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Children and Young People's Services

# Integrated Youth Support

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**Service Specification**  
July 2013

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## Background and introduction

### Overview

The Service Specification for the Rotherham Integrated Youth Support Service aims to contribute towards the Rotherham vision of **“Working together to improve the lives of all Rotherham’s children and young people”** and specifically in relation to the Children and Young People’s Services vision of delivering early help and prevention for children, young people and their families and reducing the impact of disadvantage; **“Rotherham is a place where children, young people and families have access to what they needs to enable them to thrive”**.

This Service Specification sets out the model, service and performance standards for the Rotherham Integrated Youth Support Service, which will see the full integration of resources of the Youth Offending Service, Youth Service and the Connexions Service, which, alongside other services and stakeholders, will develop arrangements to ensure that vulnerable young people receive targeted support *through* Universal provision.

The service will be a critical delivery component in supporting the partnership to achieve positive outcomes for vulnerable young people and will be rigorously underpinned by the context of relevant statutory requirements including “Positive for Youth”, Corporate planning, the “Four big things” the Early Help Strategy and Operational Plan, the National Youth Agency Quality Standards Framework and HR and Finance processes.

All provision will be underpinned by a comprehensive Voice and Influence strategy and young people will have access to opportunities for personal and social development, Voice and influence and a broad range of interesting and challenging positive activities.

### Integrated Youth Support Service Vision

The overall Vision of the Rotherham Integrated Youth Support Service will be a robust menu of provision ranging from open access to specialised support enabling young people to access what they need, when and where they need it.

This detailed and effective Youth Offer for Rotherham will join together providers from all sectors in enabling young people to access what they need, when and where they need it.

### Service Outcomes

The Integrated Youth Support Service has been developed around the Early Support/IYSS outcomes Framework, with all elements of provision designed to deliver against one or more of those outcomes. The service outcomes are as follows:

- Young people are financially able
- Young people keep themselves healthy
- Young people attend school and achieve a good standard of education
- Young people are not involved in crime or at risk of exploitation
- Young people live in a safe and decent home
- Young people engage with their local community and local services
- Young People are able to stay safe

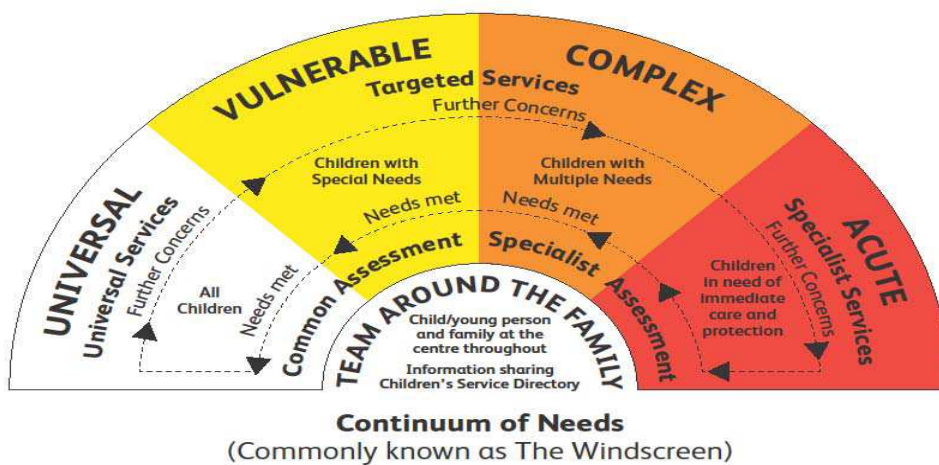
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There are specific categories of need under each of the above outcomes, which will form the basis of the IYSS work plan, and which are fully described within each of the service outcomes later on in the specification.

The Integrated Youth Support Service Outcomes support the priorities of the Rotherham Children and Young People’s Action Plan 2013-16 and as such is therefore linked into the Health and Wellbeing strategy.

**Scope of Service**

The component elements of the Integrated Youth Support Service range from Universal open access services, through to targeted services that aim to meet the needs of those young people who are vulnerable and those with complex needs. The IYSS Outcomes Framework is based on the Continuum of Need as outlined below:



The elements of the Integrated Youth Support Service, whilst not necessarily working solely within a particular category of need, are mapped out as follows:

<b>Open Access/Universal</b>
IYSS open access curriculum based youth activities
<b>Vulnerable</b>
IYSS Early Intervention provision
<b>Complex</b>
Support with restorative justice
Support young people on reprimand and on final warnings
Support for young people with substance misuse problems
Support for young people excluded from school and to re-engage
<b>Acute</b>
Youth offending

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All staff will be skilled in delivering a wide range of interventions up to level one or two enabling staff to deal with the young persons concern there and then. If the worker felt that more specialised support were needed then he or she would identify suitable provision and support the young person in accessing it. Most frequently the specialised support required would be found within the IYSS but if it wasn't then the worker would support the young person in accessing specialised or external services.

## Service Model

The Integrated Youth Support service will be a critical delivery component in supporting the partnership to achieve positive outcomes for vulnerable young people. It will be planned and delivered as a key component of the Early Help Strategy prioritising preventative support to vulnerable young people in order to achieve the against the Early Help/Integrated Youth Support outcomes. The service priorities will be determined by the identified needs of the 15 Learning communities with an appropriate focus on achieving progress in the eleven most deprived areas. An extended remit of the service will be to contribute to our integrated family approaches such as our multi agency intervention Families for Change programme, which supports the most troubled families in Rotherham.

The Integrated Youth Support service model will operate across Rotherham and will be modelled as follows:

### The Central Hub

There will be three Rotherham Town Centre locations forming the Integrated Youth Support Service Hub:

#### Central Support Base - Eric Manns Building

The Central Service Hub will comprise of a high quality one-stop shop provision for young people based in Rotherham Town Centre, which will be a young person centred environment. This will be the base for a broad range of provision, which will be as follows:

#### Youth Start – Central base

Open access support for all young people according to need; including targeted and specialist support in response to those most at risk of poor outcomes and young people presenting with complex needs. This will be through interventions including; therapeutic support, counselling, advice, information, health clinics and personal support, young people are offered a unique combination of early help and crisis support.

#### Youth Offending Core Team

The Youth Offending Core Team based in the Central Service Hub, will comprise of the Court Team, Case Management Team, Accommodation Officer, Drugs & Substance Misuse Officer and Re-settlement and Intensive Supervision workers. The team will operate borough wide.

### Learning & Engagement Core Team

The Learning and Engagement Core Team will comprise of Youth Support Workers, SEN Specialist Personal Advisors, Post 16 NEET Personal Advisors. The team will provide the full learning and engagement offer, including targeted Information, Advice and Guidance, and information on choices, opportunities and progression routes primarily at young people with Special Educational Needs and Post 16.

