

Children and Young People's Strategic Partnership

Children and Young People's Participation Strategy 2010-2013



Foreword



I take great pleasure in presenting to you the second Tameside Children and Young People's Strategic Partnership Participation Strategy which further builds upon partner's knowledge, experience and commitment in engaging children, young people and families in participation.

The strategy provides a framework for the delivery of participation through services across Tameside Children and Young People's Strategic Partnership. The strategy sets out clear aims to increase levels of participation and engage children and young people in local democracy, build the capacity and influence of school councils, develop young people's skills to lead activities in their communities and increase the positive perception of children and young people. Our ambition is to embed participation in everything we do and to make it every body's business. By engaging children and young people in participation we can ensure that services are effective, efficient and meet the needs of the communities they serve.

I would like to thank all whose continued efforts to develop children and young people's participation help improve services and empower their communities to influence decision making. I am confident that this strategy will further strengthen our Partnership's work in Tameside.

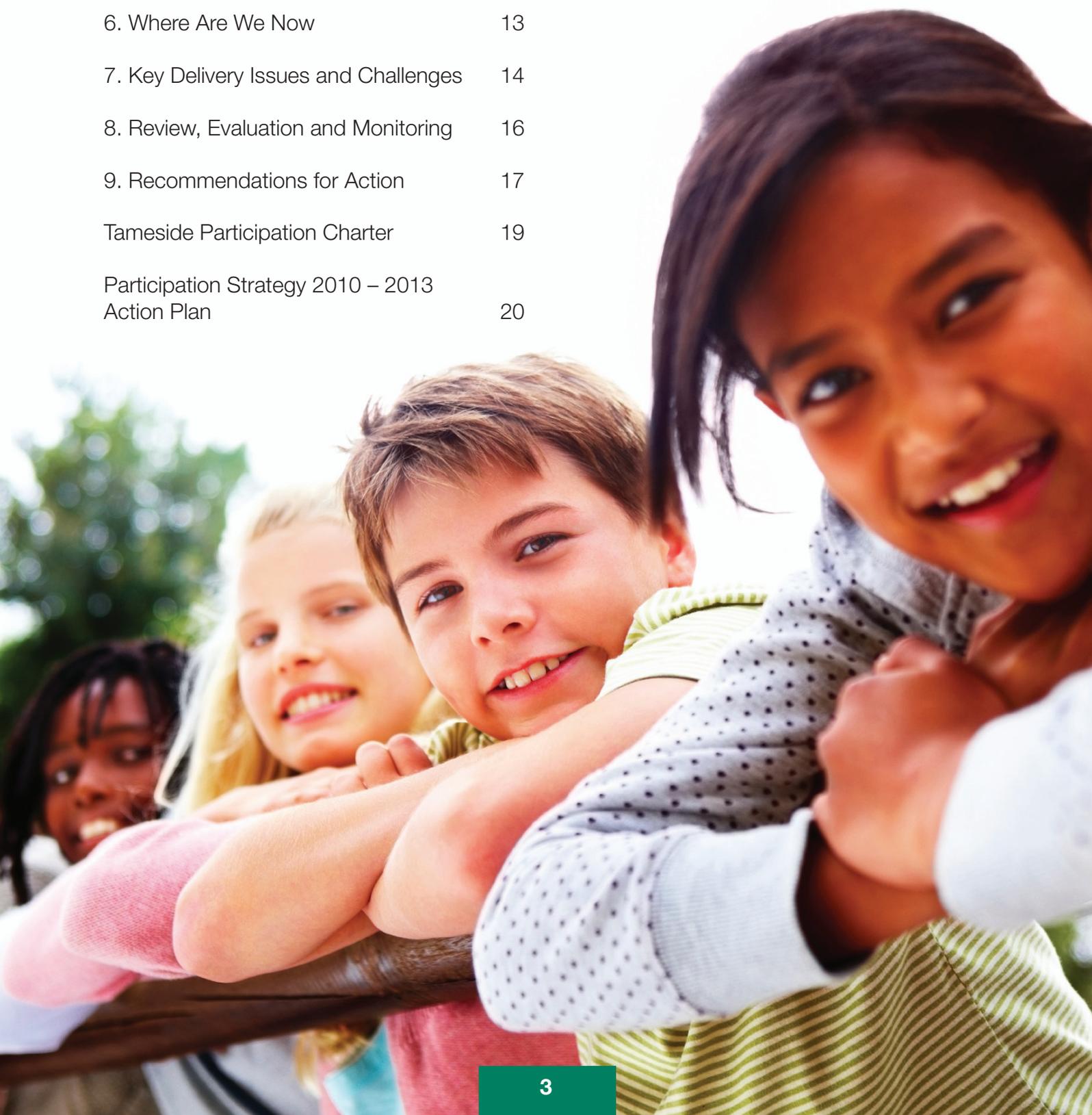
A handwritten signature in black ink, appearing to read 'Allison Gwynne', written in a cursive style.

Councillor Allison Gwynne

Chair Children & Young People's Strategic Partnership

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1. Introduction

The Tameside Children & Young People's Participation Strategy will outline how organisations within Tameside will engage children and young people to enable them to have a voice in key decision making linked to services that directly affect their lives.

