

Developing Regional Networks for Participation Support



Report produced by EMVY and VYSER/Young Lives

March 2009

Research into participation support needs within the East Midlands
and East of England Regional Networks



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Developing Regional Networks for Participation Support

EMVY and VYSER/Young Lives

1.0 Executive Summary

In a number of aspects both the East of England (EE) and East Midlands (EM) networks have common features, namely coordinators hosted by contracted VCS regional infrastructure bodies (EMVY and VYSER/Young Lives) with limited infrastructure and resources including time, funding and admin support. However, the two networks work in quite different ways and in quite different contexts.

In the East Midlands there is a regional strategic participation leads group hosted by the GO with a main membership of Children's Trust / local authority participation leads and some VCS representatives, as well as local multi-agency participation networks in most county/city structures, which are part of or linked to the Children's Trusts. EMVY hosts its participation work within its half day Forum meetings held quarterly. Participation is a key element of the EMVY Action Plan and joint Action Plan for the East Midlands Partnership Group (EMVY, Youth Work Unit and Regional Y & C Training Providers).

The EE network (YIPPEE) predates PWNE and exists separately from the contract holder. In the EE there is little evidence of local participation specific networks and no formal participation leads group, although YIPPEE has a strategic remit within its Terms of Reference. There does not seem to be any obvious reason for this disparity other than the fact that there are no clearly identified Participation Leads in the EE; work is developing though, around an IYS Leads group which is replacing LAYSER as a regional body. Whilst the GO East supports participation activity through hosting YIPPEE meetings and working with them, including some funding, around regional participation conferences, there is no strategic participation relationship or plan.

Membership also varies with the EM having a mixture of larger VCSs, infrastructure and frontline organisations and the EE having smaller frontline providers. Both have statutory members, and membership has increased significantly since the introduction of PWNE support. In both regions the profile and role of the VCS has increased with their involvement in event and training delivery and consortium work and this offers further opportunities for VCS support. One of the strengths of the networks is that they are multi-agency as participation is seen to be about working together. This encourages a more integrated approach whilst recognising differing agendas. There is still space though to look at developing a VCS targeted offer within the annual programme of events and training.

"Participation is about integration and working together. If we can't do it then who can?"

Members in both regions recognised the same core benefits: information sharing; networking; access to training and resources; learning from best practice; learning about work of other sectors. It was seen as a valuable route to influencing strategy. Interestingly, it is a useful platform to increase awareness and understanding of the VCS and associated

outcomes were around increasing capacity and access to funding through partnerships and informal workforce development.

Requests for development included updates via newsletters and speakers, and more opportunities to ask questions and for signposting. In the EE further targeted training, which they valued.

"Lots of contacts, including Proaction now working with them on project. Also info and listening in on what's going on LAs, hearing their comments. Behind the scenes view."

Needs and improvements were mostly based around funding and keeping meetings to half days, perhaps with a clearer theme (EE). Also, some rotation of location as well as easily visible clarification and relevance of emailed information. Mention was also made of inclusion of YP in meetings (this is already done via events and training in the EE). In EM the half day Forum events run in different venues, improvements include more showcasing of individual work. For the Strategic Participation Leads Group a need was recognised for strategic links with the participation agenda, and flexibility of time and frequency of meetings linked to the tasks to be completed.

Training provided by both Participation Works and other organisations had been utilised by several of the respondents, who felt it was of good quality but there still seemed to be issues for many around time constraints, cost, backfill and distance. Amongst training needs, the request for support around diversity and embedding participation across service provision seem particularly pertinent to evolving agendas and issues.

Parity between membership of the regional networks and the PWNE database was not consistent. Although PWNE membership was high amongst respondents, this is likely to have occurred because the respondents were the most active network members. There is still a significant number of contacts on the mailing lists that are not necessarily PWNE members. Response to the website was positive in terms of available information though access and search issues were raised, including those who wanted to find members in their area being unable to. Respondents needed simpler routes into participation, perhaps through a more accessible introduction/awareness raising page on the gateway or perhaps a specific user guide. There could also be better use of the PWNE database in terms of networking between members and making the training more accessible to VCOs should be considered.

