

Gloucestershire Youth Association & Gloucestershire Association  
of Boys Clubs working together as

# Young Gloucestershire

*serving young people of the county*



INVESTOR IN PEOPLE

## Annual Report 1993 - 1994

## MISSION STATEMENT

Young Gloucestershire - serving young people of the county through the provision of learning opportunities that focus on the social and personal development of young people.

## WHO ARE WE?

Young Gloucestershire is the largest non-uniformed voluntary youth organisation in the county. We have our origins in the county associations that were established immediately after World War II; Gloucestershire Association of Girls Clubs and Gloucestershire Association of Boys Clubs. During the following years, the two Associations reflected the changes taking place in society and in 1989 formally came together to form Young Gloucestershire.

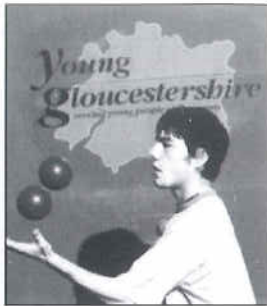
Young Gloucestershire is the county organisation for Youth Clubs UK and NABC clubs for young people, the two major national voluntary youth organisations.

When Gloucester City was chosen by The Prince's Trust to pilot their "Volunteers" scheme, Young Gloucestershire was approached and became

the first organisation in the United Kingdom appointed to deliver The Prince's Trust Volunteers scheme, which we now provide on a county wide basis.

In 1993, Young Gloucestershire made a formal commitment to work towards Investors in People. It was recognised in 1994 by the Gloucestershire Training and Enterprise Council that Young Gloucestershire had achieved the required standard and we

became the first voluntary youth organisation in the country to be recognised as "Investors in People".



*"Young Gloucestershire has given me information about issues which are actually relevant. I have been given the chance to try activities that I never would have considered"*



## INTRODUCTION

Gloucestershire continues to be adversely affected by the recession which has had more impact on the county than anywhere else in the country. In the struggle for economic survival, it is easy to forget that young people are particularly vulnerable.



It is a long established part of the youth worker's role to be available to young people - to be accessible and provide the help support, advice and guidance that most will need during their transition from adolescence to adulthood.

Another part of the youth worker's role is to enable young people to gain accurate information about issues that affect their lives so that they make informed decisions.

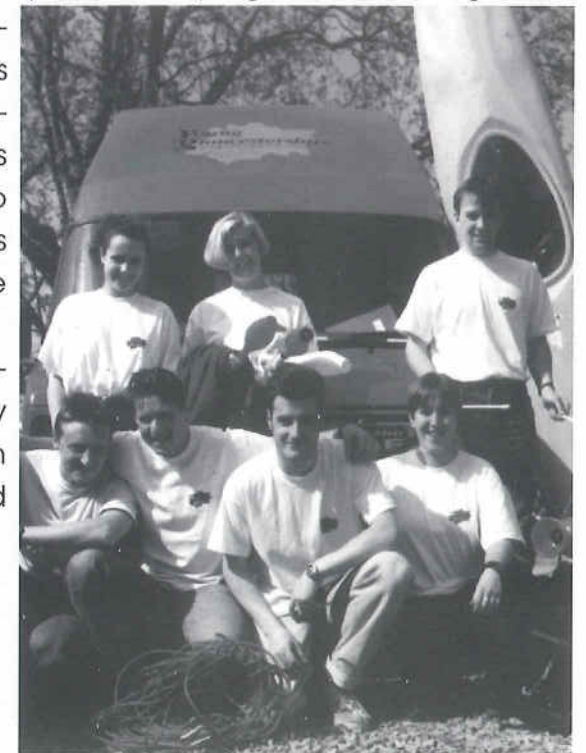
Young Gloucestershire is striving to provide young people with new and exciting programmes and projects which aim to equip them with the skills, knowledge and confidence to face up to challenge and to take their place in society.

These projects and programmes are tackling such vital issues as crime and personal safety, leaving home and independent living, care of the environment, health and personal relationships, alcohol and drug use, unemployment and job seeking.

