

Hillingdon Youth Strategy



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Hillingdon Youth Offer five year strategy

Vision:

Our vision is to support all of our children and young people to reach their full potential. We aim to empower and support them in their personal and social development, ensuring a positive transition to adulthood.

Purpose:

Our purpose is to provide flexible and dynamic services that offer early and targeted support. By doing so, we empower the children and young people of Hillingdon, promoting resilience and diverting from statutory intervention.

Mission:

We will deliver services across the London Borough of Hillingdon, utilising spaces and places that are accessible to our children and young people. Our services will be responsive to their needs, ensuring timely delivery of the right services when needed.



What is youth work?

Youth work provides holistic support for young people which facilitates their wellbeing, social and emotional development. It also promotes engagement with formal education and empowers young people to actively participate in their communities. It begins with the development of a unique, challenging and developmental relationship with young people, which is used to:

- explore their values, beliefs, ideas and issues
- enable them to develop their voice, influence and place in society
- facilitate learning practical and life skills that will help them to realise their full potential.

The youth work relationship is underpinned by **youth work values and principles**². The values provide an ethical foundation that informs the way youth workers make decisions about their work.

These values underpin the key principles of youth work practice, which are:

- **Active participation and empowerment of young people**

Youth work should be informed by the lived experiences of each young person, starting from where young people are in relation to their own feelings, values,

views and principles. It recognises the strengths and abilities of the young person encouraging them to actively participate and take ownership, to be critical and creative in their responses to their experiences, needs and the world around them.

- **Voluntary engagement by young people**

Young people can choose to be involved, to relax, to meet friends, to form new relationships to have fun and to find support. Youth work recognises each young person as a partner in their learning process, which enables them to



fulfil their potential. It requires a trusting relationship between young people and youth workers, built on mutual respect.

- **Non-formal education and informal learning**

Youth work takes place across a range of settings; taking an informal education approach that values the strengths of young people, as well as addressing the problems they face. It enables young people to develop new skills, creates the spaces and opportunities for young people to develop a broad set of social skills and encourages young people's individual and political voice, recognising young people as decision makers and leaders.

- **Equality, equity, diversity and inclusion**

Youth work treats young people with respect, valuing differences and promoting the acceptance and understanding of others. It is underpinned by the principles of social justice, equality and rights and embraces and celebrates diversity and independence. It recognises the value of the collective identities and inclusivity, fostering positive collection action, a sense of belonging and a sense of community by challenging oppressive and discriminatory behaviours.

Statutory guidance

Local authorities bear a statutory obligation to provide a local youth offer tailored to the needs of young people, as stipulated in the reinforced guidance issued on September 28, 2023. This guidance, mandated by the Secretary of State for Culture, Media, and Sport under Section 507B of the Education Act 1996, pertains to local authorities' responsibility to procure services and activities aimed at enhancing the wellbeing of young people aged 13 to 19, and those with learning difficulties up to age 24.

The updated statutory guidance for local authorities offers enhanced clarity regarding requisite standards and emphasises the imperative for high-quality and effective practice delivered by trained youth workers.

Implementing this strategy

The implementation of Hillingdon Council's Youth Offer requires a comprehensive and diverse approach, closely collaborating with organisations delivering programmes to children. The overarching goal of the Hillingdon Youth Strategy is to enhance and build upon existing initiatives, driving improvements in quality and standardisation of delivery, as mandated by Section 507b of the Education Act.

This strategy is dynamic, requiring continuous planning, action, and review. There is no fixed endpoint; rather, an ongoing cycle of enhancement and adaptation to address local needs effectively.

The strategy aligns with Hillingdon Council's five commitments³ and is designed to meet measurable objectives across the entire council, as outlined below:

1. Safe and strong communities

Hillingdon is a safe place with resilient, strong communities with access to good quality, affordable housing.

2. Thriving, healthy households

Children, young people, their families and vulnerable adults and older people live healthy, active and independent lives.

3. A green and sustainable borough

Hillingdon will be a sustainable, carbon-neutral borough, protecting Hillingdon's heritage, built environment and valued green spaces. Residents will live in pleasant neighbourhoods with access to sustainable waste management and transport.

4. A thriving economy

We are actively working with local businesses and partners to create a borough where businesses grow within a strong economy and local people can improve their skills and enjoy good quality jobs.

5. Digital, modern and well run council

We are a well-run, sustainable council with sound financial management, achieving positive outcomes for residents.

Drawing from the "Nine Essentials" outlined in 'How to Fulfil your Statutory Duty Section 507b of the Education Act'⁴, the National Youth Agency have established a quality assurance framework to guide local authorities in meeting their duty responsibilities. This framework will serve as a roadmap for ensuring the successful implementation and sustained improvement of the Hillingdon Youth Offer.

