

Young People's Strategy 2015 - 2018

Introduction

The Council has set, in its Corporate Plan, as one of its 5 key priorities for 2015-18 that *All children and young people have the best start in life, with high quality education*. This Young People's Strategy, developed through engagement with partners, communities and young people, sets out how we will work with partners and communities to enable all young people to achieve their potential and thrive within our communities. Haringey Council and its partners facilitate and provide many services to young people. This Strategy will provide the basis of increasing coordination, cooperation and targeting of these services to improve the lives and outcomes of young people in the borough. The Strategy sets the principles, priorities and success criteria for improving young people's lives.

Purpose

The Strategy sets out the high level vision and strategic framework for improving outcomes for young people in Haringey. The Strategy has been produced in discussion with young people, and those involved in working with young people. It is not intended to be a static document but to change over time in response to ongoing discussion and engagement with partners and young people. The Council has set as a key theme for the next three years adopting an approach of providing early help and prevention – this means working to stop problems arising and providing support at the earliest possible stage when they do, as well as ensuring that individuals, families and communities are strong and resilient. This Strategy forms an integral part of that work.

This Strategy is informed by the Corporate Plan's 5 priorities for the borough

1. Outstanding for all – Enable every child and young person to have the best start in life, with high quality education;
2. Outstanding for all – Enable all adults to live healthy, long and fulfilling lives;
3. Clean and safe – create a clean and safe borough where people are proud to live, with stronger communities and partnerships;
4. Sustainable housing, growth and employment – Drive growth and employment from which everyone can benefit;
5. Sustainable housing, growth and employment – Create homes and communities where people choose to live and are able to thrive.

In addition the Council has statutory responsibilities with regard to:

- Delivering, with schools and colleges, the September Guarantee (offers of learning to all year 11 and year 12 young people);
- Track and supporting young people Not in Employment, Education and Training (NEET);
- Preventing offending and reoffending by young people through provision of a Youth Offending Team.

Success Criteria

We will judge the success of this Strategy through the achievement of the objectives set out below, as measured by the targets and indicators shown.

Corporate Priority	Corporate Objectives for Youth	Key Outcome Indicators for Youth (additions to the corporate plan are indicated)
Priority 1 (Education)	Objective 3 Education and training opportunities for 16-19 year olds will be among the best nationally and in London.	<ul style="list-style-type: none"> • The proportion of 16-19 year olds in education, employment and training is among the best nationally (top quartile) leading to sustained employment. • The proportion of young people entering Higher Education and top Universities is above the national and London averages. • Attainment at 19 is among the best in London and nationally
	Objective 4 Children and young people will be healthier, happier and more resilient and those who need extra help will get support at the right time.	<ul style="list-style-type: none"> • Halt the rise in overweight and obese children in year 6 (10-11 year olds) • Continue to reduce teenage pregnancy • Increase the number of schools obtaining Healthy Schools Status • A perception survey is being developed for public health; this needs to include a young people's element. (non corporate target)
	Objective 5 Children and families who need more support will be helped earlier before issues escalate.	<ul style="list-style-type: none"> • Reduce the number of young people offending for the first time (reduce first time entrants to youth justice system). • School attendance is high • Low school exclusions <i>(targets to be established for last two indicators)</i>
	Objective 6 All children and young people will be safeguarded from abuse and offered the best possible care	<ul style="list-style-type: none"> • Reduce referrals to social care • Reduce the average length of time in care • Deliver the best school results for care leavers
Priority 3 (Clean and Safe)	Objective 1 We will work with communities to improve the environment, particularly by reducing anti-social behaviour & environmental crime.	<ul style="list-style-type: none"> • Perception survey of young people on threat of violence and crime has improved (non corporate target; (Sample of young people from the overall perception survey to be used))
	Objective 4 We will prevent and reduce violence against women and girls.	<ul style="list-style-type: none"> • A reduction over time in all forms of violence against women and girls. • A reduction in repeat incidents of violence against women and girls. <i>(work needs to be undertaken on the indicators for these 2 measures; a proxy measure may be the reduction in domestic violence. Another alternative is conducting a perception measure for young people)</i>
	Objective 5 We will work with partners to prevent and reduce more serious crime, in particular youth crime and gang activity.	<ul style="list-style-type: none"> • Reduction in youth reoffending • Reduction in overall youth crime and violence <ul style="list-style-type: none"> ◦ (reduction in first time entrants) ◦ (reduction in serious youth violence) • Identification of young people with previously unidentified SEN, as they are over represented in the youth justice system, and referral onto appropriate services (non corporate indicator)
Priority 4	Objective 3	<ul style="list-style-type: none"> • Increase in apprenticeship take up by 16-19s is

