiated with the young people in which each individual may continue to grow ethically, morally, physically and emotionally and gain appropriate knowledge and experience, in order that they may find their place in society, whilst developing a positive regard for themselves and others.

## **CONTEXT**

YCHLOW works with young people from 8 to 25 years of age because they are young people first. However we recognise that some may suffer from disadvantage from time to time.

YCHLOW's work is motivated by its conviction that youth work is about delivering a service aimed at the social and personal development of young people. Young people should be enabled to make informed choices and encouraged to take a full and active part in all aspects of their lives in order that they can:-

- **Be healthy**
- **Stay safe**
- **Enjoy and achieve through learning**
- **Make a positive contribution to society**
  - **Achieve economic well-being**

(Government aim for every child/young person from Every Child Matters)

We frame the social and personal development of young people within the wider framework of citizenship and social cohesion which we interpret to mean working towards a society in which:-

- **there is a common vision and sense of belonging by all communities**
- **the diversity of peoples backgrounds and circumstances is appreciated and valued**
  - **similar life opportunities are available to all**
- **strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community"**

We work in partnership with a wide range of other organisations including local authorities, schools and other voluntary organisations. The major reorganisation of Hampshire County Council Children's Services into 11 locality teams is going to pose us a particular challenge in developing 11 working relationships where there was only one previously. Establishing working relationships with Children's Services in Southampton, Portsmouth and the Isle of Wight will add its own level of additional challenge.

## **PLAN**

YCHLOW is a membership organisation and can best achieve its mission in partnership with its member clubs, groups and projects by enabling them to deliver high quality and safe services to young people.

There are 6 threads to achieving our plan:-

1. Identify, reward and demonstrate best practice in a youth club/group/project setting.
2. Identify, reward and demonstrate best practice in a setting which brings young people together from a number of different clubs/groups/projects.
3. Provide access to training and development opportunities for those taking a position of responsibility in a youth club/project/group in order to spread best practice.
4. Provide access to support, advice and information via a number of different means for our members in order to spread best practice.
5. Represent the needs and issues of young people in a wide range of forums.
6. Represent the needs and issues of our member clubs/groups/projects in a wide range of forums.

## **TARGETS**

### **1. Identify, reward and demonstrate best practice in a youth club / group / project setting.**

#### **A. One-off club visits to deliver specific workshops**

- 1) Each workshop visit to be preceded by a briefing about what YCHLOW intends to achieve from the workshop (planned outcomes).
- 2) Club / project invited to share what they expect / want to get from the visit.
- 3) Workshop delivered only whilst club / project staff working alongside YCHLOW staff.
- 4) Workshop evaluated by young people and workers.
- 5) Evaluative report written highlighting evidence of best practice and making diplomatic suggestions for further development.
- 6) Brief synopsis of main suggestions & points for development logged in club / project development plan for future follow up.
- 7) Subsequent visits arranged and preceded by reference to development plan in order to monitor progress.

#### **B. One-off club visits to establish initial or re-establish contact with clubs & projects.**

- 1) Attempt, in the first instance, to make an appointment, but visit unannounced if an appointment cannot be made.
- 2) Re-introduce YCHLOW and the services we can supply.
- 3) Evaluative report written highlighting evidence of best practice and making diplomatic suggestions for further development.
- 4) Brief synopsis of main suggestions & points for development logged in club / project development plan for future follow up.
- 5) Subsequent visits arranged and preceded by reference to development plan in order to monitor progress.

**2. Identify, reward & demonstrate best practice in a setting which brings young people together from a number of different clubs / groups projects.**

- 1) Plan a programme of activities which are interesting and attractive to young people whilst simultaneously delivering outcomes from the Every Child Matters agenda (ECM).
- 2) Advertise activities in such a way that participants and youth workers are clear that the activity has planned outcomes for young people which can be mapped onto the outcomes of ECM.
- 3) Run planned activities in such a manner that youth workers from clubs and projects are aware that the processes involved in the activity are the important factor.
- 4) YCHLOW to model best practice at all times.
- 5) Gain evaluative feedback from participants and workers.
- 6) Write & circulate an evaluative report on the event paying particular attention to the planned outcomes.

**3. Provide access to training and development opportunities for those taking a position of responsibility in a youth club / group / project in order to spread best practice.**

Devise an annual programme

- 1) Advertise as widely as possible all training opportunities being provided by YCHLOW.
- 2) Deliver training opportunities that meet the needs of those in a position of responsibility in a youth club / group / project.
- 3) Evaluate all training to ensure it meets the needs identified.
- 4) Review the training needs of those in a position of authority etc.

**4. Provide access to support, advise & information via a number of different means for our members in order to spread best practice.**

- 1) Phone enquiries will be dealt with politely, efficiently at the time or a message will be taken and the message taken will follow up when the appropriate member of staff is next in the office.
- 2) Postal enquiries will be dealt with as quickly as possible – if the appropriate member of staff is unable to respond quickly an acknowledgement will be sent in this effect.
- 3) Email enquiries - as postal enquiries.
- 4) Club support visits both workshop visits and relationship maintenance visits see 1.
- 5) Access to newsletters, which will include helpful tips and articles.
- 6) Website, which will include the ability to download helpful information & resources.
- 7) Publications – where appropriate YCHLOW will publish hard copies of helpful documents & resources and make them available to the membership.
- 8) Enquiries will be logged on the appropriate club / project development plan.

**5. Represent the needs of young people in a wide range of forums.**

- 1) Staff will, as appropriate, represent YCHLOW by attending a wide range of forums whether as one-offs or as representative members on various committees & working groups.
- 2) The Chief Executive will maintain a strategic overview of which groups YCHLOW has a presence on with a view to balancing the value this brings to the young people of YCHLOW and the associated costs to YCHLOW.
- 3) YCHLOW staff will represent the needs of young people by the way they present the work of the organisation.

**6. Represent the needs & issues of our member clubs / groups / projects in a wide range of forums.**

- 1) Staff will, as appropriate, represent YCHLOW by attending a wide range of forums whether as one-offs or as representative members on various committees & working groups.
- 2) The Chief Executive will maintain a strategic overview of which groups YCHLOW has a presence on with a view to balancing the value this brings to the clubs / groups of YCHLOW and the associated costs to YCHLOW.
- 3) YCHLOW staff will represent the needs of clubs / projects by the way they present the work of the organisation.