



Youth Development Service

Youth Development Service  
Annual District Plan For Mole Valley  
2008 –2009

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## **Mole Valley District Plan 2008 –2009**

### **Overall Vision**

To provide a coordinated approach to working with Partners to deliver a needs led service that young people can access via both targeted and generic youth work.

And working toward the Every Child Matters Agenda:

**Be Healthy**

**Staying Safe**

**Enjoying and Achieving**

**Making a Positive Contribution**

**Sustainable Independence**

### **The Business Plan will be delivered through:**

#### **Ashtead Youth Centre**

- Open club (12-14's) Monday
- Open club (14 -17's) Tuesday
- Rally Karting Project (14-16's) Monday and residentials

#### **Bookham Youth Centre**

- Open club (12-16's) Wednesday
- Project night (12-16's) Monday

#### **Capel Youth Club**

- Open club (12-17's) Wednesday

#### **Mulberry Youth Centre, Dorking**

- Open club (12 – 14's) Tuesday
- Open club (14-17's) Thursday
- Youth Café – after school (12 – 16's) Wednesday
- Lyrical Bass (13 – 17's) D.J. event, monthly on Fridays

**The Bridge Youth Centre, Leatherhead**

- Open club (12– 14's) Tuesday
- Open club (14– 18's) Thursday
- Project night (13 – 18's) Wednesday
- Live and Direct music project (13 – 18's) Monday *in partnership with MVDC*
- Various projects *run by Liquid Connection, supported by YDS*

**ProjX:** mobile provision, detached work and locally responsive projects

- 6 sessions per week, each with a pair of staff
- Deployment informed by needs highlighted around the District by young people, other services and communities
- Essentially change agent rather than gap filler

**Targeted Intervention** (referrals from other services)

- Delivery mainly by full-time staff during the morning or afternoon.
- Additional one day per week post funded by CDRP to work with specific referrals (CIAG Youth worker)
- Deployment informed by needs assessment of the District through consultation with partners
- Can include various forms of individual and group work, according to need

Open club and project work both involve a mixture of recreation and learning. The difference is in the balance between them. In project work there is less social/recreational space, the activity is more structured and the learning sometimes more formal. There is also often a higher level of commitment and continuity and a more tangible outcome. The aim is to identify the young people most in need through the open club and then to work with them in more depth and smaller numbers on the project night around relevant themes that are negotiated with them.

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Intended Performance Indicators	Potential Benefits	Major Obstacles	Threats
<p>REYS Targets            1718 Contacts            1030 Participation            618 Recorded Outcomes            309 Accredited Outcomes</p>	<p>Reaching National Performance Targets            Providing an Adequate service to Young people            Reaching 25% of Young people aged 13 – 19            Providing Evidence of specific outcomes            Young people achieving accredited outcomes to compliment formal qualifications</p>	<p>Targets set require greater resources than are available. No allowance for Mole Valley being a mainly Rural district.</p> <p>Long term sickness re one key post creates strain on YDO's time and weakness in team infrastructure (mitigated by support from Central Business Support Team).</p>	<p>Some of District Plan will not be delivered if unable to fill vacancies.</p> <p>Not able to develop. fully support or fully evidence existing Work.</p>
<p>Evidence of Sustainable Partnership Working</p>	<p>Work linked into other service strategies            More Coordinated approach            More effective use of skills and resources            Increase in service delivery            Improved services to young people</p>	<p>Major disruption to one key partner due to sickness and vacancies.</p>	<p>Some new work developed during previous year by using under spend creatively. Partners told that sustainability will require additional funding from them.</p>
<p>Full Compliment of Staff employed</p>	<p>Deliver against The District plan            Improved Staff Morale            Increased Confidence from Partners            Able to sustain and develop services</p>	<p>Long process for recruitment and resourcing of staff.</p>	<p>Loss of credibility with partners</p>

**KEY:** ALL = all units, TI =Targeted Intervention (District wide), ASTD = Ashtead, BRIDG = Bridge, MULB = Mulberry, PX = ProjX  
 BKM = Bookham

## Being Healthy

Deliver a Range of Healthy Lifestyle Programmes including Drugs, Sexual Health, Diet and Exercise

Planning						Outcomes			
PROJECT	HOW NEEDS WERE IDENTIFIED	INTENDED OUTCOMES	HOW THIS WILL BE ACHIEVED	LEAD	HOW THE OUTCOMES WILL BE DEMONSTRATED	PROGRESS	Were the Intended outcomes met	Evidence	REC ACC
5 a Day	Feedback from young people and observation by staff. <i>Need: for education re nutrition (theory and practice).</i>	50% of participants in youth clubs to become more aware of importance of healthy diet	Provide cheap fresh fruit and other healthy alternatives in youth club tuck shops. Provide information and actively promote within curriculum.	ALL UNITS	Change in balance of sales to 20% healthy alternatives In some cases leading to improved behaviour (monitor) Some young people to improve diet on other days.				
Provide support for a Young Parents group  <i>(Also in Sustainable)</i>	Initial feedback from Early Years and Community Worker. Teenage Pregnancy stats. <i>Need is for</i>	Young Parents more informed on lifestyle issues and gain confidence to move into EET.	Contribute to Early Years Health and Childcare project with accreditation and support into EET. 1 group of 6 young people for	TI	Attendances Participation levels, Accredited outcomes and no. of YP moved into EET. <i>(Risks – this is currently at exploratory stage with Early Years and will</i>				