We have sought to work in partnership with many agencies and organisations on these programmes and projects to benefit young people. It is encouraging to report a growing willingness to share skills and resources and the continuance of the desire to generate new ideas and initiatives from which young people will be the beneficiaries.

We are optimistic that with the continued help and support of our many sponsors, partners and affiliated youth groups these ideas will flourish and young people will grow.

*"We enjoyed being treated as young adults and being allowed to voice our own opinions."*



## THE PRINCE'S TRUST VOLUNTEERS

This is a 60 day programme for young people, aged between 16 and 25 years, aimed at their personal development, within diverse team situations which focus on "action in the community". It is clear that the experience of being part of "The Prince's Trust Volunteers" team has a very marked impact on young people's lives.

The programmes are in their fourth year in Gloucestershire and well established in a full time, twelve week programme catering for both employed and unemployed young people.

However, the establishment of a "Business Leader's Group" of senior executives soon identified that a Day Release Programme could enable other employers to access the programmes. With the financial backing of the Ecclesiastical Insurance Group, our first Day Release Scheme was piloted and proved to deliver the same high level of benefits to young people but demanded an even higher level of commitment.

As a further development to the standard 12 week programme, an extra "Week 13" was offered to the unemployed participants which focused on developing their job seeking skills. Organisations including Gloucestershire Training and Enterprise Council, Prince's Youth Business Trust, Gloucestershire Enterprise Agency, Careers Service, Debenhams and Unemployment Centres all contributed to the programme as did many individual Personnel Managers who not only gave practical advice but also held "real" interviews and gave feedback.

During the year, The Prince's Trust Volunteers have worked together on a range of team projects which include a residential week of respite care for the disabled at the Winged Fellowship, and a number of local projects making gates, clearing grounds and painting for Caridas House, Westfields Youth Centre and Frocester Manor.



**"It has given me more confidence and helped me to work as part of a team."**

As individuals, Volunteers have all attended four week community work placements including Wheatridge Court - care for the disabled, Robinswood Hill Country Park - environment and leisure, Severnsprings Playground - for disadvantaged children, The Widerness - environment and education work with young people, and the Spring Centre - family support for children with learning difficulties.



**"It has been lots of new experiences, coping with different people, new skills, new friendships."**

One of the many delightful aspects of running these programmes is that many of the "graduate" Volunteers keep in touch with us at Peter Scott House. Many continue their involvement with Young Gloucestershire by joining our "Pioneers" and supporting the delivery of our youth work programme, others take up the challenge of the Duke of Edinburgh's Award Scheme from the "Open Award Centre" we have now established at Peter Scott House.

Over the summer numbers of young people involved fluctuated as travel and work opportunities took them around the country and further afield, later bringing tales of experiences from conservation work to respite care and from Camp America to Interrailing in Europe.

As we approach the end of the year, links continue through; the D of E Gold group's Expeditions and Service; the Pioneers taking the Roadshow activities around the county; the HIV/AIDS Peer Trainers running sessions for a wide range of groups including youth workers as well as their peers; and the newly formed "Graduate Volunteers" group, who are currently making plans for projects in the community.

We place a high value on ongoing support and social links as a continuing service in young peoples education and development, so we are also still in contact with ex-volunteers

and Pioneers who have moved on to new jobs, to higher education and to volunteer in other areas and organisations.



## FOUNDATION FOR WORK

This is the title that we give to our range of personal development training courses that have been both long established and new developments for young employees.

A progressive series of courses for apprentices and trainees has for many years been an integral part of the training programmes of many of the county's (predominantly manufacturing) companies. The interest in the concept of teamwork, part of Volunteers programme which is central to "Total Quality Management" and other modern working patterns, has resulted in Young Gloucestershire responding positively to invitations to organise "Teamwork Development" days for other staff teams. These days have used a range of

"Outdoor Development" activities which give challenges and excitement to participants but also provide a valuable insight to the ways in which people work together which in turn reflects normal working experiences.

