

# Strategy for the Participation of Children and Young People



**Gill Stanford**  
**Commissioner for Children**  
**August 2008**

**Acknowledgements:**

National Children's Bureau, *'Building a Culture of Participation, Involving children and young people in policy, service planning, delivery and evaluation'*. 2003

The National Youth Agency, *'Hear by Right – standards for the active involvement of children and young people'*. 2005

Connexions, Shropshire, Telford & Wrekin, *'Young People's Active Involvement Strategy'*. 2005

Staffordshire Children & Young People's Participation Sub Group

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## **1. Introduction:**

Children and young people have a right to be involved and express their views in the decisions that affect them, as set out in the 1989 United Nations Convention on the Rights of the Child. In recent times there has been a progressive shift in the legislative and policy framework relating to children and young people's participation. There are a number of duties placed on public authorities to ensure that they those who use their services are involved in decision making and this of course, includes children and young people. Not an exhaustive list, the range of government policies and guidance include: Every Child Matters, the Child Care Act 2006, Children Act 2004, Children and Young People's Plan Regulations 2005, Education and Inspection Act 2006, Public Service Agreement 14, Sustainable Communities Act 2007, Disability Discrimination Act 2005, NHS Act 2006 and so on.

Participation values children and young people as citizens in their own right and is not something that must be earned. Of course, children and young people also have the right *not* to get involved if they wish.

This document sets out the underlying principles to ensure the active engagement of children and young people and in an effort to bring consensus to this situation provides a framework with some basic underlying and unifying values. This should ensure that opportunities for involving children and young people are maximised and handled consistently.

## **2. Key principles for involvement:**

Participation is interpreted as not simply to mean 'taking part' or 'being present' but as having some influence over decisions and actions.

The active involvement of children and young people within Staffordshire's Children Trust will be based on the principle that, in theory, there are no areas in which young people could not be involved in some way.

The terms 'involve', 'engage' and 'participate' will be used interchangeably.

**Participation will only happen by:**

- having a named person in each organisation responsible for promoting children and young people's participation;
- committing to working in partnership and sharing best practice with other organisations for the benefit of children and young people;
- using a range of methods of working with children and young people, appropriate to their age, understanding and views;
- working towards a set of measurable standards used to identify how effectively the organisation is involving children and young people in providing services for them;
- providing regular feedback on how these services have improved as a result of children and young peoples' involvement;
- putting an action plan into place to improve these services;
- working with children and young people to evaluate progress against the action plan to ensure measurable improvements are made;
- Equality and diversity will be positively promoted through the participation strategy; the views of those less likely to engage, those experiencing disadvantage, non service users and the most vulnerable will be actively sought. This will ensure that the participation of children and young people is as inclusive as it can possibly be. Furthermore, no

one will be discriminated against or prevented from participating effectively on grounds of race, religion, culture, disability, age, ethnic origin, language or the area in which they live.

**The participation of children and young people is essential to the improvement of services in order to respond to their needs and:**

- It will result in more effective services that will be better targeted and received.
- The health of our democratic community depends on the active involvement of children and young people.
- Children and young people will benefit from being involved in the decision-making process.
- We are encouraged and required to and our performance will be evaluated on our effectiveness in doing this.

### **3. Aims:**

**Children and young people's participation should become a routine part of daily life and**

- Policies and standards for the participation of children and young people should be in place, evaluated and improved
- Children and young people's involvement is valued
- Children and young people's involvement is a visible commitment that is properly resourced
- Children and young people have equal opportunity to get involved and will reach and include a range of young people who are fully representative of all young people within Staffordshire, regarding ethnic origin, language, religion, culture, disability, age, gender, sexuality, social circumstances or the area in which they live.

#### **4. Hear by Right:**

'Hear by Right' is a seminal tool for helping organisations involve children and young people. It offers tried and tested standards for both the statutory and voluntary sector to assess and improve practice and policy on the active involvement of children and young people. The resources used take account of Children's Trust arrangements, increased partnership working and the Every Child Matters outcomes for children and young people.

The Hear by Right mapping and planning tool is key to making sure these standards prompt planning to improve the quality of participation and services delivered. It is then vital to recognise and record what has changed through listening and responding to children and young people.

The Hear by Right standards framework is designed to help secure sustained and beneficial participation of children and young people and to encourage continual improvement in an organisation's activities. It is intended to be applied to all services that affect children and young people, directly or indirectly. The framework encourages inclusion of a wide range of children and young people, while urging care in choosing approaches appropriate to different ages, abilities and understanding.

