



**Derby Homes
Children & Young People Strategy
2018-2021**

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1. INTRODUCTION

Derby Homes remains committed to hearing the voice of children and young people. As part of the Council's statutory duty and through our Customer First Strategy it is important to provide an opportunity for young people's voice to be heard and listened to. We know from experience that actively involving children and young people gives a vital insight into their lives and is crucial in maintaining or creating the right services they want or need. The challenge is to provide an effective framework that enables high quality and inclusive opportunities for children and young people to engage in decision making. We aim to involve children and young people from the planning phase of projects or ideas through to implementation and evaluation.

This Children and Young People (CYP) strategy complements the previous Derby Homes CYP Strategy and the strategic intent of the Derby Homes Customer Engagement and Community Development Strategy, Customer First Strategy and the wider priorities of Derby Homes and Derby City Council.

Engaging with and developing young people are important elements of our work. In July 2018 our Capita Housing system shows almost 8941 young people, aged 18 years and below living in properties managed by Derby Homes. As individuals, these young people will face many different opportunities and challenges. However collectively what they share is a journey, a journey from childhood to adulthood which, if negotiated successfully, will provide beneficial outcomes for themselves and for society.

Derby Homes' already has a big commitment to working with the young people of Derby; this can be demonstrated by looking at the very successful in-house Derby Homes Apprentice scheme.

2. WHY DO WE NEED A CHILDREN & YOUNG PEOPLES STRATEGY?

As housing service providers, professionals, organisations and communities we should listen, act upon and reflect on the views of children and young people living within the city.

Derby Homes CYP Strategy will create a seamless journey of engagement for children and young people that will raise their aspirations. Engaging with children & young people helps build trust, and encourages them to seek advice and use services, breaking the cycle of low educational attainment; tackling worklessness', promoting citizenship and democratic participation.

We will address social development amongst children and young people living in our properties and on our estates. We will achieve this through working in partnership with other key organisations & groups such as Derby City Council, Youth Council, Enthusiasm, Mash up Ltd and other providers who are actively working with children & young people living in Derby to nurture and developing their skills and knowledge.

With housing prices on the increase, we are aware that more young people are being priced out of the housing market. As a result, there is more chances of young people turning to the housing sector for support. With an increase of 710 children

and Young People in Derby Homes properties since 2015, it is imperative that Derby Homes are involved with young people from the earliest stages of their lives. Through early engagement and working with children and young people, we can shape homes and neighbourhoods to suit their needs and become a place where the next generation want to live.

This strategy is aligned with Derby City Council's Plan 2016-2019 and a commitment to keep listening, working with children and young people to promote an inspiring start in life along with an inspiring place to live.

3. BENEFITS OF EFFECTIVE ENGAGEMENT WITH CHILDREN & YOUNG PEOPLE

Working with and listening to young people living in our properties and on our estates, we are able to influence their choices and build community capacity. We will give them access to opportunities, skills and experiences that they may not be able to gain without our involvement. We will support young people to live well, build confidence and provide good signposting to other professional organisations if they are in troubled times through our strong partnership working.

The benefits to Derby Homes by engaging with children & young people are:

- Better service delivery to meet need and improved value for money
- Service design will be fit for purpose as it is created by the user
- Better communication between staff, customers and wider community
- Better links between the community and Derby Homes
- Informed and knowledgeable customers of the community who have the skills and confidence to influence decisions
- Staff, customers and the wider community being more aware of each other's perspectives
- Breaking down misunderstandings, helping to remove any mistrust between Derby Homes, customers and the community
- Builds mutual respect and understanding
- Increased customer satisfaction with their home and neighbourhood
- Increased job satisfaction for staff

It's important that we use different methods to communicate with children & young people. We will utilise our Social Media skills, such as Facebook, Twitter, Instagram, YouTube account and other platforms to get them engaging with us.

4. DH's STRATEGIC VISION FOR ENGAGING CHILDREN & YOUNG PEOPLE

Children & young people are important strategically to us; we can play a vital role in engaging with young people, empowering and enabling them to make a positive contribution through listening and responding, to ensure housing and wider services are more effective and appropriate.

These are the children or grandchildren of our customers, living on our estates: they may be our future tenants. We will enhance their lives by giving support and advice

to these young people; providing opportunities to be involved in educational activities outside of schooling.

In partnership we will deliver interesting activities which they can be involved in, developing relationships with Derby Homes, highlighting that we are more than the social landlord provider.

We will involve young people in projects that relate to them, engaging with them we are able to offer training to develop new skills. This will ultimately enhance their employment opportunities, as well as getting them inspired to make a difference to their own lives and communities.

We currently work with a wide age range of children & young people, ranging from 11 to 18+. All our work with this group is planned and will be delivered using a variety of methods. To achieve our strategy vision we will work in partnership with expert providers and other specialist organisations to deliver projects, such as a Derby Homes Youth Citizenship Programme, Specialist Youth services and a Derby Homes Youth Board.

