

To embed participatory practice in Sunderland we need to action the following priorities:

Objective 1 – Ensure that ALL children and young people have the opportunity to have their voices heard by increasing participation and engagement activity				
Priority	Action	Outcomes/Measures	Timescale	Lead
1. Agreement and implementation of the updated framework	<ul style="list-style-type: none"> To gain approval of and sign up to the framework. To ensure that the framework is integrated with the key Children's Services planning mechanisms Engage Children and Young People in review, priority setting and monitoring of the C & YP Participation Framework 	<ul style="list-style-type: none"> Framework revised, approved and published. Framework if embedded in service delivery. 	July 16	P & E Lead
2. Establish participation standards for all services to ensure children, young people and their families are systematically and routinely involved in decision making	<ul style="list-style-type: none"> Develop appropriate mechanisms for involvement of 0-5, 5-12 and 13+ age groups and parent/carers in each area An overall structure providing a range of formal opportunities for children and young people to participate is agreed and developed (see attached P & E groups) 	<ul style="list-style-type: none"> Number of young people participating Range of young people involved in participation opportunities. Age range of children and young people Cascading of information Children and young people feel involved in the decision making in Sunderland. 	<p>Completed (to be revised by SMT)</p> <p>See Attached standards</p>	P & E Lead
3. Develop multi-agency training package for staff, volunteers, children and young people, parents/carers	<ul style="list-style-type: none"> Identify and analyse good practice across SCC and in other organisations Training package to be designed and delivered Support Materials to be produced Children and Young People to be involved Identify external funding bid and apply 	<ul style="list-style-type: none"> Children and young people to support the creation of a training pack for staff and volunteers Children and young people to lead on applying for funding bids. A toolkit is created in collaboration with young 	On-going	P & E lead/ Workforce Development

	<ul style="list-style-type: none"> A toolkit for practitioners 	people outlining the processes and activities needed for effective participation		
4. To support, develop and empower the children in care council known as the Change Council.	<ul style="list-style-type: none"> Increase the membership of the current children in care council To look at identifying a separate forum for, care leavers and look at how we engage with children and young people in external placements (p.83 OFSTED 2015) Create a virtual world of LAC and LC young people Create more opportunities for young people to get involved in decision making Ensure children and young people have direct input into CPB Ensure all pledges are matched to a young person, senior officer and councillor. Identify staff support to support CC and a care leavers group. Create a virtual world for LAC and LC 	<ul style="list-style-type: none"> Number of LAC and Leaving care young people attending change council/ change council+ (p.121 OFSTED 2015) Number of young people in external placements that have been involved in decision making Feedback at CPB regarding pledges Number of young people attending CPB Change Council Action Plan Completion of virtual world, feedback and access 	<p>Annually</p> <p>Sept 16</p> <p>Quarterly</p> <p>On-going</p> <p>Completed ?</p>	<p>P & E Lead</p> <p>Head of LAC</p>
5. Embedded Sunderland Young Inspectors into service delivery and evaluation	<ul style="list-style-type: none"> Increase the number of initial and review inspections carried out by young people Identify an award for services or organisations who are inspected by young people. Commission out Sunderland Young Inspectors training Commission SYI to other providers and organisations. 	<ul style="list-style-type: none"> Number of Inspections carried out by SYI Number of changes made on SYI recommendations Buy in of SYI training Requests Annual Plan 	On-going	<p>P & E Lead</p> <p>Public Health Lead</p>

