

EAST RENFREWSHIRE COUNCIL

CABINET

4 December 2014

Report by Deputy Chief Executive

YOUNG PERSONS SERVICES ANNUAL REPORT

**PURPOSE OF REPORT**

1. The purpose of this report is to advise the Cabinet of the performance of Young Person Services during the 2013-14 school year.

**RECOMMENDATIONS**

2. The Cabinet is asked to note the performance of Young Persons Services and the areas for improvement that will be worked on over the coming year.

**BACKGROUND**

3. Young Persons Services is the core service for youth work in East Renfrewshire and is part of the Corporate and Community Services Department. Youth work is one of the three core elements of Community Learning & Development (along with adult learning and community capacity building) and is subject to inspection by Education Scotland.

4. Following a March 2011 Learning Community Inspection a small number of improvement actions were identified, one of which was that Young Persons Service should produce an annual report for elected members and other stakeholders. This years annual report is attached at Annex 1.

5. The report outlines how Young Persons Services has had it most successful year to date. The team have worked with record numbers of young people and they have supported more young people than ever before to achieve more recognised awards than ever before. The team have had a range of positive and profound impacts on young people helping them into employment, further education or improving their health and wellbeing.

**FINANCIAL AND EFFICIENCY IMPLICATIONS**

6. There are no financial and efficiency implications.

**RECOMMENDATIONS**

7. The Cabinet is asked to note the performance of Young Persons Services and the areas for improvement that will be worked on over the coming year.

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Convener contact details: Councillor Montague, Convener for Community Services and Community Safety.

# Young Persons Services Annual Report 2014





# Introduction

## What is Youth Work?

**Youth work involves working with young people, aged 12-25 in the community and in school, on a consensual basis on issues and subjects that matter to them.** The goal of youth work is to ensure all young people have skills for life, learning and work. As a result youth work covers a wide range of issues including health, education, employment, citizenship, anti-social behaviour and crime.

Youth work is one of core elements of Community Learning and Development (CLD) in Scotland, along with Community Capacity Building and Adult Learning. It is a statutory duty and is subject to inspection by Education Scotland.

## Youth Work in East Renfrewshire

**There are over 16,000 young people aged between 12-24 in East Renfrewshire.**

Young Persons Services is the core youth work service in East Renfrewshire. YPS is comprised of a team leader, a senior community worker and 10 (9 FTE) professionally qualified youth workers. There is one youth worker for every 2000 young people. The team is supported by a small pool of casual staff who do street work and help out in youth clubs and the programmes of work run by the team.

There are two dedicated youth facilities; The Edge in Newton Mearns and The Museum in Barrhead. The facilities are used to deliver a wide range of programmes from the Duke of Edinburgh Awards, Hairdressing Skills, Parenting Groups, Youth Clubs and drop-in sessions.

Young Persons Services contributes toward the achievement of 4 of the 5 SOA outcomes:

Number	Outcome
1	All children experience a stable and secure start to their lives and are supported to succeed.
2	Residents are fit and active and have skills for learning, life and work.
3	East Renfrewshire is a thriving, attractive and sustainable place for residents and businesses to grow.
4	Residents are safe and supported in their communities and homes.

Young people in East Renfrewshire are some of the most successful in Scotland with a wide range of achievements and high levels of academic attainment. However there are pockets of disadvantage and deprivation. YPS target our efforts towards young people most in need:

those in need of more choices, more chances; those with additional support needs; those engaging in high risk behaviour such as early sexual activity and smoking; young parents and those at risk of engaging in criminal or anti-social behaviour.

Young Persons Services work with a range of key partners to deliver its programmes including:

- ERC Schools, there is a youth worker linked to every secondary school in the authority, co-delivering programmes targeting young people in need of more choices more chances as part of the curriculum and improving their employability;
- CHCP and the NHS, through a youth health drop-in; youth groups for young people with additional support needs; and pre and post natal programmes for young parents;
- Community Wardens and Police, using information we target our street work at areas where young people are reported to be at risk of engaging in anti-social behaviour;
- Strathclyde Fire & Rescue, reducing secondary fires and building team-working skills by co-delivering the successful FireReach programme.

