



# CHILD AND YOUTH VOICE TEAM ANNUAL REPORT 2022

'An active children in care and care leavers forum supported by a vibrant Child and Youth Voice Team' (Ofsted focus visit 2022)

## ABSTRACT

Find out about the work of the team and achievements over its first 12 months

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## 1. Introduction

1.1 The Child and Youth Voice Team was launched in April 2021 and is made up by care experienced staff. The team is now managed by Joe Sutton and includes a Child and Youth Support Worker. We have recently recruited 2 part-time (1FTE) Child and Youth Support Apprentices Assistants under Wiltshire's apprenticeship scheme. As one of apprentices is now on maternity leave we have recruited a part time support assistant to backfill her post

### 1.2 Objectives

This report will outline how the objectives of the team have been met from April 2021 - March 2022.

1. Engagement and participation of young people is maximised in the youth groups and forums such as the Youth Union, Children in Care (CICC) Council and Care Leaver's Forum.
2. Young people are empowered and enabled to have a strong voice and are supported to research other young peoples lived experiences, perceptions, and insights across Wiltshire to shape service development of the Council and its partners.
3. Young people are involved in scrutinising and inspecting services across Wiltshire and are part of the Quality Assurance Framework
4. Young People are supported to work directly with leaders and decision-makers to influence change from senior levels and cascade through the organisation
5. Deliver on Wiltshire Council's commitment to listening to young people and making sure they are at the centre of services for children and young people.

## 2. Child and Youth Voice Facilitated Groups

2.1 There has been a key emphasis on recruiting to the youth groups that the team facilitate. Many of the groups that had been running when the service sat elsewhere were not well attended, meaning that only a small number of people were essentially speaking on behalf of the many. This made it difficult for services that were engaging with them to accept that their views were truly representative of the majority.

2.3 The team spent time talking to the young people who attend each group to find out what they wanted to get out of the sessions. The team quickly learnt that some groups such as the CICC prefer to give their views informally whilst doing fun activities and other groups preferred to take more of a formal approach. Below the report will go on to talk about what approach was taken by each group and what affect this has had.

## 3. Children in Care Council

3.1 Due to Covid restrictions the CiCC has mainly taken place bi-monthly using Microsoft Teams. Despite low numbers of attendees at the virtual CiCC, the group has had positive sessions where guests were invited. One session a member of the Kinship and Fostering Team came along to find out what the participants thought made a good foster carer. We also had a guest who facilitated a mindfulness session, the young people found this really helpful.

3.2 To help raise awareness about CiCC the team organised a residential trip to PGL Liddington in September 2021. The trip was very popular, and we took 18 young people between the ages of 11 – 17 years old. The young people took part in activities such as climbing, canoeing, ziplining, archery and much more. As a result we further increased the membership of CiCC by 15 young people.

3.3 Instead of holding formal CICC meetings, we consulted with young people and now offer a fun, activity-based programme throughout 2022 to engage young people in the CICC. Staff members from the CYV team aim to support the participants to feel connected as a group and build positive relationships with one another. We listen to what the participants are telling us and the CYV Team Manager writes a one-page summary after every activity that can be shared with Corporate Parents.

3.4 As of March 2022 the team is now working with 45 young people on the CiCC. The average age of our participants is 14 years and 3 months with an even split between male and female. We have had a response rate of 25% to the 534 invitations sent out to the CiCC sessions being offered in 2022, with 136 places being taken up.

3.5 Elected members and officers who attend the Corporate Parenting Panel and who oversee a strategic priority will also be invited to attend the CiCC. Each CiCC session will have a theme relating to the strategic priorities and at these sessions those elected members and will have a chance to come along and have an informal chat with the participants, this will provide them with feedback on whether their priority is being met.

3.6 Towards the end of the year, the CYV team will be inviting elected members and officers from Corporate Parenting Panel to partake in a Dragon's Den activity with the CiCC and explain how the Council is meeting the priorities for children in care.