### Voice and Influence Team

The Voice and Influence Team, comprising of Youth Support Workers, will support Voice and Influence across the Integrated Youth Support Service and will specifically lead on the support and development of the Youth Cabinet, LAC Council and the UK Youth Parliament MP arrangements.

### Partnership and Development Team

The Partnership and Development Youth Support Workers will lead on staff development, support the development of relationships with the Voluntary Community Sector and lead on Equalities across the Integrated Youth Support Service.

The team will include a small team working on LGBT issues, who will lead on the LGBT young people's group and activities, as well as embedding LGBT good practice across the Integrated Youth Support Service.

### Central Administrative Base – Riverside House

The central administrative function will be based at RMBC Riverside House and will house the Head of IYSS, the Managers for the Safe, Partnership & Youth Development and Learning service strands, as well as the Business Support and Management Information Team. The central base at Riverside House will be available for all staff to utilise as a hot-desking facility.

### Activities Base - My Place

The usage of the My Place building in the Town Centre will be optimised for the provision of young people's activities.

### Community Based Provision

The hub and spoke model of service provision will represent a shift towards more decentralised delivery, with the spokes of the model having additional resources that will enable young people to access provision locally.

The spokes of the model will be in each of the seven locality areas of the Borough i.e. Wentworth North, Wentworth South, Rotherham South, Wentworth Valley, Rotherham North, Rother Valley South and Rother Valley West. This model maps against Learning Communities, Social Care, Area Assemblies and Ward Structures.

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Each of the seven locality areas will have a multi-disciplinary team that will comprise of a basic team model, which is as follows:

### Support for young people

The support team for young people will comprise of 1 FTE Youth Support Worker (Youth Development), 3 FTE Youth Support Workers (Learning), 1 WTE Youth Support Worker (Safe) and 1 FTE Assistant Youth Support Worker.

The support team will undertake high quality interventions either on a one to one basis at home or in a Youth Centre or as part of a group within a Youth Centre or school setting.

The interventions which young people receive will be varied and according to need, but will be with regard to:

Anti social behaviour  
Offending Behaviour  
Substance Misuse  
Anger Management  
Confidence and Self Esteem  
Healthy Lifestyles  
Bullying  
School Engagement  
Relationships - Family and Social  
Community Cohesion  
Diversity  
Equalities  
Teenage Pregnancy  
NEET support – re-engagement in education and employability  
Access to fun and enjoyable positive activities

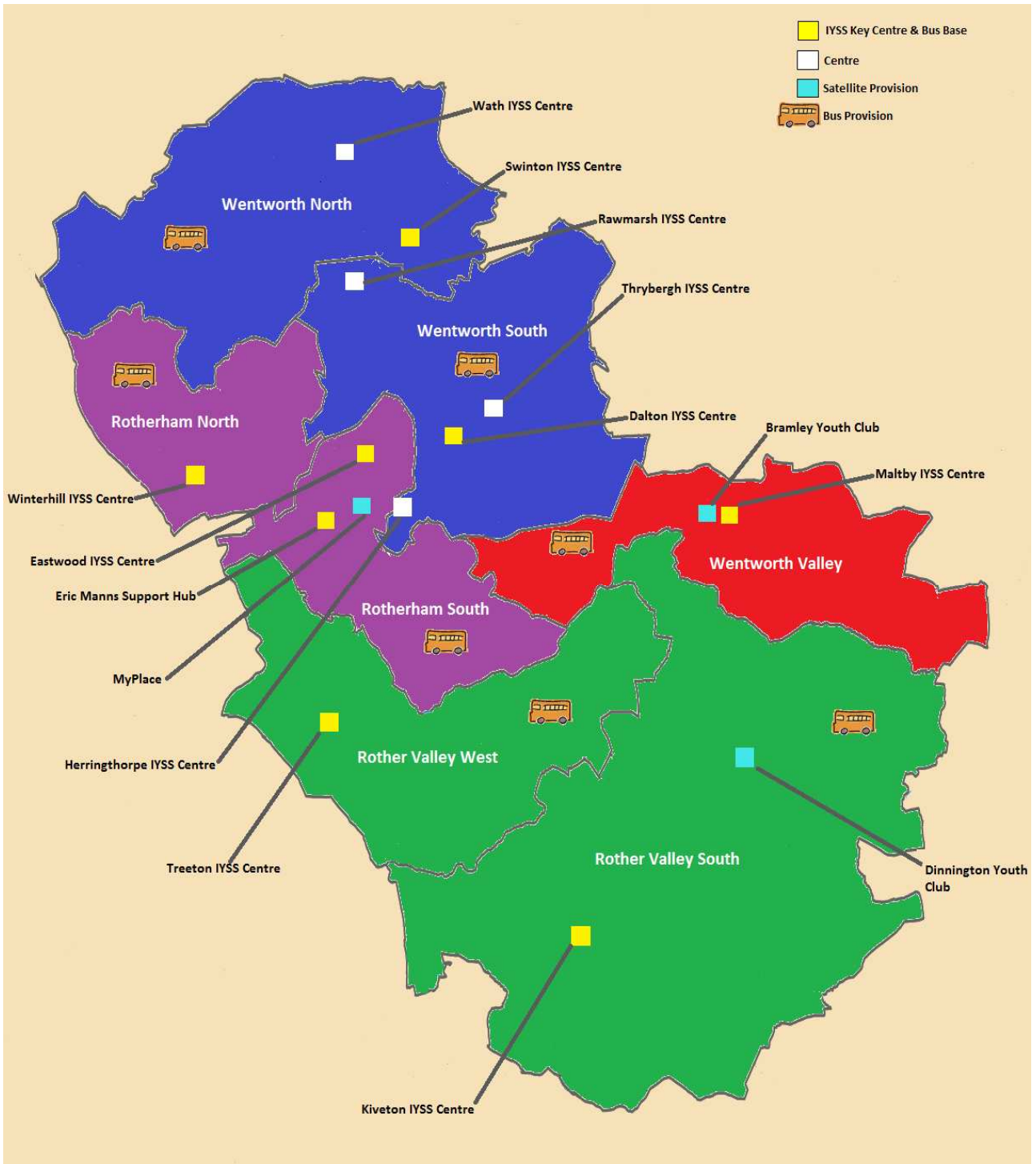
### Youth work provision

The centre based youth work provision team will consist of 1 FTE Level 1 Youth Worker, 0.5 WTE Level 2 Youth Worker and a 0.2 WTE Support Worker. This team will provide activities within the youth work centres in their respective locality area. These positive activities will support personal and social development and in addition, there will be voice and influence work and volunteering opportunities for young people.

There will be a detached youth work element in each of the locality areas, which will comprise of a 0.7 FTE level 1 Youth Worker, 0.5 FTE level 2 Youth Worker and a 0.04 FTE Support Worker. The detached youth work team will engage with young people in outdoor areas within their localities, offering positive activities and acting as a conduit into centre based activities and IYSS support.