This document will demonstrate the need for a review of the previous 2006 Participation Strategy and show how Tameside organisations will work together towards a shared goal.

The current strategy is now over three years old and is in need of rewriting to update in the light of existing good practice and progress already made. The new strategy will reflect issues raised by the mapping of the Hear by Rights standards. Identify the gaps in Participation opportunities to show how Participation makes a significant contribution addressing wider issues such as; anti-social behaviour and prevention agendas. The Participation Strategy will set out to co-ordinate our Participation provision to meet local and national priorities and will help to monitor and evaluate Participation outcomes.

Article 12 of the United Nations Convention on the Rights of the Child states,

“All Children have the right to say what they think should happen when adults are making decisions that affect them and have their opinions taken into account.”



Research (Tell Us 3) shows only 26% of young people feel able to influence decisions that affect their local communities. The Youth Matters consultation found that young people want to have more say over local decision-making and that if young people were empowered to influence decision making this would lead to their active participation in their local communities and ensure that services are responsive to their needs and attractive to them.

Throughout this document some key phrases will be repeated, below are definitions of use for each term:

Children and Young People – All children and young people resident in Tameside regardless of background aged 0 – 19 years old. This definition is extended to 25 years old for care leavers or young people with a disability.

Participation - A process through which all children and young people are involved and listened to in making decisions, defining their own agenda and expressing themselves. Children and young people are enabled to have genuine ownership by playing a key part in the development and delivery of services and political decision making.

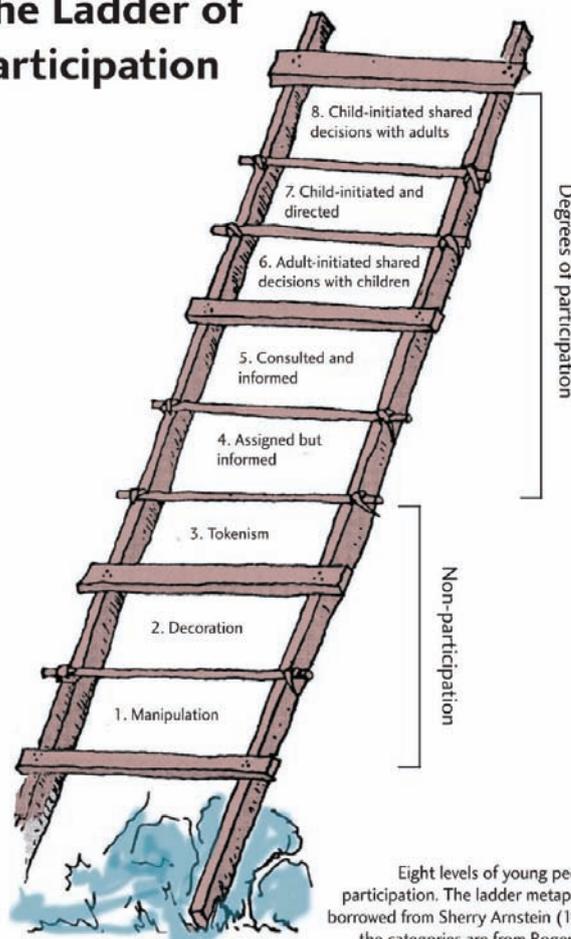
Consultation – A process by which the views and opinions of children and young people are sought to inform decisions about matters affecting the lives of children and young people. Consultation enables organisations delivering services to be held accountable to children and young people through their contribution to the review and evaluation of services.

Tameside Children and Young People's Strategic Partnership is fully committed to the engagement and empowerment of children and young people from all backgrounds in local democracy/ decision making processes. The Ladder of Participation, reproduced with permission from Hear by Right, published by The National Youth Agency is the chosen

model of gauging young people's involvement in Participation.

Levels 1 to 3 include children and young people but only in a superficial way. Tameside strives to engage young people between levels 4 and 8 of the ladder.

The Ladder of Participation



2. Vision

Tameside's vision is that all children and young people feel they are fully engaged and valued members of the community, with a voice to influence and shape key decisions and policies which are important to and affect their lives. That all children and young people are aware of how their opinions are used and changes to policies and services are fed back in an appropriate manner.

“In Tameside, we believe that effective participation is essential to achieving the best outcomes for children, young people and their families. In order for this to happen we believe that participation is a process; children will only be able to participate actively in a climate that encourages their on-going involvement and empowerment, and in a safe, child friendly environment. We believe that participation helps to improve services to adapt to meet the changing needs, and upholds children's rights as citizens and service users under the UN Convention on the Rights of the Child. We take the view

that to take account of the child's agenda consultation must be flexible. Children, who are very young, disabled or who have special educational needs have the same right to participate as other children. Therefore, services and organisations are proactive in engaging them, as well as those who are socially or economically disadvantaged, excluded or discriminated against on any basis.”

