

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

REPORT OF THE EXECUTIVE DIRECTOR (PEOPLE) TO CABINET

NATIONAL TAKEOVER CHALLENGE 2019

1.0. Purpose of Report

1.1 To inform Cabinet of Barnsley's successful participation in Takeover Challenge in 2019 with the largest number of young people participating to date.

2.0. Recommendations

2.1 **That Cabinet acknowledges the achievements of Young People in Takeover Challenge across all service areas.**

2.2 **That Cabinet continues to highlight and identify future opportunities to build on this success.**

2.2. **That Cabinet notes the Young People's Presentation to accompany this report and welcome their attending cabinet.**

3.0. Introduction

3.1 Takeover Challenge gives Children and Young People across the country the chance to work with adults and get involved in organisational decision-making. Young People benefit from having their views heard, having fun and being inspired whilst we are able to get a fresh, unique and creative perspective on important issues. The event was originally created by Office of the Children's Commissioner which champions, promotes, protects, raises awareness of and prompts others to respond to the rights, views and interests of all of England's children. Since 2018 First News have taken over the running of this event.

3.2 Takeover Challenge promotes youth voice and participation of Children and Young People. This is in line with the Council's commitment to all Children and Young People particularly Barnsley's Pledge to Children in Care and the Local Offer for Care Experienced Young People. Ensuring that Young People have a right to have their views heard on the decisions that affect their lives and for these views to be taken seriously.

3.3 Barnsley's participation in Takeover Challenge in recent years has resulted in Barnsley receiving Silver (2015) and Gold (2016) Commendations from the Children's Commissioner. Commendations from the Children's Commissioner ceased in 2017, however Barnsley has continued to demonstrate a high level of participation utilising all opportunities that Takeover Challenge offers Young People.

It is an event that has grown significantly with increased interest, participation and partnership working across the People and Place directorates providing a wider variety of matches and increased participation of Young People. The planning and organisation of Barnsley's contribution to Takeover Challenge is undertaken by The Targeted Youth Support Services Youth Voice and Participation Team, Children's Social Care and the Young People's Skills and Enterprise Team from.

- 3.4 Takeover Challenge took place during the week commencing 29th November 2019 with a number of focused activities/events on other dates during that week and in early January to accommodate commitments. This report highlights how Young People took on number different roles across Barnsley Council, South Yorkshire Police and other external organisations, building on the success of previous years.
- 3.5 We have improved the planning for this by working across the Council and its partners and have sought placements based on the jobs and interests that young people told us they wanted to learn more about. This year we had a significant increase in providers offering placements for Young People resulting in a greater choice and better matching of Young People to their interested area. This interest in providers coming forward to take part in Takeover Challenge continues to develop and evidences the commitment to the event for future years.
- 3.6 Takeover Challenge also forms part of 'Pathways to Success' - the Council's programme to support young people's work readiness and employability as part of the Borough's Employment and Skills Strategy. It also takes into account the aspirations of young people and the Aspirations Audit which was recently undertaken.
- 3.7 The aims and outcomes of Barnsley's involvement in Takeover Challenge were;
- To involve at least 40 Young People aged 14 to 24yrs taking on some of the biggest jobs in the borough. This year saw a record number of 53 young people taking place in work placements and opportunities.
 - To integrate Children in Care and Care Experienced young people with their peers by enabling them to participate together in the Takeover Challenge. This aim was achieved as half of the participants in this year's Takeover Challenge were Children in Care or Care Experienced.
 - Provide Young People with a chance to have a say in the decisions that are made about them. Members of the Care4US Council, Youth Council and SEND Forum were involved in this year's Takeover Challenge and have given feedback on their experiences. This feedback will be used to further develop services for young people generally and future planning for next year's event.
 - Enable Young People to attend and contribute to the joint Children's Trust Executive Group (TEG) and Safeguarding Board event. The report notes that an outcome of a previous year's Takeover Challenge was a pledge from the Executive Director (People) that the date for the joint TEG/ BSCB event would always coincide with Takeover Challenge in order to include the contribution that Young People make in this event and the outcomes it generates. This year Young People from the SEND Forum and Youth Council presented feedback on their lived experiences and participated in group discussions about how services could be improved for young people with SEND. The group also contributed to the wider agenda giving feedback from a Young Person's perspective.

- Provide opportunities for our organisations and businesses to hear Young People's views. All of the young people who participated in Takeover Challenge were encouraged to listen to the views of young people, seeking their feedback about how to improve services and how they involve Children and Young People.
- Allow Young People to gain an insight into our working world. Many of the young people who took part in Takeover Challenge have fed back that they enjoyed the experience and that it has given them a chance to think about their future education and employment choices, inspiring Young People by their experiences on the day.