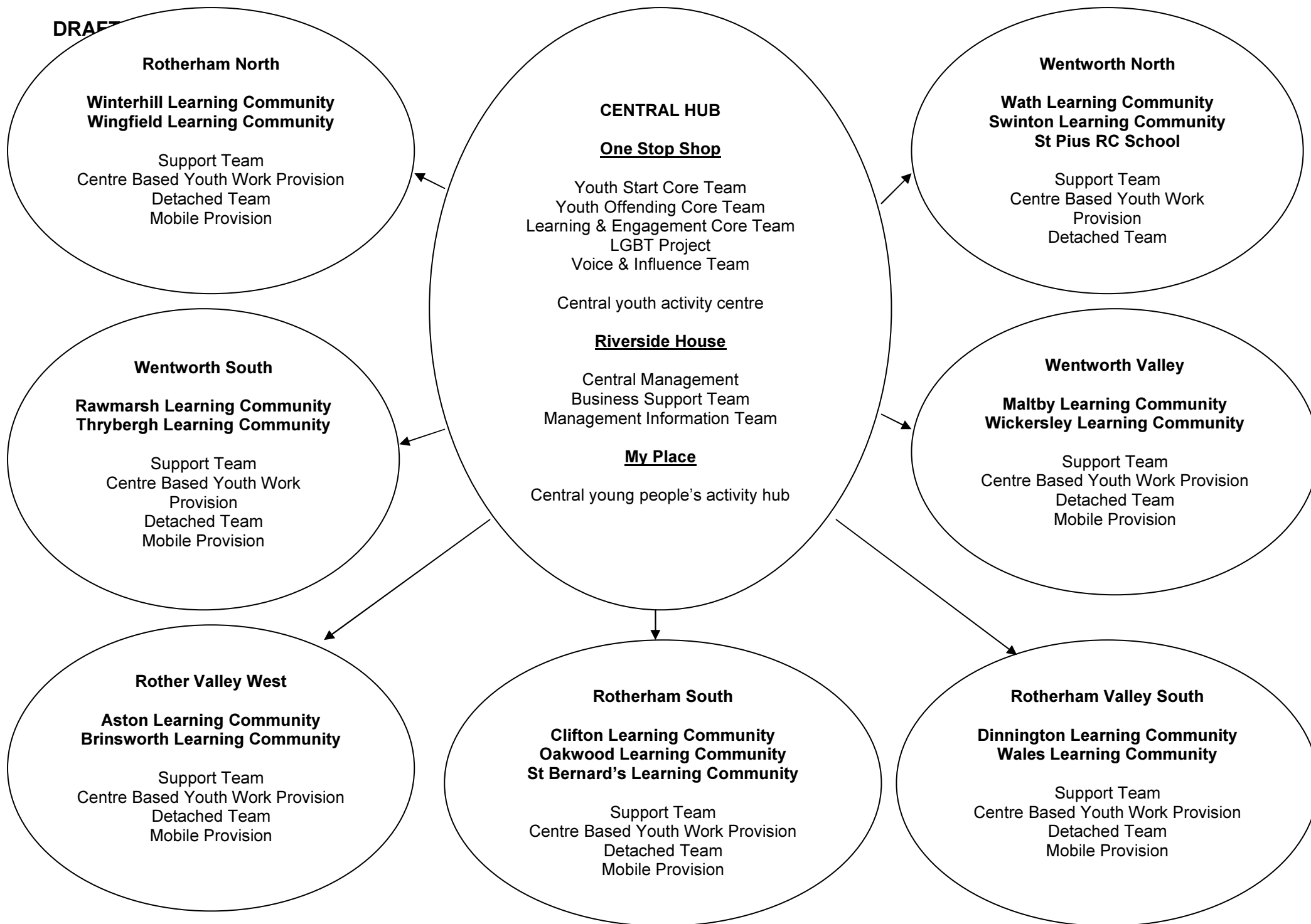
The locality areas will each have mobile provision, which will facilitate increased service coverage.

The map of Integrated Youth Support Service provision is outlined below, together with a more detailed diagram of provision on page 9:





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### IYSS Local Offer/Pledge

There will be a minimum offer of Integrated Youth Support Service within each of the seven locality areas and young people can expect a minimum level of service, which is outlined in the IYSS Pledge, which is outlined below:

Promoting personal and social development through activities and opportunities for young people aged 10 -25 and offering support where young people need it.

Our vision:

“Working together to improve the lives of all Rotherham’s children and young people”

Our pledge:

We will:

- Believe in you and treat you with respect
- Help you understand your feelings and to feel good about yourself
- Be open, honest and non judgmental
- Listen to you
- Understand the issues you face and help you get the right support at the right time to make the changes you want to make
- Challenge discrimination in any form
- Talk to you in a way you understand

We offer:

- Positive activities and opportunities that are safe, interesting, challenging, open to all and sometimes accredited
- Opportunities to have real voice and influence by being involved in making decisions and creating change in your communities
- A chance to take part in volunteering opportunities
- Information, guidance, help and support
- Residential, adventure and outdoor opportunities

With additional support if you:

- Need someone to talk to and speak up on your behalf
- Are at risk of re-offending
- Want to get back into learning
- Have a learning disability and are preparing for change
- Want access to high quality information on choices, opportunities and progression routes at 16, 17 and 18

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This specification is based on the Integrated Youth Support Outcomes Framework.

**Objective 1 – VOICE & INFLUENCE CROSS CUTTING ACROSS ALL OBJECTIVES**

X Ref	Requirements	PIs/ Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
<b>Young people are engaged in the management, design, delivery and evaluation of the Integrated Youth Support Service</b>		
V&I1	<p><b>The Rotherham Voice and Influence standards are implemented across the Integrated Youth Support Service</b></p> <ul style="list-style-type: none"> <li>• IYSS Voice and Influence Team support and oversee the implementation of the Rotherham Voice and Influence standards across all provision</li> </ul>	<ul style="list-style-type: none"> <li>• Work plan priority for the Voice and Influence Team</li> <li>• Standards fully implemented and monitored</li> <li>• Voice and Influence quarterly reports</li> </ul>
V&I2	<p><b>All young people are able to be involved in and influence, the design, delivery and evaluation of the service</b></p>	<ul style="list-style-type: none"> <li>• Young People are consulted about their views of the service and changes as a result of feedback are fed back into the service and documented</li> <li>• Young people are involved in decision-making structures within the service</li> </ul>
V&I3	<p><b>Young peoples needs and wishes underpin the process planning of support</b></p>	<ul style="list-style-type: none"> <li>• CAF and Individual action plans reflect Young People’s involvement</li> </ul>
V&I4	<p><b>Each IYSS Area Team to outline how they will deliver Voice and Influence initiatives within their annual plans</b></p>	<ul style="list-style-type: none"> <li>• Locality Annual Plans reflect Voice and Influence work</li> </ul>