Children and Young People Plan
2007 - 2010



3. Aims and Objectives

To involve children and young people in local democracy

- Develop and deliver a Youth Engagement Model which is representative of Tameside.
- Agencies, organisations, steering groups and Every Child Matters Theme groups to work with a borough wide youth forum to widely engage and consult children and young people.
- To bring together councillors and MP's with children and young people to develop an understanding of the democratic process.
- To utilise new media and social networking sites to engage large numbers of children and young people in the decision making process.
- Increase the number of people voting.

To build the capacity and influence of school councils

- Develop on-going training and support for all school council bodies across primary, secondary and special schools including pupil referral units.
- To widen the focus of school councils.

Increase levels of participation

- Develop training and support for agencies and organisations to include children and young people in the review, design and delivery of services.
- Training for young people to review existing services and implement change.
- Increase frequency and numbers of young people in the commissioning of services.

Develop youth led action

- Adults and professionals to support children and young people to identify and address local issues and gaps in service delivery. Young people to be given the support to complete funding applications, develop, engage, deliver and review services for young people delivered by young people.

Increase positive perception of children and young people

- Celebrate the achievements of children and young people through events, local press, radio and the internet.

Develop children and young people's workforce

- Involve children and young people in the full recruitment process for staff and councillors.
- Consult with children and young people regarding how to market and engage target groups.
- Support children and young people to train professionals in participatory techniques.

Increase young people's involvement in commissioning services

- Children and young people to be involved in the design and development of new and existing services.
- Children and young people to participate in the interview process of new and re-commissioned services.
- Children and young people to be empowered to commission services for children and young people through participatory budget events.

4. Local Situation

The Office of National Statistics 2008 estimate 215,500 people live in Tameside. The electoral ward boundaries were last altered in 2004 to reflect 19 wards in Tameside. Tameside is also divided into 8 District Assembly areas. The purpose of the District Assemblies is to give local residents of Tameside a greater input into the decisions made about their local area. Further to these classifications Children and Young People's services are organised across 4 district areas these are:

- Ashton
- Dukinfield, Stalybridge and Mossley
- Hyde, Hattersley and Longdendale
- Denton, Audenshaw and Droylsden

In 2007 ONS estimated that 25.3% of population in Tameside were aged between 0 and 19 years. This is compared to 20.9% being aged 60 and over.

In eleven of the wards the percentage of under 15 year olds equal or are more than population of over 60 year old adults. There are 54,200 children and young people between the ages of 0-19 years of age living in Tameside.

Using the Index of Deprivation 2007, Tameside was ranked 56th out of 354 Local Authorities, with 1 being the most deprived.

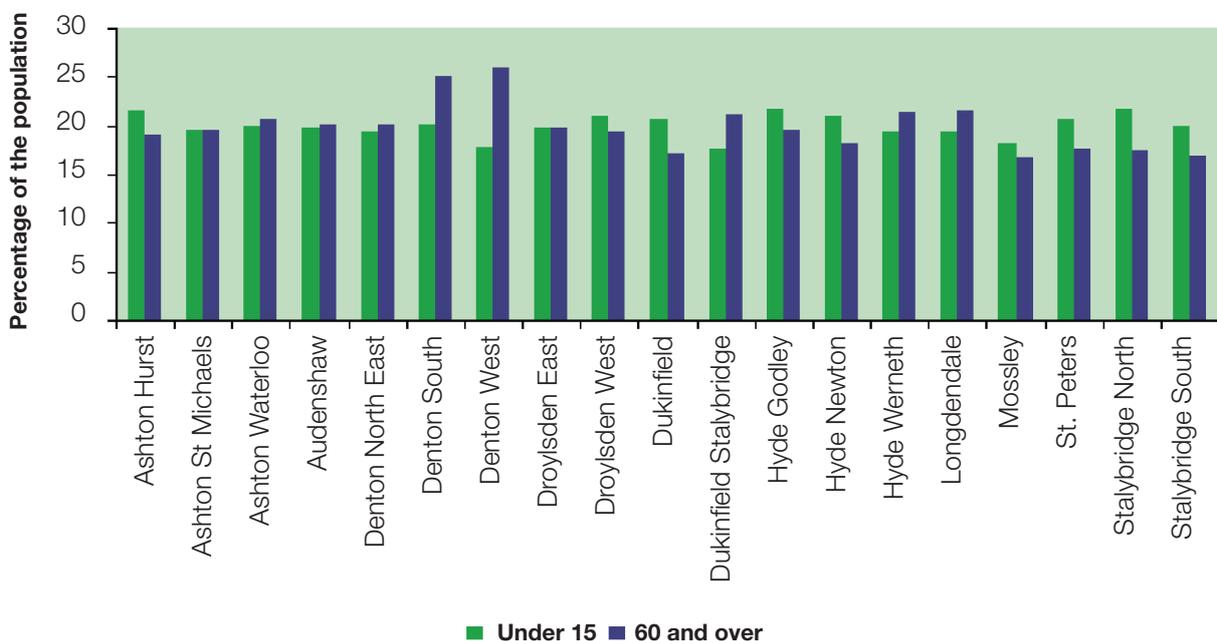
What do Children and Young People have to say?