From visits and discussions, coordinators recognised that there were distinct cultures and different approaches though – not just between the VCS and statutory members but also within the range of VCOs. Uniformed or very small volunteer only organisations (cadets, guides, scouts, neighbourhood based organisations) have different staffing from a youth centre or sexual health centre and each needs a different approach. It was felt some of the information and meeting agendas in the EE may be too advanced and potentially off putting: VCS focused events were suggested as useful especially for allowing VCS to think outside the box (one of their strengths) and potentially offer their skills and harness their resources more effectively through partnerships.

"The meetings can feel quite heavy on statutory services side. Vol orgs can often be innovative and bring about change through their flexibility, opportunities to explore this and partnership working with vol orgs only may be interesting."

The EM themed Forum style was accessible to all, and the Strategic Participation Leads Group offers an opportunity for more detailed discussions. There would be greater benefits if its membership could be opened up to become multi-agency including VCS focusing upon the participation agenda.

This project actually helped to share common issues but also to realise differences between regions that had appeared similar. The improved knowledge and understanding will directly impact on the future of the EM and EE networks in terms of planning, meeting design, membership recruitment and support and development of the strategic role. It also offers the wider PWNE programme evidence of need, good practice, outcomes and development ideas such as partnership, profile raising, strategic advocacy and entry level participation support work in relation to the VCS and in particular small VCOs. Most of all though it highlighted the significant role PWNE plays in our regions to support participation and that in recognising this and developing our role to meet it, we have to be flexible and responsive – like the VCS – appreciating that one size certainly does not fit all.

2.0 Introduction and Purpose of the Research

The idea for this research began around early summer of 2008. Through informal discussions which began at PWNE national meetings, the two regional coordinators, Lindsay Allen, East Midlands; and Yannick Auckland, East of England; began to recognise shared issues and that they may be able to learn from each other's experience and practice. In the East Midlands and East of England, contrary to other areas, the PWNE regional network is not based in Youth Work Units. A Youth Work Unit does not currently exist in the EE. There are links between statutory and voluntary sector providers but no formal interagency unit. In the EM, there is a Youth Work Unit, but it focuses upon statutory sector support, working alongside EMVY that supports the voluntary youth sector. EMVY and the EMRYWU recently joined with the regional youth and community training organisations to work in partnership, aiming to strengthen youth sector support in the region. Networks are hosted by the regional youth VCS infrastructure bodies EMVY and VYSER (via a member – Young Lives). Both have limited infrastructure and the coordinators are on limited hours working in some isolation. They approached PWNE with a proposed action research model believing that the outcomes could also benefit the development of the wider networks.

The aims of the research project agreed with PWNE were to share learning, develop a peer support framework, and offer suggestions for improved practice in PWNE work in the East Midlands and East of England.

3.0 Methodology

The following methodology was used to meet the aims of the research of identifying learning and potential action points to improve practice and report back to PWNE.

Coordinators attended a Forum meeting in each others' region, EM 10 September 2008 and EE 20 November 2008. They also met on 15 January 2009 at the regional coordinators' meeting to discuss and begin to analyse findings.

An audit of training and information needs was carried out amongst members. An online survey was produced and widely advertised to members, at regional meetings, regional participation workers mailings, newsletters, PWNE e-bulletin and personalised emails. This was backed up by phone interviews to ensure the target of a minimum of 15 responses in each region was completed. Whilst the particular focus was upon VCS members, some statutory partners were also interviewed. A copy of the questionnaire appears as Appendix I of this report.

The two coordinators liaised through emails and phone discussions throughout to ensure regular updates, discuss and agree learning and conclusions, prepare and write this report.