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Planning					Outcomes				
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Independence section)	<i>better engagement by 'hard to reach' young parents to address lifestyle and parenting.</i>		12 weeks.		<i>require external funding in proportion to participants 19+)</i>				
Streetwise – personal safety training for victims of bullying  (Also relates to Staying Safe)	Schools, MV Anti-bullying partnership, young people. <i>Need is for targeted YP to be confident and less vulnerable to bullying.</i>	YP develop more confidence, assertiveness and skills/ awareness to avoid being bullied.	YP are trained to both avert and manage aggression through development of key skills and strategies. Partnership with Securicare. 8 groups of 10 YP for 1 session.	TI	Levels of attendance and participation. Feedback from YP on day. Feedback from schools and YP re reduction in being bullied 3 months later.				
Work with vulnerable individuals  (Also relates to Staying Safe)	Feedback from Young People. Observation by workers. <i>Needs or behaviour such that open or group setting is not appropriate at the time.</i>	YP gain self-esteem, emotional literacy, social skills and capacity to manage boundaries.	4 x work with individuals across MV, normally for 6 weeks. One to one work, but with another worker on site. Programme negotiated with	BRIDG MULB PROJX	Levels of attendance and participation of YP. Recorded outcome. Increased capacity to cope in group setting.				

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			YP according to need.						
Healthy cooking projects  (Also relates to Enjoy and Achieve)	Feedback from Young People. Observation by workers. <i>Need is for:</i> - <i>Education re nutrition</i> <i>-Skills for independent living</i> <i>-Social skills and team work</i>	YP gain practical knowledge of nutrition, new skills in: budgeting, shopping, food hygiene and cooking. More confident re Indep living.	3 x 6 week courses for 6yp across MV.  Shorter/less formally at Mulberry Youth Café.  Including Basic Food Hygiene training for 4 staff and 4 YP.	ALL UNITS	Levels of attendance and participation of YP. Quality of meals produced. Feedback from YP. Recorded outcomes. Accredited outcomes for Basic Food Hygiene.				

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Stop smoking groups	Feedback from Young People, and PCT, workers observation, National priority. <i>Need is for YP to be educated re smoking and to able to stop/reduce it.</i>	YP gain knowledge, skills, confidence and support required to stop or reduce smoking	2 x 6 week courses for 6 YP across MV.  Partnership with PCT or other specialist staff	ALL UNITS	Levels of attendance and participation. Recorded outcomes. Reduction of smokers/levels after 3 months.				
Police Drugs Bus evaluation  (Also relates to Make a Positive Contribution)	MV Drug and Alcohol Action Team, initiated by YDO. <i>Need is to have best possible drugs edcn through joint working involving YP.</i>	YP to be actively involved in informing and shaping drugs education provision by police.	3 visits to be arranged to: Mainstream school Starhurst EBD, & Youth club. Support from YDS Drugs Edcn Coordinator. MV health lead to co ordinate.	TI	Levels of attendance and participation. Quality of feedback from YP and response from police.				
Sexual Health & Relations	Issues identified by YP and staff during generic work and in more	Greater awareness of self, sexual health and relationships.	4 x 6 week projects for single gender groups of 6 young people across MV.	ALL UNITS  (4 of)	Use questionnaires and discussion methods to determine knowledge at start and end of project.				



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	detail during initial group sessions. <i>Needs are typically SRE, self-esteem, assertiveness.</i>	Skills and knowledge needed to manage risk. Raised self-esteem. .	Support from ECM YDO and local Sexual Health specialist nurse.		Recorded outcomes.				
HEALTHY LIFESTYLE CURRICULUM	Feedback from young people and observation by staff. National and local priorities. Feedback from ECM YDO. <i>Needs across whole spectrum of health for YP.</i>	40% of participants in youth clubs to have a recorded outcome re health	Identify top 10 health issues with YP and others. Different staff to take lead in designing district curriculum for each, month by month, with support from ECM YDO and MV health lead wkr.	ALL UNITS	Levels/numbers of participants. Recorded outcomes. Increased input by YP in curriculum design.				