(Growth and employment)	We will take advantage of growth by ensuring that residents have the training, skills and support necessary to find and keep good quality employment.	<p>above the London average increase.</p> <ul style="list-style-type: none"> • The Success rate of apprenticeships (16-19) is above the London and national average. • Increase in those young people who are in work staying in work (16-19) from the 2014 baseline. (3 non corporate indicators)
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Vision

Young people have an important contribution to make in realising the ambitions in the Corporate Plan. Our vision is that:

Haringey will work with local communities and partners to enable young people to thrive and flourish: to be safe, sociable and successful.

We are building on progress already made. We are increasing our focus on partnership as a key enabler in achieving this vision. Services across the council, and our partnership, will contribute to this strategy and improve outcomes for young people.

Principles that underpin our vision

To help us to achieve the objectives set out in the Corporate Plan we need to work differently with and for young people and we are therefore committed to the following principles:

1. We recognise that young people need to be engaged and remain in employment, education or training in order to gain the relevant skills for future employment which enable them to thrive and achieve. This is an underlying principle in everything that we do. This means:
 - Young people across Haringey will have choice and quality pathways that also link with regeneration opportunities.
2. We will work with young people to design and deliver support and services and encourage their participation in decisions that affect them. This means:
 - Young people are active participants in all decisions and services which affect them.
 - Young people will help to define the outcomes which are important to them and identify how best to support those needs.
 - Young people will be involved in the commissioning and quality assurance of services.
 - Working with young people to promote peer support.
3. We will ensure young **people's** needs are met at the earliest opportunity. This means:
 - An early help approach which moves away from crisis management to one that focuses on strengths and enables young people and families to build resilience.
 - Effective signposting to appropriate activities.
4. We will build strong partnerships with a wide range of stakeholders to invest in **Haringey's** young people. This means:
 - Increasing sources of funding to enhance the range of opportunities available to young people. The council will work together with local voluntary, community

organisations and schools to ensure they have an influential role in delivering the Strategy.

- Aligning funding sources, and resources, with partners to increase opportunities and avoid unnecessary duplication of activities.
- Providing information to schools, colleges and community groups about value for money opportunities.

Achieving our vision; Four Strategic Priorities

We have developed four strategic priorities to help the public, voluntary, community and commercial sectors work together to deliver this vision. Young People that we have engaged with are supportive of the priorities and activities in this strategy. Key highlights and themes from young people are grouped under each priority together with our initial response.

Young People's Priority 1 - Ensure that young people in Haringey are valued for the positive contribution they make to communities and the economy.

What this means:

- Activities such as volunteering and peer mentoring are recognised, valued and contribute to education and or employment.
- Increasing positive images and promotion of young people including as current and future leaders.
- Increased sense of belonging, self worth and self esteem leading to improved confidence and aspiration for young people.
- Young people actively contributing to the decision making and commissioning within the borough & council.

Why is this important?

- So young people's voices are heard and acted upon.
- So society does not miss the contribution that young people make to communities and the economy.
- To encourage the take up by vulnerable young people of opportunities that will support their development and help realise their potential.
- To promote positive perceptions of self and improve self esteem.
- To ensure young people are ambitious for their future.
- To ensure services reflect the needs and aspirations of young people

What will it take to do better through working together?

- Adults are willing to change their perception of young people away from negative stereotypes and recognise the strength and energy that young people bring.
- Creating a range of opportunities through which young people can participate in and influence ideas and decision making.
- An improved partnership framework for involving and engaging young people with councillors and officers.
- Supporting positive self esteem and a strengths-based approach which equips young people to benefit from a range of opportunities.

- Promoting skills for life, and a world of work curriculum, which meets the needs of employers.

Young People's Feedback on Priority 1

- Young People enjoy a wide range of activities but would like these to be more affordable, accessible, better publicised, and to have greater access to arts based activities.
- Bruce Grove Youth Centre and activities are valued but young people would like it open on a Saturday together with a greater offer across the borough.
- Young People are keen to have their voice heard in the design of services.
- There should be more recognition for model citizens and those who make a significant contribution to the community.