Nine priorities

▶ 1. Local Youth Offer

Hillingdon Council's Local Youth Offer (LYO) will be collaboratively developed with all stakeholders, including the Local Authority (LA), Voluntary, Community, and Faith Sector (VCFS), children and young people and the wider local community. This partnership aims to ensure the fulfilment of all objectives and ambitions outlined in the LYO.

Priorities for 2024 to 2029

- Publish and distribute a clear, accessible and informative LYO across the borough.
- Share user feedback gathered over the first three years, publishing and distributing it across the borough.
- Develop plans for the continuation and evolution of the LYO beyond the current delivery period.



▶ 2. Local Youth Offer Plan

The council's vision for the Youth Offer is to enable children and young people to reach their full potential, providing support for their personal and social development, facilitating a positive transition to adulthood, and fostering meaningful contributions to their communities.

Priorities for 2024 to 2029

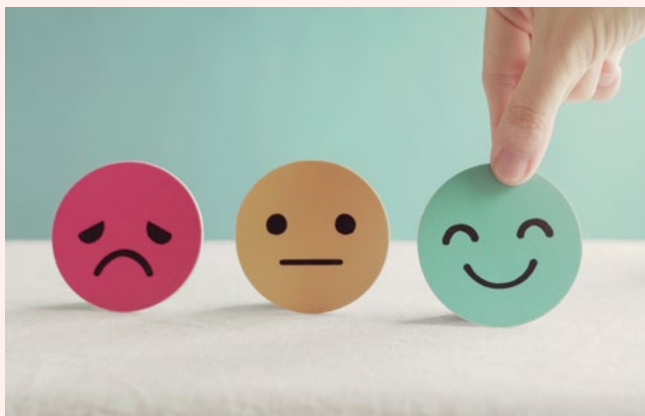
- Develop a comprehensive five-year roadmap to ensure adequate provision.
- Implement an 'Analyse, Plan, Do, Review' model for the Youth Offer.
- Co-produce the plan with input from all stakeholders, including young people, their families and the Voluntary, Community, and Faith Sector (VCFS).

▶ 3. Needs analysis

Hillingdon Council currently conducts its needs analysis by drawing upon a range of data and insights collected from various sources. These include two young people's surveys in 2021 and 2023, the Index of Multiple Deprivation (IMD), the Joint Strategic Needs Assessment (JSNA), government data on schools, pupils, and their characteristics, school exclusion records, Multi-Agency High-Risk Panel data, input from the Youth Justice Service, hotspot mapping, and local social media communications.

Priorities for 2024 to 2029

- Collaborate with the Voluntary, Community, and Faith Sector (VCFS), young people, the wider community, and other stakeholders to devise improved methods for gathering localised data.
- Strategies for in-depth examinations of target groups to obtain both snapshot data and longitudinal insights.
- Evaluate insights from these in-depth analyses alongside existing data to identify gaps in service provision.



► 5. Youth engagement

In the borough, several youth engagement projects and initiatives are in place, including the Youth Council, the Children's Rights and Participation Team, which oversees three Children in Care Council groups, various co-production initiatives, and feedback requests from ADS for child and parent feedback. Moving forward, there will be a unified borough-wide approach to participation, with all youth voice and influence channelled through this service.

Priorities for 2024 to 2029

- Identify and map borough-wide opportunities for youth voice and influence, encompassing both Local Authority (LA) and Voluntary, Community, and Faith Sector (VCFS) initiatives.
- Collaborate with the Hillingdon Youth Participation Team to integrate the Youth Offer into their strategy effectively.
- Co-create a Youth Participation Strategy for the Hillingdon Youth Offer in partnership with stakeholders.

► 6. Youth work curriculum

Hillingdon Council has developed its own Youth Work Curriculum through collaboration with all stakeholders, aiding practitioners and young people in structuring activities and sessions, which has proven largely successful thus far. In 2020, the National Youth Agency (NYA) published a revised National Youth Work Curriculum with the aim of standardising and enhancing quality across the sector nationwide.

Priorities for 2024 to 2029

- Align the Hillingdon Youth Work Curriculum with the National Youth Work Curriculum.⁵
- Collaborate with stakeholders to identify gaps in the curriculum framework and enhance the Hillingdon Youth Work Curriculum accordingly.
- Implement the new framework, providing regular feedback opportunities to assess impact and effectiveness.



► 4. Monitoring and evaluation

Hillingdon Council employs various monitoring and evaluation methods to gather data on service delivery. These methods include sessional forms, debriefing sessions, case notes, demographic data collection, feedback forms, surveys and suggestion boxes.

Priorities for 2024 to 2029

- Assess and review all existing monitoring and evaluation systems and structures.
- Identify the effective, non-negotiable, and potential areas for improvement or discontinuation.
- Develop a plan to establish a standardised approach to data collection throughout the Youth Offer.
- Create templates designed to capture the necessary insights to demonstrate impact effectively.

