

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

Young Gloucestershire

serving young people of the county



INVESTOR IN PEOPLE

Annual Report 1994 - 1995

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.

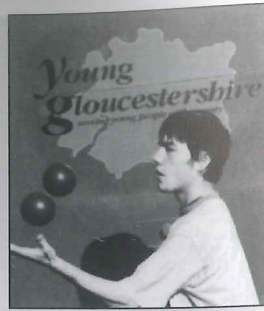
WHO ARE WE?

A countywide youth work charity formed in 1989 by the coming together of the Gloucestershire Youth Association and the Gloucestershire Association of Boy's Clubs, Young Gloucestershire continues to be the "local association" for both Youth Clubs UK and NABC clubs for young people and the "franchisee" for The Prince's Trust Volunteers.

Young Gloucestershire is at the forefront of youth work development in the county providing personal development training and leisure opportunities for young people and supporting the organisations and groups that they belong to. Our programmes are professionally delivered, many in partnership with other agencies and the business community, offering experiences from Sport and Art to Life issues and Community Volunteering. We offer young people opportunities to have fun, to learn and grow and for many we offer positive experiences that can change their lives.

The year under review was an extremely busy one for the Volunteers, Executive and staff of Young Gloucestershire. Some 100 youth groups affiliate each year with a membership of over 7000 young people, making Young Gloucestershire the largest non-uniformed voluntary youth organisation in the county. To these groups we offer:

- ▼ The opportunity to affiliate to either or both Youth Clubs UK and NABC clubs for young people and take up opportunities at a national level.
- ▼ regular county newsletter and national youth work magazines.
- ▼ an affordable Public and Employer Liability Insurance Scheme.
- ▼ the use of our own Kerne Bridge Adventure Centre and access to a network of residential centres throughout the county.
- ▼ access to our "roadshow" mobile youth service when a professional staff team and trained volunteers are able to design and run unique individual programmes from an extensive menu of skills and equipment.
- ▼ access for young people to an extensive programme of training, events, activities and projects.



Particular highlights of this year's work have been:

- ▼ Presenting the work of The Prince's Trust Volunteers to an invited audience of business leaders in the presence of HRH The Prince of Wales at the official opening of Gloucestershire Business Link.
- ▼ Contributing to the partnership of youth work and drug and alcohol agencies which developed and published Gloucestershire Drug and Alcohol misuse strategy.
- ▼ In partnership with the Youth & Community Service, District Councils and local business, establishing the Gloucestershire Young Person of the Year Award to acknowledge and publicise the positive contribution that young people make to the life of the county.
- ▼ Working with The Prince's Trust and the Prince's Youth Business Trust in Gloucestershire to stage Inspirations '95 and publicise the range of opportunities available to young people through the work of the family of Prince's Trusts in Gloucestershire.
- ▼ Developing the concept of a mobile advice and information service for young people into reality thanks to the support of substantial funding bodies and the commitment and real partnerships of agencies in the county.

Some insight in the range of our youth work programmes can be seen over the following pages.

ROADSHOW

It seems like an aeon ago since the last Annual Report and although its only been one year, what a year its been!!

The Roadshow has grown from strength to indisputable strength with many hours of sessions under its belt. Since our last item at the AGM, the Roadshow team has travelled to over 45 separate venues across the whole of the county. Supporting the programmes of these clubs and groups, the project has achieved some 150 sessions and worked with 2500 young people.

The Roadshow has also supported events for other Young Gloucestershire work and also the Youth & Community Service. It has been present at 8 different countywide events from the Prince's Trust's Inspirations '95 to the launch of the Crime Prevention Youth Action Scheme.

As a part of the Youth Development Team, the Roadshow has supported the organising of YCUK's County, Regional and Nationwide Dance Competition, and the NABC-CYP's County and Regional Sports Competition. We were also present at the National Dance '95 which Dawn Gill organised at K.C.'s in October.

1995 has also seen new elements to the Roadshow. It has become an invaluable contribution to the Stage II Training Programme and has seen a range of quality youth workers through its duration. The project has also become a resource for the Community Sports Leaders Award Training, through which I teach two modules and offer the Roadshow as an avenue for the 10 hours of voluntary service that is required.

At the beginning of the year the Roadshow project also was instrumental in the Pioneers work with help on the D of E award, sponsored walks and Flying Disc Training.