Our response to Young People's Feedback on Priority 1

- We will ensure services, and financial support, to young people are better advertised and gaps in provision identified.
- We will work with partners to increase arts based activities including through the council's summer programme.
- We will consider the following awards for young people: volunteer of the year, Higher Education entrant of the year and young entrepreneur of the year. We will consider linking these to the already successful awards ceremony Outstanding for All or a newly established youth and community festival.
- We will establish a steering group of young people to evaluate and shape this strategy and we will consult more widely on a regular basis.

Young People's Priority 2 - Ensure clear pathways into an attractive and relevant range of employment, learning and enterprise opportunities

What this means

- All young people are engaged in learning, employment or enterprise.
- All young people have aspirations and the employability skills to achieve their potential.
- A curriculum which gives young people the skills to meet their career aspirations.
- All young people will have greater access to apprenticeships, traineeships and work experience.
- The quality in pathways (particularly in Tottenham) will enable young people to continue their studies into Higher Education including Russell Group Universities.

Why is this important?

- Those Not in Education Employment or Training (NEET) are more susceptible to risky behaviours such as offending and are more likely to die early.
- Haringey is part of a global city and we want our young people to benefit from the opportunities that this provides including in those areas where future jobs are likely to be, especially science, technology, engineering and maths.
- Young people will be equipped to access the new employment and enterprise opportunities being opened up through Tottenham regeneration.

- Good quality careers advice enables young people to make good choices.
- Appropriate ambitious pathways retain young people in education, training and employment.

What will it take to do better through working together?

- High quality training, advice and guidance for careers delivered in and by schools, colleges and training providers.
- Earlier identification in schools and colleges of young people without a clear post 16-19 option so they can be supported to make positive choices about courses and careers.
- Providing quality pathways and skills to develop and support aspiration in order to help all young people to take up learning, employment and enterprise opportunities.
- Information, advice and careers services delivered where vulnerable young people are.
- Partnerships and engagement with employer and higher education networks to promote internships, apprenticeships, work experience and other opportunities.
- Better informing parents and carers about the range and implications of individual pathway choices on future opportunities.
- Promoting high quality provision and choice for all young people and their families.
- All young people provided with an offer of learning through the September Guarantee process.

Young People's Feedback on Priority 2

- Young People felt post 16 education and training in Haringey was not as good as in other areas.
- Careers advice and guidance needs to improve so young people can make effective choices about their future.

Our response to Young People's Feedback on Priority 2

- Post 16 provision in Haringey continues to improve at a faster rate than nationally, with some strong provision, but there are still areas that need to improve more rapidly. We will work with, and challenge, schools and colleges to ensure all young people get the highest quality education.
- Over the next 2 years we will work with key partners including: Prospects, schools and the National Careers Service to develop, embed and enhance quality careers advice and guidance. We will ensure young people are linked to the opportunities regeneration brings in Tottenham and to the wider global opportunities.
- We will celebrate the excellent provision locally and the success of young people.
- We will improve on-line information and support by piloting an online search tool, revamping Youth Space and introducing a Haringey Careers face book page.
- We will get advice to young people earlier and where they need it through an early help localities based model of needs analysis and support.
- We will fulfill and enhance the **council's** commitment to our 100 **apprentices'** scheme and lead by example by employing youth worker apprentices.

Young People's Priority 3 – Ensure young people have good quality health and well being outcomes.

What this means

We want all young people growing up in Haringey:

- To be able to make the best choices in order to enjoy good health and wellbeing, including good mental health and wellbeing.
- To choose healthy lifestyles.
- To have the confidence to engage in positive relationships.
- To know how to stay safe.

Why is this important?

- Peer pressure, lack of knowledge and the desire to experiment can put young **people's health at risk**.
- There are high rates of obesity and this can impact on life chances.
- Supporting young people to develop positive and healthy relationships is a building block to success in adult life.
- Young males in particular find it difficult to access appropriate services and this has an impact on their health.
- **Poor mental and physical health and wellbeing impacts on young people's self esteem, achievement and access to opportunities and can have lasting effects beyond adolescence.**

What will it take to do better through working together?