These standards form a model of how to achieve change in an organisation, showing how each relies on the other to move forward. The shared values are at the core of the framework. The standards require self-assessment at three levels of performance, described as emerging, established and advanced. Each level builds on the previous one.

The standards are: shared values, strategy, structure, systems, staff, skills and knowledge, style of leadership.

By adopting these nationally recognised standards, participation and engagement will be achieved across Staffordshire's Children's Trust. The numerous established groups who already work with children, young people, parents and carers will continue to utilise the many tools and groups that encourage effective participation, whilst using the standards to help assess what has been achieved.

## **5. Benefits:**

### **For children and young people:**

- Children and young people's participation is essential for them to have a fulfilling childhood and reach their potential, where they are healthy, safe, enjoy and achieve, make a positive contribution and have economic wellbeing (*Every Child Matters, 2004*).
- Children and young people achieving their potential and building on existing skills and developing new ones, increasing confidence and self-esteem.
- Children and young people may better understand particular organisations and how to influence them, including the development of a political voice.
- Children and young people benefit from new and better services that are more responsive to their needs.

**For the organisation and its partners:**

- Information can be gained from children and young people as citizens and customers about their changing attitudes and needs, their views as to what constitutes quality in service provision and barriers to accessing services.
- Children and young people can bring fresh perspectives and new ideas about services, policies and democratic processes, helping tackle key objectives and promoting social inclusion.
- Services and policies can be designed, delivered and evaluated based on actual rather than presumed needs. This saves money.
- *Organisations are measured on their effectiveness of doing this work!*

**Benefits for the wider community:**

- There is a more vibrant local democracy through the active involvement of children and young people.
- Community cohesion is fostered through the inclusion of children and young people in local decision-making.
- There is an empowering environment that raises aspirations among children and young people and the wider community across the generations.

## 6. Networking:

The Children and Young People's Participation Sub Group (C&YPPSG) is a county wide network that is well established. Meeting bi-monthly, the network considers new/forthcoming legislative issues, new strategy, shares good practice and provides a forum where professional can legitimately take time to network and share ideas/resources. It has approximately thirty members from partner agencies who work directly with children and young people and are the 'children's champions' in their organisation. Crucially, the establishment of this active involvement 'network' has helped put an end to the duplication of consultation and involvement of young people by teams working in isolation from each other and has avoided young people being involved in repeated consultation exercises. This co-ordinated approach to young people's active involvement has led to a wider range of young people being involved and to the development of more sophisticated forms of involvement, through the pooling of resources and expertise.

**Annual Consultation Events:** following concern that consultation is often tokenistic, with results making no difference to the children and young people who take part, a formal mechanism for consultation has been developed, with twice annual consultations days, to:

- Provide a formal mechanism for consultation to partner agencies
- Avoid tokenistic and retrospective consultation
- Avoid duplication
- Include a broad range of children and young people
- Involvement of children and young people at the onset, to ensure that their views are included, not 'added on'

- Provide a co-ordinated, consistent, approach
- Pool resources
- Capture data
- The 2008 pilot days saw almost 200 children and young people getting involved in Building Schools for the Future and Integrated Youth Support Services, in order to be in at the beginning and truly shape their future services.
- The next 2 day event is planned for February 2009; agenda items include the Paediatric and Maternity Service Review.

Working in this way has allowed representation from all areas of young people to be actively involved throughout a network of organisations, whilst retaining primary contact with their 'home' organisation.

A database of participation will enable partner agencies to input directly to share good practice; it will contain details of the teams involved in the network.

To share good practice, dates, age ranges, ethnicity, feedback and what change has happened as a result; it is intended to showcase examples of best practice and provide data about participation activity. This will include geographic location, when the work took place, what methods were used, what were the outcomes, age ranges of participants, ethnicity and the host agency(ies) who completed the piece of work

## **7. How the trust communicates its business to children and young people:**

i) The establishment of a shadow trust board, VIA - Voice into Action, made up of children and young people has resulted in a better understand for both parties. VIA members are aged 11-19 yrs, with vulnerable and under represented groups included.