6. To continue support and develop and empower Sunderland Youth Parliament and City Equals.	<ul style="list-style-type: none"> • Strengthen the role of SYP with schools and academies • Ensure the voice of disabled children and young people are heard • Ensure participation and engagement meetings are accessible to young people with particular needs, whether physical, cultural or emotional. • Training and mentoring for young people involved in the participation and engagement groups 	<ul style="list-style-type: none"> • Number of disabled children and young people involved in decision making • Number of changes made as a direct result of the input from children and young people • Annual report/ work plan for each P & E group. • Number of active young leaders • Number of additional training qualifications and opportunities young people have received 	On-going	P & E Lead Senior YW BYC Director of Education
7. To identify the role of the current CTAN group into the CSP and SSCB advisory network	<ul style="list-style-type: none"> • Increase the membership of the advisory network • Involve young people in the development of their role with both the CSP and SSCB • Develop a virtual network for those young people who want to engage but cannot commit to regular meetings. 	<ul style="list-style-type: none"> • Number of young people attending the advisory network – the advisory network to consist of at least 12 young people. • Representation of the advisory network • Number of changes made as a result of the input of children and young people • Forum embedded and meet monthly • 	August 2016	P & E Lead
8. Understand who our vulnerable groups and how we can engage them in decision making	<ul style="list-style-type: none"> • Work with existing groups of young people including young carers and the EYE group • Continue to develop a forum and support mechanism for children and young people who are LGBT+ - requested by young people in 	<ul style="list-style-type: none"> • Number of young people from partnership groups that have been involved in decision making • Number of LGBT young people attending the support group – identified need 		P & E Lead Youth Service Carers Centre

	<p>Sunderland.</p> <ul style="list-style-type: none"> Ensure the voice of leaving care young people are heard 	<ul style="list-style-type: none"> Number of leaving care young people attending change council or alternative group 		
9. Develop a more robust mechanism to involve all schools	<ul style="list-style-type: none"> Work in partnership with the Director of Education Engage with school governing bodies Schools to have a mechanism for enabling students to have a voice heard both in their schools and communities 	<ul style="list-style-type: none"> Children and young people to be part of the school governing process Schools, colleges and academies in the LA area recognise participation and engagement in Sunderland as a powerful voice for children and young people. 		<p>Director of Education</p> <p>P & E Lead</p>
10. Embed the involvement of children and young people in recruitment and selection	<ul style="list-style-type: none"> Give all children and young people the opportunity to be involved in recruitment and selection. Devise a designated toolkit for all service areas to adhere to when involving children and young people 	<ul style="list-style-type: none"> Young people are involved in recruitment and selection Young people are feedback to regarding appointments and decisions made. 		<p>HR</p> <p>P & E Lead</p>
Objective 2 – Measure the impact of participation and engagement				
1. Ensure children and young people have direct input into the Children's Strategic Partnership	<ul style="list-style-type: none"> Identify how young people can have a direct influence into CSP Work plan for CPB Work plan for CSP 	<ul style="list-style-type: none"> Views of children and young people are fed into the relevant boards Number of changes made as a result of the input of young people Young people have the opportunity to attend CSP or CPB. Attendance figures at meetings 	<p>CPB – completed</p> <p>CSP – Aug 2016</p>	<p>CS Director's</p> <p>P & E Lead</p>
2. Implement MOMO across social care services	<ul style="list-style-type: none"> Introduce MOMO in stages to staff and young people Ensure young people have the 	<ul style="list-style-type: none"> Number of young people who has completed a MOMO statement 	<p>Nov 2015 – Phase 1</p>	<p>P & E Lead</p> <p>Social Care</p>

	<p>opportunity to complete a MOMO if they wish to</p> <ul style="list-style-type: none"> • Promotion of MOMO to children and young people • Undertake interrogation of MOMO usage for ICPC, Review meetings, PEP's and complaints to identify any immediate areas/issues • Identify who the responsibility of the dashboard sits with (currently with IRO admin) • Expand opportunities for young people and the use of MOMO • Ensure clear managerial oversight on the impact of MOMO 	<ul style="list-style-type: none"> • Number of changes made • Number of young people who know about MOMO • Increase engagement from children and young people in contact with social care services e.g. care leavers, children in need, looked after children, children in child protection • Improve children and young people's ability to have a voice and feed their views into their plan • Increase social workers focus on young people's lived experience • Increase the flow of information from young people to their social worker thereby improving the quality of decision making 	<p>Feb 2016 – Phase 2</p> <p>June 2016- Phase 3</p>	<p>Director</p> <p>Quality Assurance Director</p> <p>Head of LAC</p>
3. Review and develop the use of Viewpoint across the service area	<ul style="list-style-type: none"> • Undertake an interrogation of viewpoint usage for LAC and responses on a monthly basis to identify any immediate areas/issues for investigation • Ensure clear managerial oversight on the impact of viewpoint reporting on individual LAC case mapping and across all age groups resulting in implications for service delivery • Ensure young people are involved in updates in relation to viewpoint 	<ul style="list-style-type: none"> • Quarterly viewpoint analysis report and feedback provided to the service • Number of young people who has completed a viewpoint per month • Number of young people out of area who have completed a viewpoint • Number of changes made to process following feedback 	On-going	<p>Viewpoint Officer</p> <p>P & E Lead</p>
4. Children and young people have the right to	<ul style="list-style-type: none"> • Understand who our vulnerable groups are that need advocates and 	<ul style="list-style-type: none"> • Every young person will receive an information pack 	On-going	Commissioning