The progressive series of courses, which develop annually to match young employees responsibility and development are:

*Year 1 - Adjustment to Industry*

*Year 2 - Attitudes to Industry*

*Year 3 - Responsibility in Industry*

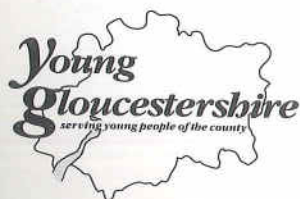
**The final course involves 11 days in Snowdonia.**

Linking both our involvement with the formal training of young employees and our youth work delivery has, for the second year, been our involvement in the Junior Citizens Award Scheme. This is a multi-agency programme co-ordinated by the Gloucestershire Crime Reduction Programme, which runs for four weeks each June and accommodates some 1200 junior school children. The programme aims to raise awareness and develop coping skills in children for the many dangers they face in modern society. Young Gloucestershire delivers an experiential set which focuses on the "Scruples and Dilemmas" of petty crime which young children could find themselves associated with. By using volunteer facilitators from companies we are able to get children thinking about their own perceptions of crime and when to tell - also the consequences of their actions.

**"It was difficult, but we learned how to work together well. . ."**



**. . . . .which is helpful for me and my company."**



## YOUTH DEVELOPMENT

We have worked over the past year to improve and consolidate the range of opportunities we offer to young people, directly or via their club or worker, so that choices are available from fun and recreation through to training and



life issues, whilst recognising that whether it is unihoc or taught input, fun and education should run hand in hand. We began the year with the title "Active Lifestyles Team", but we now have a title which reflects our work and it's primary purpose and one which we can explain!- Youth Development Team.

The growth of the team and it's work since we came together 18 months ago has had it's ups and downs as would be expected and we have continued to respond and learn from them, clarifying our priorities, our key projects and our roles as team members.

We believe we now offer an excellent range of opportunities for our affiliated groups and all thanks to the team for working so hard to establish that programme. Unfortunately though, amongst the successes we have seen in our work there has also been a need to postpone various courses and events through lack of take up from clubs.

Naturally, there is always something to learn from every situation and for the Youth Development Team there are two outcomes affecting our approach to the coming year. The first is simple, quality information and promotional materials, the second is more far reaching involving a reduction in the annual programme offered centrally in favour of rekindling opportunities at local level. The roadshow concept is about more than a "big red van" it is an approach to the work which is increasingly necessary in these times of transport difficulties, financial constraints and poor local networks. Clearly, it is time to improve flexibility and modify some of the services we offer so that they reach the people who matter.

There is a further responsibility to be considered in relation to all our work and that is the responsibility of youth workers in the county. Young Gloucestershire is essentially a service agency to provide networks, opportunities and support to young people and youth groups. The message is a simple one "Tell young people what we offer and help them to tell us what they want!".



**"It's fun to do but always a different learning experience."**



## YOUNG CITIZENS AWARD SCHEME

This has been another successful year in the life of this Personal Safety and Crime Reduction Scheme, another thirty young people have been through the exciting and informative experiences offered by the Emergency Services which are brought together into an overall training package largely designed and delivered by Young Gloucestershire

The aim of the scheme is to improve young peoples awareness of crime and personal safety issues and to promote improved relationships and understanding between Emergency Services Staff and young people of the county. Through the Peer Cascade Model, young people are supported by Gloucestershire Crime Reduction Scheme, Fire and Rescue, Police and Ambulance Services, along with ourselves and local workers so that they are able to develop projects and relationships in their communities and amongst their peers

This years scheme began with a residential group-building experience at Bracelands Adventure Centre in the Forest of Dean. Exercises and activities in and around the centre provided challenge and discussion which helped the group to find common ground and to gain an understanding of life in different parts of the county.

In addition to bringing young people closer, the residential experience began building relationships between the group and key workers from the agencies involved.

The heart of the Young Citizens experience is the circuit of visits to the Emergency Services. Through demonstration and hands on experience these provide fun and excitement along with a rare insight into their work.

The first visit was to the Police Service Operations Centre at Bamfurlong, the visit covered specialist areas of police work: These were the underwater search unit, dog handlers, public disorder instructors, traffic and crime prevention, with an input from the Schools Involvement Unit on vehicle crime.

