

CAUDWELL YOUTH

YOUTH ENGAGEMENT STRATEGY



Registered Charity Number 1200757
Broughton Hall, Broughton, Staffs, ST21 6NS
www.caudwellyouth.org

YOUTH ENGAGEMENT STRATEGY

This strategy sets out the ambition of Caudwell Youth to empower our young people to meaningfully participate with our service that meets their current and future needs.

We are committed to supporting our young people by delivering a bespoke mentoring programme with optimism and integrity, upholding honesty and ensuring that we are dependable.

We are determined to include the voices of young people within the infrastructure of the organisation.

Our Values



Optimistic and realistic



Intentionally inclusive



Delivering with integrity



Empowering

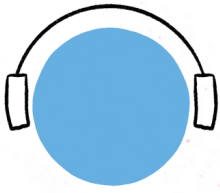
WHY IS IT IMPORTANT?

We recognise that within an organisation, strategic and operational decisions are often made away from the frontline.

By holding ourselves accountable with our youth engagement strategy, we strive to ensure that everything we do reflects the best interests of our young people, with decisions made by and for them.



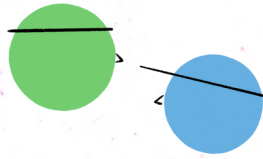
WHO IS IT FOR?



Young
people



Staff and
trustees



Mentors



Caudwell
Youth
Collective

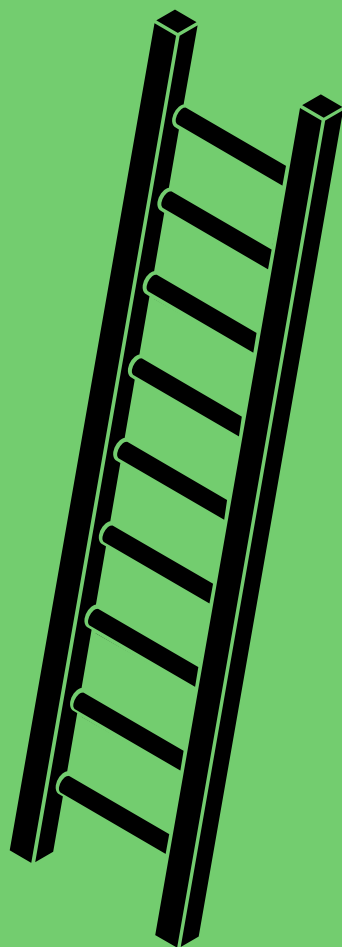


Professionals

WHAT WE WILL DO

- We will talk with, listen and value our young people's voices and opinions.
- We will make sure young people are aware of choices available to them, to empower their own decision making.
- We will respond to the views of young people and review changes when required.
- We will empower young people to develop their own ideas to strengthen and develop services.

YOUTH ENGAGEMENT LADDER



8. Young person initiated shared decisions with adult
7. Young person initiated and directed
6. Adult initiated shared decisions with young people
5. Adult decisions, young people consulted and informed
4. Assigned but informed
3. Tokenism
2. Decoration
1. Manipulation

1 - 4 = NON ACTIVE PARTICIPATION

5-8 = ACTIVE PARTICIPATION



We want to be on number **7 or 8**, having genuine participation with young people.