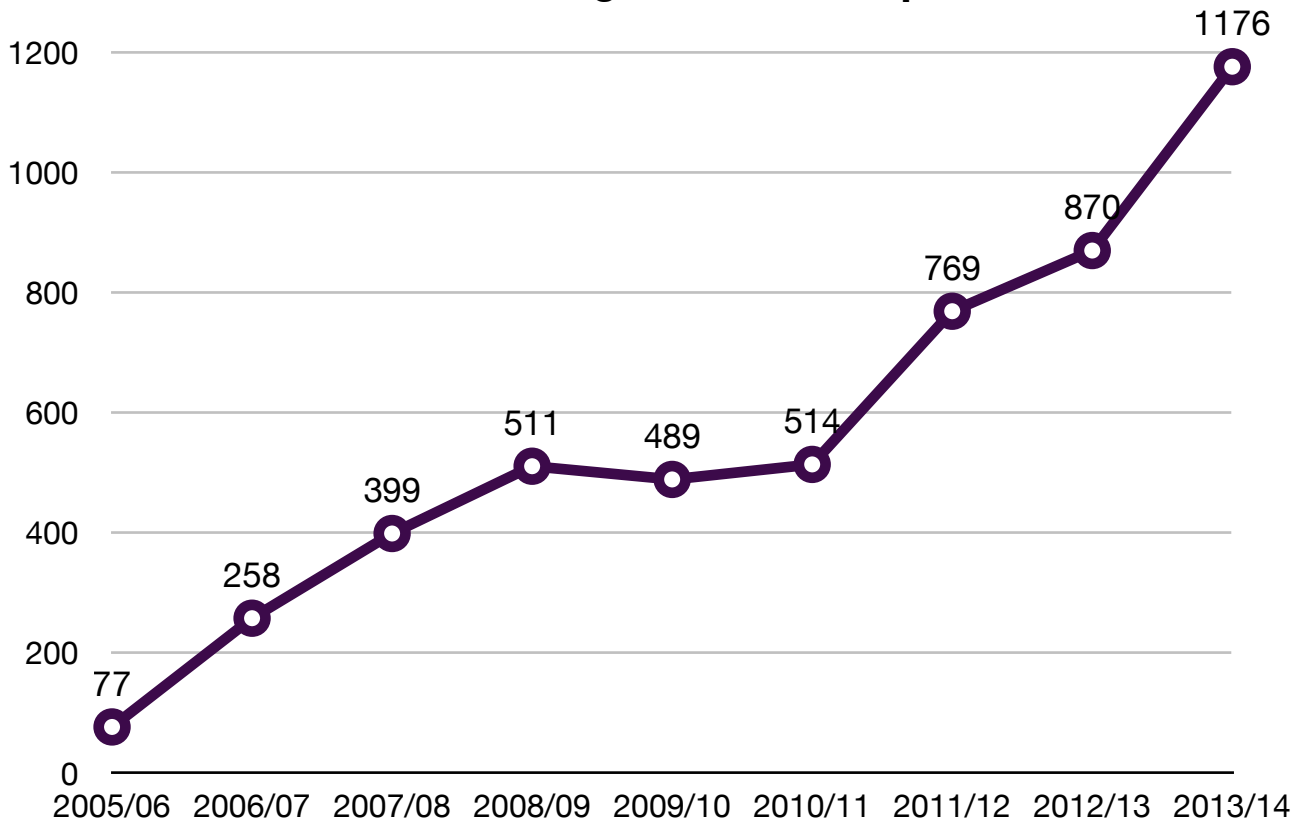
## How well does Young Persons Services engage young people?

**This year Young Persons Services worked with more young people than ever before.**

The team supported almost 1176 individual young people between the beginning of August 2013 and the end of July 2014. The teams also engaged around 200-300 young people on a regular basis through street work in Neilston and Barrhead. While the context for work is very different to schools this is a similar scale to the number of pupils enrolled at an average-sized East Renfrewshire High School. Around **9%** of the young people we work with are from a minority ethnic background.

Around **100** of the young people met through street work were also registered onto a CLD programme over the course of the year. The table below shows how the number of registered participants this year compares with previous years. We use the school year rather than the financial year to monitor our performance as many of our programmes and youth clubs operate around school terms as this is the most meaningful for young people.