an independent advocate currently provided by NYAS (p.115 OFSTED 2015)	<ul style="list-style-type: none"> understand the NYAS advocate Offer Staff to ensure that children and young people are aware of their right to have an independent advocate. Development of a promotional plan Advocacy to be included as part of the training programme for both staff and foster carers Review of the independent advocacy service 	<p>regarding advocacy within the first 3 months of coming into care?</p> <ul style="list-style-type: none"> 100% of staff will know about NYAS and its offer Number of young people accessing an advocate Service area where nomination comes from The number of young people who thought that an advocate has made a difference 		P & E as operational lead
5. Monitor and record opportunities for participation and engagement	<ul style="list-style-type: none"> Carry out an audit of current services and organisations who involve children and young people Self-assessment of all participation and engagement groups 	<ul style="list-style-type: none"> Number of organisations involving children and young people meaningful Achievements of the participation and engagement groups Annual review of all groups 	Nov 2016	?
6. Ensure children and young people have the opportunity to tell Children's services what we do and don't do well	<ul style="list-style-type: none"> Work in partnership with the complaints team Use MOMO as a way that young people can change something or solve a problem 	<ul style="list-style-type: none"> Number of complaints from young people Number of compliments from young people Number of young people who have accessed MOMO to have their voice heard to solve a problem Number of young people who have had access to an advocate Number complaints sent directly to the complaints and feedback team. 	July 16	<p>Complaints Team</p> <p>P & E Lead</p> <p>IRO Admin</p>

Objective 3 – Ensure good quality feedback is provided to all children and young people				
Provide feedback timely to children and young people following engagement	<ul style="list-style-type: none"> Request Forms to be completed for the involvement of all groups with an agreed time for feedback 	<ul style="list-style-type: none"> Children and young people are able to identify the outcome of their engagement Feedback what has changed as a result of engagement 	On-going	ALL
Devise a range of methods to improve feedback eg. online, social media, quick response methods	<ul style="list-style-type: none"> Develop a mechanism to ensure that feedback is quick and succinct Develop the use of social media as a means of communication with children and young people. 	<ul style="list-style-type: none"> Feedback can be provided timeously and is appropriate to level of engagement 	On-going	Planning and Performance?
Develop case studies to illustrate impact of engagement	<ul style="list-style-type: none"> You said we did Publicised Ensure positive new stories 	<ul style="list-style-type: none"> Outcomes of engagement can be demonstrated. 	Quarterly	Champions P & E Lead
Objective 4 – Increase the participation and engagement skills of the workforce and its partners to improve the participation and engagement activity				
3. Ensure participation standards are embedded in performance monitoring, contract management, service level agreements	<ul style="list-style-type: none"> Children and young people regularly meet senior staff and elected members and are included in decision making. Service plans to be reviewed by children and young people supported by a set of criteria. 	<ul style="list-style-type: none"> Service plans are monitored and show evidence of children and young people's involvement 	On-going	P & E lead Directors
Ensure children and young people are involved in the commissioning of services across the organisation.	<ul style="list-style-type: none"> Young people are involved in the tendering process of all commissioned services which affect them. Young people are involved in the development of the commissioning strategy and involved in contract monitoring 	<ul style="list-style-type: none"> Sunderland Young Inspectors to carry out contract monitoring and quality assurance 	On-going	Commissioning P & E Lead
Review current participation champions	<ul style="list-style-type: none"> Services to identify a lead for developing and promoting participation 	<ul style="list-style-type: none"> Champion per service area Completed what's changed 	Sept 2016	P & E Lead