The Ambulance Service provided both a behind the scenes look at this aspect of the Emergency Services as well as practical learning such as resuscitation techniques. A closer look at the work and training of paramedics and at the control centre with its amazing technology gave young people an impressive and valuable experience.

**"We met the police and others as real people, not just uniforms."**



**"In the end it was good proving ourselves wrong about other groups!"**

The Fire and Rescue Service offer what is arguably the most exciting experience by virtue of the equipment used; high pressure hoses, ladders and smoke-filled rooms give a very realistic "feel" of parts of the job.

The British Transport Police provide a different angle on Police work and probably the most memorable and unnerving element; the powerful section on rail safety .

Working around these sessions Young Gloucestershire designed exercises specifically to explore attitudes and understanding, ranging from dilemmas involved in "grassing" to establishing law and order in an imaginary new colony in space.

The social highlight of the scheme was the presentation of certificates by Chief Fire Officer, Malcolm Eastwood. The event saw a full turnout of participants along with family and friends.

For all those who received certificates there was an added bonus trip to Moreton in Marsh Fire College to act as casualties in a simulated road accident.

As we reach the end of the year the agencies and young people involved are preparing for the vital second stage of the scheme, developing local initiatives, this is being launched through a series of local presentations, run jointly by young people and the key adult workers, which will explain the scheme through video, talk and static displays to an invited audience of councils, schools, neighbourhood watch schemes, community groups etc., in order to build relationships and find a way forward for young people in their communities and amongst their peers. Funding to support this phase of the project has been generously complemented by NatWest Bank and the Gloucestershire Community Development Foundation.

Plans are already underway for next years scheme which has many refinements built in, these include; increasing the range of experiences to involve domestic safety, "stranger danger", roadside accidents and others; increasing the number of young people visiting the Emergency Services from thirty to ninety, and at the same time reducing the course to three intensive events rather than a ten week commitment with all the time and transport difficulties that are then involved.

The Young Citizens Award Scheme remains an excellent example of high quality youth work through multi-agency planning and delivery and the combined commitment of workers at grass roots level who all deserve thanks along with the young people of Brockweir, Colwell, Coney Hill, Frampton and Longborough



## YOUNG PEOPLE TRAINING

Through a variety of partnerships and associations with other professional organisations we have continued to expand our range and quality of training opportunities and to explore avenues for accrediting young peoples learning and experience. The support of Gloucestershire TEC with both advice and funding has helped to bring these training packages together.

The individual courses are designed both for the benefit of the individual and to bring new knowledge and ideas back to groups through young people

themselves, and to ensure this we offer support and advice to young people and their groups in follow-up projects they do at local level. The "Young People Training" umbrella provides a standard approach across our courses, and provides a common framework for recording and accreditation, whether the course is senior member training, drug awareness or sports leadership.

Take up for this years Autumn courses has been disappointing whilst conversely interest has been encouraging. This has highlighted issues around distribution and planning timescales, and with some rescheduling of dates the individual courses and the umbrella "Young People Training" scheme are set to establish themselves in the new year



### The Peer Cascade

Our Young People Training projects are designed to empower young people to take new opportunities and learning to their peers. This will doubtless happen on an informal basis, but the real key to success is the support that can be offered to give young people a role in their own club through which they can share their experience.

The relationship between Young Gloucestershire and individual groups is obviously vital to the success of this approach and one which is high on our agenda



*"The challenges brought out my inner self and made me deal with some of the bad bits!"*



## BASELINE

Young Gloucestershire has for many years headed-up a county senior member training course. This year we have taken the idea and fused it with the core elements of part-time youth worker training to provide a course which equips young people to play a greater role in their organisation, provides a spring-board into future work with people and youth worker training, and also provides a valuable "stand alone" experience.

The quality of the course now on offer is down to working in partnership with the Youth and Community Service Curriculum Development Team, and field workers who have completed the Youth and Community Service "Training the Trainer" course. The course combines theory and practice using a portfolio approach and covers topics such as:

"How Groups Work", "Understanding Self and Others", "Planning and Evaluating", "How We Learn", and other key areas. The course aims to equip

young people to play an active role in the work and decision-making of their own organisations and in committees, conferences and other democratic systems. Taking steps to put these aims into practice is the final element of the course.

