

The vision for the Phoenix Detached

Youth Project 2023-2028



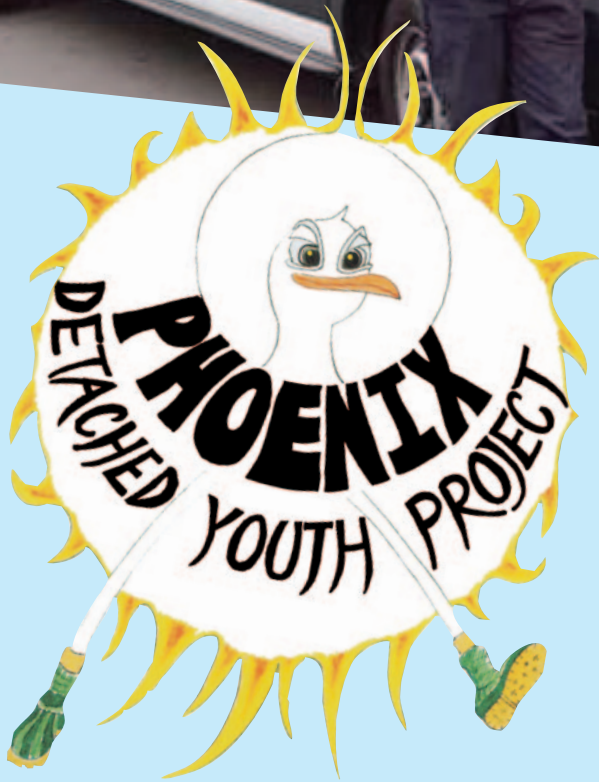
Initiated by
young people and
creatively delivered
for young people



MISSION STATEMENT

Working with
young people
to develop
their ideas and
supporting their
life choices and
education.

PHOENIX DETACHED YOUTH PROJECT



AIMS AND OBJECTIVES

To help young people's personal development through leisure time activities.

We aim to develop their physical, mental and spiritual capacities so that they grow to full maturity as individuals and members of society.

BACKGROUND

The Phoenix Detached Youth Project (PDYP) started on the 9th of February 2004. We have successfully delivered detached youth work in Chirton and Riverside Wards and also continue to work in East Howdon and Royal Quays estates over the past 19 years. The area has a high level of deprivation with most young people we work with in the top 1.16% of deprived young people in England.

Our last vision documents 2017 to 2022, has been evaluated by young people, staff, trustees and other agencies. This document includes a summary of the evaluation.

The experienced group of trustees and staff team are committed to delivering the service, in partnership with the PDYP Young ambassadors, to local young people of year 7 from secondary school to 26 years of age. The project listens and supports the development of young person led approach in developing ideas and tackling issues young people face.

SKILLS OF THE TRUSTEES

Chair person, Anne Marron is a full-time qualified Youth and Community worker, and has been a University lecturer at Durham University Youth and Community Work course until her retirement. She brings over 30 years' experience as a practitioner in youth and community work, and as a lecturer at Durham University.

Company Secretary, The Rev'd Lee Cleminson is the local parish priest for St Johns and St Peters parish, living in the local community, allows him to bring a wealth of knowledge and experience, of walking alongside young people and the community to support effective action on the ground by working in partnership with the staff and fellow trustees.

Treasurer, Ben Appleby Dean, is the longest serving member of the trustees, having a clear overview of the finances of the charity, and brings years of experience as an advice worker for Citizens Advice Bureau, and is now a manager in the NHS.

Trustee, Tasleem Akhtar is a successful business woman who ran a local business on the estate for years, enabling her to understand the local residents, Taz has recently moved off the estate but continues to be a valuable trustee and businesswoman using this knowledge to good effect.

Trustee, Jessica Irving used the project as a young person for 13 years, and was also a young ambassador, she is a mother who lives on the estate and works at the local High School as a Learning Mentor.

Trustee, Hollie Morgan is a Family Solicitor, and brings a wealth of experience in this area of work, which is extremely valuable for the organisation, and has recently supported the organisation gain extra HR advice.



Tustee, Peter Hopkins is a social researcher at Newcastle University specialising in research about marginalised groups including children and youth, bringing with him experience in funding, project management and in youth issues.

Cathy Davis has worked with young people for over 30 years, and is a trained social worker and brings a range of relevant knowledge and skills to the role as a Trustee. Cath worked in education helping children and young people excluded from school get back into education. She understands the pitfalls of the current education system and how one size doesn't fit all. Cath has also worked with the Gateshead youth offending team and helped promote positive behaviour amongst young people to prevent them entering the criminal justice system. She has been a foster carer until recently, working mostly with teenage girls who have now formed part of her family, she is also part of the fostering and adoption panel. These experiences have helped her develop an in-depth knowledge of the care system.