4.0 Regional Contexts and Background

We have already shared some learning about how the regions' participation structures operate. In the East Midlands there is a Strategic Participation Leads Group supported by GOEM. This group has a focus upon the statutory sector but EMVY have been involved with the group since its inception in September 2007.

"The regional network is the one organised by GOEM - it has been very valuable in terms of sharing good practices and coherent regional bidding"

Apart from YIPPEE, GO East hosts an informal network of CiC Participation Leads. GO to some extent supports the work of YIPPEE and there is usually a representative who attends meetings. Last March they worked together on a conference which celebrated CYP participation and they are helping to fund a second event in May 2009. There is also a regional young people's equalities group, which is a sub group of YIPPEE led by MENTER.

Background – PWNE: East of England

The Eastern regional PWNE coordinator works with the pre-existing YIPPEE network established around 2005/6 which evolved from Carnegie Trust funding and voluntary and statutory input. By 2007 active membership had dwindled, with some members feeling it had lost its purpose and for VCOs it had become quite statutory focused. The involvement of a regional coordinator through PWNE since September 2007 has enabled support to VCOs which has increased membership, attendance, involvement and even delivery as trainers.

Whilst membership of the virtual network especially has increased all round the attendance of significantly more VCOs is beginning to reshape meetings and this will hopefully increase as research has shown there is a desire from VCO's to be able to have time to network and explore opportunities for partnerships. In a time when the nature of funding is changing, the need for VCOs to form partnerships and consortiums has heightened and the network serves a valuable role in supporting this as well as it's prime purpose of sharing learning and promoting positive participation practice.

Background – PWNE: East Midlands

There was a formal and resourced structure for supporting regional participation, through the RYWU who had, until December 2006, a paid regional participation worker funded by regional bodies, including the Regional Assembly, Regional Development Agency and UKYP. GOEM has supported the EMVY network for many years. The PWNE contract was awarded to EMVY in May 2007, the application was supported by GOEM, and perhaps, due to this background and limited infrastructure, was slow to take off.

Local Networks

East Midlands – There are local multi-agency participation networks in most of the East Midlands sub regions

Derby City	Strong Children & YP Network linked to the LSP
Derbyshire	Participation Network Operating
Nottingham City	Emerging Participation Group
Nottinghamshire	Participation Network operating
Lincolnshire	Participation Network operating
Leicester	Strong Participation Network operating
Leicestershire	Strong Participation Network operating
Rutland	Numbers are very low, local authority know most participation workers, but no dedicated network
Northamptonshire	Network exists through the Local Authority structure and active VYS

County, district and city multi-agency networks operate as part of the Children’s Trusts. These local networks are generally well attended and the regional network supplements these. People commented that they often do not have the time to attend regional participation events. This has impacted upon the success of a physical EM regional network. Therefore, it has been suggested that an annual event is likely to prove more successful by drawing key learning together. EMVY has been involved in multi-agency events run by the Regional Learning Project, which are held bi-annually and attract over 150 delegates.

The East Midlands Strategic Participation Leads Group, administered by GOEM is the closest parallel group to the YIPPEE network. Its main membership is all Local Authority areas and EMVY have represented the VYS, although a few VCS organisations now attend. The group delivered a very successful CWDC project in 2007/08, but have had limited success in delivering activity for the region during 08/09. The networking and sharing of information has, however, been of benefit.

East of England

Whilst there are relevant regional theme based formal and informal networks such as CiC (through GO East) and CLIP (Creative Learning in Partnership), research indicated little evidence of local participation specific networks. There is an Early Years Participation Network in Herts, and there are several networks offering general support to children and youth work practitioners or around parents and carers as in Southend, Bedford and Essex which consider the participation of children and young people as part of their agenda.

However, Cambridgeshire appeared to be notably different. There is a dedicated network of Participation Champions as well as a participation training network; Dynamite. There is also a localised multi-agency network; Network 4 Community Youth, which aims to deliver a joined up approach for rural youth provision and participation particularly in targeted youth provision and to tender collectively for funding and grants.