1995 has also seen the Roadshow team becoming a major part of the Chelsea Youth Award Scheme which supports a wide variety of Youth Projects around the county with a small grant.

As you can see the Roadshow Project has been increasing its impact around the county. Thanks to the hard work and commitment of the staff and volunteers of the Youth Development Team, the Roadshow has become an integral element of Young Gloucestershire's Youth Work.

See you in 1996!

YOUNG CITIZENS 1995

This award scheme is a multi agency initiative involving the Crime Reduction Programme, Gloucestershire Fire & Rescue, Gloucestershire Police, Gloucester Ambulance Service, Gloucestershire Youth & Community Service and Young Gloucestershire.

The course aims to give young people the skills, knowledge and awareness to live safer lives and take responsibility as young citizens within their communities. The course also aims to improve relationships between young people and members of the emergency services. The Scheme is a valuable and enjoyable experience for young people and has the added bonus of enabling them to work on projects, displays or events for their own school, youth group or informal peer group. The 1995 Scheme recruited from Brockweir, Broadwell, Cheltenham, Dursley, Gloucester (Echoes), Oxstalls Community School, Central Technology College (Youth Action Group) and Winchcombe Rangers. The programme included a residential, a Domestic Safety Day, Emergency Services Visits Day and projects in each groups own community. The projects have been diverse including the Rangers delivering crime reduction badge work to Winchcombe Brownies, a vandalism survey and report in Dursley, a board game from Central Technology, work on Drugs Awareness Training from Oxstalls School and help with the development of a Young Citizens Training Pack from the sole representative from Brockweir.

The completion of the Young Citizens Training Pack means that the Award for 1996 can be offered to Youth Groups, Districts and Schools throughout the Autumn and Spring 1996 with work on projects being completed by the end of April. The Home Safety Day will be in March, the Emergency Services (3 evenings) in April, and the Residential and Certificate Presentation in May 1996.

LEAVING HOME PROJECT

The final phase of this 2 year project (a partnership with Youth Clubs UK and Centrepont Leaving Home Project) has seen the production of an Information Pack and a Board Game. Alison Spink has worked closely with young women from Coleford and the final package is ready for visits to youth groups in the County.

STUDY SUPPORT

In partnership with The Princes Trust and Youth Clubs UK, Young Gloucestershire ran a pilot Study Support residential over three days with young people from Echoes (Gloucester), Brockworth and Brockweir. The aim of the weekend was to help young people understand the things that get in the way of good time management, decision making, problem solving, communication, relaxation etc, so that they could organise work, study and chores whilst still leaving time for fun and friends. A second residential is being planned for February 1996 with a group of Young Carers.

photo: completing a task (i.e build a LEGO bridge to specification) whilst coping with numerous interruptions (phone calls, change light bulb, change and feed baby, checking fuse in plug, writing letters) and they still managed to smile.



OTHER TRAINING OPPORTUNITIES

BASELINE a foundation course about working with people is delivered in partnership with Gloucestershire Youth & Community Service. By complementing the part time youth workers' training programme it provides an important link for young people involved in Youth Work and aims to equip them to play an active role in the work and decision-making of their own organisations and in committees, conferences and other forums.

The Senior Members Committee of Northway Youth & Community Centre is presently working through this programme, which is open to single youth groups or area teams.

The GLOUCESTERSHIRE TRIP is a basic drug awareness course for young people, delivered in partnership with the Drugs Project. Training days have been held in Gloucester and Stroud, and the next one (early next year) will be in the South Cotswolds.

The HEALTH FOR YOUTH project was an initiative developed in partnership with the Youth & Community Service, Health Promotions and the Drugs Project, and funded with Health for All Community Development Demonstration Project Funding, the main aims being to identify concerns young people have in relation to their health and lifestyle and to devise relevant peer education initiatives. The young people agreed that in the areas of safer sex, drug and alcohol use, the major concerns were about:

1. access to relevant information and education around awareness and attitudes
2. access to information allowing them to make informed choices

But that on an every day level young people were more likely to be concerned about weight/size, healthy eating, exercise and fitness. The problems that the group encountered, particularly relating to transport for meetings and the time taken to travel, served only to emphasise the need for information to be available locally, and in the places where young people meet, rather than centrally. Young people involved came from Gloucester, Tewkesbury, Cheltenham, Forest of Dean and Stroud.