This group is currently facilitated by Connexions and Children's Fund staff and supported by Youth Service, Youth Offending Service and Vulnerable Children's Service staff and through the Children's Commissioner:

- Champions young people's involvement at board level and with partner organisations
- Provides advice & support to young people involved at board level
- Participates in regular reviews of young people's active involvement

ii) A clear and distinct system of communication will also be established to allow young people to be kept informed about their involvement, and its effect on the organisation. This will be developed in conjunction with young people to maximise its effectiveness.

iii) Eight district shadow trust boards are in various stages of development; from Autumn 2008, a representative from each district board has the opportunity to join VIA, to ensure that local issues are given consideration at county level (and vice versa), to secure a two way flow of information and to offer a consistent, 'joined up' approach.

## **8. Subset of the Executive Group:**

In order to drive the participation strategy forward and to provide ownership and meaning, participation is a work stream of the Executive Group. Terms of reference (Appendix 1) demonstrate the group's responsibility to maintain, safeguard and contribute to the development of the Children and Young People's Plan.

## **9. How will children and young people be involved?**

Children and young people's participation will be achieved by the development of reciprocal relationships with the widest possible range of partner organisations working with young people. Seeking the views and engaging with the most vulnerable groups of children and young people will be a priority.

In order to allow parity of opportunity across the network, all young people will be given the same range of opportunities to get involved. Coordinated by the children's planning network of 'children's champions' it will allow the co-ordination of involvement activities in line with Hear by Right standards, providing a point of reference to the Every Child Matters (ECM) five outcomes. Such a model would be in line with the proposed structure of the Children's Trust and should facilitate a smooth transition in terms of young people's active involvement.

Young people will be part of **planning**, including identifying needs, assessing provision, developing strategy, defining quality and standards, or planning training. They will be part of the **doing and delivering**, be that design and publicity,

running or helping run projects and services, campaigning, recruiting and training staff and volunteers and helping secure money and resources. They will help monitor, **review, evaluate**, consolidate and share **learning**.

The key to involving young people will be enabling them to make the decisions about how they want to get involved, by providing them with as wide a range of opportunities as possible. This will provide young people with opportunity to develop their skills and level of understanding in areas most relevant to their own interests and personal development. Irrespective of the nature of young people's participation, the safety of young people must be paramount, and will be ensured through individual agency procedures. It is anticipated, however, in line with developments within the forthcoming Integrated Youth Support service (IYSS), that a thorough review of consent, protection and access procedures in conjunction with the relevant Health & Safety and Legal Departments will take place.

#### **10. What is being asked of Trust members?**

- To provide adequate funding to implement and maintain the strategy
- To sign up to the 'Hear by Right' standards
- To nominate a 'children's champion' from their organisation who will attend and promote the C&YPPSG

The active involvement of young people will only be realised by the commitment and involvement of **all** Trust Board members. In order for the process to work properly, there must be investment and commitment from every agency and every member of staff, with active participation being seen as a key element of accountability. The move to actively involve young people should be championed both internally and externally by senior managers.

The Children's Commissioner will drive this process; where commitment is seen to be waning or in question, then partners will be challenged to do better. Whilst the Children's Commissioner will co-ordinate the development of young people's active involvement across the Children's Trust, the responsibility to promote this work should not rest with one person.

**Conclusion:**

Whatever the motivation, children and young people are citizens living in the same areas, using the same services, with similar rights and responsibilities as other people. They have the right to be heard and be involved in shaping and evaluating services that affect them. The standards provide a framework that will enable the Trust to monitor what is being done to ensure children and young people's participation. From this, an action plan has been developed with priorities which will enable the trust to achieve measurable outcomes regarding the active involvement of children and young people, which will undoubtedly lead to an improvement in the services that they use.

This strategy will be evaluated and reviewed annually.

**12. Finances:** this is a breakdown of the relevant budgeting and financial systems that will be implemented to support young people's active participation, detailed by activity & level of involvement.

<b>Area of activity</b>	<b>Cost:</b>
<b>Area 1: Facilitation of C&amp;YPPSG</b>	
<b>6 x meetings, bi-monthly</b> (Room hire and refreshments)	<b>£ 1,200.00</b>
<b>Area 2: Facilitation of VIA</b>	
<b>8x meetings annually</b> (Venues, refreshments, incentives/rewards, transport)	<b>£ 2,000.00</b>
<b>Area 3: Eight District Shadow Trust Boards</b> (Contribution of £250.00 each towards incentives/rewards)	<b>£ 2,000.00</b>
<b>Area 4: Staff, Children &amp; Young People's Training</b>	<b>£ 1,000.00</b>
<b>Area 5: 2 x annual consultation events</b>	<b>£ 2,000.00</b>
<b>Area 6: 'In Kind' benefits:</b> Including workers, venues, hours, travel time, office time, resources, equipment, txt/phone calls.	
<b>Total costs (2008/09):</b>	<b>£ 8,200.00</b>