### LEAVING HOME IN RURAL AREAS:

This two year project in conjunction with Youth Clubs UK and the National Leaving Home Project is now nearing

fruition. Research has been conducted by young people in the North Cotswolds, Stroud and The Forest of Dean and is already beginning to draw the picture of scant opportunities for young people which might be expected, but the young people themselves have been surprised at the limited options they will have when they move out to live independently. The project has provided good experiences for the young people involved, broadening their horizons and relationships, particularly through the residential experiences involving young people from Devon and Cornwall. The Gloucestershire group are currently working on information and resources which aim to make the transition to independent living clearer and more positive. The group will be touring the county with their findings and new resources in the New Year.



*"The amount of assistance and support was very high. . . ."*



*. . . this helped me to work to my full potential."*



## PEER HEALTH EDUCATION

### HIV/AIDS

Young Gloucestershire's involvement in health work with young people began through association with a project sponsored by Gloucestershire Youth & Community Service and Department of Health Promotion. We joined the



project at the course planning stage and went on to contribute to the training and to recruit a number of young people to become Peer Educators. The group are now trained and have received certificates from the sponsoring agencies. Our continued involvement is in the support of the sessions Peer Educators are now running for youth groups across the county

### HEALTH FOR YOUTH

During the HIV and AIDS Peer Education training, it became clear that health issues are intertwined with all aspects of our lives and that no single issue stands alone. We have designed a course which now has the support of a variety of health agencies, which will explore the holistic picture of health and give young people the opportunity to decide on focal areas for future work and training. This project is part funded as a Health for All "Community Development Demonstration Project" and has the support of Health Promotions (including sexual health and diet) Cobalt Unit Cancer Prevention, Alcohol Counselling and Information Service, Youth & Community Service and the Gloucestershire Drugs Project

### DRUGS AWARENESS AND RESEARCH

One of the many issues that arose in connection with the HIV & AIDS training was the link with drugs and their social use (including alcohol). We are continuing to work with the Gloucestershire Drugs Project who are providing advice, consultancy and training opportunities in a project which aims to develop Peer Education, research and new "user friendly" information. Initial basic awareness training is currently underway and already involves a number of young people from youth groups and industry and others who have become involved independently. It is intended that this body of young people will develop a voice in other forums and in the development of the Mobile Drug Information Unit

*"It's good to talk about important things with people of your own age."*



## ROADSHOW - MOBILE YOUTH WORK UNIT

1994 has seen the support of many Trusts and Charities in the conversion of a former Royal Mail vehicle into a well equipped roving storeroom of youth work equipment. With the publication of a information brochure this autumn, take up of this resource has increased and the "big red van" has been popping up all across the county to offer programmes of activity run by Youth Action "Pioneers" and members of the Youth Development Team.

The Roadshow has so far provided support to playschemes, village youth clubs, larger centres with new project groups, detached projects and county events and has sparked off associated work and continuing local projects with or without the vehicle.

Full details of the Roadshow and an application form are available in the brochure.

## CREATIVE ACTIVITIES

This year has seen changes in our approach to "the arts" and their place in our work, and in particular a focus on bringing expression and creativity into



the range of events, training and projects that we offer, This years raft race was an example taking on a more colourful appearance as fancy-dress and decorated rafts took they place alongside the serious racers. We have increasingly seen the arts worker role change through the year, becoming involved in Young Citizens, Princes Trust Volunteers and other projects, whilst developing new work with youth clubs and other groups and lending an excit-

ing flair to the Roadshow project.

The annual Dance Event ran very successfully this year, sponsored by KC's in Gloucester who provided the venue for the event, 800 people attended from Gloucestershire and other areas in the region. Over 300 young people danced on the day, enjoying the options of the FESTIVAL category, with a number of new prizes for expression and creativity, as well as a guaranteed award for gold, silver or bronze, or the COMPETITION category, for dance troupes enjoying the adrenalin and prestige of dancing at a competitive level. We are grateful to Alex Stanbrooke of Apple B Productions who chaired the judging panel on the day, and Inner Vision dance troupe from Stonehouse who gave a farewell performance.