## Staying Safe

Deliver Programmes of diversionary activities, maintain appropriate building that provide safe places to meet

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ASHTEAD SKATEPARK PARTNERSHIP  <i>(Also relates to Make a Positive Contribution)</i>	Feedback from YP (including formal documented survey) CIAG <i>Need: for young skaters to have their own local facility in Ashtead.</i>	YP gain skills and confidence needed to engage with process they have initiated (with YDS) to create skate park. Low disturbance to community.	Regular youth worker presence (partnership with churches). Strong engagement with core group of skaters. YOF funding. Close partnership working.	ASTD (PROJX)	Tangible result. Feedback from YP, community, police <i>(Risks – staffing level depends partly on appointment of youth worker by Ashtead Churches, mainly seconded to YDS – funding raised but argument over site)</i> Recorded outcomes.				
CIAG REFERRALS  <i>(Also included in Sustainable Independence)</i>	CIAG CDRP (funded) <i>Need: for targeted YP to have the info, skills, support, motivation and contacts</i>	YP gain motivation, skills, knowledge and multi-agency support needed to reduce risk behaviours and fulfil their	10 YP: individuals and small group work tailored to need. Link with referrer, other CIAG partners, YDS local	TI (CIAG YTH WKR)	Reduction in known risk behaviours. Levels of attendance and participation Recorded outcomes. Engagement by YP with specialist				

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	<i>needed to make effective informed lifestyle choices.</i>	potential.	teams, Surrey Together and specialist services.		services as needed. YP to avoid ASBO's and reduce engagement with Criminal Justice System.				
ALTERNATIVE EDUCATION PROVISION  (Also relates to Sustainable Independence and Be Healthy)	Alt Ed service <i>Need: For excluded YP to gain skills and self-esteem needed to enable them to engage in mainstream education or PRU.</i>	Excluded YP gain skills and self-esteem needed to enable them to engage in mainstream education or PRU.	4 YP, 1 day per week: mixed activity programme to gain personal and social skills that compliments formal input	TI BRIDGE	Levels of attendance and participation. Feedback from YP Recorded outcomes. Increased capacity by YP to cope with education and achieve following exit. <i>(Risk – AES has suspended referrals at present due to their staffing crisis)</i>				
ALL YOUTH CENTRES	Feedback from YP. Observation by workers. Feedback from police, CIAG and communities.	YP have safe place to meet. 10% of participants gain recorded outcome re personal safety, assertiveness,	Mixture of open access provision and activity based projects to YP. Curriculum to be responsive to needs at	ALL Y/C's	Levels of attendance and participation. Recorded outcomes relating to staying safe within youth club (change in knowledge, skills or				

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	<i>Needs: for YP to have safe place to meet and education re staying safe.</i>	managing conflict or behaviour.	local/individual levels. Staff to have developmental approach to managing behaviour.		attitude). Feedback from YP re any similar change in other environments (school, home, street).				
PROJX  (Also relates to Make a Positive Contribution and Enjoy and Achieve)	YP Police CIAG partners Communities/ partnerships. <i>Need: for YP to be able to relate peacefully and effectively within their communities to mutual benefit.</i>	YP gain motivation, skills, knowledge, confidence and opportunity to take greater control of their lives within their community.	6 sessions per week offering response to locally identified needs. YP Gain access to support from staff and range of possible responses (detached, mobile, group project work, advocacy, mediation, transport etc.)	PROJX	Levels of attendance/contact and participation. Recorded outcomes Accredited outcomes YP able to clearly articulate their needs to community and services, hopefully leading to improved relations.				

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INTEGRATE Crime Diversion Scheme  <i>(Also relates to Sustainable Independence)</i>	YP Police CIAG <i>Need: for targeted YP to have the info, skills, support, motivation and contacts needed to make effective informed lifestyle choices.</i>	YP gain motivation, skills, knowledge and multi-agency support needed to reduce risk behaviours and fulfil their potential.	6 YP, 8 week project to include visit to Coldingley CDS. Increased knowledge around law, rights and responsibilities. Awareness of consequences of actions. Individual 'mentoring'. Anger management.	PROJX	Pre & post questionnaires. Discussions to determine learning outcomes. Feedback from YP, CIAG Youth Worker and Police/referrers. Levels of attendance and participation. Evidence of individual progress (e.g. EET, recreation or home). Reduction of offending/ASB after 3 months.				
ANTI – BULLYING STRATEGY: INVOLVING YOUNG PEOPLE  <i>(Also relates to Make a Positive Contribution and Be Healthy)</i>	Feedback from YP. MV Anti-bullying strategy group. Schools <i>Need: for YP to have their say in how they can stay safe from</i>	YP gain skills, confidence and forum needed to inform and shape policy/strategy to reduce bullying in schools, and raise confidence of YP in policies.	To engage 10 targeted YP (inc Youth Voice) with anti-bullying strategy process. To involve design of consultation with other YP.	TI	Levels of attendance, participation and engagement with partners in Anti-bullying strategy group. Recorded outcomes. Tangible outcomes. Feedback from YP/schools in longer term. <i>(Risk – has</i>				