Results from the Tell Us 3 survey taken in schools found that 66.4% of children and young people are involved in positive activities. When asked about what young people think about Tameside Council, the Youth Online Survey 2008 told us:

- 22% thought they provided good services for young people
- 16% thought they listened to what young people say
- 20% felt informed about the things the council were doing
- 22% felt that all parts of Tameside were treated fairly

Further to these findings 66% of young people feel that they are portrayed unfairly in the media.

Population of Children and Young People





5. Key Drivers for Change

Tameside Children and Young People Participation Strategy, 2010 – 2013 has been developed in response to a number of local and national initiatives and drivers. An action plan to develop the effective participation of children and young people has been produced through the development of the Hear by Right Mapping and Planning tool kit and links into the following key documents.

Tameside MBC Corporate Plan, 2008 – 2011 in response to the 10 year Community Strategy highlights 6 key priorities of which “A Learning Tameside” is one. A Key Improvement Priority is to; “improve the life chances of children and young people”. It is stated that,

“To make a positive contribution as adults, young people need to have the opportunities, from an early age to learn about citizenship and positive community developments. The impact of this is seen in the high quality of consultation with young people as well as the impact on the community, where many young people make a significant difference to the lives of people around them.”

Tameside Children and Young People’s Plan 2007 – 2010 provides an overview of the current position in Tameside against each of the 5 Every Child Matters outcomes; Being Healthy, Staying Safe, Enjoying and Achieving, Making a Positive Contribution and Achieving Economic Well being. The current Children and Young People’s Plan is due to be reviewed and updated. As the forthcoming Children and Young People’s Plan is released the priorities of the Participation Strategy will be amended to reflect those of the Children and Young People’s Plan 2010 - 2013. The Tameside Participation Strategy aims to address the Children and Young People Partnership Priorities 2009 – 2010:

- Promote healthy lifestyles with particular focus on obesity and oral health.
- Improve emotional health and well being for all young people.

- Promote the safety of all children and young people in all settings.
- Increase the proportion of young people moving into education, employment and training.
- Continue to raise attendance and attainment at all phases of learning with a strategic focus on vulnerable children, looked after children and children who are under achieving.
- Reduce the rates of teenage pregnancy.

The focus of the Participation Strategy will be updated on an annual basis to reflect the updated priorities of the CYPSP. In order to ensure that there is an improvement in outcomes for all communities, including those who are vulnerable and marginalised, and that all people are treated with dignity and respect, the Participation Strategy is to assist in measuring progress in achieving the requirements of the Local Government Equality Framework based on evidence provided through consultation activities. We aim to see increased satisfaction with services amongst all users, including those from vulnerable and marginalised groups.

In 2007, the Government published “Aiming High for Young People: a ten year strategy for positive activities”. The strategy sets out to improve leisure opportunities for young people focusing on three key themes; empowerment, access and quality. Ensuring that young people are empowered to have influence over, and have access to, high quality positive activities and wider youth support services. The Government’s vision for young people is that they should be valued members of the community whose contributions are welcomed and celebrated and to use their energy and dynamism to bring about change.

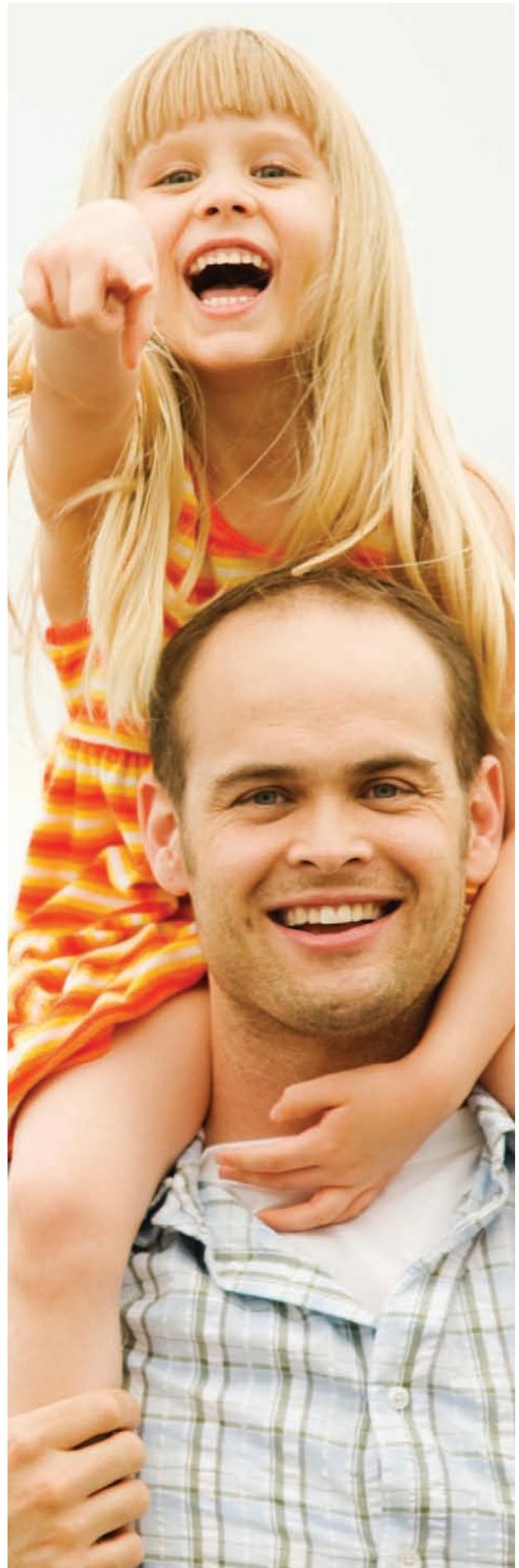
To fully support and empower young people’s active involvement in Participation it is important that the current workforce have the necessary skills and ambitions for young people. In December 2008 the Government