3.8 Barnsley Council's Takeover Challenge 2019 activities included:

- Swearing in of Barnsley's First Young Civic Mayor at Full Council
- Shadowing the Chief Executive
- Attendance and contributions at the annual Joint Trust Executive (TEG) and Safeguarding Meeting
- Primary School placements
- Animal care placements
- Engineering (NPS) placements
- Shadowing Elected Members
- Events management placements
- Youth Offending Service placements
- Barnsley's drug and alcohol service placements
- Social Work placements
- Public Health placements
- Sport (BFC) placements
- IT placements
- Payroll/Finance placements
- Children's Centres placements
- Police placements
- Digital Media Officer placements
- Construction placements
- Communications team placements
- Nurse placements
- Kier placements
- NHS, Community Nursing, GP Surgery placements
- The Civic Theatre placements
- Barnsley Museums placements

3.9 In Barnsley this year 53 Young People participated in Takeover Challenge.

3.10 The breakdown of the 53 Young People who participated is as follows;

- 24 Young People in Care and Care Experienced Young People
- 29 Young People from Targeted Youth Support Service provisions including the Youth Council and SEND Forum
- 8 of these Young People attended the Joint Trust Executive Group and Safeguarding Board event

- 3.11 The placement of Young People in all the roles gave local leaders and decision makers a fresh perspective on the services Barnsley residents rely on. It was a great opportunity for Young People to find out first-hand what happens in roles such as Public Health, Communications and Marketing, Events Management, IT and Elected Members.
- 3.12 This Report respectfully requests that all areas of the Council identify how they can use the feedback from Takeover Challenge to inform future opportunities for Young People's participation in organisational decision making.

4.0. Consideration of Alternative Approaches

- 4.1 Not applicable

5.0. Proposal and Justification

- 5.1 Participation in Takeover Challenge is increasing year after year and it is imperative to continue to develop and maintain this opportunity and build upon this event, throughout the Council. There are plans in place to now increase the working group.

6.0 Implications for Local People and Service Users

- 6.1 The overall aim of Takeover Challenge is to raise aspirations for Young People in Barnsley. This is in line with Future Council's Vision and Values in regard to young people achieving their potential and making a positive contribution.
- 6.2 Participation in Takeover Challenge work shadowing ensures that more young people including those in care and care experienced young people for whom we have a Corporate Parenting Responsibility across all communities in the Borough are able to have the opportunity to participate in this event. Takeover Challenge enables service users to have their voices heard.
- 6.3 Set out below is feedback and comments from some of the young people participating in Takeover Challenge

Positive feedback

- Young People learnt new skills around fixing computers, medical procedures/tests, using different computer software, how to check and carry out car checks, legal system, the services that are offered to people and the different criteria's that learning placements have to meet
- Got a real insight into Youth Justice and the staff were full of information and gave a real look into their job
- Helped to develop self-confidence and presentation skills
- The placement allowed great insight into a job role and provided a great experience
- Young People enjoyed meeting new people
- New skills and knowledge gained around the area they were on placement at
- Young People found the opportunity to work in a workforce was valuable and essential experience
- Young People felt it was a great chance for their voices to be heard by different professionals

- All of the Young People asked would like to take part again next year in Takeover Challenge

Areas to improve

- To include more variety of opportunities
- To send more information on the placement by letter before the day so the young people can prepare and know what to expect
- Not to hold take over day and the TEG meeting on the same day to allow more young people to take part in both
- Some gaps in time during the placement where there was nothing to do
- Some of the days plan didn't work well

Quotes from some Young People on their placements/opportunity

Getting to see how decision making works was amazing' – Youth Offending Service

'Positive to meet new people and see nursing in real life' – Kendray Hospital

'Loved every minute of being with the doctors and learnt amazing new skills, was amazing' – Medical Practice

'Great experience overall' – Barnsley Football Club

show the best of Barnsley' – Digital Media Instagram/Facebook

'I went with the social workers and they were funny but informative' – Social Work

'Interesting to be able to talk to directors and discuss their plans moving forward' – TEG with Councillor

'I enjoyed helping children learn and it was fun getting to know them' – Family Centre

'Having the chance to be involved in something different and learn was great' – Finance and Payroll

'The day gave me chance to have my voice heard with some professionals' – Chief Executive

'I got chance to put some of my childcare course in action and see how it really works' – Family Centre

'I liked that the adults involved us in discussions and listened to us' – TEG

'A great day I enjoyed my work experience' – Virtual Head

'was a great opportunity to be involved in something I want to do in the future and the professionals gave me help on what paths I could follow to achieve my ambition' – Cast