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	<i>bullying at school.</i>				<i>support of A-B Strategy Group, but schools may vary).</i>				
RESTORATIVE JUSTICE  <i>(Also relates to Be Healthy)</i>	MV Anti-bullying Strategy Group. Schools. <i>Need: for less punitive, developmental option to challenge perpetrators and support victims of bullying.</i>	Perpetrators to gain more empathy with victims of bullying, and to take more responsibility for their actions. Victims to have greater sense of empowerment.	4 YDS staff to be trained in basic RJ with 4 LEO's. Contribute to anti-bullying RJ work within schools on 6 occasions. Apply RJ principles on 6 occasions in context of challenging bullying within YDS delivery. Evaluate usefulness of	TI	Feedback from YP and schools. Observation by workers re change in behaviour. Levels of participation in the process by YP. Recorded outcomes. <i>(Risk – schools have initially welcomed this but remains to be seen whether they will request it in practice).</i>				

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			training.						
ASHTEAD PROJECTS: YOUTH CAFÉ AND FOOTBALL  <i>(Also relates to Make a Positive Contribution)</i>	Feedback from YP (including formal documented survey) CIAG <i>Need is for more provision for YP in Ashtead – after school and evening.</i>	YP gain confidence and sense of enfranchisement through creating with staff a range of activities that will provide opportunities to develop their personal and social skills in an informal and safe setting.	2 core groups of 6 YP to work for 8 weeks to establish weekly community football project and after school 'youth café'. Each then to be attended by 20 YP.	ASTD	Tangible results. Feedback from YP, community, police. Reduced risk of renewal of Section 30 Order in Ashtead. <i>(Risks – staffing depends on appointment of youth worker by Ashtead Churches, mainly seconded to YDS).</i>				

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CAPEL YOUTH ACTION TEAM  <i>(Also relates to Make a Positive Contribution)</i>	Feedback from YP (local and Youth Voice). CIAG POLICE (NSO) SY TOGETHER COMMUNITY <i>Need is for better facilities for YP in Capel – both Y/C and outside. YP and all partners have identified this as way to improve relations and reduce risk factors.</i>	YP gain skills, confidence and sense of enfranchisement through working with staff and community to improve facilities in Capel.	YP (8 local and 5 Youth Voice) led project for 8 sessions to improve Y/C and establish legitimate outdoor place to meet. 25 YP to use facilities. ProjX to support safe use when created. YDS to provide and manage additional staff using funds raised to open Y/C for another night.	CAPEL PROJX	Tangible results. Feedback from YP, community, police. Reduced risk of renewal of request for Surrey Together to go to Capel. Recorded outcomes. <i>(Risks – whilst 27K has already been raised by YP, the issue of planning for outdoor facility has yet to be tackled).</i> Reduction in antisocial behaviour Less friction between YP and community/ police.				



## Enjoying and Achieving

Provide a range of accredited programmes that enable Young peoples achievements to be recognised and celebrated

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MV LIVE & DIRECT	YP MVDC <i>Need: for YP to have creative musical outlet and tuition. (Currently consulting with local YP more specifically).</i>	YP gain confidence and teamwork skills associated with practice and live performances. Raise local participation to 50% of total.	Weekly tutored multi-band/media programme at The Bridge in pship with MVDC. Live performances/recordings. Develop offer in response to local feedback	BRIDGE	Levels of attendance and participation. Live performances and recordings. Recorded and accredited outcomes. Ratio <i>(Risk – depends mainly on external funding/MVDC)</i>				
ASHTAD KARTING  <i>(Also relates to Stay Safe and Sustainable Independence)</i>	YP CIAG <i>Need: for targeted YP to have an empowering experience of learning that</i>	YP to gain practical skills, theory and accreditation. YP to gain social skills and confidence in	10 YP: Two year OCN accredited weekly karting prog including mechanics, driving practice plus	ASTD	Levels of attendance, participation, recorded and accredited outcomes <i>(Risk – depends mainly on external funding through CDRP and others)</i>				

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	<i>enhances their job prospects.</i>	a supportive teamwork environment.	racing residents.						
TRAVELLERS  <i>(Also included in section on Sustainable Independence)</i>	YP COMMUNITY STRF EDCN SUB GROUP <i>Needs: for YP to re engage with education in a way that is accessible within their culture, and leads to college at 16. To break down barriers and increase trust between communities.</i>	Young Travellers gain skills, confidence and accreditation in literacy, numeracy and vocational skills that they have identified themselves.	Delivery on one site for YP from 8+ sites. Using combination of mobile provision and college. Family learning component. Recruiting a member of Traveller community. Project mgt via ECM YDO's team.	TI	Levels of sustained attendance and participation. Recorded and Accredited outcomes (both academic and vocational) Film made by YP <i>(Risk – depends on external funding, through YOF and PAYP. So far funded till June 08).</i>				