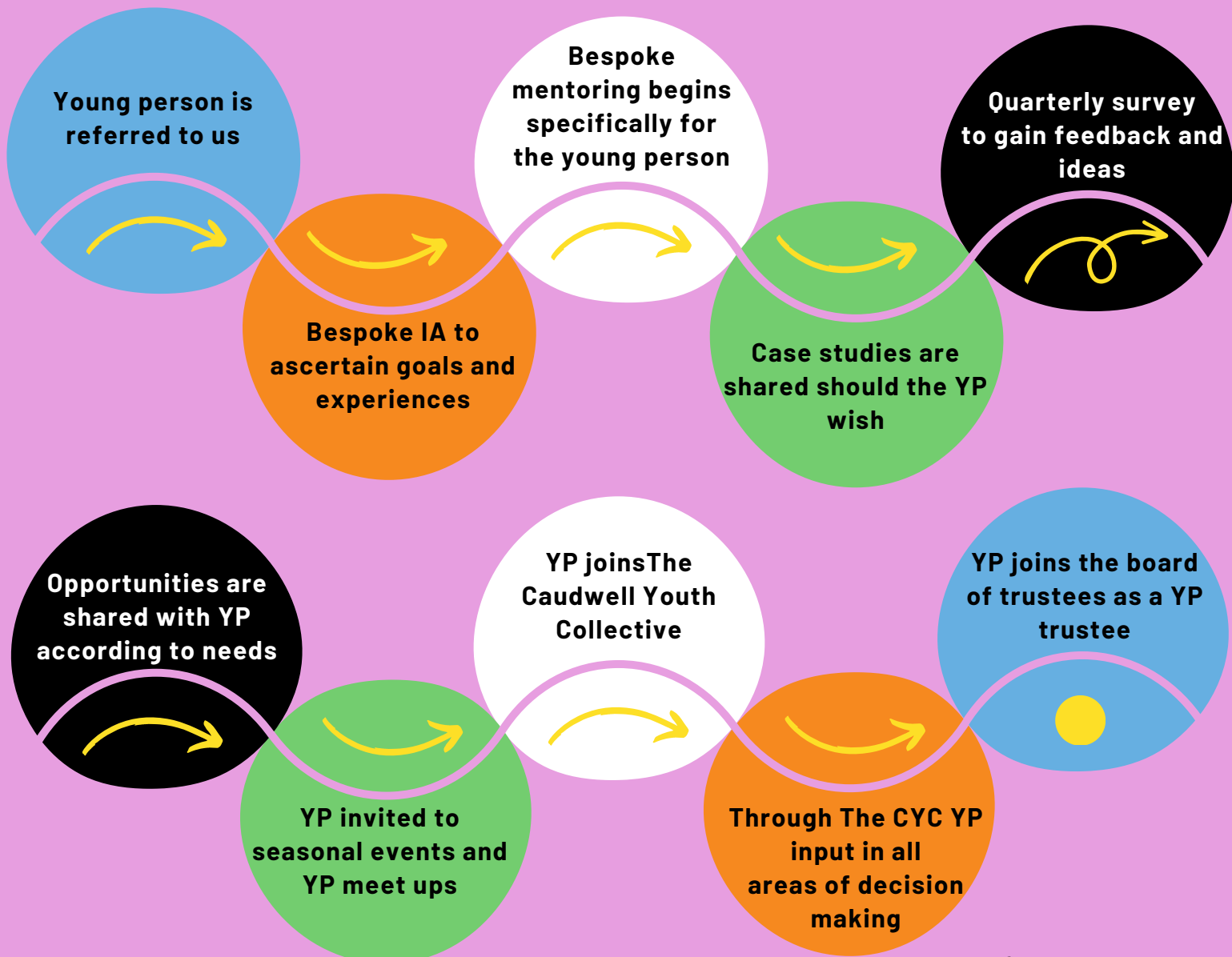
**CAUDWELL
YOUTH**

BUILDING FOR THE FUTURE

As a young charity, we recognise that we won't immediately sit that the top of the ladder with entirely youth-led governance. We are informing and consulting our young people and receiving meaningful feedback and actively involving our young people in decision making with the topics that are more readily accessible to them.

With the steps we are taking over the next year as outlined below, we aim to reach a stage where our young people are initiating the decision making and are having a heavy influence on our governance, directly from their own work.

OUR GOALS



HOW WE WILL USE THE LADDER

CAUDWELL YOUTH COLLECTIVE

Led and run by young people with the support of Caudwell Youth. A group of young people that meet several times a year to share ideas, feedback and make decisions on the whole function of the organisation and the charity's future development.

The Collective will be consulted on all aspects of decision making, including policy wording, resource allocation, staff recruitment and fundraising.

The Caudwell Youth Collective are allocated their own budget for meetings and events so that we facilitate great quality meetings in their preferred environments.

