



The City of Liverpool

# LIVERPOOL YOUTH SERVICE

## OFSTED ACTION PLAN

MAY 2008

## **Liverpool Youth Service – Ofsted Action Plan 2008-9**

- Critical to the continued improvement of the Youth Service is the need to build on our strengths. In using this approach we will seek to minimise the areas for development identified in the report while planning to replicate existing good practice. It was as much a concern that good practice was not effectively celebrated across the city resulting in some outstanding programmes being somewhat isolated. It emerged from the report that issues of inconsistencies have consequences for good as well as poor practice. They are just different sides of the same coin.
- The process of putting this action plan together was also an acceptance of the observation that some staff continue to resist the direction of travel of the youth service. In trying to create greater ownership of the actions all staff have been given the opportunity to identify and prioritise the actions they would like to see taken. Given that the actions contained in the plan have broad agreements we will tighten our monitoring process to ensure greater rigour. An obvious area for improvement is the use of line management supervision to monitor progress of the specific targets each person needs to deliver. Increased monitoring will take place at every level if the service is to really minimise inconsistencies.
- Greater integration of the ECM outcomes and the Greater Merseyside Youth Work curriculum is required. A process of revision has been in place for some months and the service will need to become more active in bringing it to a conclusion. Work to improve the quality of the building infrastructure will be progressed in partnership with the voluntary and community sector. Further explorations will be made with Building Schools for the Future to see if the next phase of developments can incorporate some aspects of youth service provision.
- Improvements in ICT will enable the service to better track young people and be able to demonstrate outcomes for them. Further progress in participation should be achieved with the movement towards young people having the power to decide a greater proportion of the budget in line with the objectives of the Ten Year Strategy. To enhance existing approaches, improved co-ordination of the various children's champions will be undertaken if the goal of having everyday participation a reality. The Youth service will continue to provide training and development across the city for colleagues wishing to increase the participation of young people in decision-making.

Areas for Development	Actions	Milestones	Responsibility and Resources
<p><b>1</b> Address inconsistencies in practice across areas.</p>	<p>a) Develop and deliver training for staff in dealing with poor performance and the assessment of practice</p> <p>b) Create base lines of practical things that are must do's and monitor the implementation of collective decisions</p>	<p>May 2008, training plan in place</p> <p>July 2008 monitoring of collective decisions including in PRD and supervision sessions.</p>	<p>Youth Service Manager QAD</p> <p>City wide and Neighbourhood budget</p> <p>Youth Service managers and PEO. Utilisation of existing resources</p>
	<p>c) Act on: Quarterly visits and Reports and ensure that actions are reviewed in supervision and KIT</p>	<p>April 2008 quarterly visits in place and reviewed in Oct 2008.</p>	<p>PEO and Youth Service Managers.</p>
<p><b>2.</b> Review the management of the youth work curriculum</p>	<p>a) Re-establish four the cornerstones of youth work and link them to current policies</p>	<p>Review existing curriculum with clearer links to national policies April – May 2008.</p>	<p>Youth Service Manager (QAD)</p> <p>City wide budget and regional curriculum group</p>
	<p>b) Determine curricular priorities linked with Equality / Education and re-establish an annual training plan</p> <p>c) Provide training to assist workers to make better links between the curriculum and</p>	<p>Annual Plan in place – June 2008</p> <p>July 2008 curriculum training delivered</p>	<p>Youth Service Manager (QAD)</p> <p>YSM and Advance Practitioners</p> <p>PEO and YSM (QAD)</p> <p>City wide and area budgets</p>

Areas for Development	Actions	Milestones	Responsibility and Resources
	government policy in particular the 5 ECM outcomes		
3. Introduce an accommodation strategy	a) Identify (grade) the appropriateness of plant and resources e.g. accessibility, location, quality of fabric (Heath & Safety), possibility for upgrade through the MYplace initiative	Advance Capital with young people's support forms part of local integrated project – Sept 2008.	External Funding Officer  Advance Capital 50-100% Contribution from partners
	b) Re-assess Primary Units e.g. - suitability, programme, future development and the possibility of joint initiatives.  c) Mapping of current provision and future / proposed (LYS / VOL/Private sector)	Joint application to Myplace – Sept 2008  June 2008 options identified	External Funding Officer  PEO and YSM  External Funding Officer  YSM and AP
4. Improve planning, particularly in respect of service and area targets	a) Stream line locality plans with SMART targets performance targets	Planning Performa reviewed and in use - April 2008	YSM (QAD)  PEO and YSM
	b) Quarterly planning and Review at locality level with Connexions	Joint locality plans with Connexions in place July 2008	PEO and ACM  Youth Service and Connexions Managers

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	c) Establish clearer links between Unit, Area and Service Plans	May 2008 joint Performa agreed and in use  June 2008 each unit knows its targets	PEO and ACM  YSM and AP
5. Ensure the effectiveness of all area committees	a) Incorporate curriculum into reporting to Area Committee to better inform members	1 <sup>st</sup> quarterly report presented July 2008	YSM
	b) Workers / projects to submit reports to Youth Sub-Group / Area Committees and enable communication between all parties	Quarterly report to Youth Sub-committee	YSM and AP
	c) Create training opportunities for members and young people to improve communication.  d) Elected Members involved in visiting units / projects, Publicise the positives	Sept 2008  November 2008 organised visits to units by members start	YSM and PEO  YSM (QAD), PEO  Committee Services

Abbreviations:

QAD            Quality and Development  
YSM            Youth Service Manager  
PEO            Principal Education Officer  
AP              Advanced Practitioner  
ACM            Area Connexions Manager