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UNIQUE STAGE  (Also included in section on Sustainable Independence)	ALT EDCN SCHOOLS YP THEATRE <i>Need: for YP to overcome their barriers to participation and learning, within an inclusive and supportive environment.</i>	YP gain confidence, empathy, self-esteem and capacity to focus and work in a group through developing their drama skills.	Weekly session with new group each term, leading to performance and celebration trip to a theatre. Partnership with several schools inc Starhurst EBD and Alt Edcn.	TI	Levels of attendance Participation sustainability Recorded and accredited outcomes Film <i>(Risk – depends partly on external funding, through YDS, AES, Leatherhead Theatre and PAYP so far)</i>				

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TARGETED GROUP PROJECTS	YP feedback OBSERVATION BY STAFF <i>Needs: (as well any specifics that may determine the theme) typically social skills, capacity to focus, work within team and have sense of achievement.</i>	YP engage positively with learning, improve their empathy, self-esteem and capacity to focus and work in a group.	Each unit to deliver at least 2 group projects in response to needs of YP Targeted to those most in need.	ALL UNITS	Levels of attendance and participation. Recorded and Accredited outcomes Some projects will have tangible outcomes.				

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BABY SITTING COURSE  (Also relates to Be Healthy and Sustainable Independence)	YP feedback OBSERVATION BY STAFF <i>Needs: for YP to be safe when looking after children. To be able to make informed choices about parent hood. To gain confidence, social skills and accreditation.</i>	YP gain confidence, knowledge of health issues and social skills through increasing their knowledge re childcare. YP more able to make informed choices about parent hood.	8 YP attend 12-week workshop including the use of 'virtual babies'.	PROJX	Completion of accredited babysitting course. Experience and feedback of looking after 'real baby' for night. Levels of attendance and participation Recorded outcomes.				

## Making a Positive Contribution

Ensure YP have opportunities to express views, ensure YP are involved in the planning, delivery and evaluation of programmes

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COSTA COFFEE YOUTH NIGHT	YP feedback Local Strategic Plan <i>Need: for non-targeted YP to have safe affordable place to meet in Dorking.</i>	Core group of YP to gain confidence and skills related to working with YDS to establish sustainable provision for 100 YP weekly.	Partnership with Costa, MVDC and YP using LC funds (so far) to create and develop half-price youth night at Costa supported by YDS staff.	MULB	Levels of attendance and participation Recorded outcomes. Sustainability. Development of provision as YP 'Information Shop'.				

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YOUTH VOICE <i>(Also relates to Enjoy and Achieve)</i>	YP feedback MV District Council National requirement. <i>Need: for YP to play significant part in local democratic process.</i>	YP play significant part in local democratic process. YP gain skills to be peer led and promote the group.	Pship with MVDC Monthly meetings Residential Planned events	YDO	Levels of attendance, participation and responsibility for planning. YP ability to engage other YP in decision making. YP ability to take a lead on planned events				
BOOKHAM RECORDING STUDIO <i>(Also relates to Enjoy and Achieve)</i>	YP feedback MVDC Local Mgt Team priority <i>Need: for YP to develop and maintain their own affordable recording studio for all YP within Mole Valley.</i>	YP to gain confidence, self-esteem and social skills through working as a group to learn theory and practical skills in setting up and operating recording studio.	8 YP - 10 week project to set up in partnership with MVDC and Bookham Management Group. Thereafter jointly managed at cost, charging minimum rate for YP.	BOOKHAM (Can't seem to shrink this box without cataclysmic ICT consequences!)	Levels of attendance and participation. Recorded and Accredited outcomes Studio up and running, level of use and quality of recordings. <i>(Risks – depends on partnership with BYC new mgt group)</i>				

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YDS REPS ON YOUTH VOICE  (Also relates to Enjoy and Achieve)	<i>Self evident need to have more representative Group of YP.</i>	More diverse/ representative group who work effectively together.	Each unit to recruit 2 YP who will start and continue as Youth Voice rep's.	ALL	Levels of attendance and participation. YP ability to engage other YP in decision making. Recorded outcomes				
INTERNET RADIO STATION  (Also relates to Enjoy and Achieve)	<i>YP feedback Needs: for small core group to raise confidence and sense of achievement. For communication channel by/for YP in MV.</i>	YP to gain confidence and social skills through learning and working as a team to set up IRS that will provide communication channel by/for YP in MV.	8 YP -12 week set up project to establish team trained to run IRS. Use by various groups at The Bridge, with capacity for visits from other groups.	BRIDGE	Levels of attendance and participation Recorded outcomes IRS up and running, level of use in terms of broadcasting and listeners.	<i>(Risk: if unable to access expertise to set up own IRS, then contingency plan is to 'buy into' an existing one, providing similar benefits).</i>			



