

# ISLE OF MAN YOUTH SERVICE

## STRATEGY 2023 – 2033



Isle of Man  
Government  
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Department of Education Sport and Culture



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# MINISTERIAL FOREWORD

This plan and these Strategic Priorities set out a clear commitment to our Island's young people and support the aims in the 'Island Plan' and the 'DESC Service Delivery Plan'. The plan identifies some longer term aims and goals but also focuses on the 'here and now' and it's refreshing to hear, see, and be involved in the future shaping of young people's services on the Island.

The Youth Service offers 'Somewhere to go, Something to do, and Someone to talk to' in multiple locations across the Isle of Man during evenings, weekends, and school holidays. This strategy demonstrates a commitment that all young people have access to opportunities that will shape their future and build a healthy, happy, productive Island community.

At times our young people will need support, they will need to be challenged, they need to build trust and respect and they need opportunities. They need to build positive relationships in a setting that is comfortable to them and this is what this plan aims to do. It has never been more important for us to come together and give people of all ages the necessary skills, confidence, and opportunities to achieve potential and make our Island 'a great place to live and work'. Furthermore by providing 'Somewhere to go, Something to do, and Someone to talk to' we will ensure they will be connected with trusted persons within their communities.

Hon Julie Edge MHK

Minister for Education Sport and Culture



# WHAT IS YOUTH WORK

The key focus of youth work is, to 'enable young people to develop holistically, to work with them to facilitate their personal, social and educational development, to enable them to develop their voice through engagement and ultimately find their place in society and reach their full potential'.



In practice, this means that the services we provide need to be relevant and attractive to young people meet them where they are, and importantly being responsive to the challenge of an evolving youth culture. This is perhaps what distinguishes youth workers from that of colleagues in more formal education settings; in that the work of the Youth Service is founded in youth work principles which can differ to that of other services. Our aspirations and hopes for young people need to be something that they themselves buy into, and so success is only possible where we have built trusting authentic relationships with them.

To achieve the above is not easy, it takes skill, time, and above all patience. The support provided by the Youth Service on the Isle of Man can be very different depending on the need. Our workers offer fun activity sessions at local clubs, street based youth work from detached teams, challenging anti social behaviour sessions, sporting sessions, and targeted youth work with young people exploring their identities. No matter the form of engagement, the Youth Service puts the best interests of young people first and works with colleagues and partners to ensure young people can access the support and opportunities they deserve.

Despite the challenges, the rewards are great. The opportunity for young people to have easy access to responsible adults who will advocate on their behalf and importantly 'be there' for them can mean all the difference in the life choices that young people make. Having meaningful engagement with young people allows us, as a community, to be proactive and more effective in supporting them as they navigate growing up in an ever-changing world. Ultimately the Youth Service is a tool to engage with our young people, allowing dialogue between generations and providing for them "somewhere to go, something to do and someone to talk to".



# PRINCIPLES OF YOUTH WORK



**Young people choosing to take part**



**Utilising young people's view of the world**



**Treating young people with respect**



**Seeking to develop young people's skills and attitudes rather than remedy 'problem behaviours'**



**Helping young people develop stronger relationships and collective identities**



**Respecting and valuing differences**



**Promoting the voice of young people**



# VISION

**An Island where all young people feel that they belong, where they are meaningfully engaged and reach their potential**



# MISSION

**The Isle of Man Youth Service exists to give young people somewhere to go, something to do and someone to talk to; supporting them to discover themselves, their aspirations and find their place in their community.**



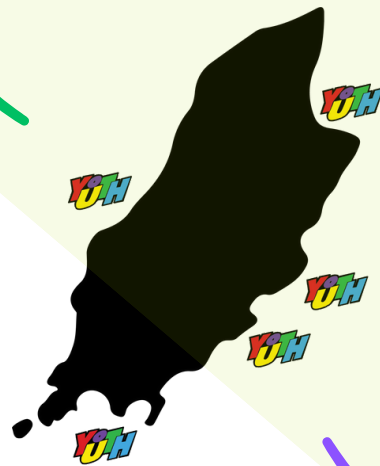
**SP2  
OUTDOOR LEARNING**



**SP3  
YOUTH VOICE**



**SP1**



**REGIONAL  
YOUTH HUBS**

**SP4  
TRAINING &  
EMPLOYMENT**



**SP5  
SCHOOL HOLIDAY  
PROVISION**



**SP6  
DIGITALISATION**



## To provide safe, welcoming, well equipped, up to date, accessible youth provision for young people to meet at times when they are needed



### Key Actions:

- Establish 5 key Youth Centres across the Island expanding the reach, activities, facilities and engagement within communities
- Assign Area Worker staff and resource appropriately 5 key Youth Centres across the Island
- Develop a quality assurance tool to support continual improvement of our centres
- Develop the youth offer in response to local needs utilising local partnerships