#### 4. Youth Consultants

4.1 The CYV team has recruited 18 young people as Youth Consultants. Our Youth Consultants have experience of receiving support from Wiltshire's Family and Children's Services and use their knowledge and expertise to improve services for others. They support the Child and Youth Voice Team with tasks such as being part of interview panels, taking part in consultations and inspections, training and producing helpful resources.

#### 5. Dragons Den

5.1 This activity was a chance for 5 young people aged 16 to 24 who are either currently in foster care or are a care leaver to scrutinise Wiltshire's Care Leavers Local Offer.

5.2 The two Children in Care Teams were tasked with creatively pitching Wiltshire's Local Offer to a panel of care experienced young people, for the purpose of the session these young people were known as the Dragons. The two teams were asked to inform the Dragons about their entitlements as care leavers from Wiltshire, considering areas such as education, housing, jobs, health, and transport.

5.3 After the presentation's the Dragons discussed whether what they had heard reflected their lived experience. The Dragons then invited the members of the teams to re-join the discussion and fed back their thoughts about the local offer and asked questions to the presenters. Please see the full report attached as Appendix A.

#### 6. Language workshops

6.1 Our CYV Support worker, Cameron, has used his expertise as a care leaver to support the Principle Social Worker deliver workshops to social care practitioners and foster carers on 'the new ways of writing'. Cameron has read his own case records and reviewed how these could have been written in a more child friendly and accurate way. This follows the publication in 2019, of [Language that Cares](#) by the fostering and adoption charity TACT that aimed to change the language of the care

system to reduce stigma and barriers for understanding. Social care practitioners and foster carers are encouraged to write their case records and diary sheets to the child/young person and to think about the language they use so that children and young people feel empowered in their care experience or experience of receiving services. Young people have fed back that 'the new ways of writing' is important to them as it makes them feel that they are being 'talked to' rather than 'talked about'.

## 7. ASYE Interviews

7.1 The Child and Youth Voice Team took part in two rounds of ASYE interviews, one in 2021 and another in 2022.

7.2 The first time in 2021 members of the CYV Team and youth consultants were placed on the main panels and fed back to the panellists their views of candidates as they were interviewed. This was beneficial as the main panel could hear directly from the young people and their views counted towards whether that person was appointed.

7.3 In 2022 we took a different approach; the Child and Youth Voice Team supported 3 Youth Consultants to conduct group interviews with an average of 4 ASYE candidates. The candidates were asked 3 questions to be answered in a group discussion format. By sharing our experiences of being supported by social workers and what worked well and what didn't, we were able to ascertain the candidate's ability to put themselves in the shoes of a child in care or needing services. It also helped the candidates see the impact of social work on care experienced young adults.

7.4. By empowering Youth Consultants to conduct these types of interviews sends a clear message to potential employees that Wiltshire Council takes the voice of its service users seriously. Feedback from candidates was that the way in which Wiltshire conducted the process was exemplary and their most positive interview experience.

## 8. Aspire House Consultation

8.1 Aspire House is a local authority short-term residential children's home. Youth Consultants inspected the home and were tasked with coming up with ideas about what makes a home feel homely. They used their expertise as care experienced young people, to make recommendations of how the staff could work with young people to ensure the experience of residents staying at the home a positive one. Please see Appendix B for the full inspection report.

## 9. Star Awards

9.1 The CYV team supported the organisation of the Star Awards in April; an event put on by the council to celebrate the achievements of children in care and care leavers.