published the 2020 Children and Young People's Workforce Strategy. This sets out the Government's vision that everyone who works with children and young people should be:

- Ambitious for every child and young person.
- Excellent in their practice.
- Committed to partnership and integrated working.
- Respected and valued as professionals.

The role of every professional working with children and young people must have the skills and knowledge to do the best job they possibly can to help children and young people develop and succeed across all outcomes which underpin Every Child Matters. To continue to develop and support a strong, creative and dynamic workforce we must also look to the support offered to young people aspiring to a career with children and young people through the development of volunteering roles, apprenticeships and development and training packages which can support young people to enter the workforce.

The Participation Strategy Action Plan sets out a number of key tasks to fully engage children and young people through a variety of methods which will have a significant impact on the development of new and existing services linked to addressing the above priorities.



Five reasons for active involvement

- Children and young people's voice and influence will lead to significant changes for them and the wider community.
- Services will be more effective, better targeted and received. This saves money.
- The health of our democratic community depends on the active involvement of children and young people.
- Local and national policies encourage and require it and our performance will be evaluated on how well we do this.
- The involvement of children and young people is key to gaining funding and sustaining developments. And it is children and young people's right to be involved in the decisions that affect them (Article 12 of the UN Convention on the Rights of the Child, or UNCRC). Of course, children and young people also have the right not to get involved if they wish.

Benefits for the organisation and its partners

Information can be gained from children and young people as citizens and customers about their changing attitudes and needs, their views as to what constitutes quality in service provision and barriers to accessing services. Children and young people can bring fresh perspectives and new ideas about services, policies and democratic processes, helping tackle key objectives and promoting social inclusion. Services and policies can be designed, delivered and evaluated based on actual rather than presumed needs.

Benefits for children and young people

Children and young people can build on existing skills and develop new ones, increasing confidence and self-esteem. Children and young people may better understand particular organisations and how to influence them. Children and young people benefit from new and better services that have changed and improved in response to their needs.

Benefits for the wider community

There is a more vibrant local democracy through the active involvement of children and young people. Community cohesion is fostered through the inclusion of children and young people in local decision-making. There is an empowering environment that raises aspirations among children and young people and the wider community.

(hear by right: standards framework for the participation of children and young people)

In order to ensure children and young people are fully involved in local decision making the Participation Strategy links closely to the Tameside Engagement Strategy 2009: Empowering Tameside. The Engagement Strategy recognises the need for communities involvement in decision making whereby the new 'Duty to inform, consult and involve' highlights effective partnership as a mechanism for change. The Participation Strategy will further support the Engagement Strategy through actively contributing to the on-going development of the Engagement Activity Audit Tool Kit, which will evidence the levels of children and young people's participation.

6. Where are we now

In 2008, Tameside Children and Young People's Strategic Partnership through the Joint Area Review were commended on providing good services for children and young people in an area with high levels of social disadvantage.

Empowering children and young people to have genuine influence over local services is the most effective way of ensuring better access and increasing participation. Children and young people should feel able to make a positive contribution in their communities, have their achievements celebrated and promote a positive image of children and young people in society.

There are numerous examples of good practice within Tameside which reflect on successful participation of children and young people. The Participation Strategy aims to build on current positive achievements and use them to drive the agenda forward. Participation in Tameside is to become part of everyday life and is everyone's business.

Positive Examples of Children & Young People's Participation

- All secondary schools have some kind of representative body
- 85% of primary schools have some kind of representative body
- Young People have been involved in the decision making process for Health Mentors and the Drug and Alcohol Service
- Children and Young People have been involved in the recruitment of staff.
- Young People have produced a series of DVDs for the Police and Community Safety around knife crime
- Children and Young People have been involved in the design and development of the Building Schools for the Future programme
- Children and Young People have been consulted about the design and development of play equipment in parks.
- Young People involved in making decisions about funding to children and young people's projects through the Youth Opportunities Fund.
- St Peter's Youth (SPY) has encouraged young people to stand for election for the youth forum.
- Involved Tameside has recruited a group of young people aged 16 – 25 years old to promote youth led action.
- Children and young people are being trained by Hyde Community Action to research the needs of young people in their local community.
- Children Looked After plan, deliver and evaluate the induction and training of front line workers and managers.
- Tameside has successfully created one of the first Children in Care Councils in full consultation and active participation with Children Looked After.