## Individual Registered Participants



### How well does Young Persons Services keep young people engaged?

**Our retention rate is very high. This year 93% of young people completed the CLD programme they were registered in.**

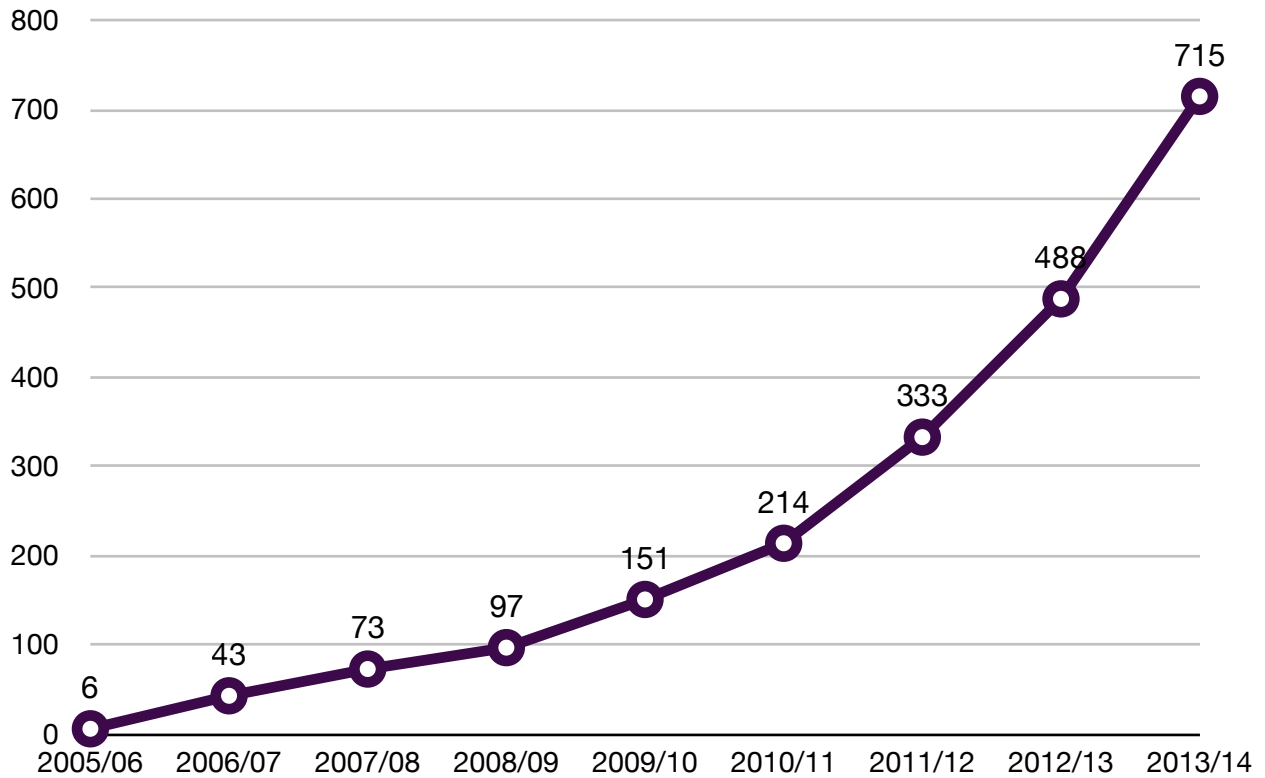
This is slightly down from 95% in 2013. However this drop is entirely due to increased participation in the Duke of Edinburgh Award scheme which has a higher drop-out rate than other CLD programmes. When Duke of Edinburgh Award groups are removed the YPS retention rate is 96%.

**93%**  
Retention Rate

### How well does Young Persons Services support young people to achieve?

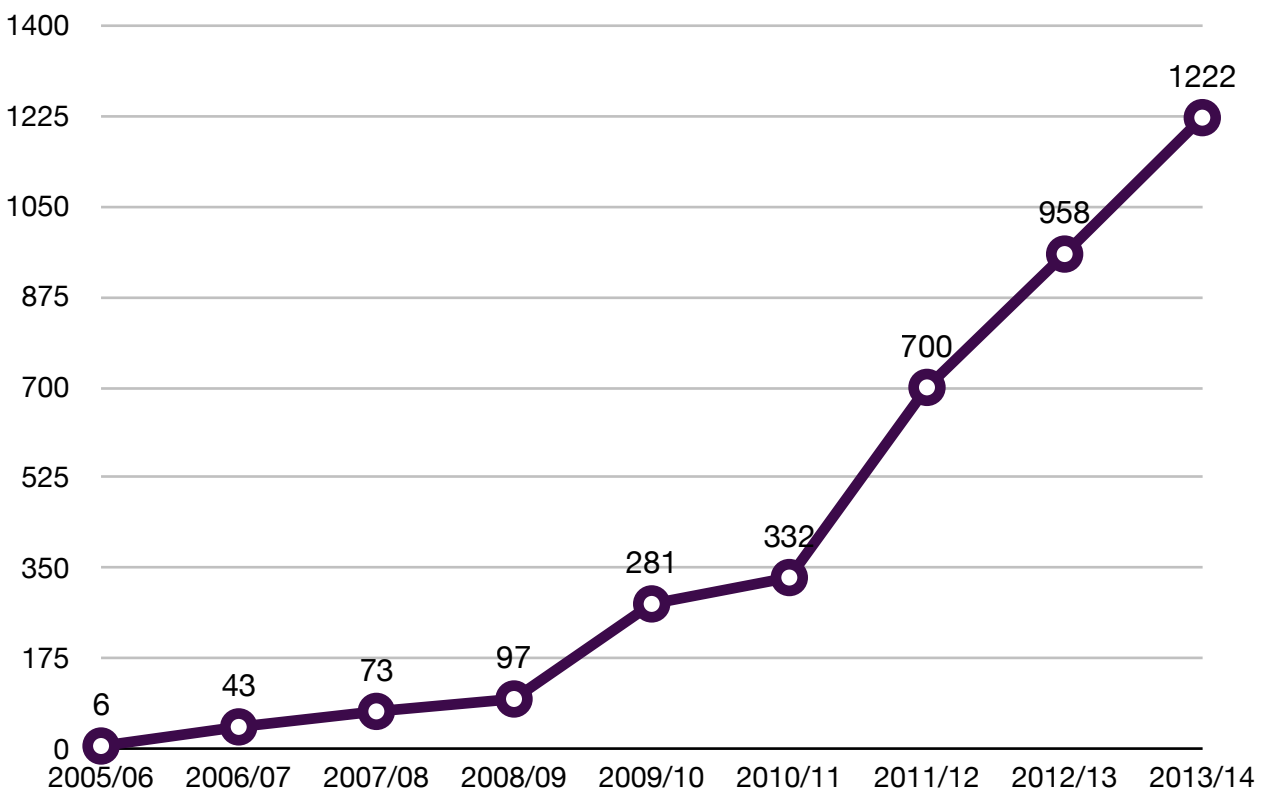
**This year has also seen more young people achieve more awards as a result of youth work than ever before.** 2014 saw a remarkable 200-fold increase on the level achieved in 2005/06, the first year we gathered data. Young Persons Services have now increased the number of awards it has supported young people to achieve every year for the last eight years as the two charts on the following page shows.