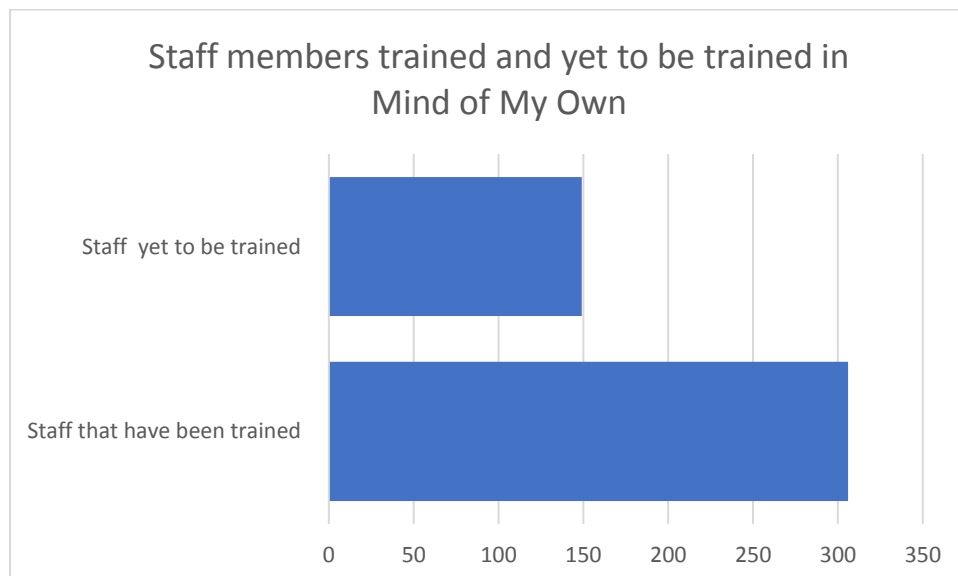
9.2 The CYV Team and Kandu Arts Project supported a band to perform at the Star Awards. The band, Kula Chakula, which means 'eat food' in Swahili, was created by our new chair of the CICC and her foster siblings to support the Tumaini Children's Charity which educates and helps children in Kenya. The young person who created Kula Chakula said "I do not want to feel like a victim all the time living in

foster care, I wanted to do something that helps others”. The Band did a fantastic job and were applauded as the highlight of the evening. One band member said it was one of the best nights of their lives and the foster carer said the performance brought the family closer together. The Band has future aspirations to raise the profile about fostering within the community, so other children in care can be placed with excellent foster carers. The band has now been linked in with the charity Homes for Good, who recruit foster carers in churches across the region, and plans are in place for them to perform and raise awareness to this cause.

## 10. Mind of My Own App

10.1 Mind of My Own is an award-winning app designed with young people for children and young people. It helps children and young people that are receiving support from Families and Children’s Services communicate their views in a way that suits them. They can create their own accounts, which can be used on any device at any time and is fully accessible in over 100 languages. Having a voice is empowering for young people and the Mind of My Own app helps them to share what is important and can help workers understand what is going on in their lives. It’s also a very good way for workers to better evidence young people’s views and show them that they are being listened to.