## GLOUCESTERSHIRE YOUNG PERSON OF THE YEAR AWARD

Media representations of young people are, on the whole, negative and often add to a distorted image of our young communities, overshadowing their achievements, commitment and potential. Meanwhile, throughout the county there are others whose contribution is constant and almost always unsung. This is their chance to be noticed.

Whilst this is a competition, with six district winners and from them an overall county winner, what is perhaps more important from a youth work perspective is that it gives communities a chance to show recognition to their young people and an opportunity for us to catalogue something of the contribution young people make in a voluntary capacity.



Young Gloucestershire is playing a lead role in co-ordinating the Award along with Alex Stanbrooke of Apple B Productions, whose ideas and energy set the ball rolling. The Award is already well supported by the commercial sector and local authorities, with NatWest Bank having put forward the first prize of £500, and Dowty Aerospace rewarding each of the district finalists with a prize of £100.



## TRAX

We have been involved with the development of this off-road motor-cycling project from its formative stages and continued to support its improvement and expansion. Last year saw the introduction of a five-stage certification system, with criteria and measurements designed by Young Gloucestershire to help young people to see their own improvement and to help evaluate the overall achievements of the project.

This year has seen the creation of a completely new addition to the project, a go-kart track and equipment designed specifically to meet the needs of disabled youngsters, particularly through the use of two-seater karts to allow close support and assistance.

The Trax project is a great resource with tremendous potential for group and individual development, book your group in soon - it is well worthwhile.

## FINANCES

The effects of the recession continue to be felt in Gloucestershire, making it increasingly difficult to raise the funds we need to support and develop our work.

Training budgets in the corporate sector which used to send young people on our courses are substantially reduced, as are the number of apprentices in



manufacturing industries. This is at a time when the Government is transferring greater responsibility to voluntary organisations to deliver vital work, a time when charitable trusts are receiving an increase in the number of requests for financial assistance and a time when the Gloucestershire County Council has been forced to reduce its support for the Youth Service.

Despite this, Young Gloucestershire has continued to deliver an extensive programme of events, projects and training courses - serving young people of the county.

Support from the County Council is crucial for our future as is the partnership we are building with such agencies as Crime Reduction, Health Authority and the Gloucestershire Training and Enterprise Council.

We would like to record our deep gratitude to the Charitable Foundations, Corporate and Individual Donors and Parish, District, County Councils and Gloucestershire TEC for their support in time, money and effort so generously given over the last year.

What cannot appear on the balance sheet is the friendship and strength of commitment given to enrich the lives of young people. These are, however, the foundation on which Young Gloucestershire's work is built.

### Financial Statement:

The following figures are extracted from the full set of Audited Accounts, which are available on request.

<b>Income:</b>	<b>£256,966</b>
<b>Expenditure:</b>	<b>£260,890</b>
<b>Deficit:</b>	<b>3,924</b>
<b>Funds held in reserve:</b>	<b>£154,414</b>

Anne Cadbury JP DL  
Chairman

Brian Parker  
Director



# Young Gloucestershire

## EXECUTIVE COUNCIL

President Lord Vestey  
Chairman Anne Cadbury JP DL  
Deputy Chairman Dennis Fredjohn MBE  
Honorary Treasurer Nigel Padbury BA AC  
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Nick Randell, Norrie Goymer

## STAFF

Director Brian Parker

### *Youth Development Team*

Manager Calvin Williams  
Team Julie Bartram  
Dawn Gill  
Simon Gillings

### *The Prince's Trust Volunteers:*

Team John O'Leary  
Leaders Charles Wallace

### *Secretariat*

Team Leader Anne Turley  
Trainees Steve Haynes  
Clair Cooper

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(Company Limited by Guarantee)



INVESTOR IN PEOPLE



*serving young people of the county*