## No. of Young People Achieving Accredited Awards



Every year we celebrate the achievements of our young people. This year Young Persons Services hosted an event on 14 November in Carmichael Hall to have their achievements recognised and celebrated.

## No. of Accredited Awards Achieved by Young People



## How well does Young Persons Services support the Early Years Agenda?

**YPS has a strong focus on preventing teenage pregnancy and supporting young parents to provide their children with a stable and secure start in life. YPS programmes have a profound impact on participants.**

Teenage pregnancy and early parenthood are widely recognised to be associated with poor health and social exclusion. Babies of teenage mothers are more likely than average to be born prematurely; have low birthweight; suffer infant mortality; or be admitted to hospital as a result of an accident. Teenage mothers are more likely to smoke throughout pregnancy; less likely to breast feed; have a poor diet during pregnancy; or develop postnatal depression (which affects around 40% of young mothers). Young Persons Services has five programmes to address these issues:

<b>RespectER</b>	A sexual health, emotional well being and postponing parenthood programme to address early high-risk sexual behaviour.
<b>Little Bumps</b>	A 20 week programme supporting young women during pregnancy in order to ensure they are healthy, supported and well-informed.
<b>Baby Love</b>	A 12 month programme to support young parents to give their newborn the best start in life and to cope with the changes to their own lives.
<b>Parenting ER</b>	A 20 week course on child development, child psychology, and mums emotional health and well being for mums under 25.
<b>East Ren Baby Friends</b>	A drop-in group for parents under 25 with children from 1 to pre school age

### Respect ER: Preventing Underage Pregnancies

**Since its introduction in 2006 almost 200 young women have gone through the YPS' RespectER programme. To date there have been no underage or unplanned pregnancies among participants in the programme.** Some do however have peers who did not take part in the programme who experienced an underage or unplanned pregnancy. The young people who have taken part are tracked until they are at least 18 years old.

East Renfrewshire has low levels of underage pregnancies with a teenage pregnancy (19 years old and under) rate of **7.5%**. This is below Scottish rate of **12.9%**. Teenage pregnancy rates in East Renfrewshire are now lower than at any time since 2005 and have fallen from 9.1% between 2007-10. More than half of East Renfrewshire's teenage pregnancies occur in Barrhead and there are two neighbourhoods within Barrhead where the rates of teenage pregnancy range between **19-24%**.

Auchenback alone accounts for 21% of teenage pregnancies and 32% of low birth weight babies. There are approximately 240 young women aged 12-19 Auchenback, around 95% of which are known to YPS, schools and the CHCP. If the teenage pregnancy rate remains the same the data suggests that around **15** young women from Auchenback would become pregnancy over a rolling three year period. Working with these partners YPS are identifying those girls at risk of an underage



pregnancy and provide a range of individually appropriate interventions and supports to help these young women understand the implications of behaviours and to make informed choices about their lives and bodies.

As part of its contribution to the Early Years Collaborative YPS has an ambitious goal of trying to reduce the teenage pregnancy in Auchenback by 90% by 2017.