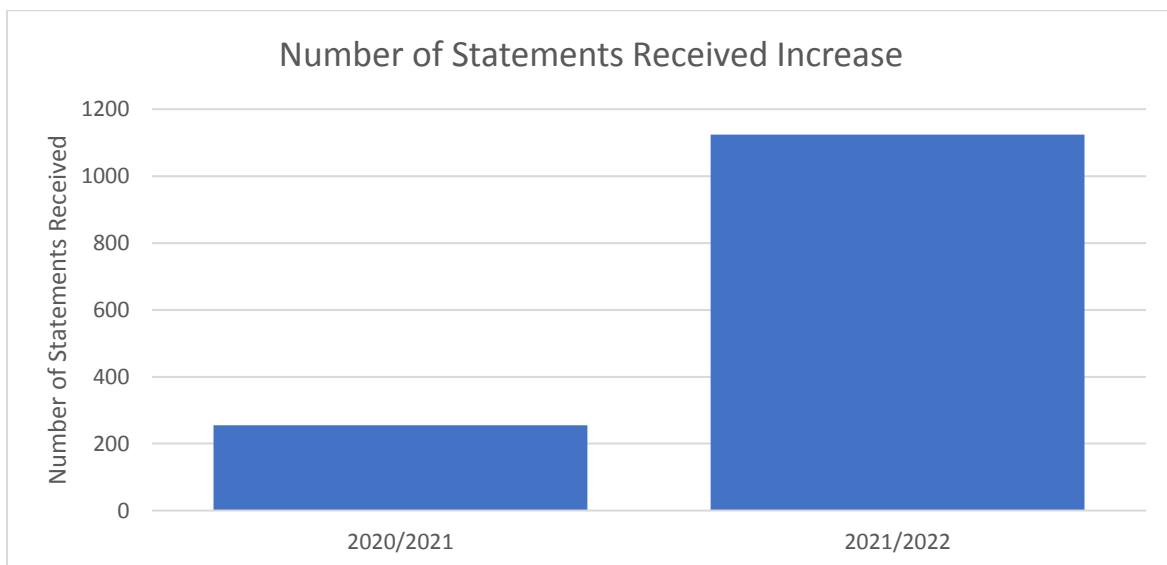
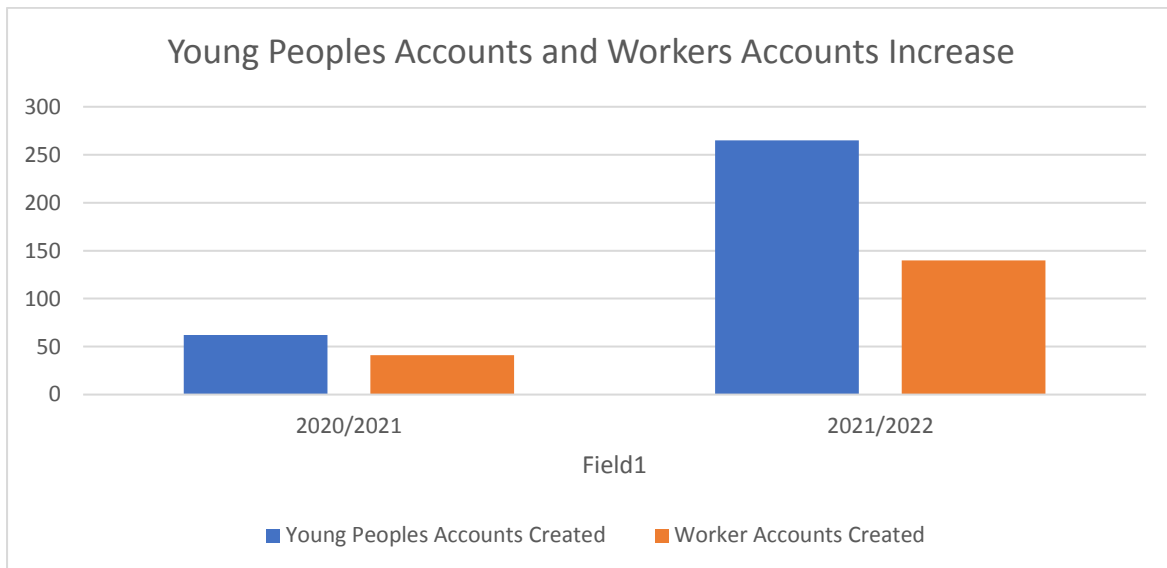
10.2 The Child and Youth Voice Team were tasked with relaunching the app in April 2021, to increase usage, both with young people and with workers. 5 staff members became Mind of My Own trainers and deliver inspirational and motivating training on how to use the app to all social work practitioners across the Families and Children directorate. The team continues to deliver monthly training sessions and have so far have trained 306 staff members (67% of the workforce) to use the app with children and young people with 149 (33%) still yet to receive this training.



10.3 Each social work team has been asked to appoint a Mind of My Own Champion and meetings are held every 3 months to support the social care practitioners make best use of the app. The Champions are expected to encourage their colleagues to promote Mind of My Own with children and young people and provide support for

anyone struggling to use the app within their team. A Mind of My Own usage report is sent out every month across the Families and Children’s directorate.

10.4 In the period of April 2021 – March 2022 there were 265 Young Person Accounts created (327% increase from 62 Young Persons accounts opened in 2020-2021) and 140 Worker Accounts created (241% increase from 41 Worker Accounts created in 2020 -2021). Young People have sent in 1124 statements (341% increase from 255 statements sent in 2020-2021)



10.5 Wiltshire has become one the top local authorities in the country in terms of utilising the Mind of My Own app and recently won the Hidden Gem Award and came second in the Standout Organisation category at the Annual Mind of My Own Awards.