It may be that there are other networks such as this in other areas that were not reported, but certainly feedback on this area was low indicating that there is little local activity although there is widespread VCS/multi-agency representation on Children's Trust Participation Boards.

5.0 Analysis and Findings: Visits to Networks

Findings from the visit to the East Midlands

The visit to Derby and the EMVY meeting, undertaken by Yannick Auckland, highlighted that the work was rolling out in a quite different shape in the two areas.

The EM participation network and EMVY are one and the same, hence the meetings are EMVY meetings and attendees are EMVY members or stakeholders. The meetings are much bigger and held quarterly. They have a larger, conference type feel to them with advertising and a specific theme with speakers offering national, regional and local perspectives. Business was secondary and kept very brief.

As this is within the wider youth work context, many members are larger youth service providers either VCS or statutory. At the meeting there was significant representation from the youth service as well as councils, housing associations, YMCA, Christian Aid etc. As members in the East of England are based on the pre-existing YIPPEE membership, this differs considerably from the VYSER membership and the nature of their events which would be similar to EMVY's. Whilst Participation activity is advertised to VYSER members through emails and a newsletter, it is a link and an opportunity rather than an integral part of their work. If anything, getting participation on the VYSER agenda has proved quite difficult!

On the other hand, the profile of YIPPEE members tends to be small local providers with a specific focus such as Young Carers, peer support or arts based projects. Meetings are bi-monthly, quite small – approx 15 attendees – and focus on round table agenda based discussions, which can still have quite a statutory feel to them as they consider national initiatives such as IYS or Workforce Development. Although shared issues for the wider CYP workforce, these still are seen as not emanating from the VCS. The past 6 months have

seen the introduction of a focus/speaker/learning slot often presented by the VCS based on a forward agenda canvassed from members but this is still low key.

Findings from the visit to the East of England

The main difference, observed by Lindsay Allen during her visit to the YIPPEE meeting was that it is a joint network between voluntary youth sector and public sector. The balance appeared to work well, the group was chaired by the Local Authority Officer, and it felt inclusive and all views were listened to. The subject matter was also of interest to both sectors, including planning work for their 08/09 CWDC funded project.

6.0 Analysis and Findings: Survey

The questionnaire covered the themes of network meetings, training needs and Participation Works Gateway and resources.

Reported benefits/impact of network and resources to members and CYP

Network membership

In general, members found this useful for the following:

- Exchange of information: direct rather than trawling through magazines and e-bulletins
- Build a wider picture of what is going on outside your own organisation
- Network around areas of interest
- Raise awareness and confidence
- Enable closer collaborative working/partnerships
- Good to embed participation into work programmes
- Stay up to date with best practice
- Ease of access to training and resources
- Raise the profile of VCS organisations
- Disseminate training and services to others – meeting VCO’s own outcomes
- Ideas and toolkits for sessions with YP

- Publicise activities and events
- Improved working with YP
- Share ideas and what others are doing with CYP and seeing if they want to take part/try new things
- Learn about statutory sector and what is going on in local area and with LAs (behind the scenes!)
- Link to PW and PWNE

“Feedback, regionally has a positive and developmental impact on services delivered locally for children and young people.”

“Able to share good practice from around the region to support the work we are doing in Derby City schools.”

“It offers news and training information. It was also useful in networking with groups and learning about specific policy issues.”

“Yippee has been an incredibly useful network to join to share best practice and hear from other organisations and access training. Joining the network has meant our projects have been able to achieve some of their outcomes through disseminating our training and raising the profile of our organisation. The ideas and toolkits available have been useful and contributed to facilitating sessions with Young People.”