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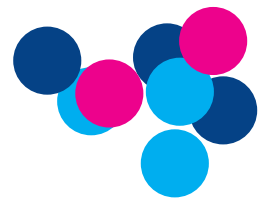
SUMMARY OF VISION PDYP 2017 TO 2022



Outline of a Five Year Vision

The foundation that underpins all PDYP activities is the detached youth work. This is how relationships of trust and respect are built with young people, and young-person led developments, around issues that are important to them, happen because of the quality of these relationships. Without the detached youth work there would be less outcomes or longer term impact in terms of Phoenix's work with young people and the difference it makes.

Four main 'strands of work' were identified for the past five years. The strands weave in and out of each other.



1

Sustainability

Making sure PDYP continues to exist as an organisation with a clear set of values and principles, in line with feedback to "keep doing more of what they're doing because the need is becoming more and more apparent." This strand links strongly with:

- The strands of publicity and partnership building
- The ethos of PYDP ie in terms of working with young people with respect and care. The same applies to Trustees making sure that workers are cared for within the organisation, and workers looking after themselves and each other by working within capacity: "The team is professional, for example in thinking about how many groups to offer at any one time, and making sure they all have restorative time off after a residential" (Evaluation report p.4). This produces work of consistently high quality.



2

Mental / Physical / Emotional Health and Wellbeing

This is an area which continues to be high priority at a national level, and local young people have highlighted the need eg for Helping Hands group support. It involves preventative work that links young people up with the current public health agenda, and involves them in working out ways of reducing risk and harm to themselves and others, and improving their health. Building self-esteem, confidence, and mental and emotional wellbeing links with all the other areas of PDYP's work:

- Direct work around poverty
- Gym activities, and water based and other outdoor sports, raising self-confidence and levels of physical and emotional wellbeing
- All of the creative arts work, which is increasingly important as it disappears from the school curriculum and is in line with the suggestion in the evaluation report: "Explore further venues for art and performance, building on young people's skills in dance, music and art".
- Ongoing Helping Hands group sessions
- Supporting young people into work experience and paid employment ie 'completing the circle' with them to avoid poverty and the effects of economic disadvantage on health and wellbeing.

3

Publicity and awareness-raising

There is already significant action in this strand, including input from Universities. This can carry on over the next five years, with more digitisation, website updating, and focus on social media. Ideas were shared about developing:

- Marketing via the website eg of resources produced by young people, as suggested by an interviewee during the evaluation process: "Keep resource packs updated and explore the potential of young people marketing them" (Evaluation report p.27)
- Resources section (as above)
- Short case study videos etc with messages from partner organisations about big impact of relatively small financial investment and/or investment in kind. This links with the sustainability strand.

4

Partnership building

There was discussion about the potential for PDYP to be more strategic in its partnership building, prioritising going to meeting/events where there are likely to be the most useful networking opportunities. Discussion covered:

- Developing links with more and bigger businesses, locally and nationally
- The importance of building time into the work plan to proactively build partnerships.

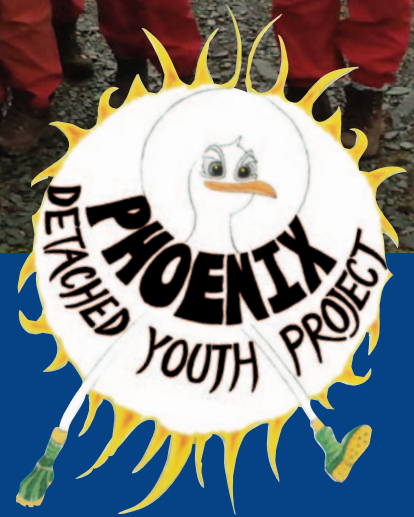
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SUMMARY OF EVALUATION REPORT PDYP DECEMBER 2022



Consideration for future vision 2023 to 2028

- Across interviews there was consensus about the importance of PDYP continuing to provide holistic support to young people who are at the hardest edge of the current economic situation. Everything they do going forward will be valid because of the cost of living crisis. North Tyneside's Public Health priorities are shaped around social determinants of health. "My hopes haven't changed for young people. I want any young person growing up anywhere in North Tyneside to be able to reach their full potential in whatever way that might be." (Commissioner).
- "Phoenix DYP should carry on offering safe space and and opportunity for young people to get involved, knowing that support is there. There's also the issue of things around financial difficulties. Also opportunities for getting involved in their community. It's important to continue all of this. (Partner) I would hope that young people could see some positive things, after losing people and education during the pandemic, and with the climate change emergency. I would like them to have a sense of purpose, a sense of power, and to recognise their potential." (Taken from the PDYP External Evaluation report 2022)
- Partners highlighted the value of a focus on the interlinked areas of supporting young people's positive mental health and wellbeing and expanding training and employment opportunities.
- "With the cost of living crisis, and poverty it's important that PDYP looks at how to support young people. There will be a lot to do with mental wellbeing and family relationships. I hope they can support a lot more young people to get into an apprenticeship, more for their mental health. What terrifies me is that the suicide rate is going to go through the roof. The team identified the same issues for young people." (Taken from the PDYP External Evaluation Report 2022)
- Over the next twelve months and beyond there is more work to do, maybe more opportunities for training, and more promoting wellbeing. Also work around individuals' mental health. Every young person who comes in has a different need. Phoenix DYP is always looking at what is going to be a disadvantage for young people. It would be good to see a cohort of jobs being offered and better paid apprenticeships and supporting young people into higher education and employment.
- More resources for support for mental health so more young people can use that. Mental health is a big one. So are poverty and the economic situation, the financial crisis, and supporting young people into higher education and employment. Helping with increasing mental health pressures, including like climate change and the financial crisis.