2014 Key Stats	
Programme	Impact
RespectER 37 Participants	<b>Underage/Unplanned Pregnancies: 0</b>
Little Bumps  16 Mums, 14 Birthing Partners & 10 grandparents	<b>Breastfeeding:</b> All 16 Mums in Little Bumps breast fed for at least 4 weeks. 4 Mums breastfed for at least 3 months.  <b>Mental Health:</b> 23 participants across the groups reported mental health issues of varying severity. All report positive progress. 6 of the 9 who were prescribed medication have come off completely, in part due to the programme.
Baby Love  12 Mums & 7 Partners	<b>Social Work and Child Protection:</b> 11 families had social work involvement, with 4 child protection cases. YPS programmes are a key part of care plans and help reduce the need for more intensive interventions.
Parenting ER  11 Mums	<b>Domestic Violence:</b> 11 participants of the groups have experienced domestic violence either during or after their pregnancy. All individuals & their key workers feel they are now in a safer position.
East Ren <b>Baby Friends</b>  15 Families	<b>Careers/Further Education:</b> 6 participants have now moved into Further Education; 3 to Higher Education and 9 have gained employment. 16 participants taken part in to short courses ran by YPS or ERC Education Dept.



## Jill's Story

**Today Jill is a teacher working through her probationary year. In 2009 Jill was an isolated 16 year old mum living in Newton Mearns who had been diagnosed with Post Natal Depression.**

At sixteen, although Jill's family showed support, they found it difficult to deal with her pregnancy at such a young age. Jill's boyfriend had left the area to go to University; She was on her own with no friends in a similar situation.

Jill was referred to and attended the YPS Young Mums group. At this group she built up a support network of friends and became more confident around other people and in her role as a young mum. Jill was determined to continue her education. She was a constant member of the Young Mums group for three years whilst she studied at University. Jill participated in a range of issued based workshops around parenting and personal development throughout her time at the baby group. As a result of this work she realised her University course wasn't for her, however she persevered.

Jill volunteered to get involved with Young Persons Services to develop her communication and people skills and to help her figure out what she wanted to do. Jill volunteered as the treasurer for East Ren Baby Friends, a parent and toddler group set up by Young Parents in East Renfrewshire. Through this she completed a range of training courses including Principles and Practice in to Youth Work, Bookbug training for trainers and Heartstart for trainers.

Jill's confidence in her ability as a leader grew and she became passionate about supporting other young mums in similar positions to herself. She volunteered at the RespectER programme and give the participants an honest insight in to the realities of being a young parent; how it can affect your confidence and alter the relationships in your life.

Jill was invaluable to the groups she has been involved in. Through her volunteering she decided she wanted to pursue a career working with young people. Young Persons Services organised a careers advisor to meet with Jill to discuss her options and from this she successfully applied for post graduate degree in teaching. Young Persons Services supported Jill with her UCAS application, reference, preparing for interview and also linked in with a local High School for tips for interviewing. Jill then applied for sessional work with Young Persons Services and continued to work and volunteer with YPS until she graduated in June 2014.

***"The people that gave me the interview were so impressed and interested at the range of different training,volunteering and group work I had been involved in. There's no way I could have done it without the support from Young Persons Services. I'm a completely different person now and I'm proud of who I am and what I've achieved."***

Jill on her interview for entry into  
a post-graduate teaching course.

Jill is now 24. She lives with her primary one aged son and has her own mortgaged house within East Renfrewshire which she secured through hard work and saving. She is currently working her probationary teaching year at an East Renfrewshire School. She is a happy, outgoing mum in a career that she is passionate about and hopes to be a guidance teacher one day.

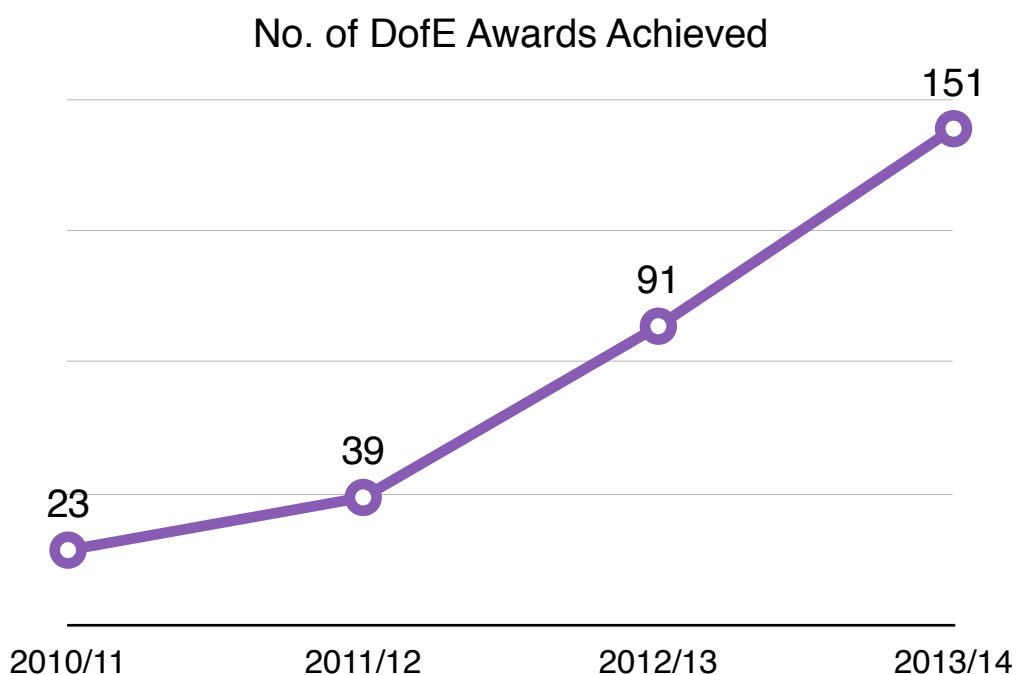
## How well does YPS support the Duke of Edinburgh Award?