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X Ref	Requirements	PIs/ Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
V&15	<b>The Voice and Influence Team will support and maintain the Youth Cabinet, LAC Council and the UKYP MPs process in Rotherham</b>	<ul style="list-style-type: none"> <li>• Work plan priority for the Voice and Influence Team</li> </ul>
V&16	<b>The Voice and Influence Team will oversee the development of a robust and consistent Voice and Influence structure across Rotherham, which will be determined by Young People.</b>	<ul style="list-style-type: none"> <li>• New Borough-wide Voice and influence structure</li> </ul>
V&17	<p><b>Young people are confident that their feedback will be listened to taken seriously and acted upon</b></p> <ul style="list-style-type: none"> <li>• IYSS ensures that an accessible and easily understood procedure is in place to enable young people their parents /carers to make a complaint or compliment</li> <li>• Young people should be made aware of the complaints and compliments procedure</li> </ul> <p>The IYSS will maintain an up to date register of all complaints received, action taken and the outcome of any investigation</p>	<ul style="list-style-type: none"> <li>• Compliments and complaints policy and procedure</li> <li>• Register of compliments and complaints</li> </ul>

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Objective 2

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
<b>Positive Leadership</b>		
M1	<p><b>Positive leadership is effective in focusing work on and responding appropriately to key local and national priorities, and the needs of local communities.</b></p> <ul style="list-style-type: none"> <li>• There is a clear focus on continuous improvement, with a robust planning and self assessment framework that ensures that development areas are understood and addressed, and the quality of provision is improved.</li> <li>• Learning from positive and adverse outcomes is identified and used to improve practice.</li> <li>• There is a positive and timely response to improve services to national and local policy developments, inspection and audit, priorities and improvement processes.</li> <li>• Partners work together to ensure that sufficient resources are provided to meet local, national and statutory priorities, and to secure positive outcomes for children &amp; young people.</li> <li>• IYSS representatives attend and participate in strategic forums, with nominated leads for key work areas</li> </ul>	<ul style="list-style-type: none"> <li>• IYSS Performance Framework developed and monitored, driving service improvement and quality</li> <li>• IYSS lead officer on policy in place and evidence of policy development and improvement</li> <li>• Evidence of partnership working</li> <li>• IYSS Partnership Group</li> </ul>

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
<b>Effective Management and Workforce Development</b>		
M2	<p><b>Managers and staff are effective in ensuring that the IYSS is able to deliver good quality services and meet the needs of children &amp; young people.</b></p> <ul style="list-style-type: none"> <li>• Managers have the required level of knowledge and skills to provide effective supervision of staff and oversight of work.</li> <li>• Staff, secondees and volunteers are well supervised, trained (including thorough induction of new staff) and supported to deliver their work to a high standard, within a clear and consistently applied quality assurance framework.</li> <li>• Managers ensure that case records are accurate and timely and clearly record the work that has been undertaken.</li> <li>• Staff understand, own and focus on the priorities of the IYSS</li> <li>• All staff delivering the service must work to organisational standards, in relation to Identification of children in need and have the relevant skills to actively contribute to serious case reviews and individual management reviews</li> <li>• Staff training addresses local priorities and promotes development opportunities, with training needs regularly reviewed and training plans revised.</li> <li>• All staff have the appropriate knowledge, skills and qualifications to deliver a</li> </ul>	<ul style="list-style-type: none"> <li>• Achieve NYA Quality Mark</li> <li>• Workforce audits</li> <li>• Workforce Development strategy in place and reviewed</li> <li>• Annual Peer Evaluation</li> <li>• Monthly monitoring visit programme</li> <li>• IYSS individual work plans, PDR's, Supervision</li> <li>• Workforce Development strategy based on local priorities and ongoing review against priorities</li> <li>• All Staff are trained in an appropriate qualification</li> <li>• Training audit and staff development plan evidences core training and CPD for all staff.</li> <li>• Annual practice observation</li> </ul>

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	<p>high quality service and are offered Continuous Professional Development to be able to effectively deliver work in line with Borough priorities. Staff are fully trained:</p> <ul style="list-style-type: none"> <li>i) and are cognisant of, and able to apply, Rotherham Safeguarding and CAF procedures</li> <li>ii) on identifying risks e.g. sexual health, young people at risk of sexual exploitation, substance misuse</li> <li>iii) in strategies to meet the needs of vulnerable groups (teenage parents, young offenders, care leavers, substance misusers etc</li> <li>iv) to adhere to IO standards and procedures to ensure compliance with processes as set out in the MI manual</li> </ul> <p>and have access to ongoing continuing professional development opportunities</p> <ul style="list-style-type: none"> <li>• The performance of practitioners is reviewed regularly through Supervision and Appraisal process</li> </ul>	<ul style="list-style-type: none"> <li>• Workforce development strategy in place</li> </ul>
	<b>Locality working and high quality 1:1 support arrangements</b>	
M3	<p><b>Each Locality area team implements an annual work plan based on identified local need</b></p> <p>An annual work plan is developed in each locality area, which delivers against the IYSS Outcomes Framework and which is based on identified need within that particular area.</p> <ul style="list-style-type: none"> <li>• The locality annual plan will as a minimum meet the IYSS local offer</li> <li>• The annual work plan will be developed with the active involvement of all local stakeholders, which will include holding a local stakeholder conference</li> </ul>	<ul style="list-style-type: none"> <li>• Annual planning templates completed</li> <li>• IYSS Local Offer met and exceeded in each locality</li> <li>• Evidence of stakeholder involvement, including stakeholder conferences</li> </ul>

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
M4	<p><b>Referral and access to support arrangements</b></p> <p>Weekly planning meetings held in each locality area, to include:</p> <ul style="list-style-type: none"> <li>• Review of incoming referrals, with service entitlement prioritised as defined in the IYSS referral form</li> <li>• Undertake an in depth individual assessment of young people that fully takes into account the voice, safeguarding and vulnerability needs of young people</li> <li>• Identification of IYSS support required against the IYSS Outcomes Framework that includes Voluntary and Community Sector Support and wider statutory partners</li> <li>• IYSS support packages and programmes of targeted activity to utilise provision across defined universal, targeted and complex need services</li> <li>• Staff (PRB and H scales) will have a caseload (balanced across staff)</li> <li>• Young Person's outcomes agreed and support plan implemented. Key outcomes to be around enjoyment, confidence, social awareness, environmental awareness, activity skills, person qualities, key skills (literacy/numeracy/IT), health and fitness, increased motivation and appetite for learning and broadened horizons</li> </ul>	<ul style="list-style-type: none"> <li>• Case audits</li> <li>• Annual peer evaluation</li> <li>• Monthly monitoring visits</li>   <li>• Minimum caseload of 20 young people per worker</li> </ul>
M5	<p><b>Ongoing Support and review</b></p> <ul style="list-style-type: none"> <li>• The IYSS will ensure that the quality and momentum of work with the young person is maintained through regular reviews and of progress and adaptations of plans as required</li> </ul> <p>A 'step down' approach to working with young people will be adopted, ensuring that as outcomes are achieved, young people smoothly transfer to open access/universal provision</p>	<ul style="list-style-type: none"> <li>• Case audits</li> <li>• Annual peer evaluation</li> </ul>