- Partners emphasised employment opportunities in particular. "Look at developing employability wider than construction. Though PDYP work with small numbers of young people, they're the ones who wouldn't have been picked up by other services. A wider ranging set of opportunities for young people to get into employment when they're ready. Wider training options and work experience, and easier way of getting into those. Don't think PDYP could do anything better. I would like to see opportunity for young people to start a business if they have an idea, to get a small grant, and have someone to guide them. There would be capacity in the business community." (Taken from the PDYP External Evaluation report 2022)
- All of the suggestions that people made for longer term service development and improvement relate to building on PDYP principles and practice. Across interviews there was consensus that PDYP should maintain its integrity and approach to working with young people, sharing the model where possible. They should keep PDYP quite small, and hold on to their focused criteria.

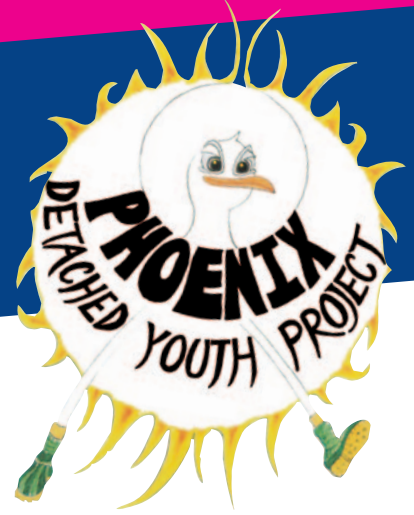
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- “The biggest problem I see with voluntary sector organisations is mission drift, which can happen very quickly. PDYP has a lot of credibility for what it does, and funding will come if it sticks to that. I feel confident about that because what PDYP does is credible.” (Commissioner) “It’s about sustainability rather than growth and expansion, and maintaining funding. The challenge now is to continue focused work with young people.” (Partner) “What they do works and works well. They are for doing things simply and really, really well. (Partner) They have made a strategic decision not to get too big. They concentrate in an area they are known in. PYDP needs to be part of the process of partnership, working out how to complement what other organisations do eg where to point a young person when they are no longer a young person.” (Partner) “We don’t want to grow much bigger, but we can let people know about the model. We can retain what PYDP does, and share the model.” (Team) “It’s important to keep a focus on detached work, keeping going out and meeting young people and building relationships. (Team) The project runs really well so why change it.” (Taken from the PDYP External Evaluation report 2022)
- “Partners and team members suggested extending the Phoenix Project age range to cover everyone from secondary school entry, to avoid some young people having to wait for some or all of year 7 before the team can work with them. We need to have collaborative meetings about supporting young people transitioning from primary to secondary school. Working with young people aged 10 and 11 is currently outside Phoenix Project scope.” (Taken from the PDYP external Evaluation report)
- “There is scope for PYDP to support continuing play work, the need for which has been identified by local people. They could do this in partnership, without compromising their youth work focus. The organisation with whom they have been working on the street play project expressed enthusiasm for further collaboration. Perhaps we could extend the street play project, which at the moment is for one year. Our two organisations have a relationship of trust. I hope we can continue to work in that way.” (Taken from the PDYP external Evaluation report 2022)
- Closing words are from a young person supported by PYDP and now in employment. They illustrate the importance of PYDP keeping going. They invest in young people’s interests, that others overlook. They look into each person’s interests and help you realise your potential. They respond immediately to help you to not do things that will harm you. They’re not condescending. They look at you as a person. I went to them at a really rough time. I was at the edge and they helped me to do something about it. Everyone needs a team like that to believe in them, when nobody else is behind them.” (Taken from the PDYP External Evaluation report 2022)



FIVE YEAR DEVELOPMENT PLAN FOR FUTURE YOUTH WORK 2023-2028



1

Detached Youth Work

- Continue to do daytime and evening detached youth work five sessions a week. This unique needs led approach is key to our work, being flexible and responsive to the young people's needs.
- Contact new groups of young people and develop trusting relationships on a voluntary basis via group work activities and individual support with young people living and working starting from year 7 at secondary school, and working up to 26 years.
- Continue to carry on offering safe space and an opportunity for young people to get involved to provide holistic support to young people who are at the edge of the current economic situation.
- Build on our successful partnership with North Tyneside Council (subject to funding) To deliver a well-established long term service to young people year 7 at school to 26yrs.