**More young people than ever before are participating and achieving awards. In 2010-11 the team supported around 50 young people to participate in the Duke of Edinburgh Award scheme, this year that number grew almost ten-fold to 467. East Renfrewshire is now one of the highest performing authorities in Scotland for the DofE Award.**

Young Persons services supports the Duke of Edinburgh award to some degree in every East Renfrewshire High School, including Belmont. We provide staff training covering: Introduction to DofE, Supervisor and Assessor training as well as our own in house Expedition training to prepare staff and volunteers to run an expedition. There are 965 young people actively working towards an award across four categories (see below) of Duke of Edinburgh group in East Renfrewshire:

- **Independent national groups:** validated by other bodies and not included in YPS figures. e.g. Scouts, Boys Brigade.
- **Independent local groups:** YPS validate awards; provides staff training; strategic advice on running the programme; and support and assistance with expeditions as needed. This covers 498 participants. (Not included in YPS figures).
- **School Partnership groups:** YPS accredited; YPS provide training and support for staff and participants and weekly support to run core elements of the award. This covers 344 Participants (included in our YPS figures).
- **YPS Open Award groups.** 123 young people in two open award groups targeting young people who are not participating in school programmes: one operating in Barrhead and the other in Woodfarm. (included in our YPS figures)

This year YPS directly supported more young people to successfully complete more Duke of Edinburgh than ever before.



To successfully complete a DofE award participants must complete the Volunteering, Physical, Skills, Expedition and, for Gold, a Residential sections. A Bronze award takes a **minimum** 6 months to complete, Silver 12 months and Gold 18 months; however it can take young people several years to complete an award.

### Volunteering

Participants complete a minimum of 12 hours volunteering (1 hour per week for 3 months) at Bronze level, 24 hours at silver and 52 hours at Gold. However more than 50% of all young people volunteer for 2.5-3 hours weekly and volunteer beyond the minimum overall duration period. We calculate that YPS is supporting the current cohort of participants to undertake a minimum of 11,000 hours volunteering. If they were paid the under-18 minimum wage for their volunteer work it would generate an equivalent wage bill of over £56,000.

### Expeditions



This year YPS has supported 460 young people to undertake a training or assessed expedition as part of their award across Bronze, Silver and Gold levels.



Level	No of Training Expeditions	No of Assessed (Final) Expeditions	No of Young People
Bronze	10	6	248
Silver	6	4	149
Gold	5	5	63
<b>Total</b>	<b>36</b>		<b>460</b>

## How well does YPS support young people in need of More Choices, More Chances?

**A very small number of young people need additional support to progress to a positive destination once they leave school. YPS is main provider of support for young people on Activity Agreements. In 2013/14 23 young people were assessed, accepted onto and agreed to enter into an Activity Agreements. 21 have secured a positive destination and 2 remain on an Activity Agreement.**

YPS staff, in their role as trusted professionals, support these young people through Activity Agreements. This involves weekly one-to-one support that seeks to address the underlying social and emotional issues that may prevent the young person being able to progress to and sustain a positive post-school destination.

Young people undertake a variety of activities that address their personal issues and build the skills for life and work. This includes projects and work placements. The Pin-it programme focusses on basic time-keeping, attendance, meeting in-work deadlines, customer service, working with peers, basic production skills, quality control and coping with positive and negative feedback. On 28 November 2014 the young people will sell the products they have made on the programme to the general public at a stall in Silverburn.

During the activity agreement YPS seek to develop a relation with the young people. Staff work to build the personal insight and confidence of the young people with a view to enabling the young person to be able to articulate what further support they may need as they move through the process. This can involve the staff working with the young person on a range of issues including housing issues, college visits, applications and interview preparations.