across service areas	<ul style="list-style-type: none"> and engagement within teams • Champions to complete the whats change tool every 6 months • Support from line manager in their role and ensure it is an on-going agenda item at team meetings. • Look at how to involve MASH with regards to the child's voice (p.32 OFSTED) • Develop mechanisms to measure impact of engagement – you said we did 	<ul style="list-style-type: none"> tool to show evidence of YP involvement • Regular publication of you said we did achievements 		Service Leads
Provide training on young people's participation for officers and elected members.	<ul style="list-style-type: none"> • Ensure all staff have complete the UNCRC training • Participation and engagement including, viewpoint, advocacy, complaints, MOMO and the child's voice to be included in back to basic and foster carer training. • pro 	<ul style="list-style-type: none"> • Number of staff who have completed training • Young people identify the opportunities they have to have their voice heard • The local authority demonstrates its commitment of hearing the voice of children and young people. 	On-going	P & E Lead Workforce Development
Objective 5 – Celebrate the successes and involvement of children and young people in the city				
Review current rewards and incentive toolkit	<ul style="list-style-type: none"> • Develop a service toolkit with regards to rewards and incentives, including attending meetings, delivering training and interviewing staff. • 	<ul style="list-style-type: none"> • Young people are acknowledged for their work and engagement • Young people feel valued and part of the team 	Toolkit – July 2016 On-going recognition	P & E Lead
Sunderland Young Achievers	<ul style="list-style-type: none"> • Gain agreement that Sunderland Young Achievers will go ahead in March 2017 • Agree with Sunderland Live re; sponsorship • Advertise as widely as possible to ensure all children and young people 8-19 have the opportunity to be 	<ul style="list-style-type: none"> • Number of nominations • Number of nominations per category • Number of services, schools and organisations that have nominated • Attendance on the evening 	March 2017	P & E Lead

	nominated			
Celebration event specifically for looked after children and care leavers (p.121 OFSTED 2015).	<ul style="list-style-type: none"> • Change council to lead on the development of the awards day/evening • Categories to be identified • 	<ul style="list-style-type: none"> • Number of LAC and Leaving Care nominated for an achievement • 	Dec 2016?	TBC
Participation Newsletter/ Virtual Networks	<ul style="list-style-type: none"> • Designated website for young people • Creation of a virtual world for LAC and Care leavers • Newsletter in relation to all p & e work to be send to all schools and organisations 	<ul style="list-style-type: none"> • Number of young people accessing site • Number of LAC/ LC young people accessing virtual world • M 	Annual Newsletter Regular website updates Virtual World – Dec 16	P & E Lead
Identify Tall Ships ambassadors for the city	<ul style="list-style-type: none"> • To identify ambassadors for the Tall Ships Race in 2018 • Give opportunity to all young people in the city to become an ambassador or take part in a voyage. 	<ul style="list-style-type: none"> • Challenge stigma of children and young people looked after • Named ambassador from all participation and engagement groups • Increased skills and knowledge 	May 2016 – July 2018	Tall Ships Co-ordinator P & E Lead
Objective 6 – Review opportunities to work with partners to better use resources				
Work with partners to develop a communication and consultation calendar	<ul style="list-style-type: none"> • Development of a city wide consultation calendar • Ensure that consultations with young people are conducted in settings and through methods that facilitate young people's participation and that are not intimidating. • Utilise opportunities to collaborate with partners on engagement activity • Consultation events are calendared 	<ul style="list-style-type: none"> • Wide range of stakeholders have the opportunity to engage • Measurable consultations • Reduction in the duplication of work • Engagement methods and approaches are transparent 	Dec 2016	Consultation officer(post no lion P & E Lead

	throughout the year alongside the overall planning timetable for children and young people to maximise their influence.			
Communication structure in place to link services, organisations, schools, colleges and academies.	<ul style="list-style-type: none"> • Regular publication of priorities and achievements • Creation of an accessible website with interactive consultation opportunities. • Link with existing infrastructures including schools, colleges and academies. • Children and young people to create and develop website for both professionals and children and young people to use 	<ul style="list-style-type: none"> • Annual report on activities • Services and organisations feel involved and are aware of opportunities for children and young people. 	Annually	P & E Lead