We will consult with other youth panels to gain insight on best practice and regularly reevaluate our own set-up.

HOW WE WILL USE THE LADDER

EVALUATION

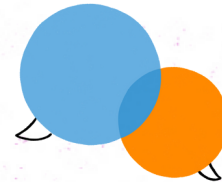
Formal and informal methods of gaining young people's feedback, to encourage culture of two-way discussion, through:



Outcomes
surveys 3 times
a year



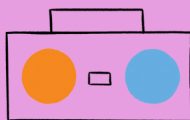
Young person
exit strategy



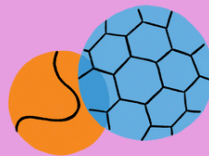
Open dialogue
with young
people

RECOGNISING OUR YOUNG PEOPLE'S JOURNEYS

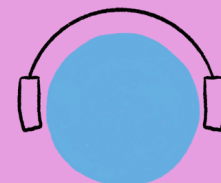
We recognise that our young people have unique experiences and by helping them to share them through different streams, we celebrate their successes and acknowledge their challenges:



Social media
shout-outs and
case studies



Supporting young
people to attend
events



Youth-led
Caudwell Youth
Podcast

HOW WE WILL USE THE LADDER

STEERING GROUPS

Will be held 3 times a year with a cross section of stakeholders involved in service delivery, including young people should they wish. Strategic and operational objectives will be set in each meeting, to be implemented across the period by the operations team.

TRAINING

All of the team and mentors undertake training and further learning which is driven by the needs of the young people we are working with; we recognise this learning is fluid. Courses include Neurodiversity, ACES, LGBTQ+ awareness, Safeguarding.

HOW WE ARE CLOSING THE GAP

We are striving to build a relationship with our non-operational team, trustees and young people, by:

- Linking the Caudwell Youth Collective in with the trustees in their meetings;
- Inviting the central team to young people's events;
- Sharing case studies and videos with the board of trustees, to give them the best understanding of our demographic;
- A number of non-operational staff are mentors to a young person;
- Caudwell Youth Collective have input in staff recruitment processes.

HOW OUR BOARD WILL ENGAGE

At key decision checkpoints, our board are always considerate of young people and the impact their decision may have on them. Our Safeguarding Trustee will share safeguarding updates with the board to gain a wider understanding on UK wide risk factors.

We will also encourage active participation by:

MEETING YOUNG PEOPLE

- Young people to have the option of interviewing Trustees to learn about them and their roles.
- Trustees to meet young people at Caudwell Youth events. This creates an informal approach, in a relaxed environment and group setting.

HEAR FROM YOUNG PEOPLE

- Trustees to hold open 'feedback sessions' for anyone to attend, any question is okay.

INPUT FROM YOUNG PEOPLE

- Consult Caudwell Youth Collective after 2024 strategy review.
- 2025 CY Strategy - involve CYC before it's developed.
- Indirect input on strategy from young people through our feedback surveys.
- Recruit a young trustee (under 30), to expand knowledge and support in their specialist area.

FROM OUR BOARD

As a Board of Trustees we're committed to ensuring that Caudwell Youth's service meets young people's needs. It's vital that young people's voices help to inform our decisions as a Board.

In this first year we've started to develop great foundations to ensure that young people can be meaningfully involved in decision making.

We look forward to the ongoing development of the Caudwell Youth Collective alongside other engagement opportunities.

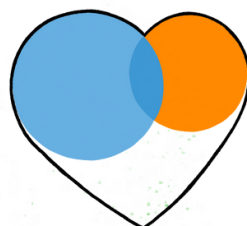
We will continuously challenge ourselves to ensure that we engage, listen and act.



Debbie Denyer
Chair of Trustees

FROM CAUDWELL YOUTH

At Caudwell Youth, we recognise that Rome wasn't built in a day. Sitting at the top of the participation ladder won't happen overnight. Through our clear strategy for youth engagement which encompasses all areas of delivery, we can ensure that we are paving the way for youth engagement.



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