10.6 To support increased usage of the app, we are launching an award system for staff who achieve certain milestones in supporting children and young people to use the app. Staff will be able to achieve bronze, silver and gold awards, depending on how many statements they receive from young people through the app. This is

being supported by the Director of People Lucy Townsend who will also send an Epic to staff who achieve an award.

## 11. Young Persons Fostering Consultation Panel

11.1 The Child and Youth Voice Team and the Kinship and Fostering Team have worked collaboratively to introduce a new young person led Fostering Consultation Panel. Youth Consultants have the chance to meet with applicants that are being assessed to become Wiltshire foster carers, ask them questions and share experiences to aid learning and help prepare applicants to become foster carers.

11.2 The young people we consulted wanted to be referred to as a 'panel' rather than a 'meeting', 'training event', or 'conversation.' The Young Person's Fostering Consultation Panel provides feedback on each applicant' in a written report which is considered by the main fostering panel when deciding to approve an applicant.

11.3 The Young Person's Fostering Consultation Panel have been held twice since being created. Youth Consultants who sit on the panel say they feel more involved and empowered by the process. Fostering applicants involved in the sessions gave the below feedback:

*"We felt like it was a very valuable time because it is one thing talking with an assessing social worker about the theory of fostering and another having a live conversation with care experienced adults and those young people who are currently home away from home. The panel were broad and diverse in terms of experience and age, and gender and I felt challenged and humbled. It was chaired really well considering this was a new concept and it was online too."*

*"All the young people were fantastic, and I think every person being assessed for fostering should go through this process. It puts it into reality and is challenging but with more space for more conversations to happen instead of it feeling like an interview. All the communication before and after was great and it was handled very professionally."*

## 12. Foster Carer Training

12.1 The Child and Youth Voice Team support with training new foster carer applicants. In the 30-minute slot the team delivers a PowerPoint presentation overview of the team's work. We also do a scenario-based role reversal exercise where applicants are asked to think about how they may feel if they were the ones who lived away from their friends and families and play a short emotive video.

## 13. Foster Carer Recruitment

13.1 Members of the Child and Youth Voice Team have attended recruitment events and shared their experiences of being in care with members of the public. This helps potential foster carers hear about the positive difference they could make to children's lives.

## 14. Wiltshire Youth Council

14.1 Prior to the formation of the Child and Youth Voice Team the way in which the council consulted with the general population of young people was through a group called Wiltshire's Youth Union. Anyone aged 11 – 17 could join the group and have



their views heard. The Wiltshire Youth Union was run by 3 Members of Youth Parliament (MYP) who were elected to the roles on a yearly basis. However, participation to this group was limited and they rarely represented the wider views of children and young people.

14.2 The Child and Youth Voice Team introduced the notion in 2021 of creating a democratically elected Wiltshire Youth Council; a group of young people to represent the views of young people in Wiltshire elected by their peers. We invited education providers who teach 11 – 17-year-olds to hold elections in February 2022 to vote for their setting's Youth Councillor. 22 out of the 28 mainstream secondary schools held elections. 4,373 students took part in total and 38 students became Wiltshire's first Youth Councillors.

14.3 The Child and Youth Voice Team brought together the successful candidates for a celebration event and a conference where they could have the chance to stand in an internal election to either become a Shadow Youth Cabinet Member or a Member of Youth Parliament. The youth councillors got the chance to meet Wiltshire Cabinet members who explained their roles and how they may wish to work with the Youth Council in the future. Anyone who wished to stand had to deliver a speech in front of the group and everyone spoke did a fantastic job.

14.4. We also introduced the position of a Special Advisor to ensure that Wiltshire Youth Council effectively represents all demographics of young people. A Special Advisor is someone that may be vulnerable because of a circumstance in their life. They must attend a support group and represent others who have similar challenges to them. The Wiltshire Youth Council has recruited Special Advisors for children in care, young people that identify as LGBTQ and young carers. We hope to recruit more special advisors soon.