Photo - an exercise exploring the problems of communicating across the County. Gloucester and Cheltenham could communicate, but Stroud (left between trees), the Forest (centre but in distance) and the Cotswolds (right, front) felt excluded, didn't know what was happening and wanted to set up their own local networks.



JUNIOR CITIZENS

Crime Reduction Programme a Partnership with other agencies.

Young Gloucestershire's involvement is to run a Scruples and Dilemmas set staffed by local apprentices, this year from Caradon Mira, Dowty, Smiths, and Delta Schoeller. We gave the apprentices a half days training beforehand, and they worked in pairs, being released from work for one or two days during the month of June. John Prowle, Chairman of the CRP, congratulated them on their effective and trouble free set, delivered with quality, interest and good humour.

The DUKE OF EDINBURGH AWARD SCHEME GOLDS GROUP continue to meet and the first members should complete the Award during next year.

Through other partnerships and volunteers, mainly with Youth & Community, we have supported young people through Community Sports Leader Awards, and Stage 2 the part time Youth Worker qualification.

ARTS

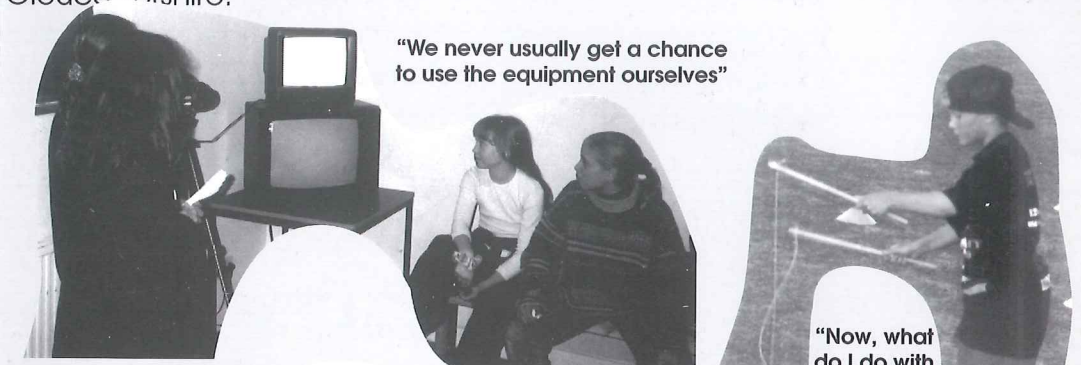
Dance '95 was held at K.C.'s in Gloucester again this year and once more attracted youth dance groups from all over the country. We kept to the Festival and Competition format that we started last year, and had some really interesting and imaginative performances. The idea behind this new format was to give youth groups who would not otherwise think of participating in an event like this the chance to create, rehearse and perform something that they have worked on together, without having to feel they are competing with other young people. In the festival section the enthusiasm, imagination and teamwork shown by a group can be appreciated for its own unique quality. This year contributions were diverse, with groups rapping and singing, as well as performing all the various types of dance that they participate in throughout the county. We also had exhibition performances from groups in and out of the county, which we were pleased to present, as they greatly added to the spirit of the day. We hope that we can build on this great range of contributions next year and make the event more exciting and creative than ever.

The new video and editing equipment has been made great use of this year and has already become an invaluable resource. It is an excellent youth work tool, it is easy to learn to use and combined with its flexibility, enables young people to express themselves without an intermediary and to get the chance to use a piece of equipment that might otherwise be unavailable to them. We have made several films with and about young people, including "I wish", made in collaboration with Reclaim Theatre Projects, with Drybrook Youth Club, which was all about this area, how they spend their time and, most importantly, how they would like things to change. We have also done some interesting work with residents of the Gloucester Youth Housing Association, and also used the video to great effect with young women's groups, with projects starting at Nailsworth and Newent. Other youth work agencies have also been given access to the equipment to make their own films and we have been able to provide them with training to do this. The video has also been a favourite on roadshow visits. We have made lots of imaginative short films in one or two evening sessions, using various techniques including simple animation.