7. Key Delivery Issues and Challenges

The Participation Project will be integral to the development of participation across Tameside to support the development and delivery of participation opportunities to involve children and young people in local democracy. A key function of the service will involve the development and delivery of training and consultancy opportunities to agencies and organisations within the CYPSP.

The Participation Service will promote the delivery of both national and local policy requirements in relation to participation; the ECM 5 outcomes, in particular 'Make a Positive Contribution' working toward meeting NI110 (PSA 14/DSO 6) - Participation in Positive Activities, and Tameside's Children and Young People's Plan. The focus of work will be driven by the CYPSP priorities and key areas of work identified from these.

The Participation Project will work towards the following three areas; to support the development of participation across Tameside; to support organisations to develop the participation of children and young people within their organisation practice promoting the notion that participation is 'everybody's business', and in everybody's interest. Participation in Local Democracy will be achieved through the creation of training packages for organisations, developing opportunities to participate and ensure the voices of children and young people are heard to influence decision making.

Expected outcomes achieved will be a developed understanding in partner agencies around the importance of involving children and young people in the decision making and delivery process for services provided by the CYPSP. Staff working in agencies and organisations served by the Participation Project will have developed their skills and confidence in involving children and young people through participation, and recognise

that participation is a key component to achieving successful outcomes. The participation of Children and Young People will influence decisions made by Tameside's Children and Young People's Strategic Partnership

To achieve this, the Participation Project will work directly with children and young people and in partnership with the Children and Young Peoples Strategic Partnership, the Participation Network, and the Participation Manager.

The Participation Strategy encompasses all children and young people aged 0 – 19 and their families. It is important to recognise through the process of wider involvement those children of a younger age are not overlooked but are involved in meaningful activities to ensure effective participation. Together with the Tameside Children's Centres the Participation Strategy will work to develop the engagement and participation of children of pre-school age and their families.

Consultations with children and young people will be relevant to and have an impact on services and issues which affect children and young people. Consultation activities will endeavour to represent a range of ages including a wide demographic; BME groups, disability forums, looked after children and young people, young carers, homeless and traveller, refugee and asylum seekers. Consultations will aim to be truly representative of the community and specific to service users.

A range of mechanisms for consulting with children and young people will be developed to have maximum impact and coverage to include:

- Forums and discussion boards
- Social networks
- Text messaging and mobile phones

- E-democracy tools
- On-line games and virtual worlds.

To ensure representation, key stakeholder involvement of Children and Young People 0-19 years on behalf of the CYPSP and their local communities must become part of everybody's business. Strong partnership working is central to the success of achieving positive outcomes. Participation will aim to address inequalities across Tameside through targeted consultation and engagement and involvement activities. This will be achieved utilising the skills of key partner organisations working with key groups; Vulnerable groups / at risk of health inequalities; children with learning difficulties and disabilities (CLDD); looked after children (LAC); black and minority ethnic groups (BME); including travelers and refugee /asylum seekers; young offenders and those at risk of offending and children and young people excluded from school.

All participation work must adhere to safe working practices and the safeguarding of Children and Young People. All organizations that work with children and young people

share a commitment to safeguard and promote their welfare. Safeguarding and promoting the welfare of children is the responsibility of the local authority and partner organizations work with children and young people. A key objective for LA's is to ensure that children are protected from harm. Section 11 of the Children Act 2004 and s175 of the Education Act 2002 places duties on organizations and individuals to ensure that their functions are discharged with regard to the need to safeguard and promote the welfare of children.

The views and opinions of children and young people will be recorded through imaginative and effective consultation. Such activities will be mapped out through a consultation diary which will be accessible to all Tameside organisations to encourage wider involvement of service users in the consultation process. The findings from each consultation will be recorded through the Participation Network. This process will include a review of how children and young people's views have been used to shape services and future plans.



8. Review, Evaluation and Monitoring

Monitoring of the Participation Strategy will be carried out through a number of methods. Tameside MBC Participation Manager will work in partnership with the Participation Network to ensure wide spread acceptance throughout Tameside of the strategy. The Participation Network will form their meetings based around the Participation Strategy, the Hear by Right Mapping and Planning tool kit along with reviewing Participation within partner organisations.

Members of the Participation Network with a view to open the process to all Tameside organisations concerned with children and young people will map out consultation activities. Mapping of Participatory and consultation activities will be linked to the Community and Engagement Strategy: Empowering Tameside's Engagement Activity Audit. Information regarding planned consultations will be accessed through the Community and Engagement Data Base accessed through Tameside MBC website (www.tameside.gov.uk/consultation/database).

Results of such consultation along with information regarding participation will be fed back to the Children and Young People's Strategic Partnership via the Positive Outcomes Theme Group. To ensure all parties involved take full ownership of the process and views of young people

a system will be incorporated where by Partners will feedback how the information has been used to influence decision making and service delivery both with the CYPSP and Participation Network. It is important to recognise the valuable contribution of children and young people to shape decisions in Tameside. A system is to be developed to evidence and feedback to children and young people the impact they have in making key decisions.