### Outcomes:

- Area Workers will have a clear focus of their role in ensuring the success of their centre in the community
- Using the quality assurance tool will allow the service to critically reflect on its offer and continually improve
- An inclusive provision enables all young people to integrate into society
- We will have well utilised valued community clubs

### Measurements:

- Area Workers will have a clear focus of their role in ensuring the success of their centre in the community
- Using the quality assurance tool will allow the service to critically reflect on its offer and continually improve
- An inclusive provision enables all young people to integrate into society
- We will have well utilised valued community clubs
- Safeguarding procedures and training are well utilised in the work we do





## **To deliver an outdoor learning offer to all young people utilising our Outdoor Learning Centre**

### **Key Actions:**

- Rebrand and launch the new Outdoor Learning Centre (OLC)
- Review the current premises and activities and ensure safety, compliance, and registration
- To deliver a programme of outdoor education opportunities and activities for children and young people
- Develop and deliver an targeted support provision accessible to high schools
- To produce a training model for all teachers and users of the centre
- Review the licensing arrangement and support the delivery of the Duke of Edinburgh's award
- Create a future of sustainability that will involve investment and use from other organisations

### **Outcomes:**

- Inspire young people to become successful learners, responsible citizens and improve their confidence, self-esteem and physical and mental well-being
- Increased use of the OLC, facilitated by a trained staff team
- Increase the opportunities for an alternative learning environment for small groups
- To attract visiting Duke of Edinburgh's Award groups to the OLC
- Funding secured to enhance the facilities and offer

### **Measurements:**

- Every child in key stage 2 will have access to an outdoor learning experience
- More staff trained and an increased use of self-led activities
- Increased numbers of young people engaging with the centre for Duke of Edinburgh's award
- On-going improvements to facilities and resources



## Listening to the voice of young people to inform the future of the Youth Services



### Key Actions:

- Develop a system to capture how young people view our youth offer
- Create youth forums for identified groups of young people
- Development of a feedback process for our youth workers and centres
- Work with our partners capturing relevant trends of young people

### Outcomes:

- The Youth Service will gain meaningful feedback to help improve services
- Youth Service will be able to prioritise work based on feedback from young people
- Each Youth Centre and area has an established and functioning feedback process as part of quality assurance

### Measurements:

- Developments captured and displayed on website and social media
- Evidence that the service responds to the voice of young people through implementation of projects and/or changes in delivery
- Youth questions included in Wellbeing Survey
- Youth provision is relevant and utilised by different groups



## Provide a pathway for young people to gain valuable training and experiences enabling them to be employed within the Youth Service and wider division, and to become active citizens



### Key Actions:

- Develop a young leader programme targeting aged 15+ across the Island
- Provide volunteering opportunities within the youth club for members with a pathway to the young leaders' programme
- Develop and improve the of Duke of Edinburgh's Award across the island
- Work with partners to deliver targeted learning opportunities relevant to young people

### Outcomes:

- A more sustainable and well-trained workforce within the Youth Service and wider division
- More young people achieve their Duke of Edinburgh's Award through the Youth Service
- Young people become more resilient

### Measurements:

- Every junior club will have graduates from the young leaders programme
- Young people demonstrate that they have met the learning outcomes of their accredited programmes
- A divisional strategy on work opportunities for young people
- A more stable workforce across the division



## Provide School Holiday Provision that is more accessible in more areas across the Island

### Key Actions:

- All key youth centres/hubs to deliver school holiday provision
- Establish links and relationships with local schools and relevant agencies to encourage youth club engagement
- Develop a school holiday programme that is relevant to the needs of local children and young people, removing barriers to those most in need
- Develop an effective partnership across government so that transport is accessible to provide a range of appropriate venues
- To research and source appropriate funding to deliver Holiday Activity and Food schemes in key youth centres



### Outcomes:

- Children and young people have more opportunity to engage with the youth service during school holidays
- Children and Young People will be identified who would most benefit from such provision
- A thriving school holiday offer that reflects the diversity of the community

### Measurements:

- Children and young people attending will report that school holiday provision is relevant
- Targeted children and young people through school engagement will attend school holiday provision
- An increase of school holiday provision will be delivered in each area



## To create a cashless, digitalised, paperless, Youth Service setting fit for the future



### Key Actions:

- Implement a new payment system and membership process that is held digitally
- Utilise IT for sessional recording details and booking systems
- Explore options for a universal recreation card for activities and transport on the Island

### Outcomes:

- Instant data and information being sent to youth office
- Conforms to Financial Regulations
- Reduces costs and increases productivity and time
- Improves employee satisfaction
- Young people notice the investment and benefits of digitized spaces

### Measurements:

- Low numbers of pay queries
- Immediate access to ongoing data
- Staff are better trained to deal with technical issues



## ***Acknowledgements***

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*Thanks to all the Youth Service staff of 2023 who have created the priorities.*

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