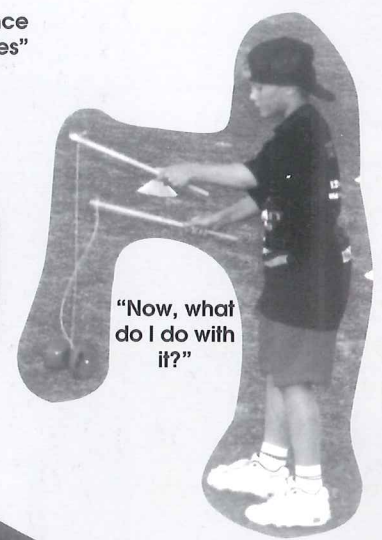
Arts sessions have also been taking place as part of the Roadshow 'menu' of activities, with workshops as diverse as printmaking, creating artwork with Overhead projectors, photocopies and laminators, as well as rubberstamp and

badge making. There have also been lots and lots of wild circus sessions with groups of all ages all over the county, and circus skills continuing to be very popular. We have also been able to present some of these ideas and skills to their youth workers in training sessions.

There has been work with Youth Arts Workers in other areas; including a collaboration based around multi media work with young women that led to a wet and windy visit to the Youth Arts Festival in Ilfracombe where young people from all over the country took part in an 'interactive trail' involving film making, printing and slide making, as well as getting involved in bubbling baths on the beach with videos, slide and projectors and parachutes! These events have led to us arranging a Girlstuff day of our own for young women in Gloucestershire.



"We never usually get a chance to use the equipment ourselves"



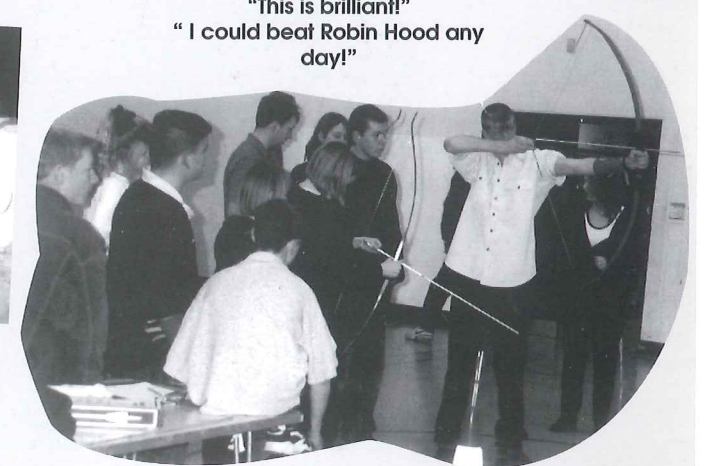
"Now, what do I do with it?"



"The Roadshow brings us something new to try everytime it comes to us"



"Now, how did John Virgo do that trick shot, again?,"



"This is brilliant!"
"I could beat Robin Hood any day!"

PRINCES TRUST VOLUNTEERS 1995

This year has seen the delivery of 7 programmes. We are lucky enough to be joined by a Seconded Team Leader from the Employment Services, Cheltenham Office for 6 months, namely JANE MATHIAS, for that is her name. Jane has had a very positive influence on both the teams and recruitment.

Starting early in January Team 18 and 19 ran through two very successful programmes with projects that encompassed fundraising for Stuart House, Minchinhampton, begging for paint and materials to complete a mural at Parry Hall Community Centre etc.

Moving on to Teams 20 and 21, Team 20 commenced on the 8th of May with 11 participants, one of which was employed. The team increased to 17 at the beginning of week 2. During the 12 weeks they were involved in 2 projects, the first at The Wilderness Outdoor Education Centre in Week 4, and the final team challenge at the Coney Hill Neighbourhood Project in Week 11. The team completed the programme on 28th July with 10 participants remaining.



"Three Months that will always be with me"

Team 21 had no employed people on it and recruitment was particularly difficult for this team. The team completed fundraising projects during its duration. Though small in numbers compared to Team 20, they nevertheless undertook a sponsored cycle ride to raise funds to take a disabled lady to the Winged Fellowship for a holiday. The cycle ride raised a total of £474.00.

In October we had a further secondee join us in Alan Hinton, from the Bank of England for 2 years to market the Prince's Trust Volunteers Scheme and to assist in other matters.

Teams 22, 23, and 24 are currently operational although it has to be said that sadly Team 23 (the first satellite team based at Cirencester) has had to be disbanded due to lack of numbers. This has been a disappointing experience for us all.