X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
<b>Joint planning and monitoring of high quality services</b>		
M6	<p><b>The Integrated Youth Support Service understands its roles and responsibilities and can demonstrate how it will jointly plan, deliver and monitor high quality services for children and young people in Rotherham</b></p> <p>Young People receive a consistent , well managed and planned service</p> <ul style="list-style-type: none"> <li>• IYSS Service delivery is aligned to meet the Authority’s priorities</li> <li>• Activities are delivered as part of an integrated service within the CYP arrangements, including learning communities</li> <li>• Partnership agreements in place with key partners</li> </ul> <p>Contribute to the Authority-wide strategy for effective transition for vulnerable adults</p>	<ul style="list-style-type: none"> <li>• Quarterly monitoring information presented at IYSS Partnership Group for scrutiny</li> </ul>
M7	<p><b>The rights and best interests of young people are safeguarded by IYSS keeping accurate and up to date records:</b></p> <ul style="list-style-type: none"> <li>• Young people in the Borough who are known to IYSS are recorded and tracked on the IO and Careworks systems</li> <li>• All staff have relevant IT hardware and software to ensure real time access to CCIS system</li> </ul> <p>All contacts and case work will be recorded on IO system within 72 hours of support being delivered</p>	<ul style="list-style-type: none"> <li>• Case audits</li> <li>• Recorded within 72 hours of support being delivered</li> </ul>
M8	<p><b>There is an effective QA system in place with clearly defined standards and indicators and IYSS will adhere to organisational policies and have operational policies in place including as a minimum the following:</b></p>	<ul style="list-style-type: none"> <li>• Self assessment audit against Rotherham standards</li> </ul>

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	<ul style="list-style-type: none"> <li>• Equal opportunities for service delivery, Safer Recruitment and training</li> <li>• Adherence to the Commission of Racial Equality code of Practice</li> <li>• Health and safety policy and procedures</li> <li>• Record keeping, information sharing and confidentiality policies</li> <li>• Service user involvement</li> <li>• Risk management</li> <li>• Dealing with allegations of abuse against staff</li> <li>• Safe working practices</li> <li>• Safer recruitment and the SVG - Safeguarding Vulnerable Groups Act</li> </ul>	<ul style="list-style-type: none"> <li>• Annual peer monitoring</li> <li>• Case audits</li> </ul>
M9	<p><b>Partnership working with the Voluntary and Community Sector and including local children’s social care, education, health and accommodation services, ensures that children &amp; young people access the services they need.</b></p>	<ul style="list-style-type: none"> <li>• Joint working arrangements, including pathways, in place</li> <li>• Joint practice workshops</li> <li>• Family CAFS outline partnership working and effective NAG, NAGb, SLAs</li> </ul>
M10	<p><b>Monitoring reports will be produced quarterly and presented at the IYSS Partnership Group for scrutiny. The reports will include performance against quantitative and qualitative targets and financial profile</b></p>	<ul style="list-style-type: none"> <li>• Meet targets</li> </ul>
M11	<p><b>The service will undertake an annual needs analysis with vulnerable young people to influence the ongoing development of the IYSS service.</b></p>	<ul style="list-style-type: none"> <li>• Report on needs identified by young people</li> </ul>

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
M12	<p><b>The Integrated Youth Support Service promotes equality of opportunity, celebrates diversity and challenge stereotypes</b></p> <p>IYSS strives to promote equality of opportunity, celebrate diversity and challenge stereotypes by developing innovative approaches to delivery that:</p> <ul style="list-style-type: none"> <li>• Extends reach to vulnerable young people so that the service is accessible and responsive to their needs regardless of age, gender, ethnicity, sexuality and disability</li> <li>• Provides differentiated support that both supports and challenges aspirations</li> <li>• Supports learning and training providers to promote equality of access and opportunity through positive actions</li> <li>• Promotes opportunities to promote community cohesion and bring different groups of young people together in a safe environment</li> </ul> <p>Communicates in ways which are accessible to young people with special needs</p>	<ul style="list-style-type: none"> <li>• Annual self assessment of Equality and Diversity plan against RMBC standards</li> <li>• Annual development plan on reach and impact with over represented group</li> <li>• % of young people from BME communities in line with wider cohort</li> </ul>
M13	<p>The IYSS Partnership and Development Team will lead on equality issues and provide targeted provision for diverse groups of young people, including:</p> <ul style="list-style-type: none"> <li>• Roma Slovak young people</li> <li>• LGB young people</li> <li>• Trans young people</li> <li>• BME young people</li> <li>• Disabled young people</li> <li>• Young women’s project work</li> </ul> <p>These groups will provide one-to-one support, positive activities, events and</p>	<ul style="list-style-type: none"> <li>• Number and of sessions undertaken</li> <li>• Annual peer monitoring</li> </ul>

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X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	residential activities.  There will be borough-wide curriculum events to raise awareness and promote understanding and community cohesion	
M14	The service will promote opportunities for volunteering, youth work training and apprenticeships	<ul style="list-style-type: none"> <li>• Number of volunteers</li> <li>• Number of apprenticeships</li> </ul>

**Objective 3**

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
<b>Young people are financially able</b>		
FA1	All staff will have the skills and knowledge to discuss work and money (transition to adulthood) with young people and be able to assist young people in accessing appropriate finance, money skills, debt, benefits and bursary advice	<ul style="list-style-type: none"> <li>• Annual workforce audits</li> </ul>
FA2	Youth Support Workers will support young people with developing finance and money skills, debt, benefits and bursary advice	<ul style="list-style-type: none"> <li>• Annual peer evaluations</li> <li>• Case audits</li> </ul>
FA3	IYSS open access curriculum based youth activities includes managing your money and information and advice relating to finance, money skills, debt, benefits and bursary advice	<ul style="list-style-type: none"> <li>• Annual peer evaluations</li> <li>• Annual locality plans</li> </ul>

