

COUNCIL FOR WALES OF VOLUNTARY YOUTH SERVICES

Proposal for a Development Grant - Youth Work with Girls and Young Women in Wales. Submission to the Welsh Office Education Department, September 1987

Origin

Work with girls and young women in the youth service has been a matter of concern for a number of years and was highlighted in both the Thompson Report and HMI Survey 13. The National Advisory Council for the Youth Service has recognised its importance by establishing a Work with Girls and Young Women Subcommittee which is due to report to the Council in the summer.

The closure, announced in January 1987, of the Girls Work Unit at the National Association of Youth Clubs was raised at the meeting of the Wales Youth Work Partnership Management Committee on 11 March 1987. In addition to writing to the Department of Education and Science about the closure of the NAYC unit the Partnership undertook to initiate discussions between CWVYS and the Welsh Office Education Department with a view to seeking funds to establish a development project.

A meeting at Welsh Office was held on 8 May 1987 at which Jane Lewes represented CWVYS and following informal discussion with HMI, this paper has been prepared for the approval of the Executive Committee of CWVYS as a basis for a development grant submission.

Other Resources

This proposal recognises the pioneering work done in this area by the National Association of Youth Clubs and the educational resources available through this and other sources such as the National Youth Bureau. The Welsh Association of Youth Clubs has recently compiled a useful guide entitled 'Working with Girls'. Attention has also been drawn to the quite recently established National Organisation for Work with Girls and Young Women and its sister body the Young Women's Council and the Women's Education Sub-Committee of the Workers Educational Association in Wales. The project's intention will be to build on existing knowledge and expertise as it applies to youth work in Wales, for example, the social education curriculum development work being carried out in Mid Glamorgan and Guides Cymru's response to the Guides Association's initiatives on the advancement of girls and women.

Policy Context

At time of writing the NACYS sub-committee on 'Youth Work with Girls and Young Women' is taking evidence from individual women and organisations and is preparing a report for the Council. If this proposal is agreed and the project ready to start in April 1988 it may be anticipated that the youth service field will have received guidelines approved by the NACYS and that development work can proceed within a national policy context.

Why work with Girls and Young Women?

There are many reasons for undertaking specific work with young women which include:

- (i) the need to encourage involvement by the young women who 'hang around'¹ in the clubs/centres not participating in the activities on offer.
- (ii) the relatively small proportion of women coming to many clubs/centres and the need to encourage more to do so.
- (iii) the desirability of young women having a more 'equal deal' in the club/centre, and the need to work out ways to help this happen.
- (iv) the belief that sexism and sex-role stereotyping works against young women in ways which encourage a lack of confidence, independence and self-determination and the allied need to explore ways in which young women could be helped to become more confident and to develop their own interests and potentials.
- (v) young women asking for groups/activities especially for them and workers' uncertainty as to how to meet that expressed need.

Project Management

Accountability for the project will rest with CWVYS Executive Committee which will appoint a Project Management Group with clearly delegated responsibilities (Appendix 1). The composition of the Project Management Group will be determined in consultation with HMI, Welsh Office Education Department and the NACYS working party.

Aims and Objectives of the Project

The primary aim of the project will be to improve the quality and extent of youth work provision and practice in relation to girls and young women within the youth service in Wales. A secondary aim will be to disseminate more widely the learning achieved through the local experience.

Whilst the focus of the work will in the main be concerned with women working with girls and young women the project will recognise the importance of men adopting non-sexist practice in relation to youth work with girls and young women and boys and young men.

Specific, time-limited objectives will be negotiated between the Project Management Group and youth work providers. Indicators of anticipated performance and specific targets for achievement will also be agreed. It is anticipated that objectives will be based around the following:

- * giving young women the opportunity to participate in activities which are rarely available or accessible to them.
- * creating the opportunities for girls and young women to develop their abilities and potentials in areas which interest them.
- * encouraging girls and young women to think about their own needs as individuals and explore constructive and creative ways in which these could be met.
- * helping young women gain confidence in their ability to make choices about themselves and their lives.
- * encouraging young women to develop and value their own friendship networks, and enjoy the company of other women.

