



YOUNG PEOPLE'S PARTICIPATION AND CO-PRODUCTION STRATEGY

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Our Vision

Kiki Youth has adopted Co-production as a set of values shaping the way we work with young people. This is our response to Article 12, UN Convention on the Rights of the Child "Every child has the right to say what they think in all matters affecting them, and to have their views taken seriously." Young people will be involved with the monitoring and evaluation of the service provided by Kiki Youth and input into the planning of the projects it intends to implement.

We want young people to participate in the broadest sense of the word in issues, services and decisions that affect them. We want young people to co-produce policies, procedures, services and provision that affect them, their families and the community in which they live.

We want to ensure young people are engaged, informed, consulted and have opportunity to initiate discussions about all aspects of services available to them. This strategy will support not only developing of young people's services, but also have a wider influence in the developments of the community and the organisations partners. This influence will be at local and regional level.

We want young people in London to:

- have equal opportunity to meaningfully participate
- be involved in designing services of the future
- contribute to and benefit from involvement in their local communities
- feel that they are being heard and valued
- be able to make a difference
- improve their education and skills through participation opportunities

What does good participation and co-production look like?

Participation is not just “taking part” or “being present” but about having influence over decisions and actions. young people should be involved in the whole process of deciding the best services for all. young people should have a say in decisions about their own lives. Services should be developed and improved, based on information we get from young people.

Why is this important?

There is evidence that everyone benefits from involving young people in decision making

- Young people
- Organisations
- The wider community

There are also laws and policies which ensure young people are involved in decision making.

Who will make sure all this is happening?

It is everyone’s responsibility to ensure this will happen. Kiki Youth Directors, partner organisations, young people and a steering group, and volunteers. Young people must be supported to ensure their voices are heard. Participation and co-production levels need to be monitored and evaluated by young people.

Co-Production in principle

Kiki Youth has developed its own definition of co-production that it will use in the procurement of funding and commissioning activities. Ensuring that there is a common understanding the definition is below.

"Co-production is an equal partnership of young people and professionals (and others) working together to plan, deliver and review services for and by young people. It acknowledges the sharing of skills with others and expertise to achieve valued outcomes. Responsibility is shared equally between adults and young people, ensuring an understanding of mutual respect."

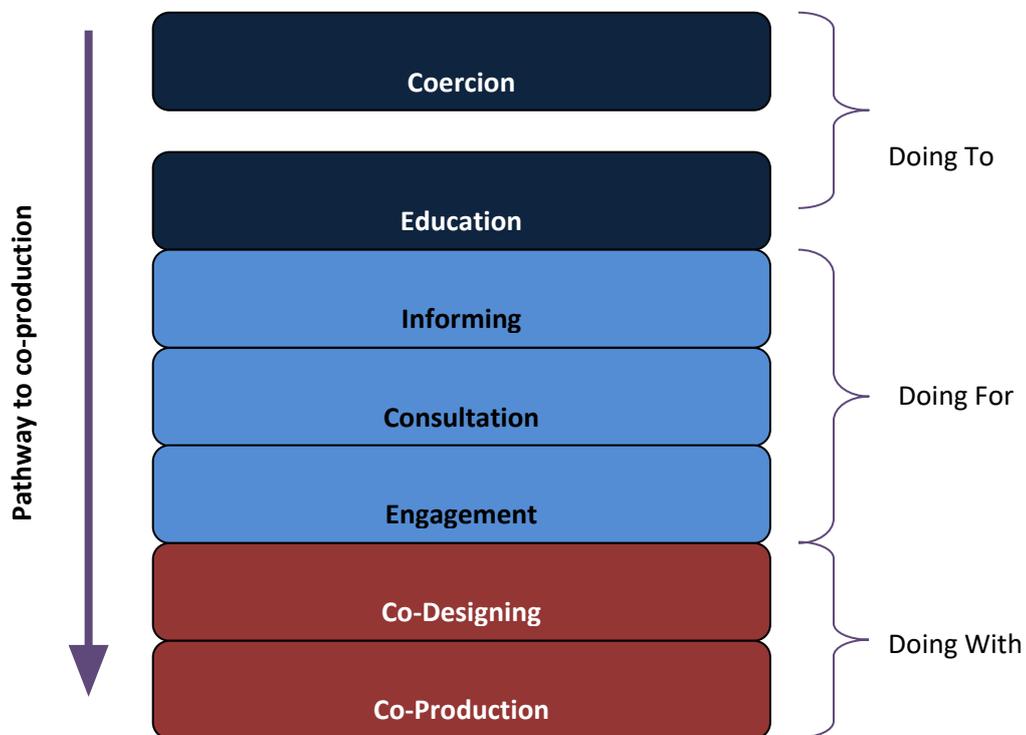
This definition is underpinned by three core principles:

- **Recognise the contribution that everyone has to make with sharing skills.**
Everyone has something of value to give and we all have something to learn. Co-production recognises everyone's potential to have a part to play and contribute in a meaningful way. This means young people have the ability to take on a variety of different roles in the planning, implementation and delivery of projects and activities conducted in the scope of Kiki Youth. Young people will also be encouraged to support each other through peer support networks. Adults who are working on behalf of Kiki Youth with young people and the wider community will be encouraged to use and develop skills in creative and innovative ways. It is vital that Kiki Youth seek to use assets within local areas such as buildings, people, skills and resources as they can increase resources that are available to young people.
- **Share responsibility and work side by side equally.**
Co-production is about an equal partnership between those involved in youth work. This includes young people, youth workers, funders, volunteers, family, friends and wider community. Co-production is about the recognition that young people's outcomes cannot be delivered to them' they need a responsibility and equal stake in the service that is offered to them and a role in the future development.
- **Ability to negotiate and challenge**
Kiki Youth is committed to working in equal partnership with young people and sharing responsibility. It is an open collaboration between Kiki Youth staff and young people. There are practical limits as to what can be collaborated on such as financial procedures and health and safety regulations. This will not be used as a barrier to prevent young people being involved in those areas but coproduction is about negotiating to over those barriers.

Participation with co-production in mind.

Kiki Youth's co-produced youth offer will not occur overnight but will require dedication from those working in its scope. Young people will have the opportunity to building capacity within themselves to be able to co-produce the youth offer within their communities.

This building capacity has been captured in Arnstein's ladder of participation and explains the stages at which young people participate in youth work activities. Ultimately the direction of travel Kiki Youth is towards a youth offer where young people are active in the planning, implementation, delivery and evaluation of its youth offer.



Doing To: The first two stages of this co-production pathway represent old ways of working with young people, coercing young people to participate in education and giving them directions so they can conform to idealised norms and standards. Young people are to agree that it is in their best interests of participating and 'let it happen'.

Doing For: These next three stages move us towards the tokenistic stage of youth work where services are often designed and implemented by professionals with the best interests in mind for young people. Young people have had little involvement in the design and delivery is controlled. Young people might be informed, consulted or engaged on what they think about the service for possible changes, however that is as far as it goes.

Doing With: The last two stages is the ideal goal of Kiki Youth. It represents the involvement and participation of young people working in equal partnership with adults and that positive outcomes can only be achieved through equal and reciprocating relationships. The projects which take place involves sharing decision making power and that young people's voices must be heard, respected and acted upon.

Participation at all levels

Kiki Youth's Co-produced projects with young people allow young people to play roles in the delivery of its services, with the intended outcome of young people being enabled to participate in peer support, mentoring and sit on management committees of their own social enterprises.

When we talk about 'participation and co-production, to achieve our vision (using the above as action points, SMART planning and monitoring will be used to measure the effectiveness of participation of young people in the design and development of services. Young people will be supported and educated in their roles and responsibilities in being effective and representative of the community they represent.

Young people will be involved in the recruitment and selection processes of relevant staff and train and develop staff in areas of corporate interest in relation to the needs of young people.

Young people will develop ways of engaging other young people to have their voice heard in arenas where their knowledge and experience can influence decision makers.

The work of Young people will be communicated by utilising social media.

Young people will be consulted on Policy and Strategy developments from Kiki Youth Education CIC and its partner organisations. The Young People's Participation and Co-production action plan will accompany this strategy and be reviewed annually.

Kiki Youth Education CIC 's Standards and Principles of Participation and Co-production.

- Young people have the right to participate or not. If they choose to participate, they have the right to understand their responsibilities.
- Young people should be the prime designers of the work that they are involved in, including any policy and strategies to encourage this.
- Kiki Youth will provide a way for young people in the areas of its operation to have a voice, and to be heard by key decision makers and getas involved as they want to in be shaping what happens to them.
- Kiki Youth will develop a way of making sure that young people and families can check whether their voice is being acted upon or not.
- Kiki Youth will provide support to young people and to ensure that they are equipped with the skills and knowledge to enable them to participate.
- Participation and Co-production should be delivered within Kiki Youth's equality and diversity policies or structures.
- There should be clear evidence of commitment to participation from directors of Kiki Youth, its partners and other relevant organisations.
- Participation and Co-production should be embedded in strategic planning, delivery, commissioning, communication, business improvement activities, and recruitment.
- Opportunities and support should be provided to all employees and volunteers in order that they develop the skills and attitudes required to work effectively with young people.
- Young people's involvement should be valued. They should be treated honestly. This means that their expectations are managed, and they are helped to understand any practical, legal or political boundaries of their involvement.
- Young people's contributions (appropriate to their age and maturity), should be taken seriously and acted upon. There should be regular feedback from young people to confirm that this happens.
- Feedback to young people on the impact of their involvement should be timely and clear.