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Objective 4

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
<b>Young people keep themselves healthy</b>		
H1	<p><b>Implementation of the Health and Wellbeing Strategy through IYSS at Youth Start and the Town Centre Hub</b></p> <p>To work with colleagues and partners in developing and implementing the IYSS Health and Wellbeing Strategy for Rotherham, through:</p> <ul style="list-style-type: none"> <li>• Open access support for all young people according to need; including targeted and specialist support in response to those most at risk of poor outcomes and young people presenting with complex needs.</li> <li>• Locality based provision of targeted work with young women at risk of early pregnancy and young men at risk of early fatherhood, with particular emphasis on the 11 highest deprivation neighbourhoods.</li> <li>• Undertaking the development and implementation of the Health Bus delivery plan. Delivery of the plan supported locality teams and Health partners.</li> <li>• Delivering borough wide sexual health youth work interventions within the integrated CaSH Service, supporting the medical team working with under 19's. Delivery supported by locality teams and Health Bus delivery plan.</li> <li>• Clear pathways established and communicated across IYSS and Partners to ensure access to specialist health and support services.</li> <li>• Appropriate data collation and monitoring; evaluating progress of impact of</li> </ul>	<p><u>Contribute to a reduction in smoking</u></p> <p>Delivery of stop smoking support (<i>Developmental</i>)</p> <p><u>Weight Management</u></p> <p>Referrals to weight management services (<i>Developmental</i>)</p> <p><u>Substance Misuse</u></p> <p>Number undertaken Call it a Night e learning</p> <p>% staff undertaken more specialist substance misuse training against DANOS competencies framework</p> <p>% of young people who received substance misuse education by group and individual</p>

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	<p>work delivered against the strategy.</p> <ul style="list-style-type: none"> <li>• Ensuring the development of the Teenage Pregnancy and Sexual Health Strategy for Rotherham and IYSS Health and Well Being Offer are embedded within the overarching health and well being strategy for young people.</li> <li>• Deliver borough wide substance misuse universal and targeted interventions</li> <li>• Deliver emotional health and wellbeing support for young people</li> <li>• Ensuring appropriate supervision of the team</li> <li>• Co-ordinating and management of the Hardwear scheme, including provision of ongoing training for workers, monitoring and evaluation</li> <li>• Working 1:1 with young people via self referral and assisted referral</li> <li>• Locality based group work aimed at improving the sexual health knowledge of young men and young women and increasing access to services. Delivery will be supported by locality teams.</li> <li>• Enhancing links with the integrated CaSH service, with a view to offering youth work interventions at their RDGH base (GUM) and at the Community Health Centre for the under 19 year age group*</li> <li>• To offer Colleges support in ensuring sexual health and relationship work remains a priority within their curriculum*</li> <li>• Access to help and support around engaging in employment and training</li> </ul>	<p>% of young people identified as having drug/alcohol issues and receives an intervention</p> <p>% of above who are identified as having specialist service needs that are referred into KTS service</p> <p>Evidence adoption of the single message for drugs and alcohol and use of local resources</p> <p><u>Physical Activity</u></p> <p>Increase in provision of physical activity opportunities against baseline</p> <p><u>Self Harm</u></p> <p>Identification of self harming among young people accessing IYSS</p> <p>Number of 1:1 support sessions offered</p> <p>Number of referrals to GPs</p> <p><u>Under 18 Conceptions</u></p> <p>Number of Young women supported by Teenage Pregnancy projects</p> <p>Contraceptive advice and support given</p> <p>Provided contraception e.g. condoms, LARC</p> <p>Number of clinics in each locality</p> <p>Number of young people attending clinics in each locality</p>

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	<ul style="list-style-type: none"> <li>• Access to help and support for those involved in the Youth Justice system</li> <li>• This work will add to the current level of sexual health education and support provision available both within Youth Start as well as the youth clinics operating across the Borough.</li> </ul>	<p>% of staff Chlamydia trained</p> <p>% of staff Hard wear trained</p> <p><u>Emotional Health and Wellbeing</u></p> <p>Number of Tier 2 interventions undertaken</p> <p>Number of positive exits</p>
H3	<p><b>Implementation of the Health and Wellbeing Strategy through IYSS within Localities</b></p> <ul style="list-style-type: none"> <li>• Centres/Projects will develop a rolling programme of health-related work offering young people the opportunity to increase their awareness of health issues and develop healthier lifestyles.</li> <li>• Appropriate, consensual referrals to colleagues or agencies where necessary.</li> <li>• Provide ongoing advice and support to children and families including the delivery of programmes.</li> <li>• Provide commissioned IAG services to schools, colleges and providers ensuring a cohesive approach to information, advice, guidance and support for children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>• As above</li> <li>• Annual peer evaluations</li> <li>• Case audits</li> </ul>

**Objective 5**

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
<b>Young people attend school and achieve a good standard of education</b>		
LA1	In each Rotherham learning community , vulnerable young people who are NEET or identified as high risk of becoming NEET are provided with;	
	<p><b>Individual assessment of their learning and support needs</b></p> <ul style="list-style-type: none"> <li>i) Undertake in depth individual assessments via CAF /CAPIR</li> <li>ii) Provide additional and sustained guidance and support to meet the needs of vulnerable young people to help them address their barriers to engagement in learning,</li> <li>iii) Convene where necessary a multi agency meeting/ or team around the child/ family to coordinate information and services if the needs and proposed solutions are complex</li> <li>iv) Provide a key worker who will undertake the role of lead professional where necessary, unless the young person identifies another professional that they would prefer to take that role. As lead professional act as a single point of contact and coordinate the delivery of agreed actions to meet the young persons needs thus reducing duplication and overlap of services.</li> </ul> <p><b>The information advice and guidance that they need to make informed and</b></p>	<ul style="list-style-type: none"> <li>• Percentage % of vulnerable(RONI ) young people supported</li> <li>• Number of IDPs completed</li> <li>• Number of CAFs completed</li> <li>• Observation of practice</li> <li>• Customer satisfaction survey</li> <li>• % LDD 16 –18 / 19 year olds in EET equal to wider cohort</li> <li>• % LAC /care leavers in EET</li> <li>• % Teenage parents in EET</li> <li>• Evidence of attendance at and contribution to key meetings informing development of services for these groups</li> <li>• Progression into learning at 16</li> </ul>



X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	<p><b>realistic decisions about learning</b></p> <p>i) Work collaboratively with 13-19 learning providers to ensure that young people who have dropped out, or are at risk of dropping out, are provided with appropriate IAG and are supported to re-engage and remain in learning</p> <p>ii) All young people of compulsory school age outside of learning or who are not attending school identified as vulnerable through the RONI, are provided with IAG support and guidance to enter into learning (education or training)</p> <p>iii) Work with learning partners to support managed moves to prevent young people from becoming NEET</p> <p>Support young people in JWT to access learning opportunities</p>	<p>Retention in learning 17 of those identified through RONI</p> <ul style="list-style-type: none"> <li>• Participation in learning aged 17</li> </ul> <p>Evidence of agreed referral protocols and arrangements for joint working in place</p>
	<p><b>Additional differentiated support to young people NEET to re-engage in learning</b></p> <p>i) Work with wider learning partners and Job Centre Plus to provide a proactive placing activity for young people NEET</p> <p>ii) Promote, and provide individualised targeted support to young people NEET &gt;6 months to participate in learning e.g, informal learning, internships ESF and volunteering opportunities &gt;16 hours per week</p> <p>iii) Identify and advocate tailored employment with learning and apprenticeship vacancies to match the needs of individual unemployed young people</p> <p>iv) Mentor and support young people with low or no qualifications through Youth Contract to enter and remain in learning</p> <p>v) Support young people in workless families receiving support from JCP ESF providers, via the troubled families initiative and family recovery</p>	<ul style="list-style-type: none"> <li>• Increase in learning rate at 16</li> <li>• Increase in learning rate at 17</li> <li>• Reduce NEET joiners as a percentage of total NEET cohort</li> <li>• Increase total leavers as a percentage of NEET group</li> <li>• Increase percentage of young people actively taking steps towards learning and employment</li> </ul> <p>16 and 17 year olds in learning</p> <ul style="list-style-type: none"> <li>• Number of teenage mothers accessing informal learning</li> </ul>