**13. Staffordshire Children's Trust Board Members pledge that:**

- 1. We support innovation and active involvement, accepting the risk of mistakes and we are committed to learning and reflection**
- 2. We will value the involvement of children and young people in**
  - the board and its business (represented by the shadow trust board)**
  - the delivery of services (how individual agencies conduct their business)**
- 3. The involvement of children and young people is a visible commitment that we will properly resource**
- 4. We will ensure that children and young people have the equality of opportunity to be involved in decisions that affect their lives including the way services are planned for and delivered**
- 5. We will ensure that our individual agency has a nominated 'children's champion' who has sufficient capacity to attend and actively take part in the Children and Young People's Participation Sub Group**



## **Implementation Plan: Framework for Participation**

### **14. Timescales:**

Involving young people in the design, delivery and evaluation of services is likely to be a complex process; therefore sufficient time needs to be taken to develop a worthwhile and structured method in order to avoid the pitfalls of tokenistic and rushed approaches that can devalue young people's involvement and deter them from becoming involved.

Progress in achieving the aims and objectives and measuring the impact of young people's participation will be subject to regular review by young people considering:

- To what extent have we achieved what we said we would?
- Whether young people's participation has made a real difference to the way the service is shaped?
- What impact has the young people's participation had on them?

A demonstrable way of measuring partner agencies commitment to effective participation is to adopt and use the 'hear by right' standards. The C&YPSG will be the support mechanism to enable partners to fulfil this obligation and Children's Trust partners should have achieved 'emerging' standards in some elements by January 2009.

Key: G.S. = Gill Stanford, Children's Commissioner. CTB = Children's Trust Board. LS = Legal Services. C&YPPSG (or CPN) = Children and Young People's Participation Sub Group. HR = Human Resources. WDT = Workforce Development Team. CXS = Connexions. CF = Children's Fund. YS = Youth Service. SCVYS = Staffs Consortium for Voluntary Youth Services. SID = School Improvement Division

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<b>Key Objectives:</b>	<b>Action:</b>	<b>Date:</b>	<b>Who?</b>	<b>Status:</b>
Approval of Participation Strategy by Integrated Strategy Group (ISG) (Now Executive Group)	<ul style="list-style-type: none"> <li>• Presentation of 1<sup>st</sup> draft to ISG</li> <li>• Feedback from ISG</li> <li>• Amendments to draft</li> </ul>	11.05.06 18.05.06 19.05.06	G.S. ISG	Y Y
Approval of Participation Strategy by Children's Trust Board Adoption of 'Hear by Right' Standards, recognising UNCRC Article 12's central role, supporting young people's active participation	<ul style="list-style-type: none"> <li>• Presentation Trust Board</li> <li>• Draft to Trust Board</li> <li>• Trust Board sign up to participation 'pledge'</li> <li>• The framework is agreed, in place and backed by necessary resources</li> </ul>	23.05.06 23.05.06 30.05.06 June '06	G.S. CTB	Y Y Y Y
The strategy will include resources to sustain, develop and regenerate children & young people's participation	<ul style="list-style-type: none"> <li>• Children's Trust Board fund strategy - annually</li> <li>• Annual review of strategy</li> </ul>	May '07 June '08	CTB G.S.	Y Y
Establishment of a Children's Planning Network, (CPN) or 'Children's Champions'	<ul style="list-style-type: none"> <li>• Set up regular review and evaluation meetings bi-monthly</li> </ul>	June/July '06	G.S. CPN	Y
Establishment of Shadow Trust Board	<ul style="list-style-type: none"> <li>• Paper to Trust Board</li> <li>• Training for shadow board</li> <li>• 1<sup>st</sup> meeting of shadow board</li> </ul>	June '06 Aug '06 Sep '06	G.S. CXS CF	Y Y Y