Some high tariff young people are not ready for or fully understand what is involved in an activity agreement when they finish school. YPS has worked with Education Department to develop an early intervention programme to support higher risk young people to make an informed choice about whether to embark on an Activity Agreement post-school. In addition to the 23 young people on activity agreements a further 23 young people from two schools have participated in the early intervention programme and will continue until Christmas. Some participants will achieve an ASDAN Employability Award. This programme will roll-out to at least two further high schools in 2014/15.

Young Persons Services has directly supported 6 young people into Further Education, 3 into Employment, 8 into training, 1 returned to school and 3 are in other positive destinations.

Once a young person has secured a positive destination, Young Persons Services staff will maintain contact with that young persons to ensure that they are sustaining their positive destination or identify if they need continued support.



One of the Pin-it Products, made by young people on Activity Agreements, that will be sold at Silverburn in November 2014.

## How well does YPS support young people to have a voice on issues and policies that affect them?

**YPS support East Renfrewshire's Youth Forum and its three Members of the Scottish Youth Parliament. This team supported the Youth Forum and MSYPs to engage and consult with hundreds of young people on issues that are important to them.**

Fifteen young people made up the youth forum in 2013/14 with a committed group of eight which formed the backbone throughout the year. East Renfrewshire also had three active MSYPs, who are members of the forum. In 2012/13 around 200 young people were consulted on their priorities as part of the development of the SOA. This year the youth forum started to look further into the results that consultation and worked to identify what steps it could take to move some of the issues young people highlighted forward.

Recreational Activity became the first key issue to be addressed. The group identified that young people have no access to local discounts with their Young Scot Card and if this was improved, young people in the authority, would have increased access to affordable recreational activity and other local discounts.

The group undertook a Young Scot Consultation between February and March 2014, using surveys. Over 300 young people participated and ERC Youth analysed the results. The next steps for the group included meeting with key stakeholders in the project, YPS Team Leader, Customer First and Young Scot. All the partners were impressed by the group and offered their support. The young people undertook training on Young Scot discounts in June 2014, with Young Scot staff and are young people are scheduled to meet local businesses in December 2014 with a view to implementing local rewards in 2015.

The MSYPs, have attended 3 national sittings in Dundee and Stirling and Shetland. They have met with the constituency MSP, MP and local councillors. One of the group is now representing young people at his local Community Council, 2 have been elected as Deputy Convenors for Subject Committees and as members of the Procedures Group in SYP - allowing them to be more involved in policy making. 1 of the MSYPs completed an MSYP Award, a SCQF level 5 award accredited by SQA. There are currently already 22 young people nominated who will campaign and compete in an election to be the 3 East Renfrewshire MSYPs in March 2015.

The MSYPs supported by YPS and the Scottish Youth Parliament ran an 'Aye Naw Mibbie' session at Eastwood High School providing over 200 young people with information on voting with eligible young people completing an Electoral registration forms to enable them to vote in the referendum.

***"The Scottish Youth Parliament qualification has been very beneficial to me, it encouraged me to work on areas that I felt less confident on - for example public speaking.***

***It also allowed me to work individually and manage my time effectively. I also received a 500 hour Saltire award for my volunteering and commitment to my role."***

Nicole Dempster  
Member of Scottish Youth Parliament  
Achieved a MSYP Award, a SCOF level 5 award.

## How well does YPS engage with young people in the community on their own terms?

**YPS undertakes detached street work areas of Barrhead and Neilston. Over the course of a year two youth workers, supported by a small core-team of sessional staff, have thousands of interactions with several hundred young people. Feedback and issues raised by young people via street work has led to the creation of new services and many individual young people have been supported with health, employment, relationship, bullying and personal safety issues.**

Detached youth work (also known as street work) is used to build up relationships with young people in particular areas where a specific need has been identified. These areas typically have higher levels of youth disorder and little or no services for young people. Detached staff are a consistent group who establish and maintain positive relationships with young people and promote relevant services. They focus on young people who do not actively participate in local services by engaging with them where they are on their terms.