We will work with our partners and groups in our communities to give young people access to trained staff to disclose issues that are causing them problems, so they can talk about issues face to face and get appropriate safeguarding referrals. In partnership we will deliver sessions that address issues affecting young people, such as Teenage Conception, Good Health, Eating Well, Mental Health problems or general wellbeing for them to have opportunities to discuss their concerns.

The key aims and objectives of the Strategy align with and reflect Derby City Council's Priorities around addressing the following said issues:

- Teenage Conceptions
- Hospital Admissions - Self Harm
- Hospital Admissions - Violence
- First Time Entrants
- NEET
- Early Help
- Children in Need
- Child Protection
- Children in Care
- ASB
- Youth Crime
- Priority Families
- Educational Exclusion
- Emotional Health and Wellbeing
- Special Education Needs and Disability (SEND)
- Coproduction of services
- Educational attainment.

Performance monitoring is essential. Using the CYP monitoring form below, we will hold regular planned meetings with partners providing services, to ensure agreed targets are achieved.

CYP Quarterly Monitoring Form										Quarter 1/2/3/4				
CYP Personal Details	Profile	A	B	C										
	Address	Sinfin	Elton	Alvaston										
	Age	11	14	19										
DCC Priorities	Teenage Conception		X											
	HA - Self Harm	X		X										
	HA - Violence													
	First Time Entrants													
	NEET		X											
	Early Help													
	Children in Need													
	Child Protection		X											
	Children in Care			X										
	ASB			X										
	Youth Crime													
	Priority Families		X											
	Educational Exclusion	X												
	Emotional Health and Wellbeing	X	X											
	SEND			X										
Coproduction of Services			X											
Derby Homes Objectives	Educational Attainment	X		X										
	Raising Aspirations													
	Tackling Worklessness													
	Citizenship & Democratic													
	Social Development													
TOTALS		4	5	6										

Key

- A.** Children or young people living in Derby Homes' properties that have a specific identified need or are 'At Risk'.
- B.** Children or young people living in Derby Homes' properties that do not have a specific identified need or are 'At Risk'.
- C.** Children or young people not living in Derby Homes' properties but on Derby Homes' estates; or who are engaged in Derby Homes' extended services.

Working with children & young people isn't new to Derby Homes, we already have areas that we are working with young people and these are:

11 - 16 Youth Citizenship Programme

As part of the CYP Strategy Derby Homes has procured a programme which will deliver on-going structured engagement with innovative and strategic links to Derby Homes CYP strategy, through a 5 year contract commencing 1 September 2018.

The objective of the Youth Citizen Programme is to encourage social development amongst children and young people living in Derby Homes' properties and estates, aiding the ability to make a valuable contribution to their own community and the larger society in future.

The programme is an education based programme working with schools within Derby Homes' catchment area which is within the City of Derby Boundary. The programme is delivered in 5 schools within the Derby Homes area reaching our priority neighbourhoods. It will use innovative methods such as Rap workshops, theatre performances, poetry and other ways. There will be planned programmes of engagement projects aligning to our vision and aims, albeit less intensive, aimed at delivering outcomes against a number of the City Councils Priorities and Derby Homes' specified outcomes.

Derby Homes works in partnership with Enthusiasm to provide a **Specialist Youth Service** for children and young people with specified and/or more complex needs. This will deliver exciting structured and interesting targeted projects, interventions aimed at delivering evidential outcomes against all Derby City Councils Priorities, as well as Derby Homes' specified outcomes for children and young people.

We will continue to work with our delivery partner Enthusiasm as we see the importance of having access to the programmes they operate. We are committed in 2018/2019 to significantly fund Enthusiasm ensuring their work aligns to our strategic vision and have been partners with Enthusiasm for a number of years. By providing education and training, Enthusiasm support young people to become good neighbours, are part of a community, to respect where they live and take pride in their own lives.

11 – 19 DCC Voices in Action - Derby Homes Youth Panel

We will work in partnership with Derby City Councils Participation officer and contribute to Derby City Council's Youth Council, Voices in Action. Alongside this, the participation officer will run a forum that delivers a Derby Homes Youth panel to sit alongside our Customer Voice panel and contribute their opinions to the Operational Board. The Youth Panel will consult with Voices in Action Youth Council twice a year. Young people will get the opportunity to be involved in decision making about services affecting them within Derby. They will receive training, take part in debates at significantly high levels, presenting at Derby Homes Board's on issues affecting young people living in Derby. This project will provide capacity building for those young people involved; enabling them to gain new skills, builds their self-confidence and assisting in getting them career ready.

16 -18 via Apprenticeship schemes and Work Experience.

Derby Homes has an established Apprenticeship Scheme in place, aligned to its own strategy. The aim of the Apprenticeship Strategy is to optimise use of Derby Homes' levy contributions whilst providing a high quality Apprenticeship Scheme.