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Review of all health & safety procedures relating to children & young people's participation	<ul style="list-style-type: none"> <li>Review existing system &amp; documents for the safe and sound conduct of C&amp;YP's active participation.</li> </ul>	Jan '09	IYSS	Pending
Consultation with children & young people on structures of participation, incentives and rewards	<ul style="list-style-type: none"> <li>Individual forums negotiate appropriate rewards within agreed budgets</li> <li>Participation leads to personal development, citizenship and empowerment</li> </ul>	July '06 Sept '08	G.S. CPN	Y  Some agencies: CXS, YS, SCVYS
Establishment of communication systems to allow children & young people to have access to information to allow choice and opportunity to take part in decision-making  Timescales and standards for feedback to children and young people are set  A dedicated data base for participation	<ul style="list-style-type: none"> <li>Development of data base, web page, flyers, newsletter etc</li> <li>Children and young people are consulted on best structures for their active participation</li> <li>Link from the county council consultation data base</li> </ul>	Aug/Sep '08  Oct '08	G.S. CPN VIA DSTB  G.S.	N  Y; set & agreed at individual events
Development of management, staff, children & young people's training strategy on the participation/engagement of young people	<ul style="list-style-type: none"> <li>Meet with Workforce Development Team</li> <li>Develop training strategy on active participation</li> </ul>	Sept/Oct '08 Feb/Mar '09	G.S. WDT	Y
All future job descriptions to include 'commitment to active participation/engagement'	<ul style="list-style-type: none"> <li>Insertion of commitment to active participation in all new J.D.'s</li> </ul>	Jan/Feb '09	G.S. WDT	

Hear by Right Standards

Increased children & young people's participation in recruitment and evaluation	<ul style="list-style-type: none"> <li>• Develop 'interview' training for children &amp; young people</li> <li>• Develop rolling programme of children &amp; young people's interview panels</li> </ul>	Nov/Dec '08	G.S. CXS HR CPN	
Development of annual skills audit and development plan for participation.	<ul style="list-style-type: none"> <li>• Consider extending C&amp;YPPSG</li> </ul>	Nov/Dec '08	G.S. CPN	
Establishment of review-group to evaluate the extent and effect of children & young people's participation.	<ul style="list-style-type: none"> <li>• Establish review group</li> <li>• Set meeting dates</li> </ul>	Dec '08	G.S. CPN	
Review of employment strategies and employment opportunities for children and young people across the Children's Trust	<ul style="list-style-type: none"> <li>• Meetings with partner agencies &amp; unions</li> <li>• Consultation events with children and young people</li> </ul>	Jan '09	G.S. CPN WDT	
Working arrangements are in place to promote the active participation of children & young people	<ul style="list-style-type: none"> <li>• Establish and development of systems that reflect commitment to active involvement</li> <li>• Networks continue to develop, become established and maintained to ensure the inclusion of marginal groups</li> </ul>	Ongoing	G.S. CPN	Y Y

Hear by Right Standards

<p>Establishment of induction and training courses for staff on participation, including the identification of accreditation pathways for staff.</p>	<ul style="list-style-type: none"> <li>• Development of induction programme to include discussion on why and how to secure the active participation of C&amp;YP</li> <li>• Identify accreditation routes</li> <li>• Establishment of system to enable C&amp;YP to plan, deliver and evaluate training to staff</li> </ul>	<p>Jan '09</p>	<p>G.S. WDT CPN</p>	
<p>Children and young people are involved in reviewing and updating relevant policies and procedures</p>	<ul style="list-style-type: none"> <li>• Establish at what stage other plans are in development; how they can be made complementary to C&amp;YP's active participation</li> <li>• All strategies must evidence the involvement of children and young people</li> </ul>	<p>Ongoing 2 x days annually</p>	<p>CPN  WDT</p>	
<p>Links with local, regional and national organisations will be maintained and developed</p>	<ul style="list-style-type: none"> <li>• The links will identify local and any regional or national structures and initiatives for the active participation of young people</li> </ul>	<p>On going</p>	<p>G.S. CPN</p>	<p>Y</p>
<p>Establishment of children &amp; young people's defined role in recruiting key staff and trustees</p>	<ul style="list-style-type: none"> <li>• Candidates for these posts will be interviewed by established C&amp;YP's panels</li> </ul>	<p>Ongoing</p>	<p>G.S. CTB CPN HR</p>	