- We will support young people to develop a health and wellbeing strategy which has genuine meaning for them.
- **A better understanding of young people's changing health needs.**
- Prevention and Early interventions, including through health awareness education.
- Ensure early identification and intervention of health and wellbeing needs as part of the early help approach to ensure good health and well being.
- Ensure we all are working in partnership to develop and deliver the health objectives and physical activity framework.
- Schools and partners are proactive in raising awareness around issues such as child sexual exploitation, female genital mutilation and violence against women and girls - taking appropriate action when vulnerable young people are identified.

Young People's Feedback on Priority 3

- Young People requested more information and advice on relationships rather than the mechanics of sex.
- Engagement with young people identified that information on healthy eating received the most requests for further information; this was reinforced by the desire for more cooking based activities.

Our response to Young People's Feedback on Priority 3

- We will work with schools to continue to promote the healthy schools agenda.
- We will work with colleges to promote health and well being.
- We will review information and the accessibility of information that is provided to young people including through the early help localities model.
- We will encourage an increase in levels of physical activity through initiatives such as: Sport England's Satellite Club Programme, and Sportivate Project. We will

commission the Haringey London Youth Games Team, including developmental activities and connection to the School Games competitions.

- We will promote healthy and safe relationships by:
 - The provision of a range of young people friendly contraception and sexual health(CASH) services in health and non healthcare/community settings (pharmacies, GPs, clinics and outreach CASH nurses, Come Correct outlets)
 - Continuing to involve young people in the co production of health and wellbeing promotion materials and young+healthy lifestyle campaigns including on line videos, printed materials and awareness raising social media/events.
 - Improve the health, welfare and life chances of families by minimizing drug and alcohol related harm to children, young people, parents/ carers, family members and the wider community.

Young People's Priority 4 – Co-ordinate engagement to reach vulnerable young people and intervene to ensure their safety and wellbeing

What this means?

- There is a multi-agency response to wrap support around vulnerable young people and their families.
- More young people are accessing appropriate support and advice before they reach crisis point.
- Reduction in the pattern of high risk behaviours with appropriate and timely interventions for vulnerable young people.
- Vulnerable young people will be identified for appropriate provision which includes accessing and maintaining learning, employment and enterprise opportunities.
- Dedicated response focused on youth justice to prevent re-offending.

Why is this important?

- To reduce the number of offenders released from custody who are likely to reoffend.
- Risky behaviour can affect future life opportunities and choices.
- Young people who are supported into positive activity after interventions are more likely to sustain that change and thrive.
- To build resilience and support vulnerable young women to move away from the risk of sexual exploitation and violence.
- Unmet need prevents young people accessing employment, enterprise, and learning.

What will it take to do better through working together?

- All partners adopting a strengths-based focus on the vulnerable child within a holistic family context to intervene effectively with the most vulnerable young people and effect change.
- Raising awareness of risk factors across all partners to better identify and address unmet need earlier.
- Developing a multi-agency assertive outreach approach to engage with young people on the edge of offending, exclusion, gangs, and at risk of child sexual exploitation.
- Providing holistic family support for young offenders to prevent re-offending and promote access to skills and life opportunities.
- Improved networking and access to partner and community assets.

Young People's Feedback on Priority 4

- There was an over whelming, and worrying, sense that young people feel unsafe on the street from both physical and sexual harm.
- Young people want professionals especially the police to be more visible.

Our response to Young People's Feedback on Priority 4

- We will challenge ourselves, and partners, to shape activities to enable more young people to feel safe. We will consider a regular survey of perceptions to violence to check progress by working with MOPAC and building on public attitude surveys.
- We will encourage more effective reporting from young people and raise awareness of what constitutes evidence of crime.
- We will consider how we can adapt the built environment so that the threat of crime is reduced.
- We will challenge the police, and other partners, to be more visible to young people.
- We will continue to build confidence through initiatives such as: Safe Schools, reducing Stop and Search, Gang Exit work and youth engagement. We need to increase the high quality and regular communication around safety to young people especially those at most risk or most worried.
- The reduction in the number of women and girls experiencing forms of violence is a high priority. There is new work underway in the following areas:
 - Girls and Gangs
 - Protecting young women from radicalisation and the pull of Syria
 - Tackling Child Sexual Exploitation
 - Developing work on understanding and responding to trafficking, FGM, prostitution and rape as part of the our work on reducing violence against women and girls.