► 7. Safeguarding and risk management

The Hillingdon Safeguarding Partnership Board⁶ provides overarching guidance for all practices across the borough. The Hillingdon Youth Offer operates within borough-wide frameworks that are aligned with national policies, laws, and regulations. Currently, the Youth Offer employs a contextual safeguarding approach throughout its operations, utilising borough-wide systems and procedures to ensure safeguarding remains central to all service delivery. This involves, among other measures, the use of risk assessments, adherence to child protection policies and procedures, representation on the safeguarding partnerships board, specialised training, and trauma-informed practices.

Priorities for 2024 to 2029

- Assess the alignment of Hillingdon Youth Service with the National Safeguarding Standards⁷ 2023 published by the National Youth Agency (NYA).
- Conduct annual reviews to ensure adherence to practice standards.
- Stay abreast of legislative updates and legal requirements pertaining to national safeguarding standards.



► 8. VCFS engagement

The Hillingdon Youth Offer across a range of providers is currently fragmented across various projects and initiatives. Specific projects, such as the Holiday Activities and Food Programme (HAF), provide funding and Continuing Professional Development (CPD) opportunities for several voluntary sector groups, charities, and Community Interest Companies (CICs). While there exists a directory of VCFS organisations within the borough, regular reviews are necessary to ensure its currency. The VCFS Engagement strategy aims to enhance quality assurance against practice standards, as outlined by the National Youth Agency (NYA) in 2023.

Priorities for 2024 to 2029

- Develop a comprehensive volunteer strategy to encompass the entire borough.

- Establish a new Partnership Board to propel the implementation of the new Youth Offer. The Board will enlist representatives from charity, voluntary and faith sector organisations.
- Utilise insights from needs assessment (gap analysis) and the existing directory to create a more visible map of Hillingdon's services for children and young people.
- Investigate the suitability of the Young People's Foundation model for incorporation into the local youth partnership offer.

► 9. Workforce development

The Hillingdon Youth Offer has robust systems and structures to foster the development, wellbeing, and effectiveness of all staff and volunteers. This encompasses the provision of regular and accessible Continuing Professional Development (CPD) and training opportunities, one-to-one supervision, team meetings, service briefings, clinical supervision, and other supportive measures.

Priorities for 2024 to 2029

- Completion of the Workforce Development Self-assessment Framework⁸ (WDSAF).
- Implementation of actions derived from the WDSAF.
- Reviewing progress of implementation.
- Pursuit of Quality Mark⁹ national awards to recognise outstanding work.
- Exploration of flexible Youth Work apprenticeships tailored to the service's needs.
- Strengthening volunteer coordination through structured and formalised methods, promoting a more cohesive and coordinated approach across teams.



Conclusion


Hillingdon Council is steadfast in its commitment to delivering a Youth Strategy that is not only of high quality but is responsive to legislative mandates and most importantly meeting the needs of children and young people in Hillingdon. Aligned closely with national guidance, this strategy serves as a unifying force, to bring together the Local Authority, Voluntary, Community and Faith Sector, cross sector partners, young people and broader stakeholders to fulfil statutory duties.

Identifying nine essential focus areas, this strategy outlines key priorities to be achieved over a five year period. The plan that sits under this will provide detailed steps necessary to meet the agreed-upon targets, ensuring effective implementation and accountability.




Appendices

¹ Statutory guidance for local authorities' youth provision

 www.gov.uk/government/publications/statutory-guidance-for-local-authorities-youth-provision


² What is Youth Work – NYA

 nya.org.uk/what-is-youth-work/


³ Hillingdon Council Strategy 2022-2026

 www.hillingdon.gov.uk/council-strategy


⁴ How to fulfil your Statutory Duty - A toolkit for local authorities

 s3.eu-west-1.amazonaws.com/assets.nya2.joltrouter.net/wp-content/uploads/2023/09/29102527/NYA_How-to-fulfil-your-Statutory-Duty-A-toolkit-for-local-authorities-1.pdf


⁵ Curriculum – NYA

 nya.org.uk/national-youth-work-curriculum/


⁶ Hillingdon Safeguarding Children Partnership Arrangements (Hillingdon LSCB)

 hillingsonsafeguardingpartnership.org.uk


⁷ Safeguarding standards for the youth sector

 s3.eu-west-1.amazonaws.com/assets.nya2.joltrouter.net/wp-content/uploads/2023/06/13120141/NYA_Publications-2023_Safeguarding-Standards_DOWNLOAD_AW.pdf

⁸ NYA Workforce Development Framework

 s3.eu-west-1.amazonaws.com/assets.nya2.joltrouter.net/wp-content/uploads/2023/09/28085606/NYA_Publications-2023_Workforce-Development-Framework_DOWNLOAD_AW-1.pdf

⁹ 5.1.2-NYA-QM-Framework-Only-FINAL-MASTER.pdf

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