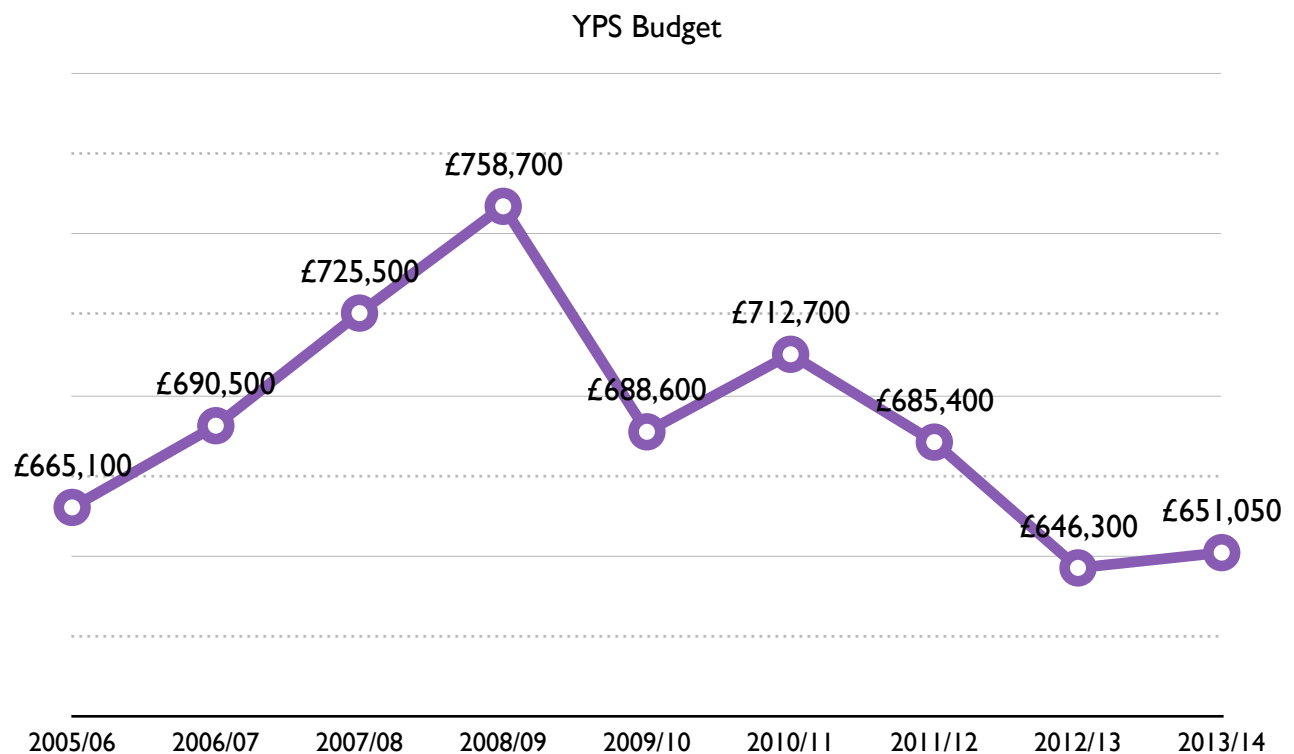
Detached work in the Neilston area has been running for over 6 years and young people have participated in a variety of summer programmes, single sex groups, Respect ER groups, employment programmes, fundraisers and more. Young people engaged through street work have been part of the Neilston Town Team Charter planning process and their suggestions are now a concrete part of the Charter plans including a young persons friendly street shelter and a mini skate park. In direct response to young people's identified need a youth club has now been established within the Neilston community church hall. The youth club takes place on a fortnightly basis and young people have opportunity to take part in a variety of skill based workshops chosen by them e.g. dance, arts, crafts and holistic therapies. A core group of 20 young people attend the group on a fortnightly basis. The youth club provides a place where young people can improve their personal development skills and increase their confidence and self esteem. During the last year 4 young females have also completed the 20 week RespectER programme delivered at the Neilston Development Trust building.

Detached youth work within Barrhead was re-designed and re-launched in August 2013. The new approach is linked to the Early Years Collaborative as Barrhead has almost half of East Renfrewshire's teenage pregnancies. The new focus is showing early signs of success. In its first year the Barrhead detached team has had almost 2000 encounters with young people and referred a number of young people onto various CLD programmes including hairdressing and activity agreements. Most recently in response to identified need within the Auchenback area a new transitions youth club has started. The youth club is targeted at P6 to S2 and the programme will focus on personal development, health well-being and recreational activities. Within both settings detached youth work areas staff can provide support and information on key topics for example alcohol & drugs, mental health, sexual health, employment and training and school. The team offers an opportunity for young people to open up about issues in a safe, confidential and supportive environment.

Due to the nature of detached youth work staff can often engage and sustain relationships with young people from their early teenage years into adulthood.

## How efficient is Young Persons Services?

For the last two years Young Persons Services has cost less to run than any year since 2004.



Last year each youth workers' regular face-to-face contact time with young people was 23.5 hours a week. This remains within our long-term target of between 22.5 - 24.5 hours per week per worker (pro-rata).

## Areas for Improvement

The service has identified two key areas for improvement over the coming year:

- Further embed Assessment for Learning into practice to enable participants to be able to take ownership of their learning and articulate its impact; and
- Improve the risk assessment undertaken with partners to identify young women at risk of an underage/unplanned pregnancy.



## Key Contacts

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