Hear by Right Standards

The Shadow Trust Board (VIA) will be active participants in the decision making process (To include feedback from other forums to VIA)	<ul style="list-style-type: none"> <li>VIA authorise Children's Commissioner to vote at CTB</li> <li>VIA and children's trust board meet 1 x yearly to feedback their priorities for C&amp;YP</li> </ul>	Aug '07  Annually	T.B.  VIA  G.S.	
Development of joint-working procedures with partners to promote the active participation of children & young people	<ul style="list-style-type: none"> <li>Establish existence of joint training events with partners on the active participation of children &amp; young people &amp; work on collaborative development</li> </ul>	Aug '08	G.S.  WDT	
Senior staff to identify responsibilities in supporting active participation of children & young people	<ul style="list-style-type: none"> <li>Staff appraisals include reviewing their contribution to active participation</li> </ul>	Mar '09	G.S.  WDT	
School councils are actively involved at a local and county level	<ul style="list-style-type: none"> <li>District based school council conferences</li> <li>School Improvement Division (SID) representative attends C&amp;YPSG</li> </ul>	Sep '08	G.S.  CPN  SID	
Partner Agencies have a formal mechanism for consultation	<ul style="list-style-type: none"> <li>Pilot 2 x annual 'consultation' days</li> <li>Roll out pilot countywide, annually</li> </ul>	July '08	G.S.  CPN	Y
Partner agencies map and plan children and young people's involvement in their agency using the 'hear by right' standards	<ul style="list-style-type: none"> <li>Bi-monthly dedicated time to HbR standards at network meetings</li> </ul>	Sep'08	G.S.  CPN	Y

**Membership: Children & Young People’s Participation Sub Group**

<b>Name:</b>	<b>Organisation, representing children and young people from:</b>	<b>Contact details:</b>	<b>Age range of C&amp;YP:</b>	<b>Geographical location:</b>
<b>Alan Machin</b>	<b>Staffordshire Youth Service</b>	Tel: <a href="mailto:Alan.machin@staffordshire.gov.uk">Alan.machin@staffordshire.gov.uk</a>	<b>13+</b>	<b>Newcastle &amp; Moorlands</b>
<b>Alison Matthews</b>	<b>Learning Skills Council</b>	Tel: <a href="mailto:Alison.matthews@lsc.gov.uk">Alison.matthews@lsc.gov.uk</a>		
<b>Amanda Page</b>	<b>South Staffs Young Carers Association</b>	Tel: 01785 606675 <a href="mailto:Amanda.page@carersinformation.org.uk">Amanda.page@carersinformation.org.uk</a>		<b>Countywide?</b>
<b>Amanda Torr</b>	<b>East Staffordshire Borough Council</b>	Tel: <a href="mailto:Amanda.torr@eaststaffsbc.gov.uk">Amanda.torr@eaststaffsbc.gov.uk</a>		<b>East Staffs</b>
<b>Caroline Forrest</b>	<b>School Nurse – Perton Clinic (with Diane Brindley)</b>	Tel:		
<b>Caroline Escott</b>	<b>West Midlands Traveller Service <i>Travelling Children</i></b>	Tel: <a href="mailto:Cescott@wolverhamptoncyp.org.uk">Cescott@wolverhamptoncyp.org.uk</a>		
<b>Cath Wohlers</b>	<b>Health &amp; Consumer Services, Social Care &amp; Health <i>Mystery shoppers etc</i></b>	Tel: 01785 277835 <a href="mailto:Cath.wohlers@staffordshire.gov.uk">Cath.wohlers@staffordshire.gov.uk</a>		<b>Countywide?</b>
<b>Darren Foley</b>	<b>Staffordshire Youth Service</b>	Tel: 01889 256158/07966 328769 <a href="mailto:darren.foley@staffordshire.gov.uk">darren.foley@staffordshire.gov.uk</a>	<b>13+</b>	<b>Countywide</b>

Hear by Right Standards

Name:	Organisation, representing children and young people from:	Contact details:	Age range of C&YP:	Geographical location:
Darryl Gough	Children & Lifelong Learning <i>Thru' Care (Care leavers)</i>	Tel: 01543 510834  <a href="mailto:Darryl.gough@staffordshire.gov.uk">Darryl.gough@staffordshire.gov.uk</a>		Countywide
Dave Bengé	Lichfield CVS	Tel:  <a href="mailto:davebenge@ldcs.org.uk">davebenge@ldcs.org.uk</a>		
Diane Brindley	South Staffs PCT	<a href="mailto:Diane.brindley@ssh-trans.nhs.uk">Diane.brindley@ssh-trans.nhs.uk</a>		
Duncan Whitehouse	Scrutiny & Performance Manager (L & G)	Tel: 01785 276154 <a href="mailto:duncan.whitehouse@staffordshire.gov.uk">duncan.whitehouse@staffordshire.gov.uk</a>		
Gemma Durie	Health & Consumer Services, Social Care & Health	Tel: 01785 277818  <a href="mailto:Gemma.durie@staffordshire.gov.uk">Gemma.durie@staffordshire.gov.uk</a>		
Georgina Black	Children & Lifelong Learning	Tel: 01543 510111  <a href="mailto:Georgina.black@staffordshire.gov.uk">Georgina.black@staffordshire.gov.uk</a>		
Gill Stanford	Children's Trust 15 Martin Street Stafford	Tel: 01785 277060  <a href="mailto:Gill.stanford@staffordshire.gov.uk">Gill.stanford@staffordshire.gov.uk</a>	0-19	County wide
HISFA Iqbal	Staffordshire University Faculty of Health and Sciences Block A, Centre for Health Policy and Practice  <i>Muslim Youth</i>	Tel: 01785 353651 Mobile: 07834 081565  <a href="mailto:h.h.iqbal@staffs.ac.uk">h.h.iqbal@staffs.ac.uk</a>		
Jan Wakefield	Education Improvement Professional	Tel: 01785 2276835		