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	<p>projects</p> <p>vi) Actively engage with young people who are NEET and not available to the Labour Market and work with wider support services, to support them to move into learning</p> <p>vii) Proactively move young people towards a learning destination by supporting them to access accredited learning opportunities</p>	<p>through Children’s Centres</p> <ul style="list-style-type: none"> <li>• Percentage 16-18 NEET</li> </ul>
	<p><b>Support with progression planning so that they are able to remain in learning until the end of the academic year in which they reach age 18</b></p> <p>i) Work with learning partners to support managed moves to prevent young people from becoming NEET</p> <p>ii) Work with partners to ensure that all young people of academic age 16 and 17 eligible for the September Guarantee are provided with information and a relevant offer</p>	<ul style="list-style-type: none"> <li>• Reduce NEET joiners as a percentage of total NEET cohort</li> <li>• Percentage of 16 -18 year olds in learning</li> <li>• Number of transition passports developed with schools</li> </ul>
	<p><b>Support to access and make successful transitions to Adult Services</b></p> <p>i) Specific strategies are agreed for vulnerable 18 year olds NEET to link into Job centre plus Youth Contract activity and DWP workless families activity</p> <p>ii) Specific strategies are agreed for 18 year olds NEET to link into Neighbourhood and adult Services activity</p> <p>iii) LDD young people are provided with additional support (see section 5).</p>	<ul style="list-style-type: none"> <li>• Partnership Agreements in place with JCP, NAS and health</li> <li>• Reduction in LDD NEET and Not Known</li> </ul>
LA2	<b>Additional support will be provided to young people identified as having</b>	

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	<b>LDD, to prepare for transitions at 16, overcome barriers and engage in and stay in learning, and where necessary make a successful transition to adult services</b>	
	<p><b>Support delivery and review of statutory assessments</b></p> <p>i) Work with schools and colleges to ensure that young people with learning difficulties or disabilities are provided (because of statutory entitlement or assessed need) with transition plans from year 9 and Section 139a at year 11 (or post 16 if required)</p> <p>ii) Review of 139a at year 12 and 13 to retain young people in learning in line with RPA</p>	<ul style="list-style-type: none"> <li>• Completion of Section 139a and reviews</li> <li>All LDD young people with a 139a have an identified lead PA</li> <li>16 and 17 year olds with LDD in learning</li> </ul>
	<p><b>Young people with LDD are supported to access and make successful transitions to Adult Services</b></p> <p>i) Specific strategies are agreed for LDD young people with adult services (e.g. Neighbourhood and Adult Services (NAS) and JCP)</p>	
	<p><b>Support delivery and review of statutory assessments</b></p> <p>iii) Work with schools and colleges to ensure that young people with learning difficulties or disabilities are provided (because of statutory entitlement or assessed need) with transition plans from year 9 and Section 139a at year 11 (or post 16 if required)</p> <p>iv) Review of 139a at year 12 and 13 to retain young people in learning in line with RPA</p>	<ul style="list-style-type: none"> <li>• Completion of Section 139a and reviews</li> <li>• All LDD young people with a 139a have an identified lead PA</li> <li>• % of 16 and 17 year olds with LDD in learning</li> </ul>
LA3	<b>In each Rotherham locality, there is accessible high quality information</b>	Annual update of UCAS Search and

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	<b>available on choices, opportunities and progression routes, at 16, 17 and 18</b>	Apply 90% of year 11 students signed up to UCAS IYSS website developed
	<b>Vulnerable young people receive impartial and up-to-date information on appropriate opportunities, labour market trends and career pathways</b>	<ul style="list-style-type: none"> <li>• All targeted young people supported individually or in groups</li> <li>• Practice observation by provider and annual external observation by the Council</li> <li>• Exit reviews with young people on case closure</li> <li>• Customer Satisfaction survey</li> </ul>
	<b>Vulnerable young people are aware of, and supported to, access the financial support available to them</b>	<ul style="list-style-type: none"> <li>• No of young people taking up Care to Learn funding</li> <li>• No of young people receiving advice/ support regarding Bursary</li> </ul>
	<b>All vulnerable young people academic age 16 and 17 eligible for the September Guarantee are provided with information and a relevant offer</b>	<ul style="list-style-type: none"> <li>• Development plan in place with RMBC and learning providers to implement arrangements to meet current Guarantee and future requirements for raising the school leaving age.</li> <li>• 100% 16 – 17 year old young people are guaranteed an offer of</li> </ul>

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X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
		learning <ul style="list-style-type: none"> <li>98% of 16 year olds and 95% of 17 year olds receive an offer of learning</li> </ul>
	<p><b>Vulnerable young people are actively encouraged to use, “Apply Rotherham” Common Prospectus and Common Application process</b></p> <p>i) Support the development of the Common Prospectus (CP) and Common Application Process and the delivery of CP and CAP and brokerage services to those both in learning or seeking learning and employment opportunities</p>	<ul style="list-style-type: none"> <li>Strategy and plan developed in partnership with learning providers and RMBC</li> <li>Percentage of vulnerable year 11 and NEET making applications through CAP</li> <li>September Guarantee achieved</li> </ul>

Objective 6

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
<b>Young people are not involved in crime or the risks of exploitation either as perpetrators or victims</b>		
C1	<p><b>Reducing the likelihood of reoffending</b></p> <p>The service will work to reduce the likelihood of reoffending and achieve positive sustainable outcomes through effective supervision of young people</p> <p>Undertake an in depth individual assessment of young peoples needs that will provide a robust framework for work to reduce the likelihood of reoffending</p>	<ul style="list-style-type: none"> <li>Engagement in suitable education, training and employment</li> <li>Access to suitable</li> </ul>