Some of the placements in the community that have taken our volunteers include: The Haven, National Star Centre, Gloucester Youth & Community, The Wilderness Centre, Gloucester Royal Hospital, Robinswood Country Park and the list goes on and on. From these community placements the team members put into practice the team skills they have gained from the scheme.

Many have now gone on to college and work, with far more self esteem and a greater circle of friends with which to face the challenges of life.

Some of the comments made by Team Members are listed below:

"I never realised how lucky I was"

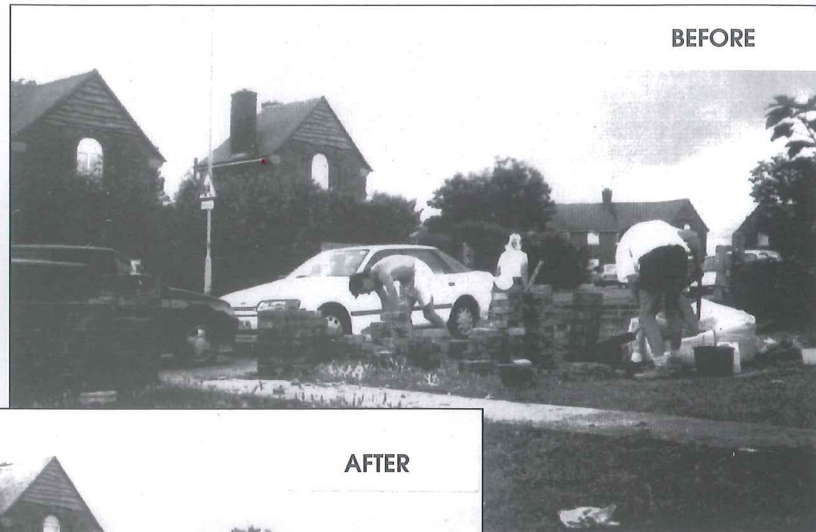
"I thought being a Leader was easy!!!!?"

but after I was gaffer for a day I realised that it isn't"

"Simple things like talking to people we take for granted" (Volunteer after the Winged Fellowship)."



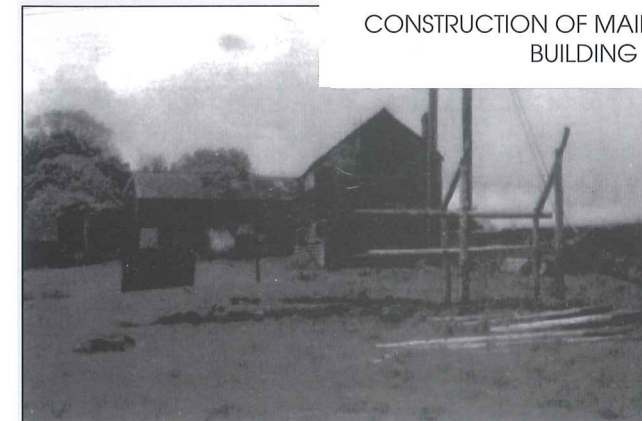
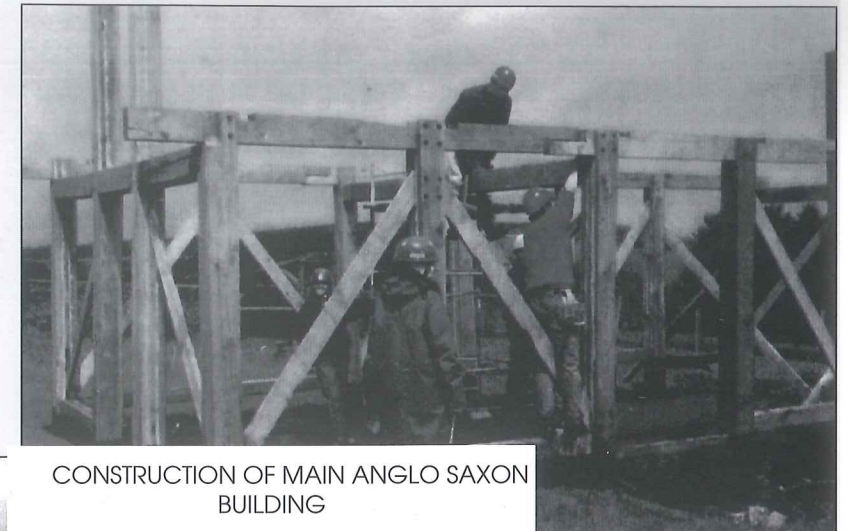
TEAM 20 PROJECT



Plans were put together to plant trees and flowers in the garden and new fence put up at the rear of the garden. The front wall had been vandalised so that had also to be re-built



TEAM 20 PROJECT AT THE WILDERNESS



WEEK FOUR was project week, which took place at The Wilderness Outdoor Education Centre. The project was the construction of an Anglo-Saxon village for educational studies. At the end of Week Four, 14 participants were still motivated to succeed. We had lost another one.