Hear by Right Standards

Name:	Organisation, representing children and young people from:	Contact details:	Age range of C&YP:	Geographical location:
	(SID) - CLL	<a href="mailto:jan.wakfield@staffordshire.gov.uk">jan.wakfield@staffordshire.gov.uk</a>		
Jo Williams	User Surveys Officer <i>Feedback from children in care</i>	Tel: 01785 276865 <a href="mailto:Jo.williams@staffordshire.gov.uk">Jo.williams@staffordshire.gov.uk</a>		
Karen Brophy	Parent Partnership Service	Tel: 01785 356921 <a href="mailto:Karen.brophy@staffordshire.gov.uk">Karen.brophy@staffordshire.gov.uk</a>		
Karen Hansford	South Staffs PCT	Tel: <a href="mailto:Karen.Hansford@cannock-pct.nhs.uk">Karen.Hansford@cannock-pct.nhs.uk</a>		
Katie White	South Staffs District Council	Tel:01902 696000 <a href="mailto:k.white@sstaffs.gov.uk">k.white@sstaffs.gov.uk</a>		
Katy Warren	North Staffs PCT <i>Health</i>	Tel: 01782 298000 (until 31/3/08) <a href="mailto:katy.warren@northstaffs.nhs.uk">katy.warren@northstaffs.nhs.uk</a>		
Kevin Byrne	Newcastle Borough Council	Tel: <a href="mailto:kevin.byrne@newcastle-staffs.gov.uk">kevin.byrne@newcastle-staffs.gov.uk</a>		Newcastle
Laura Hilton	Staffordshire Arts & Museums Service	Tel: 01785 278583 <a href="mailto:Laura.hilton@staffordshire.gov.uk">Laura.hilton@staffordshire.gov.uk</a>		Countywide?
Laura Keiher	DAAT <i>Drug &amp; Alcohol Team</i>	Tel: 01785 223176 <a href="mailto:Laura.keiher@smdat.co.uk">Laura.keiher@smdat.co.uk</a>		
Les Simmons	Connexions	Tel: 01785 355650 <a href="mailto:Les.simmons@cxstaffs.co.uk">Les.simmons@cxstaffs.co.uk</a>		Countywide, including S-O-T.

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Name:	Organisation, representing children and young people from:	Contact details:	Age range of C&YP:	Geographical location:
Lesley Bovington	Community and Partnership Manager, Lichfield DC	<a href="mailto:lesley.bovington@lichfielddc.gov.uk">lesley.bovington@lichfielddc.gov.uk</a>		Lichfield
Liz Kelay	Children & Lifelong Learning  <i>Children with disabilities</i>	Tel: 01785 277091 Mob:07773 791800  <a href="mailto:Liz.kelay@staffordshire.gov.uk">Liz.kelay@staffordshire.gov.uk</a>		Countywide
Liz Peacock (Jon White attending possibly)	Youth Offending Service <i>Children in the criminal justice system</i>	Tel: 01785 358332  <a href="mailto:Liz.peacock@staffordshire.gov.uk">Liz.peacock@staffordshire.gov.uk</a>		Countywide
Lynne Powis	West Midlands Traveller Service <i>Travelling children</i>	Tel:  <a href="mailto:lpowis@wmcestdc.biblio.net">lpowis@wmcestdc.biblio.net</a>		
Mandy Davies	C & LL Advisor of PSHE/Drugs The Grove Primary School	Tel: 01785 356420  <a href="mailto:mandy.davies@staffordshire.gov.uk">mandy.davies@staffordshire.gov.uk</a>		
Mandy Rollins	Young Carers' Project Manager	Tel: 01785 606675  <a href="mailto:mandy.rollins@carers'information.org.uk">mandy.rollins@carers'information.org.uk</a>		Countywide
Margaret Harvey (Vikki Nancarrow attending)	Treetops Hospice, Donna Louise Trust <i>Children with life limiting illness</i>	Tel 01782 654440:  <a href="mailto:margaret.harvey@donnalouisetrust.org">margaret.harvey@donnalouisetrust.org</a> <a href="mailto:natalie.bourne@donnalouisetrust.org">natalie.bourne@donnalouisetrust.org</a>		Countywide
Mark Koszak	Staffordshire Council for Voluntary Youth Services	Tel: 01785 240387	8-13 yrs?	Countywide?