2

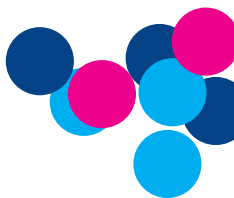
Young person led activities (relationship building)

- Continue to build voluntary relationships with young people by activities organised and planned by them.

3

Young person led project work

- Continue to support and enable young people to develop young person led social action projects around ideas and issues they face or identify.
- Continue to deliver the 'Living it large' programme supporting individual young people on their journey towards employment, university, and training.
- Continue to support young people with mental health issues via our Helping Hands groups, delivered in partnership with NTC Connexions service, with other agencies referring young people in.
- Continue to support young parents via our "Hopes and fears" projects.
- Continue to support young people to develop social action projects creating effective solutions to issues and ideas they identify.



4

Developmental areas of work

- Further develop our partnership with Norham High School, providing issue based work, informal educational support, including detached youth work and activities at the school, and targeted work to support young people at school.
- Continue on develop our partnership with The Meadows Community centre to develop the NE29 street play project, Noahs Bench project, and linked up crisis support for under 26yrs PDYP and over 26yrs The Meadows Community centre.
- Continue to support young people with mental health issues via our Helping Hands groups, in partnership with NTC Connexions Service.
- Look to develop The Through The Looking Glass Project, in partnership with local schools, and local business, and funders to link young people to work employment and opportunities.
- Develop promotion and publicity and a social media subgroup to help PYDP to keep thinking about how to evolve in relation to young people's changing use of social media, and promotion of PDYP.
- Continue to develop the young ambassadors PDYP, to promote the project to funders and business as well as getting involved in social action projects.

5

Organisational development / staff / trustee / charity

- To secure and negotiate a new five year lease for the building, and replacement to the flat roof storage room.
- Continue to develop the staff work team due to increase in poverty and crisis by employing an extra 16 hour full time qualified Youth and Community Worker.
- Consider PDYP developing the capacity to train Youth Workers e.g. exploring the possibility of employing a level 6 youth work apprentice.
- Maintain an existing level of care for the whole staff team workers and trustees, by having regular away days, paying JNC rates of pay for Youth Workers.
- Explore and pilot Workers to access non managerial supervision as required, by developing an effective structure, that links with the line management of the project.
- Discuss the development of a business continuity strategy for future emergencies and service challenges eg risk of staff sickness, difficulty in recruiting fully trained youth workers and future pandemics.
- Revisit the role of trustees and recruit more trustees to strengthening training and governance of PDYP.
- Rebuild links with other young people's projects eg Patchworks, Streetwise, and D2 youth Zone.
- Develop an environmental action plan and strategy for PDYP.



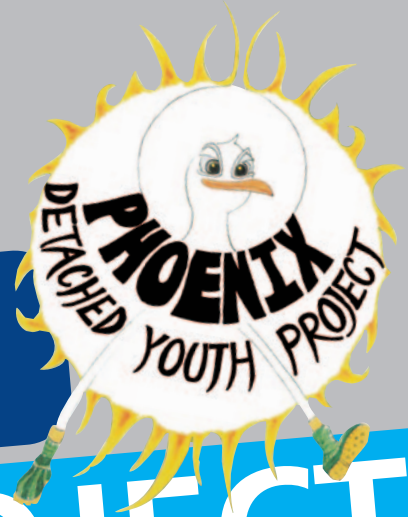
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Fund raising

- Continue to work in partnership with funders and trusts via funding bid to enable PDYP to deliver a service to young people.
- Explore the use of partnership funding bids and if successful monitor their success.
- Continue to try and secure funding from North Tyneside Council via Public Health grants.
- Explore creative ways of delivering projects to improve services to young people, by working in partnership eg Phoenix construction scheme.
- Continue to develop relationships with local business which leads to in kind funding and grants.



PHOENIX DETACHED YOUTH PROJECT



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DETACHED YOUTH WORKER

Luke Johnston

DETACHED YOUTH WORKER (16HRS)

Becca O'Keefe

SESSIONAL STAFF / VOLUNTEERS

Ann Courtney Gary Nelson

TRUSTEES

Anne Marron - Chair
Rev'd Lee Cleminson - Company Secretary
Ben Appleby - Dean - Treasurer

Taz Akhtar - Trustee
Jessica Irving - Trustee
Holly Morgan - Trustee

Cath Davis - Trustee
Peter Hopkins - Trustee



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