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X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	The Court Team will produce good quality reports that promote understanding to courts of the young person , their circumstances and their behaviour	accommodation • Number and quality of Restorative Justice programmes undertaken • Rate of proven re-offending by young people (frequency)
	The service will ensure good quality and timely plans are in place for work that meets the assessed needs	
	Develop Custodial sentence plans that are of good quality and support the delivery of a well integrated sentence	
	The service will ensure that the quality and momentum of work with the young person is maintained through regular reviews and of progress and adaptations of plans as required	
	Deliver an appropriate range of good quality interventions that are designed to reduce the likelihood of reoffending	
	The service will ensure that there is active and meaningful involvement in planning throughout the custodial phases of sentences, so that custodial cases are delivered as a single integrated sentence	
C2	<p><b>Protecting the Public</b></p> <p>The service will work to manage the risk of harm to others and increase the safety of actual and potential victims and achieve positive sustainable outcomes through the effective supervision of young people</p> <p>Undertake an in depth individual assessment of young people that fully takes into account the risk of harm posed by the young person and of victims’ needs</p> <p>The service will ensure good quality and timely plans are in place for work that maximise the likelihood of actual and potential victims being protected and risk of harm to others is reduced</p>	<ul style="list-style-type: none"> <li>• Prevention Programme Offending Rate Measure</li> <li>• Reduction in number of first time entrants to the youth justice system</li> </ul>

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	<p>The service will ensure that victims are protected and risk of harm to others is minimised through active management throughout the sentence</p> <p>Service managers will ensure that there is positive leadership, which gives sufficient priority to work that manages the risk of harm to others</p>	
C3	<p><b>Protecting the child or young person</b></p> <p>The service will protect young people and reduce their vulnerability and achieve positive sustainable outcomes through the effective supervision and engagement with local safeguarding arrangements</p> <p>Undertake an in depth and timely individual assessment of young people that fully takes into account the child protection and vulnerability needs of young people</p> <p>The service will ensure good quality and timely plans are in place for work that maximise the likelihood of young people being protected and their vulnerability needs addressed</p> <p>The service will ensure that young people are protected and their vulnerability reduced through active management throughout the sentence</p>	<ul style="list-style-type: none"> <li>• Annual peer monitoring</li> <li>• Young People’s journey mapping</li> <li>• Outcome monitoring</li> </ul>
C4	<p><b>Ensuring that the sentence is served</b></p> <p>The service will ensure that the young person and their parents/carers are meaningfully engaged throughout their contact</p> <p>Any barriers to effective engagement will be identified and responded to</p> <p>The service will ensure that the requirements of the sentence are met and, where appropriate, take enforcement action following non-compliance</p> <p>There will be sufficient attention given to the health and well-being of the young person and in particular where this may act as a barrier to successful outcomes</p>	<ul style="list-style-type: none"> <li>• Number of Restorative Justice Interventions</li> <li>• Number of young people on Intensive supervision surveillance programmes</li> <li>• Number of young people who receiving a court conviction and</li> </ul>

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X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	from the sentence	sentenced to custody
C5	<p><b>Prevention Initiatives</b></p> <p>The service will engage with pre-court disposals with the aim of preventing further offending</p> <p>The service will offer voluntary interventions to young people identified as involved in anti-social behaviour</p> <p>The service will offer voluntary interventions to young people at the cusp of offending</p> <p>Each of the seven locality teams will deliver one operation coverage per quarter</p>	<ul style="list-style-type: none"> <li>• Reduction in the number of first time entrants</li> <li>• Number of operation coverage initiatives per quarter</li> </ul>

Objective 7

X Ref	Requirements	Examples of PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
<b>Young people live in a safe and decent home</b>		
SH1	There is improvement, where relevant, in living arrangements where these relate to the likelihood of offending (Youth Support Worker (Accommodation))	<ul style="list-style-type: none"> <li>• Access to suitable accommodation numbers</li> </ul>
SH2	All staff will have the skills and knowledge to be able provide young people with advice and information with regards to accessing safe and decent accommodation	<ul style="list-style-type: none"> <li>• Annual workforce training audit</li> </ul>



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Objective 8

X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
<b>Young people positively engage with their community and local services</b>		
P1	The IYSS Youth Workers (Locality) will be responsible for engaging with all young people in their area and for co-ordinating the delivery of open access activities across their area.	<ul style="list-style-type: none"> <li>• Level of engagement as a percentage of YP population</li> <li>• Locality annual plans</li> <li>• Annual peer evaluations</li> </ul>
P2	Open access and mobile/detached activities will be delivered in line with the IYSS Curriculum key priorities, including child sexual exploitation, anti-social behaviour, domestic abuse, safeguarding, healthy lifestyle, housing issues, self esteem, health, enterprise, anger management, life skills, money and finance, literacy, drugs and alcohol and offending based behaviour.	<ul style="list-style-type: none"> <li>• Annual peer evaluation</li> <li>• Monthly curriculum reports</li> <li>• 60 of the 13-19 of participants per unit with an accredited outcome</li> </ul>
P3	<p>Open access and mobile/detached activities will be delivered in line with young peoples needs within each specific area, based on area annual plans. This will include:</p> <ul style="list-style-type: none"> <li>• Project work</li> <li>• One-to-one support</li> <li>• Voice and Influence projects</li> <li>• Events</li> <li>• Residential activities</li> <li>• Summer provision</li> <li>• Anti-Social Behaviour provision</li> </ul>	<ul style="list-style-type: none"> <li>• 20% of 11-25 population as contacts</li> <li>• 30% of 13-19 population as contacts</li> <li>• 15% of 15-19 population as participants</li> <li>• 60% of 13-19 of participants with a recorded outcome</li> </ul>

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X Ref	Requirements	PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
	<ul style="list-style-type: none"> <li>Partnership working – including Schools and Community Groups</li> </ul>	
P4	There will be a minimum of four nights per week centre-based activities in <b>each</b> of the IYSS youth activity centres	<ul style="list-style-type: none"> <li>Number of sessions by locality</li> </ul>
P5	There will be a minimum of four nights per week mobile and 4 nights per week detached work sessions in each of the areas	<ul style="list-style-type: none"> <li>Number of sessions by locality</li> </ul>

**Objective 9**

X Ref	Requirements	Examples of PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
<b>Young people are kept safe</b>		
S1	All staff have the skills and knowledge to be able to identify the possible signs of abuse and neglect being suffered by a young person and know what to do	<ul style="list-style-type: none"> <li>Annual workforce training audit</li> </ul>
S2	All staff have the skills and knowledge to be able to identify the possible signs of Child Sexual Exploitation and know what to do	<ul style="list-style-type: none"> <li>Annual workforce training audit</li> </ul>
S2	IYSS staff will contribute to and lead on Family CAFs and CAFs	<ul style="list-style-type: none"> <li>Bi-annual peer evaluation</li> <li>Case audits</li> </ul>
S3	IYSS contributes towards community safety initiatives, including Voice and Influence work with young people around personal safety	<ul style="list-style-type: none"> <li>Annual locality plans</li> </ul>

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X Ref	Requirements	Examples of PIs / Impact Measures
	<i>What the service will look like</i>	<i>Evidence the Council needs to show requirements have been achieved</i>
S4	IYSS to provide support packages as part of the Families for Change Initiative	<ul style="list-style-type: none"><li>• Bi-annual peer evaluation</li><li>• Case audits</li></ul>
S5	Work with girls and young women around safe and healthy relationships	<ul style="list-style-type: none"><li>• Number of interventions</li></ul>

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