What people want from a network

- Newsletter
- Interesting speakers
- Updates on policy
- Information dissemination from the sub regions
- Share local best practice (include local visits)
- Partnership opportunities
- Virtual network
- Events information
- Links to toolkits
- Targeted training
- Emails to help highlight resources/training and funding
- More opportunity to ask peers questions – forum/notice board
- Funding for network to sustain interest and support regional events
- Improvement of the promotion of information and events was recommended. Some emails were more pertinent than others, due to work load it would be helpful to have clear headers and ages range relevance

Benefits of Network Meetings

Membership runs at two levels – those who attend meetings, even if occasionally, and those who keep in touch via the virtual communications network. The following represents the benefits of attending network meetings.

- Co-ordinating approach to participation (inc. strategic: GO/CWDC/PW)
- Opportunity to share/network
- Learning from discussions
- Mix of practitioners – multi-agency sharing and learning from different roles
- Access to advice
- Updates on members
- Hear case studies/good practice first hand

“We are currently looking at an application to the lottery youth fund for participation of young carers within the project and through the network we have a better understanding of just how far we can take the participation of young people. The swapping of ideas that we can take back to young people is really useful, we tell them what other groups are doing and see how they feel about it and whether they would like to take part in new things too.”

What members would like more of/improved

- Participation of YP in meetings/training/events
- Inter-agency initiatives to embed participation into structures and systems
- More in depth examples of diverse services

- Members presenting own work
- Half day meetings
- Quarterly meetings
- Good parking
- One request for rotating venue
- Suggestion that larger members could host meetings
- Focus on strategy/policy and new initiatives
- Theme
- Focus groups
- Speakers at end so can network after
- Practical applications to policy & theory
- Case studies
- Greater opportunities to inform policy makers

Training: Needs/Barriers

People use a mixture of Participation Works training (national training) and other local or regional providers, including Local Authority, WotBox Consultants, YIPPEE, Young Lives and Changemakers. Participation Works training was felt to be good and people were satisfied with training, in terms of standards, quality, delivery and relevance. Particularly mentioned were Hear by Right, Youth at the Table, Ready Steady Change and Building a Culture of Participation. Other training quality was also felt to be generally informative and helpful to broadening understanding and using practical resources.

Training Needs

- Disability and the inclusion of young people
- Further development of engaging hard to reach
- Diversity
- Creative ways to engage with Health
- Embedding participation
- Intro/entry level participation

Barriers to Training

- Time constraints – training offer must be targeted to meet the objectives of people's jobs
- Childcare especially of young parents
- Finances to attend training
- Challenge to include staff from larger charities
- Timely promotion of courses
- Diary clashes
- Distance
- Number (few – backfill) of staff
- Workload

PWNE Membership/Gateway

All but one East of England responder was a member of PWNE– although this is not representative of the whole network and may indicate the profile of those willing to give time to respond. There was a mixture from the EM of PWNE membership, Strategic Group and local network members. Some of the PWNE member personal details were out of date. Conversely there are many members of the EMVY and YIPPEE networks who haven't joined the gateway and some PWNE members who haven't responded to the invitation to join the EMVY or YIPPEE mailing list.

The most useful sections of PW website were the resources: training, events, toolkits, How To Guides. The website was generally felt to be easy to navigate with appropriate and easy to access information.

Updates on new tools and policies were also mentioned as useful and one respondent would like a list of members, but couldn't find the information.

“a local / regional section for sharing information, good practices and chatting.”

Suggested improvements include:

- Access – language and disability issues.
- Search engine
- Signposting
- Simplified structure
- YP input
- Accessing list of members and contacting them

7.0 Shared Learning Outcomes

Broadly, continuing with an integrated network is seen as preferable (with both sectors) although some targeted VCS events may be helpful as busy agenda meetings can restrict creative thinking and this would offer greater opportunity to explore new flexible approaches like partnership working. Some felt quite strongly that there was a specific basis for it to be cross sector as learning was transferable and participation was about integration and working together; however we could look at developing the VCS offer in EE, whereas in the EM, the focus is on VCS at Forum events and content of the newsletter.

