

REPORT TO: Cabinet

MEETING DATE: 13 March 2018

BY: Depute Chief Executive (Partnerships and Community Services)

SUBJECT: Year of Young People and Investor in Young People Gold Award

1 PURPOSE

- 1.1 To inform Cabinet of the plan to celebrate the Year of Young People in East Lothian and the success in the Council being awarded a “Gold” level award of Investors in Young People (IiYP).

2 RECOMMENDATIONS

- 2.1 To note the plans for East Lothian Year of Young People.
- 2.2 To congratulate the Council’s staff in achieving the ‘Gold’ level award of Investors in Young People.

3 BACKGROUND

- 3.1 2018 has been designated as the Year of Young People. The year is about inspiring the nation through its young people’s ideas, attitudes and ambitions and provides the opportunity to celebrate the talents of our young people.
- 3.2 The aim of East Lothian Year of Young People is to benefit the lives of young people by ushering in lasting change. The two objectives that have been set for East Lothian Year of Young People in East Lothian are:
- Create exciting new opportunities and give young people the chance to influence the decisions that affect their lives
 - Promote and talk about the amazing things that young people are doing every day that can sometimes go unnoticed.
- 3.3 Activity for the Year is based around six key themes, which were developed by young people. The themes are:

- Culture – share and celebrate young people’s talents and contribution to culture and arts
- Participation – give young people the chance to influence decisions that affect their lives
- Education – allow young people to have more say in their education and learning
- Enterprise and regeneration – celebrate young people’s role in innovation, entrepreneurship and the Scottish economy as well as making Scotland a greener and more pleasant place to live
- Equality and discrimination – recognise the positive impact of young people in Scotland and encourage them to take the lead in challenging all forms of prejudice and discrimination
- Health and Wellbeing – make sure young people have the chance to lead healthy, active lives and understand the importance of mental health and resilience.

3.4 An extensive programme of activities and events is being planned for the year. Key milestones include:

- The celebration of the award of the liYP Gold Standard to East Lothian Council (22nd January)
- The ‘Your Voice Your Choice’ participatory budgeting exercise run by Musselburgh Area Partnership with the decision day event on 27th February, where young people (aged 8-18) living in Musselburgh, Old Craighall, Wallyford and Whitecraig decided which projects submitted by young people received funding
- The ‘Ideas for Change, Ideas for Action’ Youth Summit held on 7th March engaging young leaders in shaping the Education Service Improvement Plan
- Making the Hidden Visible – Young Carers in East Lothian (15th March) aimed at staff from all sectors to gain a better understanding of what being a young carer means for children and young people
- ‘If I was Provost of East Lothian, I would...’ competition which will offer young people the chance to share their thoughts and ideas about how they would like to improve life for young people, and their vision for the future of East Lothian
- Enterprise and Resilience hub – a pop-up enterprising hub within Knox Academy supporting young people to develop their enterprising skills, resilience and life skills
- Mental Health Awareness Week – launch of North Berwick High School’s Mind Your Health app across all East Lothian High Schools.

- 3.5 The year of events will continue throughout 2018 with specific projects but also Year of Young People themes and elements in long standing and one-off events being held during the year including the summer programme of arts activities, the Haddington 700 years celebration and the Three Harbours Festival.
- 3.6 The East Lothian Year of Young People will be promoted widely through social media, including the launch of ELC Instagram, Council publications such as Living and Homefront and media outlets such as the East Lothian Courier.
- 3.7 As was noted above the launch event for East Lothian's Year of Young People was the celebration of the liYP 'Gold' standard to the Council. The Council submitted itself for an liYP assessment in 2017. The assessment was based on the liYP framework which tested how well the Council can:
- attract and recruit Young People
 - support, guide and develop Young People
 - retain Young People.
- 3.8 To achieve the Gold standard, the Council had to meet all 24 criteria at the Developed (Bronze) standard, 18 at the Established (Silver) and 12 at Advanced (Gold) standard.
- 3.9 The Council's preparation for the assessment and internal assessment was carried out by young employees – graduate interns, apprentices and other young staff.
- 3.10 After a rigorous internal and external assessment process the council was assessed as having achieved all 24 Developed criteria plus 23 in Established and 13 in the Advanced criteria. This meant it achieved the highest level of award, Gold (Advanced). The accreditation is valid for three years from October 2017.
- 3.11 Remarkable (the new name for Investor in People) have described the achievement as representing "a true commitment to the training and development of young people and demonstrates East Lothian Council as an employer of choice for young people." The approach for gaining the award has been unique for both the Council and for Remarkable as this is the first time that Young People have been engaged to facilitate the process.
- 3.12 The full report of the assessment provides a detailed appraisal of the Council's positive approach to young employees. However, as with any external assessment the report also includes some recommendations for future actions that will contribute to continuous improvement. These actions are being taken forward by East Lothian Works, HR and Organisational Development.

4 POLICY IMPLICATIONS

- 4.1 The extensive programme of activities and events being held to celebrate the Year of Young People in East Lothian builds on the Council's commitment to support young people as exemplified by the award of the liYP 'Gold' standard to the Council in October 2017.
- 4.2 The commitment to take forward the recommendations in the liYP assessment forms part of the Council's approach to Best Value through continuous improvement.

5 INTEGRATED IMPACT ASSESSMENT

The subject of this report does not affect the wellbeing of the community or have a significant impact on equality, the environment or economy.

6 RESOURCE IMPLICATIONS

- 6.1 Financial – the expenditure on East Lothian's Year of Young People is being contained within exiting departmental and project budgets
- 6.2 Personnel – none
- 6.3 Other – none

7 BACKGROUND PAPERS

- 7.1 Investors in Young People – Feedback Report.

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DATE	1 st March 2018

Summary of Recommendations

Attract

- Communicate and continue to develop your Youth Strategy that you can communicate both internally and externally.
- Introduce a young person's section in Inform that is written by a young person with young people's topics in mind.
- Continue to remind managers to 'signpost' everyone to where the latest Council news can be found both on and offline.
- Include young people in your interview process whether as part of the actual interview, setting questions or giving prospective candidates a tour of the department.
- Give feedback to unsuccessful candidates and to signpost to both external and internal resources.
- Retain the momentum of using young people as part of your IIYP process by considering the future use of Internal Reviewers, or by Creating Young People Champions.
- Provide greater clarity around succession planning, the skills needed for progression and talent management activities.
- Consider developing coaching and mentoring programmes as part of the support for young people.
- Capture CPD opportunities as part of the PRD process.
- Create a Leadership Charter

Recruit

- Encourage peer mentoring and buddying as part of the settling in process.
- Find opportunities to repeat your values.
- Offer a wider introduction to the Council through cross-department visits.
- Map life and business skills as part of job progression.
- Introduce a Council wide feedback model.
- Encourage secondments and applying for part time posts as means of gaining knowledge and experience across the whole organisation
- Create and communicate clear career pathways through stories of progression and progression profiles.
- Include in 360 feedback the question of 'how would you like your success celebrated?'

Retain

- Encourage clarity of what happens next during placements and apprenticeships.
- Add the golden thread of a 'growth mindset' as part of the culture for continuous improvement.