The effectiveness of the Participation Strategy and opportunities delivered by Tameside Children and Young People's Strategic Partnership will be measured against a number of aims and indicators linked to the National Indicator Set monitored through the Positive Contributions Theme Group. An interim review of the Participation Strategy will be conducted at 18 months from the date of commencement. This will coincide with the review of the Participation Service and the Children and Young People's Participation Model. This review will give the opportunity to reflect upon achievements made, where the focus of participation lies as a result of the 18 months delivery and changes in local, regional and national drivers. The Participation Strategy focus will be updated on an annual basis to reflect the annual review of the Children and Young People's Plan and the CYPSP priorities.



9. Recommendations for Action

This strategy recommends key action to be taken in the following areas:

Development of children and young people's voice. Clear systems are needed to be put in place to enable all young people to be consulted on issues and services that affect them. Results from consultations are to be fed through to Children and Young People's Strategic Partnership to influence the delivery and commissioning of services for children and young people. It is imperative that actions are clearly fed back to young people.

Key information from consultations need to be made available to organisations throughout Tameside. It is the responsibility of all organisations to listen to the needs of children and young people and to develop new services which reflect upon effective consultation.

A clear system of communication is to be developed to inform young people how services are developed and to realise the impact of children and young people's participation.

A model of children and young people's participation in local democracy is required. To ensure wider participation a focus on Tameside's 4 district areas is to be incorporated to best reflect the views and needs of children and young people. A number of models and options exist nationally, research will be needed to develop a robust and effective model which builds on and supports the successes of pre-existing youth forums.

The way in which professionals engage with children and young people needs to be widened. Excellent work has been carried out delivering projects and recruiting people face to face. More and more young people are using social network sites to arrange activities and meet other young people. **To fully engage children and young people we need to maximise the positive impact**

new media and social networking can have to empower young people.

Children and young people need to be given the support and power to identify, develop and deliver projects. A shift is needed to develop youth lead action. Young people recruiting and engaging other children and young people with the support of professionals to make a positive difference in their local areas.

It is important to reflect upon and **showcase the positive contribution children and young people make in their local communities.** Every effort needs to be made to increase the positive perception of young people and to challenge that which is often portrayed through the media. Children and young people need to be at the heart of this. Their energy, enthusiasm and dynamism for creating change needs to be harnessed and given a real opportunity through events, the press, radio, internet and social networks to emphasise their contributions.

To continue the development of the workforce, children and young people are to be involved in the recruitment, selection, induction and training of staff and council members.

The Hear by Rights mapping and planning tool kit is to form the basis and focus of Participation across Tameside over the next three years. In particular the work of the Participation Network supported by the Hear by Rights Shared Values will progress and further embed Participation across the statutory and voluntary sectors.



Tameside Participation Charter

Tameside's Participation Charter sets out a vision for giving children and young people a say in the decisions that affect them. It was drawn up by Tameside's Participation Network.

We will:

- Listen to children and young people
- Hear what they are saying
- Pay attention to it
- Act on it
- Involve / include children and young people in decision-making process
- Empower children and young people to effect changes in their communities
- Give children and young people a voice
- Give children and young people the opportunity to participate
- Work in partnership with children young people
- Enable children and young people to challenge
- Strive to be inclusive
- Value diversity
- Provide **safe** and **supportive, quality** environment
- Provide timely feedback
- Create opportunities for children and young people to develop / fulfil potential
- Acknowledge children and young people's contribution to participation



Participation Strategy 2009-2012

Action Plan

Objective	Action	Timescale	Key Performance Indicator
Increase Children & Young People's involvement in local democracy	Re-commission of the Participation Service	October 2009	Recruitment process completed, staff allocated, project delivery to begin with clear work programmes set out.
	Development and implementation of Tameside Children and Young People's Participation Model.	December 2009	Options Paper agreed, delivery agent identified, planning completed, delivery to commence.
	Development of ask your councillor question time	September 2010	Develop opportunities for children and young people to meet local Councillors to focus on issues relevant to children and young people. Children and young people developed a better understanding of the role of Councillor's and MP's in local and national politics.
Review the Children & Young People's Plan 2010	Development of consultation and engagement methods.	August 2009	Consultation and Engagement methods agreed with groups of children and young people, organisations and staff identified for involvement.
	Delivery of engagement activities to a wide range of children and young people.	November 2009	Engagement of wide range of children and young people including from under-represented groups
	Production of the Children and Young People's Plan 2010	March 2010	CYPP 2010 developed and published utilising the results of inclusion / engagement activities.
	Identify groups of children and young people to youth proof the CYPP 2010.	April 2010	Core working groups of young people to develop a children / young people friendly version of CYPP 2010
	Production of Children and Young People's version of the CYPP.	May 2010	Children and Young People version of CYPP 2010 produced and circulated to partner organisation and information disseminated to children and young people.