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CONSULTATION	Inform District Plan <i>Need: for YP to have a YDS Delivery Plan that takes their views into account.</i>	YP actively engaged in the decision making and development of the annual plan for 08/09.	Questionnaire in consultation with forums Distribution via projects/schools.	ALL	Returns. YP views reflected in the planning of services.				
EVALUATIONS	Inform Quality and outcomes of work <i>Need: for YP to have an ongoing say in evaluation and design of provision.</i>	YP actively involved, with their feedback providing the central info for the evaluation of work.	Evaluation component built in to all work, and scheduled within structured projects. Also encourage and make use of informal feedback from YP.	ALL	Pre and post assessments. Evaluation of content. YP comments inform and shape content				

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Planning						Outcomes			
PROJECT	HOW NEEDS WERE IDENTIFIED	INTENDED OUTCOMES	HOW THIS WILL BE ACHIEVED	LEAD	HOW THE OUTCOMES WILL BE DEMONSTRATED	PROGRESS	Were the intended outcomes met	EVIDENCE	REC ACC
LYRICAL BASE  <i>(Also relates to Enjoy and Achieve)</i>	YP feedback POLICE ELECTED MEMBER <i>Needs: core group to gain confidence, social/team work skills and sense of achievement. 40 YP to have safe accessible DJ event.</i>	Core group of YP gain confidence, social/team work skills and sense of achievement through running monthly under 18's 'night club' type DJ events.	YP train in DJ'ing and use LC funding to deliver and promote monthly event in Mulberry YC.	MULB	Levels of attendance and participation. Recorded outcomes Quality of events, feedback from all.				
FACELIFT PROJECTS  <i>(Also relates to Enjoy and Achieve)</i>	YP feedback STAFF <i>Needs: centres that are more attractive and fit for purpose, with design driven by YP.</i>	YP gain confidence, increased sense of ownership and negotiation skills, through facelift process.	YP (core groups of 4 - 8) actively engaged in design, negotiation with variety of parties, fundraising, budgeting and implementation of changes. About 8 sessions in 6mths.	BKM MULB CAPEL ASTD	Levels of attendance and participation. Recorded and Accredited outcomes Quality of improvements, feedback from all.				

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Planning						Outcomes			
PROJECT	HOW NEEDS WERE IDENTIFIED	INTENDED OUTCOMES	HOW THIS WILL BE ACHIEVED	LEAD	HOW THE OUTCOMES WILL BE DEMONSTRATED	PROGRESS	Were the intended outcomes met	EVIDENCE	REC ACC
<p>YOF/YCF GRANT GIVERS TEAM</p> <p><i>(Also relates to Sustainable Independence)</i></p>	<p>YP <i>Need: for all YP to be aware of the funds and for the Grant Givers to be trained and enabled to award according to criteria.</i></p>	<p>YP actively engaged in the decision making and development of provision.</p>	<p>YP supported to apply for and manage funds available from YOF. Bi monthly meetings and training provided to ensure 10 Grant Givers.</p>	<p>ALL YDO</p>	<p>YOF funding in place to enable YP to receive identified provision. Evidence of clear objective decision making by Grant Givers. Visits to applicants/funded projects where appropriate.</p>				
<p>RECRUITMENT PANELS</p> <p><i>(Also relates to Sustainable Independence)</i></p>	<p>YP feedback <i>Need: to recruit YDS staff who are seen as suitable by both YDS and YP, by fully involving YP.</i></p>	<p>YP gain related skills and confidence through being actively engaged in the decision making and development of the Team.</p>	<p>Training provided To ensure YP are skilled in the process. Support throughout, and thoroughly listening to YP's feedback.</p>	<p>ALL</p>	<p>Levels of participation and involvement in the decision making inc staff recruitment YP able to demonstrate knowledge and skills in interviewing. Recorded outcomes.</p>				

## Sustainable Independence

Deliver programmes that address the needs of YP who are NEET Work closely with Schools, Colleges and PRU's to reduce exclusion and drop out

Planning						Outcomes			
PROJECT	HOW NEEDS WERE IDENTIFIED	INTENDED OUTCOMES	HOW THIS WILL BE ACHIEVED	LEAD	HOW THE OUTCOMES WILL BE DEMONSTRATED	PROGRESS	Were the Intended outcomes met	Evidence	REC ACC
SCHOOLS 'OFF SITE' FACILITY  (Also relates to Stay Safe and Be Healthy)	Schools <i>Need: for YP to remain in education. avoid permanent exclusion. And have provision whilst on temporary exclusion.</i>	YP gain skills/ strategies to remain in Education. Less disruption for other YP who remain on school sites. Schools able to raise threshold for permanent exclusions.	Pship with LEO and schools to create provision at Asthead Y/C for YP who are at risk/on temporary exclusions.	TI ASTD	YP retention in school Improved attendance and participation in school life. Participation levels Recorded outcomes <i>(Risk – whilst all schools want this in principle and can contribute some TA time or funding, none so far have offered a teacher so it may not happen).</i>				