14.5 Wiltshire Youth Councillors decided to host a non-school uniform day to raise money and awareness for Ukrainian refugees, they invited schools to take part and raised over £13,000.

14.6 Wiltshire Youth Council plan to have 3 main projects running at one time. The group has decided to start with supporting Wiltshire Youth Pride at Salisbury Pride, supporting with mental health in schools and conducting youth health inspections of their schools. Once these projects are complete, new topics will be chosen.

14.7 Benefits of the Wiltshire Youth Council

- Expose young people to democracy and inspire them to stand up for what they believe in
- Young people are empowered to make a difference, both in their schools and their communities
- To create a culture of participation in schools and at Wiltshire Council

## 15. Youth Consultations

15.1 The Child and Youth Voice Team have facilitated 2 large consultations with young people in Wiltshire. At the end of the consultations the young people that took part had a chance to speak with a group of senior leaders and share their

recommendations. Vulnerable young people have had positive changes made in their lives because of these consultations.

### Mental Health

15.2 The Child and Youth Voice Team visited various support groups and surveyed to 167 young people about mental health and produced the report attached as Appendix C. The information gathered in the report and the subsequent discussions with the leaders has led to more accessible information about mental health being shared with young people, and the exploration of mental health drop-in sessions in the family hub bid.

### Young Carers

15.3 Staff members from the Child and Youth Voice Team alongside our Youth Consultants attended 6 young carers activities through the summer holidays and held conversations with the participants about the support they receive in Wiltshire. The team also surveyed over 100 young carers to help create a report (attached as Appendix D) and list of recommendations presented at the Meet the Leader’s session (attached as Appendix E). This consultation put a spotlight on young carers as a vulnerable group and we have had some great outcomes highlighted in the below action plan.

## 16. Summary

16.1 It’s been a very positive year for the Child and Youth Voice team. We are a small team and have successfully delivered several large-scale projects that have empowered children and young people to have a voice. We are champions of supporting a strong culture of participation across the council to ensure children’s views are listened to and are at the heart of services delivered to them. Our aim is to support others across the council to see voice and co-production as part of their everyday work and treat this as business as usual.

16.2 We have helped gather the views of young people from all walks of life and used that information to change services for the better. The team has been praised for the creative methods used to engage children and young people and we have invigorated genuine enthusiasm about youth voice and the importance of listening to children. With these robust foundations in place, the team are in a good position to continue to support children and young people in having a voice and influence the services they receive.

## 17. Summary of Work Completed and Outcomes

Activity	Work Completed	Outcomes
Children in Care Council	3.2) PGL Trip for 18 Children in care 3.3) The creation of the CICC activity programme 3.4) recruiting new CICC members	3.2) 15 new children in care were recruited to the CICC, the group formed friendships and provided valuable feedback that encouraged us to create an activity programme

	3.5) Elected members attending CiCC activities.	<p>rather than having formal or virtual sessions.</p> <p>3.3) Positive relationships have been created between children in care and staff members from Wiltshire.</p> <p>3.4) 45 children in care aged between 8-16 are part of the CiCC, this equates to <b>16%</b> of the looked after population of that cohort.</p> <p>3.5) Elected members and Children in care have open informal conversations about key priorities in a setting that the young people feel comfortable.</p>
Youth Consultants	4.1) Recruiting 18 Youth Consultants	4.1) Young people who have received support are part of decision making and co-production. They have a meaningful say in the recruitment of social workers and foster carers, they inspect services and offer advice for improvement and train people on what it is like to live with the consequences of professional's decisions, both positive and negative.
Dragons Den Consultation (Care Leavers Local Offer)	5.2) Youth Consultants were pitched the local offer by team managers.	<p>5.2) This empowered young people to feel confident enough to offer scrutiny and ideas for change.</p> <p>Consultants gave fantastic feedback about long term mental health support for care leavers, and many other great ideas. The same consultants spoke with Mark Riddell and the dragons den feedback</p>