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Name:	Organisation, representing children and young people from:	Contact details:	Age range of C&YP:	Geographical location:
		<a href="mailto:Mark.kozzak@staffordshire.gov.uk">Mark.kozzak@staffordshire.gov.uk</a>		
Miss Pauline McKie	Girl Guiding Staffordshire	County HQ - Tel: 01889 270757 Home Tel: <a href="mailto:county.secretary@girlguidingstaffordshire.org.uk">county.secretary@girlguidingstaffordshire.org.uk</a>		
Nicky Elmore	Children's Services Officer Cannock Chase District Council	Tel: 01543 464336  <a href="mailto:Nickyelmore@cannockchasedc.gov.uk">Nickyelmore@cannockchasedc.gov.uk</a>		
Pauline Robins	Voice YP	<a href="mailto:Pauline.robins@voiceyp.org">Pauline.robins@voiceyp.org</a>		
Rachael Olley	NACCPO National Alliance Childhood Cancer Patient Organisation	Tel: 01785 603763  <a href="mailto:ro@naccpo.org.uk">ro@naccpo.org.uk</a>		
Rachel Taylor	South Staffs District Council	Tel: 01902 696534  <a href="mailto:r.taylor@sstaffs.gov.uk">r.taylor@sstaffs.gov.uk</a>		
Rachel Munday-Crates	The Children & Young People's Voice Project <i>YP in Care</i>	Tel: 01785 253878  <a href="mailto:rachel.munday-crates@staffordshire.gov.uk">rachel.munday-crates@staffordshire.gov.uk</a>		
Rona Borland	Staffs Acute Trust <i>Children in hospital</i>	<a href="mailto:Rona.borland@msgh-tr.wmids.nhs.uk">Rona.borland@msgh-tr.wmids.nhs.uk</a>		
Sue Bond	Children's Fund 15 Martin Street, Stafford <i>Younger children</i>	Tel: 01785 854064  <a href="mailto:Sue.bond@staffordshire.gov.uk">Sue.bond@staffordshire.gov.uk</a>		
Sue Fox	Junior Youth Work Development Project	<a href="mailto:Sue.fox@staffordshire.gov.uk">Sue.fox@staffordshire.gov.uk</a>		
Sue Mulroy	Teenage Pregnancy Co-ordinator <i>Young parents</i>	Tel: 01785 276908  <a href="mailto:Sue.mulroy@staffordshire.gov.uk">Sue.mulroy@staffordshire.gov.uk</a>		

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Name:	Organisation, representing children and young people from:	Contact details:	Age range of C&YP:	Geographical location:
Sukey Bek	South Staffordshire PCT <i>Health</i>	Tel 01889 571811 <a href="mailto:Sukey.bek@southstaffs.pct.nhs.uk">Sukey.bek@southstaffs.pct.nhs.uk</a>		
T Macdonald	West Midlands Traveller Service	Tel: <a href="mailto:tmacdonald@wmcestdc.biblio.net">tmacdonald@wmcestdc.biblio.net</a>		
Vicky Leese	YP Drug and Alcohol project	Tel: 07912 478114 <a href="mailto:vickyleese@crinet.co.uk">vickyleese@crinet.co.uk</a>		
Wendy Bailey	Public Relations	Consultation Officer <a href="mailto:Wendy.bailey@staffordshire.gov.uk">Wendy.bailey@staffordshire.gov.uk</a>		
Wendy Hall	Stafford Borough Council, ASB Officer	Tel:01785 619000 <a href="mailto:whall@staffordbc.gov.uk">whall@staffordbc.gov.uk</a>		