## ITEM 9 Part C

Planning						Outcomes			
PROJECT	HOW NEEDS WERE IDENTIFIED	INTENDED OUTCOMES	HOW THIS WILL BE ACHIEVED	LEAD	HOW THE OUTCOMES WILL BE DEMONSTRATED	PROGRESS	Were the Intended outcomes met	Evidence	REC ACC
Provide support for a Young Parents group  (Also in Be Healthy section)	Initial feedback from Early Years and Community Worker. Teenage Pregnancy stats. <i>Need is for better engagement by 'hard to reach' young parents to address lifestyle and parenting.</i>	Young Parents more informed on lifestyle issues and gain confidence to move into EET.	Contribute to Early Years Health and Childcare project with accreditation and support into EET. 1 group of 6 young people for 8 weeks.	TI	Attendances Participation levels, Accredited outcomes and no. of YP moved into EET <i>(Risks – this is currently at exploratory stage with Early Years and will require external funding in proportion to participants 19+)</i>				
MENTORING SUPPORT  (Also relates to Be Healthy and Stay Safe)	Schools	YP gain motivation skills and strategies to remain in Education.	Working with 6 identified YP at risk of exclusion one to one.	TI	YP retention in school Improved attendance and participation in school life. Participation levels Evaluations from Partners. <i>(Risk: may depend on external funding).</i>				

## ITEM 9 Part C

Planning						Outcomes			
PROJECT	HOW NEEDS WERE IDENTIFIED	INTENDED OUTCOMES	HOW THIS WILL BE ACHIEVED	LEAD	HOW THE OUTCOMES WILL BE DEMONSTRATED	PROGRESS	Were the Intended outcomes met	Evidence	REC ACC
CHART DOWNS YOUNG MEN	YP feedback YDS STAFF COMMUNITY PSHIP	YP gain motivation, skills, support and strategies to enter EET	Individual/ group support designed to raise aspiration, confidence and focus and engage with Connexions.	PROJX	Entry to employment, education or training Levels of attendance Participation Recorded outcomes <i>(Risk – whilst need is identified and offer will be made, it is unknown how many YM will want to engage).</i>				
INCLUSION GROUPWORK  <i>(Also relates to Be Healthy and Stay Safe)</i>	Schools <i>Need: for YP to enhance their chances post 16, by remaining in school and engaging with learning.</i>	YP gain motivation, skills and strategies to remain in Education.	Working with 4 – 10 identified YP at risk of exclusion in all 4 MV schools plus Howard of Effingham. Sessions last 45 - 90 mins and can be in school or a youth centre	TI	Attendance and participation levels of YP in YDS groups. Evaluations by YP. Recorded Outcomes. Feedback from school. YP retention in school Improved attendance and participation in school life.				

## ITEM 9 Part C

Planning						Outcomes			
PROJECT	HOW NEEDS WERE IDENTIFIED	INTENDED OUTCOMES	HOW THIS WILL BE ACHIEVED	LEAD	HOW THE OUTCOMES WILL BE DEMONSTRATED	PROGRESS	Were the Intended outcomes met	Evidence	REC ACC
TRAVELLERS  <i>(Also in Enjoy and Achieve section)</i>	YP COMMUNITY STRF EDCN SUB GROUP <i>Needs: for YP to re engage with education in a way that is accessible within their culture, and leads to college at 16. To break down barriers and increase trust between communities.</i>	Young Travellers gain skills, confidence and accreditation in literacy, numeracy and vocational skills that they have identified themselves.	Delivery on one site for YP from 8+ sites. Using combination of mobile provision and college. Family learning component. Recruiting a member of Travellers community. Project mgt via ECM YDO's team.	TI	Levels of sustained attendance and participation. Recorded and Accredited outcomes (both academic and vocational) Film made by YP <i>(Risk – depends on external funding, through YOF and PAYP. So far funded till June 08).</i>				
CIAG REFERRALS  <i>(Also in Stay Safe section)</i>	CIAG CDRP (funded) <i>Need: for targeted YP to have the info, skills, support, motivation</i>	YP gain motivation, skills, knowledge and multi-agency support needed to reduce risk	10 YP: individuals and small group work tailored to need. Link with referrer, other CIAG	TI (CIAG YTH WKR)	Reduction in known risk behaviours. Levels of attendance and participation. Recorded outcomes. Engagement by YP with specialist services as needed. YP to avoid ASBO's and				

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Planning					Outcomes				
PROJECT	HOW NEEDS WERE IDENTIFIED	INTENDED OUTCOMES	HOW THIS WILL BE ACHIEVED	LEAD	HOW THE OUTCOMES WILL BE DEMONSTRATED	PROGRESS	Were the Intended outcomes met	Evidence	REC ACC
	<i>and contacts needed to make effective informed lifestyle choices. FINDING EET IS BIG PART.</i>	behaviours and fulfil their potential.	partners, YDS local teams, Surrey Together and specialist services.		reduce engagement with Criminal Justice System.				