We could also make better use of the PWNE database in terms of networking members and we need to consider ways to make training more accessible to VCOs.

East of England

- There is a very strong case for a regional network as little local activity
- Meetings could be improved and made more focused
- Partnership work a real side benefit of participation support

- The gap between the ways the work is being delivered highlighted the opportunity for closer links between YIPPEE and VYSER and CME members
- More links could be made with youth service reps such as IYS leads. (The Chair has presented to the new IYS network but this needs to be maintained)
- Need to develop system for tying in new members to PWNE and YIPPEE at same time
- Specifically – the EMVY was co-hosted with Global Education partners. This increased my understanding and intention to work with one of our own members to promote this approach to participation

East Midlands

- There would be merit in hold an annual conference just for VCS issues
- The less formal network meetings worked well for a broader information exchange and were valued by members
- There is a role for a regional Participation Network, however this does need to be better linked with other regional work, of the EM Partnership (EMVY, EMRYWU and training organisations), to ensure that all Directors and Heads of Service are aware of and support the work and a broadening of membership of the Strategic Participation Leads Group to include other voluntary youth groups and agencies such as NHS and YOT is proving beneficial
- Further work should be done to communicate with the members registered on PWNE network
- The national training programme, is valued for its quality, usefulness and that it is accessible at a regional level. Most respondents had benefited from national training, complemented by some locally delivered training

“I thought they were really engaging and beneficial”. “Very good, delivery style was capturing” about National Training

- EM Reserve Forces & Cadets Association have embraced participation and have received Hear by Right training. There seems to be a barrier at the national level but a keenness regionally to take this agenda forward

“some training around job descriptions/ person specifications to include participation and embed into practice”

8.0 Promoting the Research

With agreement from the Big Lottery Fund, we propose the following common methods of distribution and dissemination of the report. An Executive Summary would be used to

hand out at national and regional meetings. Verbal reports presented back to regional co-ordinators meetings, and this has been done anecdotally at the regional co-ordinators meeting in January 2009, to be followed up by sending the complete report to each co-ordinator. An article and link placed in the PWNE e-bulletin and distributed to key stakeholders who may find it useful.

East Midlands specific promotion

- Strategic Participation Leads group, including GOEM
- Report to the EMVY Board
- Article and link in the e-newsletter and on the EMVY website
- Presentation to EMVY Forum
- EM Partnership Group (EMRYWU, EMVY & training orgs)

East of England specific promotion

- Dissemination of findings to all members for information and promotion of network and opportunities within their peer groups and contacts
- Presentation to YIPPEE meeting
- Presentation to GO to promote support/funding for YIPPEE
- Dissemination of findings to VYSER/CME (Children Matter East) via emails and newsletter
- Possible offer to DCSF contacts at regional event

9.0 Recommendations

East of England

- Push to get participation on the VYSER/CME/VCS engage agenda
- Keeping meetings to half days/clear theme/rotation of location twice yearly

East Midlands

- To review the linkages with the East Midlands Partnership Group for closer collaboration with the Strategic Participation Leads Group (See Appendix II)
- Whilst there is a need for Children's Trust or Local Authority Strategic Participation Leads to meet as an officer group, a review of membership and terms of reference is required to scope out the opportunities for broader regional involvement of the VCS and other agencies. This has arisen from the benefits of having Health & Youth Offending Service representatives at the meetings.

Wider Learning

- Support work around events/training/partnerships
- Develop the approach to small/uniformed VCOs – flyer/meeting/workshop or simple questionnaire regarding participation awareness
- Improve members access to other members (inc via PWNE) in their region
- Explore the strategic influence that networks can have and how best to utilise this

- More support around funding
- Clarification of relevance of emailed information.
- Agenda inclusion of YP in meetings
- User Guide based training delivered locally and in bite size chunks
- Improve search engine and signposting to local members/activity on gateway

“Able to reflect on the benefits of participation during training.”