Increased numbers of children and young people in decision making process	Development of Children and Young People's Option Paper to review methods of participation for Tameside.	August 2009	Options paper developed submitted and agreed by CYPSP to roll out.
	Children and Young People's Tameside Youth Forum successfully developed and engaging children and young people.	June 2010	Tameside Participation Model agreed, staffing identified, children and young people recruited and trained in participation.
	Training and development of school councils to take a wider focus on factors affecting children and young people and to address the needs and priorities of CYPSP and Key Thematic groups.	March 2010	Primary and Secondary School Councils receive training and support in running local democracy activities in school. School councils supported to undertake consultation on behalf of CYPSP and Key Thematic Groups.
	Capacity building for children and young people to develop skills and knowledge to make change happen, including negotiating, presentation and finance.	September 2010	Development of training within school council roles and Tameside Participation Model. Young People to be involved in development and delivery of You're Welcome Quality Criteria linking with the PCT.
	Capacity building for staff to gain skills for the safe, sound and effective participation of children and young people.	December 2010	Training needs identified with organisations. Workshops and support provided by the Participation Project to develop Hear by Rights within local organisations.
	Children and young people have access to information to allow them to participate fully in the issues of importance to them.	March 2011	Children and young people help plan, deliver and evaluate active involvement training to staff, managers, leaders and partner organisations
	Children and young people help develop the capacity of other children and young people to participate.	July 2010	Further support developed with children and young people through embedding Hear by Rights standards. Information and involvement to be utilised through pre-existing youth groups and forums, school councils, implementation of Participation Model use of Tameside SiD and review of social networking technology.
	Children and young people are empowered to identify develop and deliver projects for and with their peer groups.	On-going	Role developed as part of the Tameside Participation Model. Children and young people to identify and deliver activities as identified on a local basis. Children and young people supported to become Peer Mentors to build capacity of others.
	Children and young people are involved in allocation of funds		Continuation of Youth Opportunities Fund Panel, children and young people's increased involvement in the Commissioning of Services.

Systems – Policies are in place to make sure children and young people's participation is safe, sound and effective, covering consent, protection, safety, access, transport, complaints incentives and rewards.	Review the current policies and procedures that are in effect and identify current gaps.	October 2010	Policies updated with a view to children and young people to be considered partners as well as service users.
	Develop partnership sub group to update policies and procedures.	December 2010	Sub group identified and meet to verify changes to policies and procedures to reflect current best practice with a view to adopt as good practice within partner organisations.
	Public and voluntary sector services to adopt best practice within own organisations.	March 2011	Updates of policies and procedures to be disseminated through the Participation Network.
	Dissemination of policies and procedures to be delivered as part of induction process for young people involved in on-going Participation activities.	On-going	Policies and procedures to be part of induction of staff and volunteers to ensure safe working practices.
Communication systems are in place for recording, reporting and celebrating children and young people's active involvement including evidence of change arising from children and young people's participation.	Development of consultation diary / audit tool linked to the Community and Engagement Strategy to map activities across the year and for partner organisations / children and young people to link into.	October 2009	Method of recording consultation, engagement and participation to be reviewed and agreed through CYPSP and Positive Contributions Theme Group.
	Consultation events to be linked to TMBC community and engagement database via TMBC website.	March 2010	Increased number of organisations and groups planning consultation and engagement activities recording future consultation on database.
	Communication pathways to Children and Young People's Strategic Partnership and Outcome Theme groups to be developed and identify ways to feed information back to children and young people also to measure the impact of children and young people's voice in decision making.	December 2009	Clear two way line of communication developed between children, young people Outcome Theme Groups and CYPSP. Impact of children and young people's involvement identified and evidenced through the development of services.
	Participation Network to review how consultation results have informed and developed practice in their own organisations.	March 2010	6 monthly review of consultation impact through the Participation Network and actions to be disseminated back to children and young people.
	Develop and utilise publicity streams to communicate information to wider Tameside residents e.g. Newspapers, local radio, youth forums, District Assemblies.	September 2010	Professionals, children and young people to review effective methods of communication using press and new media to communicate with the general public.
Systems to be put in place to promote the positive roles children and young people play as active members of the community.	September 2010	Children and young people, supported by professionals to advise and develop communication methods to promote their positive impact.	

Development of Staff in line with 2020 Workforce development strategy.	Children and young people more widely involved in the recruitment of staff including review job descriptions, person specification and young people's interview panel.	September 2010	Children and young people actively involved in writing and inputting into job descriptions for relevant staff position under Services for Children and Young People. Children and young play an active role in the interview process of staff.
	Recruitment information and induction of staff and managers identify the importance of the voice and influence of children and young people for the organisation.	September 2010	Role of children and young people to be included in literature for new staff.
	Children and young people play an active role in the development and commissioning of direct delivery services.	December 2010	Children and young people are to be involved in the commissioning of services through focus groups. Children and young people will participate through consultation, developing service specifications and forming interview panels.
	Children and young people to play an active role in the development and delivery of staff induction including elected members.	March 2011	Active involvement of children and young people to be developed in partnership with Children's Workforce Development Advisor. Children and Young People to be involved in the design and delivery of staff inductions to the Children's Workforce.
	Young people are volunteers or employed in the organisation as trainers, researchers or mentors.	December 2011	Children and young people are to be involved in participation through interview in recruitment and tender processes. Carry out consultation and engagement activities as requested by CYPSP. Develop and deliver training for staff to build capacity to deliver Participation in public and voluntary sector organisations.