Method of Working

It is proposed that a Development Worker is appointed for a three year period to develop work with girls and young women in the voluntary and statutory youth service in Wales. In order that the worker's time is used to best effect she/he will primarily work through up to ten part-time field workers who will be contracted to those youth work providers who engage with the project.

Previous projects have highlighted some of the difficulties inherent in making the best use of development work to affect policy and improve practice in the youth service. It is,

therefore, proposed that an innovative method of work is used and this may be described as a consultancy method. The method will require the project to engage in negotiated and clearly contracted pieces of work with youth work providers. Providers may be either national or local voluntary organisations or local education authorities. The method will include the following elements:

- * A clear statement by the project of its objectives and the criteria it will apply in making decisions about who to work with. As well as the 'obvious'¹ groups of young people already attached to the youth service, the project could include work with young mothers, unemployed young women and ethnic minority groups.
- * Communication of the above statement to the target population
- * Meetings with interested providers to discuss proposals, clarify expectations, agree objectives and formulate a working contract. The project would be seeking to work through a variety of modes of delivery including outreach centre-based youth work or organisational development.
- * Appointing part-time field workers with clear job descriptions, achievable objectives, appropriate supports and unambiguous line-management accountability.
- * Monitoring and evaluating the work within the agency.

- * Collating and disseminating experience across Wales and highlighting the implications for providers of youth work training in Wales.

From this it will be evident that the roles of the part-time workers will vary with the circumstances of the provider. The responsibilities of the full-time worker will include:

- * development and management of the project and part-time staff.
- * informing and advising the Project Management Group about the project's development.
- * negotiating and contracting with youth work providers.
- * liaising with resource agencies and youth work providers.
- * acting as first line of approach in resolving difficulties experienced by individual projects.
- * collecting, analysing and writing up data generated by the project.
- * drafting and arranging production of information for dissemination.
- * organising training and forum events to extend the usefulness of the project.

Estimated Costs of the first year (1st April 1988 - 31st March 1989)

STAFFING

Full-Time Development Worker (JNC Level 3 Pts. 1 to 4 as at 1.9.87)	13,400
National Insurance	932
Superannuation	804
Part-Time Development Workers (5 workers x 3 sessions per week i.e., 1.5 full-time equivalents @ Pt. 1 JNC Level at 1.9.87)	14,100
Part-Time Clerical and Administrative Assistance (12 hours NJC Spinal Column Pt.13)	2,300
Staff Travel and Subsistence (based on JNC conditions)	2,500

ADMINISTRATIVE COSTS

Postages	500
Telephone	600
Stationery and office materials	800
Rent and rates	1,600
Bank, Audit and Accountancy	1,500
Courses, Conferences, Staff Development and Meetings	3,000
Recruitment Costs	1,000

TOTAL : £43,036

MANAGEMENT RESPONSIBILITIES

Responsibilities of the CWVYS Executive Committee

- * To administer the development grant in accordance with agreed criteria
- * To act as the legal employer of project staff with regard to contracts of employment, salary payments etc.
- * To appoint, in consultation with HMI, WOED and NACYS, a Project Management Group.
- * To receive regular reports from the Project Management Group and consider its recommendations for future action.

Responsibilities of the Project Management Group

To manage the project through:

- * Designing a job description, recruiting, selecting and appointing a development worker
- * Ensuring that provision is made for the induction training, supervision, appraisal and in-service training of the development worker.
- * Agreeing criteria for engaging the project with youth work providers and making these criteria widely known.

- * Contracting with youth work providers concerning the nature, objectives, methods and procedures for monitoring and evaluating project work.
- * Allocating the project budget in accordance with agreed criteria.
- * Ensuring that the work of the project is recorded and disseminated to good effect.
- * Meeting regularly to monitor and evaluate the work of the project.