General Outcomes (from the project):

- Improved knowledge and understanding of two regional networks which differ from the others
- Comparable research to inform future planning
- Increased access to good practice for members of PWNE and local networks
- Evidence of needs to develop training programme
- Evidence of impact for funders
- New ideas through accessing different models of delivery

Appendix I - Questionnaire for developing Regional Participation Support

Network Meetings

1. a. Has membership of the regional network been of benefit, and if so, how has it impacted on your work with CYP?

b. If it has benefited but not yet impacted, how do you see it impacting in the future?
2. Would a specific and more targeted network also help you? eg. VCS only or participation workers only. What would be the added benefits of this?
3. What support do you want from the regional network?
 - a. What benefits do you get/expect from being a member of the virtual network? (eg. newsletter, regular emails and communications – how useful do you find these?) Is there anything you would like to see as a benefit that doesn't exist at the moment?
 - b. If you attend meetings, what have you found useful and would like more of?

Have you any suggestions about how meetings can be improved?

eg. *Format*: one location/regionally moving; half day/full day; frequency
Content: themes/focus groups; learning/sharing sessions/business before or after/speakers?

4. Do you know of any participation networks local to you? Where and how frequent are they and do you attend them? If not, why not?

Training Needs

5. Have you attended any PWNE or Participation Works training in the last 12 months? (Participation Works incl. Hear by Right, Ready Steady Change, Youth at the Table – PWNE may be localised, regional training organised by YIPPEE or EMVY) (If yes, go to Q5a / if no, go to Q6)
 - a. How did you find the training experience and what were the benefits?
6. If answered no to Q5: Are there any specific reasons why you haven't used PWNE/Participation Works training?
7. Has your organisation used any other participation training providers? (If yes, who, when and where)
8. Are there any unmet needs within your organisation around participation related training? (If yes, what are they, how could they best be delivered)

9. What are the barriers to accessing training – (eg. location, time you can allocate to training (full day, over a few weeks etc.), a limited number of staff who can be released at a time?

Participation Works Gateway and Resources

10. Are you registered as a member of PWNE on the Participation Works Gateway? (tick which applies) Yes No

(If not, why?)

- a. Is the Gateway (website) easy to navigate and is the information what you need and expect to find?
- b. Which section is most useful?
- c. Are there any areas that could be improved?

Appendix II

East Midlands Proposed new structure arising from this research



Appendix III - Acronyms

BCP	Building a Culture of Participation
CiC	Children in Care
CME	Children Matter East
CVYS	Councils for Voluntary Youth Service
CWDC	Children’s Workforce Development Council
EE	East of England
EM	East Midlands
EMRYWU	East Midlands Regional Youth Work Unit
EMVY	East Midlands Voluntary Youth
GOEM/EAST	Government Office East Midlands/East
IYS	Integrated Youth Services
LAYSER	Local Authority Youth Services Eastern Region
NHS	National Health Service
NYON	Nottinghamshire Youth Organisation Network
PW	Participation Works

***Participation Works** enables organisations to effectively involve children and young people in the development, delivery and evaluation of services that affect their lives. It is a consortium made up of the following six agencies: the British Youth Council, Children’s Rights Alliance for England, National Children’s Bureau, National Council for Voluntary Youth Services, The National Youth Agency and Save the Children UK.*

PWNE	Participation Works Networks England
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***Participation Works Network for England (PWNE)** provides an opportunity for practitioners working with children and young people to promote and share best practice across the country. Members of PWNE work in a variety of settings including health, education, children’s rights, early years and childcare.*

RSC	Ready Steady Change
TOR	Terms of Reference
UKYP	UK Youth Parliament
VCS/VCOs	Voluntary & Community Sector/Organisations

VYSER	Voluntary Youth Services Eastern Region
YIPPEE	Youth Involvement and Participation Partnership East of England
Y & C	Youth and Community
YOS	Youth Offending Service