Providing training and employment opportunities is a priority within our delivery plan and our current target is to support up to 40 positions for apprentices across the organisation in a range of service areas. Running this scheme demonstrates the commitment of Derby Homes to enhancing young people's lives'. Making employment and training opportunities available for them within our communities aligning with our vision of working with young people.

Derby Homes agrees the apprenticeship requirements annually and advertise our opportunities through the Find An Apprenticeship website in partnership with training providers. The schemes vision is to offer apprenticeship opportunities and qualifications for local people of Derby.

For many years Derby Homes has offered opportunities in the areas of customer service and business administration but in 2013 expanded to provide apprenticeships in our repairs and maintenance teams. Our current Apprenticeship Scheme is broad ranging across all our service areas and we now employ apprentices in a variety of occupational routes; such as plumbing, joinery, electrical, business administration, housing and surveying.

We work in partnership with accredited training providers to deliver our apprenticeships and we provide our apprentices with a national recognised qualification that is transportable and along with work experience this enables them achieve a future career with us or with another employer.

Derby Homes train all apprentices to at least level 3. During their level 3 apprentices are encouraged and supported to secure employment beyond their apprenticeship. Extending an apprenticeship to at least level 3 helps increase the apprentices' skill levels, assisting them to become the best candidate at interview.

Derby Homes also acknowledges the importance of work-experience to students and young people. As a local employer, Derby Homes accepts a responsibility to provide meaningful work-experience as an opportunity for participants to gain an understanding of the requirements of the particular occupational area in which they are placed.

18+ via Volunteering Schemes

Many young people have gone through these programmes of youth engagement benefiting greatly, with some returning as Volunteers and Mentors. This vision aligns with the Derby Homes Volunteering Strategy 2018-2021 where we aim to have young adults in volunteering positions within the areas of their engagement journey.

By supporting Derby's Volunteer Centre, delivered through Community Action Derby, Derby Homes offers a variety of volunteer networks and opportunities for people to develop.

Community Engagement Initiative

Through Community Initiative funding and secondment of Derby Homes Community Development officer to work in partnership with Derby City Council's Community Development Manager, Derby Homes supports projects effecting children and young people on our estate and across the city. Events supported by Derby Homes includes:

- Cook, Eat, Play programme delivered by Sporting Communities
- Face Painting delivered by Bells at Love Parks Super Hero events
- Volunteer Celebration Event delivered by Derby Homes
- Summer Activities Lunch Club delivered by Derby City Council and Derby Homes
- CYP benchmarking task finish group, with a National Action Plan for Derbyshire Constabulary.
- Play day events (present at Osmaston, Sinfin and Stockbrook Street)
- Derwent Wrestling
- Sporting Programme (Derby County Community Trust) - Shakespeare area
- Kickz programme (Derby County Community Trust) - Derwent area
- Sporting Communities Fun Days.

Derby Homes also supports Community Development Projects such as :

1. Aspire Wrestling
2. Dedicated Active DAD's
3. Sinfin Community Centre including community nurseries
4. Allenton Big Local
5. Move More Derby (PASS) in partnership with Derby City Council

The table below explains the current position of where Derby Homes are supporting or working with the young people of Derby by age range and involvement:

Model and Activity	Age Range																									
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25+
Derby Homes Youth Programme																										
DH Youth Panel																										
Specialist Youth Services																										
Derby Homes Apprenticeships																										
Derby Homes Volunteering																										
Derby homes Celebration Event																										
Dedicated Active DAD's																										
Sinfin Sports Sessions																										
KICKZ Project																										
Voices In Action																										
Estate Based Playgrounds																										
Community Nurseries																										
Priority Families																										
Cook, Eat, Play																										
Face Painting																										
Summer Activities Lunch Club																										
Derwent Wrestling																										

Schedule Key
■ CYP activity delivered by Derby Homes

■ CYP activity commissioned by Derby Homes

■ CYP activity delivered in Partnership

■ CYP activity delivered by others, with consultancy support from Derby Homes

5. SAFEGAURDING

Partners & Staff have many opportunities to identify potential cases of neglect and abuse whilst undertaking their day to day duties. We will ensure that the partners that we work with are aware of what constitutes abuse or neglect and are sufficiently trained to report anything they see or hear that makes them uncomfortable or suspicious.

Derby Homes acknowledges its responsibility to protect children from harm and promote their welfare. We set our duty of care and the processes we follow in in our safeguarding policy which is reviewed every three years.

6. MAINTAINING MOMENTUM

We must constantly challenge ourselves to improve our services, ensure that Children & Young People living in our properties and on the estates that we manage have appropriate opportunities to be involved in ways that suit their interests.

We have developed service specifications which will enable performance management are at the forefront of service delivery. We will robustly test the ability of our partners and the specialist providers we chose to deliver Children & Young People services for Derby Homes. We will ensure that chosen delivery partners are communicating with each other, to allow a seamless journey of engagement for all our young people involved.

We will track our progress through timely reports to our Operational Board on how we are delivering on this strategy.