'Great to see work from a different perspective' – Public Health

6.4 Feedback from some the providers of placements

Positive Feedback

- The drug and alcohol service would like to be involved again after a very positive first takeover day experience
- At the drug and alcohol placement the young person helped the service to develop a resource to use with service users, as well as providing staff with more insight into how the service could be delivered better 'Young People on the placement were invaluable'
- Young people presented themselves well and acted in a very professional manner
- Two placements commented that the day provided them with a chance to see the way their services are run from a different perspective and gain new insight
- One of the family centres has asked for the young person to keep in touch over a possible placement when she leaves school
- All of the providers that were asked would take part again next year and offer placements

Areas to improve

- To make sure all young people taking part receive the day plan created prior to the placement
- The day was a bit long for some of the young people on certain placements
- The day plan was a bit too prescriptive
- To know which young people are going to the placement prior to the day

6.5 This feedback will assist in the planning and development for the Takeover Challenge 2020.

7.0. Financial Implications

7.1 There are no direct financial implications arising from participation in the annual Takeover Challenge.

8.0. Employee Implications

8.1 There are no direct employee implications arising from on-going involvement in Takeover Challenge. The Council will be expected to be aware of the Takeover Challenge and its significance in improving outcomes for Children and Young People particularly those in care and who are care experienced.

9.0. Communications Implications

9.1 The success of involvement was published in the press release below and also featured on the Council's official Facebook, Twitter and Instagram accounts.
<https://www.barnsley.gov.uk/news/takeover- challenge-sees-another-successfulyear/>

10.0. Consultations

10.1 The involvement of all areas of Young People's services is commended.

11.0. Key Policy Considerations

Corporate Plan

11.1 The National Takeover Challenge (2019) forms one of a range of initiatives, including 'Ambition Barnsley (2019) and 'Pathways to Employment' programme with the objective of supporting and equipping young people (including disadvantaged young people) with the skills and insight to access the employment market in line with the strategic priorities of our Jobs and Business Plan and More and Better Jobs Plan.

11.2 In terms of the Council's own Corporate Plan, this accords with the Corporate Priority of developing a Thriving and Vibrant Economy through Increasing Skills To Get More People Working. Moreover, Improving Education, Achievement and Employability is one of the six strategic priorities of the Barnsley Children and Young People's Plan (2019-22)

11.3 As well as equipping young people with such skills through these Plans it should not be forgotten that the foundations for success must be laid through enabling all children in the Borough to attend a school which is judged to be 'Good' or 'Outstanding'. This is an ambitious objective but it is one which all local children deserve as part of our Education Improvement and Inclusion Strategy which was recently considered by Cabinet

11.4 Involvement in Takeover Challenge contributes to the Council's corporate priorities

- People Achieving their Potential
- A Thriving and Vibrant Economy

The Takeover Challenge forms part of Pathways to Success and as such contributes to the delivery of the borough's Employment and Skills Strategy.

12.0. Tackling Health Inequalities

12.1 There are no implications for tackling health inequalities through this report.

13.0. Consideration of Risks

13.1 The report relates to the Council's obligation in providing opportunities to ensure full participation in Takeover Challenge in the future. This would entail no identifiable risk(s) for the Council.

14.0. Health and Safety Implications

14.1 There are no implications for the health and safety of the public or employees arising through the report.

15.0. Compatibility with the European Convention on Human Rights

15.1 All of the commissioner's work is underpinned by the United Nations Convention on the rights of the child and in particular, Article 12 which states that children have right to have their views heard on the decisions that affect their lives and for these views to be taken seriously.

16.0. Promoting Equality, Diversity and Inclusion

16.1 Participation in Takeover Challenge includes a commitment to ensuring the Council, understands and meets the specific needs of Young People that relate to disability, culture, religion, gender or sexual orientation.

17.0. Reduction of Crime and Disorder

17.1 The commitment towards keeping Young People involved in Takeover Challenge, fosters their aspirations and aims to improve their physical and emotional wellbeing. This can make a crucial contribution towards diverting them from risky and harmful behaviour that can not only impact upon them but also upon their communities.

18.0. Conservation of Biodiversity

18.1 There are no implications for the conservation of biodiversity emerging through the report.

19.0. Glossary of Terms and Abbreviations

19.1 Not applicable

20.0. List of Appendices

None

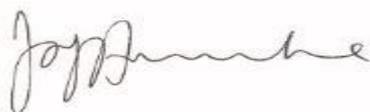
21.0. Details of Background Papers

21.1 Background papers used in the production of this report are available to view by contacting governance@barnsley.gov.uk

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Financial Implications/
Consultation



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Joshua Amahwe (19/02/2020)

*(to be signed by senior Financial Services officer
where no financial implications)*