### Staffing Establishment

UNIT	Position	Staff	Line Manager	Hours
Mole Valley YDS Team	Youth Development Officer	Mark Haythorne	Peter Hare	37
ProjX	Youth Development Worker	Sally Amer	Mark Haythorne	37
Bridge Youth Centre	Neighbourhood Youth Worker	Andy Hall	Mark Haythorne	37
Mulberry Youth Centre	Neighbourhood Youth Worker	Sylvia Johnson	Mark Haythorne	37
CIAG Youth Worker(CDRP funded to 12/08)	CIAG Youth Worker	Aimee Ashton-Freeman	Mark Haythorne	7.5
Ashtead Youth Centre	Leader in Charge	Richard Leary	Mark Haythorne	8.5
Ashtead Youth Centre	Assistant Youth Worker	Gavin Latham	Richard Leary	6
Ashtead Youth Centre	Assistant Youth Worker	Ouardia Lounis	Richard Leary	3
Ashtead Youth Centre	Assistant Youth Worker	Vacancy (Barbara Taylor casual)	Richard Leary	3
ProjX	Leader in Charge	Melanie Zohrabi	Sally Amer	3
ProjX	Leader in Charge	Vacancy (Aimee Ashton-Freeman acting)	Sally Amer	6
ProjX	Assistant Youth Worker	Yvonne Graham	Sally Amer	9
ProjX	Assistant Youth Worker	Vacancy	Sally Amer	6
ProjX	Assistant Youth Worker	Natalie Penney	Sally Amer	3
Mulberry Youth Centre	Assistant Youth Worker	Marlene Caine	Sylvia Johnson	6
Mulberry Youth Centre	Assistant Youth Worker	Peter Haywood	Sylvia Johnson	3
Mulberry Youth Centre	Assistant Youth Worker	Vacancy	Sylvia Johnson	3
Mulberry Youth Centre	Assistant Youth Worker	Vacancy	Sylvia Johnson	3

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Bridge Youth Centre	Assistant Youth Worker	Amy Jackson	Andy Hall	3
Bridge Youth Centre	Assistant Youth Worker	Katie Holland	Andy Hall	3
Bridge Youth Centre	Assistant Youth Worker	James Penny	Andy Hall	3
Bridge Youth Centre	Assistant Youth Worker	Vacancy (Rosa Rizzo casual)	Andy Hall	3
Bookham Youth Centre	Leader in Charge	Vacancy (Gary Nash acting)	Mark Haythorne	8.5
Bookham Youth Centre	Assistant Youth Worker	Gary Nash	Mark Haythorne	3
Bookham Youth Centre	Assistant Youth Worker	Natalie Penney	Gary Nash	3
Bookham Youth Centre	Assistant Youth Worker	Vacancy (Joanne Gorringe casual)	Gary Nash	3
Capel Youth Centre	Leader in Charge	Vacancy	Sylvia Johnson	4.5
Capel Youth Centre	Assistant Youth Worker	Vacancy	Sylvia Johnson	3
Capel Youth Centre	Assistant Youth Worker	Vacancy	Sylvia Johnson	3
Costa Coffee (Local Com funded to 12/08)	Leader in Charge	Anna Pope (casual)	Mark Haythorne	2
Costa Coffee (Local Com funded to 12/08)	Assistant Youth Worker	Joanne Gorringe (casual)	Anna Pope	2
Mulberry Youth Café (YOF funded to 12/08)	Assistant Youth Worker	Suzanne Cannon	Sylvia Johnson	3
Mulberry Youth Café (YOF funded to 12/08)	Assistant Youth Worker	Joanne Gorringe (casual)	Sylvia Johnson	3
Travellers Project (PAYP funded to 6/08)	Assistant Youth Worker	Anna Pope (casual)	Mark Haythorne	4.5
Travellers Project (PAYP funded to 6/08)	Assistant Youth Worker	Barbara Taylor (casual)	Mark Haythorne	2.5
Travellers Project (PAYP funded to 6/08)	Assistant Youth Worker	Hamida Wilson (casual)	Mark Haythorne	4.5
Mulberry and Ashtead Y/C's (to 6/08)	Student placement	Jay Bristow	Richard Leary and Sylvia Johnson	6
Bridge Youth Centre	Volunteer Youth Worker	Angela Johnson	Andy Hall	3
Bridge Youth Centre	Volunteer Youth Worker	Sarah Haywood	Andy Hall	3
Bookham Youth Centre	Volunteer Youth Worker	Philippa Willes	Gary Nash	3