FOUNDATION FOR WORK:

Young Gloucestershire is probably the only local association in both the NABC and Youth Clubs UK networks to be sustaining the programmes of residential courses for young employees as a regular part of its annual programme. Initiated in the late 40's residential courses using developmental group work activities were piloted as a means of developing the core personal skills of young people. Over the years, we have developed and maintained the support of numerous employers both in Gloucestershire and surrounding counties who have worked with us to develop a progressive series of residential courses and specifically tailored programmes which have not only stood the test of time but also the strains of the recession. Although severely depleted in number, the Adjustment, Attitudes and Responsibility Courses for Apprentices and Trainees have been delivered in Gloucestershire and Snowdonia. We have also run specific residential courses for Ecclesiastical Insurance Group and a course for the combined trainees from Tewkesbury Borough and Gloucester City Councils, and for the third successive year we have run one day team building events for the Benefits Agency staff who acknowledge the two major benefits from the venture as being:

- ▼ internal - a strong emphasis is placed on the transfer of learning to work
- ▼ external - as a charity organisation, the money paid enables underprivileged and unemployed groups to enjoy similar events

Other spin offs from our partnership with the business sector are immense and help us considerably to reduce the costs of our work, from numerous and varied "gifts in kind" to providing staff as trainers and support workers to many of our youth work programmes.

WORKING IN PARTNERSHIP FOR YOUNG PEOPLE:

As an organisation that was created as a partnership, we see that as an obvious and effective way of combining skills, resources, contacts and facilities for the benefit of young people.

As well as enjoying the support and mutual benefits of the partnership with our National bodies - Youth Clubs UK, NABC clubs for young people and The Prince's Trust Volunteers, we enjoy the benefits of working and sharing with colleagues within the region the development of good practice. At county level, the support, encouragement and co-operation, we receive (and try to return) from colleagues of the County Council's Youth & Community Service it probably second to none in the country. We play a leading role in the Gloucestershire Council of Voluntary Youth Services and the Gloucestershire TRAX off the road motorcycle project.

We believe we are very fortunate to enjoy the support and working relationships at both Officer and Committee level of a very wide range of organisations and agencies; statutory and voluntary - our thanks for your invaluable contribution to our work with young people.

FINANCES

During the past year, we have seen substantial expenditure of the project monies that have accrued over the previous 4 years. The grant received from Gloucestershire County Council had remained at the same level as previous years - at a time when severe cuts are having to be made. We are particularly grateful for the Council's support - the grant is, however, still substantially below that received by both organisations immediately prior to the merger. We are looking to other funding bodies; trusts; corporate and district councils to contribute to our work - several are already doing so, and we look forward to more joining.

It is encouraging to see the level of interest in our personal development courses growing with both employers and the agencies who support the unemployed - there is little doubt that each investment gives a high return in both the young people and community.

Like many charities, we are suffering from a very real difficulty in funding our "core" work but fortunately have been able to develop innovative projects which have attracted sufficient funds to pilot - difficult decisions may be in store, however, if further funds are not found to enable us to continue with these programmes once they have established themselves.

The challenge which faces us is to build our resources from the reducing position and to provide sufficient "core" funds for our work to continue.

Anne Cadbury
Chairman

Brian Parker
Director

Young Gloucestershire

President
Chairman
Deputy Chairman
Honorary Treasurer
Hon. Co. Sec.

Lord Vestey
Anne Cadbury JP DL
Dennis Fredjohn MBE
Nigel Padbury BA AC
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Stephen Powers	

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Julie Bartram	Dawn Gill

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Co-ordinator Michelle Stevens

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Company Registration Number: GYA Ltd 1 547097
(Company Limited by Guarantee)



INVESTOR IN PEOPLE

Recognition awarded by Gloucestershire
Training and Enterprise Council in March 1994



serving young people of the county