		informed their response to him. (Full outcomes can be found in 5.4)
Language Workshops	6.1) Training delivered to FKWs SWs and FCs about the importance of language.	6.1) Helps professionals understand the impact of language, reducing stigma for children and families. Children and families feel talked too, rather than talked about when they read their records. Helps care leavers better understand their care journeys.
ASYE Interviews	7.2) In 2021 Youth Consultants took part in the main interview panels 7.3) In 2022 Youth Consultants lead group interview panels	7.2) Members of the main panels could hear direct feedback about what young people thought of the candidates. 7.3) Candidates saw the impact that decisions made have on people using services. Consultants were part of the group discussion, enabling them to educate candidates as well as hear their answers. Candidates could see how Wiltshire Council takes the views of children and young people seriously and feel inspired to work here.
Aspire House Consultation	8.1) Consultants inspected Aspire House	8.1) The workers better understood what it is like for people that have been looked after and some of the fears they may face going to a new placement. Important and valuable advice was provided by one of our black care experienced young people about how to care for the specific needs of BAME children.

		New welcome packs were created for young people to make them feel more at ease.
Star Awards	9.1) Work with other teams to create a celebration event for children in care and care leavers 9.2) Support children in care to perform at the event	9.1) Care experienced young people felt valued. Staff members and Elected Members showed support and got the opportunity to celebrate young people's achievements with them. 9.2) the participants were brought together and become much closer as a group. They were provided an opportunity to raise awareness about their charity that they support, and they also grew in confidence and skills through the process.
Mind of My Own	10.2) Relaunching the App 10.3) Recruiting Mind of My Own Champions 10.4) Increasing staff and young people's usage	10.2) 5 staff members have been trained as Mind of My Own Trainers, 67% of the workforce has received training. 10.3) Champions offer support, advice and guidance to their teams and provide feedback from frontline workers. 10.4) 327% increase in young persons using the app, 241% increase in staff using the app and a 341% increase in the amount the app has been used. 10.5) Wiltshire's success has been recognised as we have been the top user in the country for 2 consecutive quarters of the year and won Awards for our effort
Young Persons Foster Consultation Panel	11.1) Creating and delivering the panels	11.1) Young people can have a say in whether a foster carer applicant gets approved.

		Applicants have the chance to meet with and ask questions of people who have lived through care, which they say is helpful and puts them at ease. The main panel are sent a report that can influence their decision.
Foster Carer Training	12.1) Members of the CYV Team train foster carer applicants	12.1) applicants have the chance to hear what it is like to be looked after from the point of view of care experienced adults.
Foster Carer Recruitment	13.1) supporting with recruiting new Foster Carers	13.1) people thinking about becoming a foster carer can hear from care experienced adults from the earliest opportunity and this helps to display myths and supports the councils need to recruit more foster carers.
Wiltshire Youth Council	14.2) Holding elections across Wiltshire 14.3) Shadow Youth Cabinet Members and MYP's were elected. 14.4) Recruiting Special Advisors 14.5) putting on a non-school uniform day to raise money for Ukrainian Refugees	14.2) 22 Secondary Schools held elections and now have Wiltshire Youth Councillor (WYC) Representatives, 38 WYC's were elected and meet monthly. 4,373 Students took part in the process. 14.3) Shadow Youth Cabinet Members meet with their cabinet counterparts and address represent young peoples voices in all aspect of council business. 14.4) Special Advisors ensure that there is a fair representation of all young people across the Wiltshire Youth Council, even those from hard-to-reach groups. 14.5) over 30 schools took art and raised £13,000

		<p>14.7) Benefits of the Wiltshire Youth Council</p> <p>Expose young people to democracy and inspire them to stand up for what they believe in.</p> <p>Young people are empowered to make a difference, both in their schools and their communities.</p> <p>To create a culture of participation in schools and at Wiltshire Council.</p>
<p>Consultations</p>	<p>15.2) Mental Health Consultation 15.3) Young Carers Consultation</p>	<p>15.2) More accessible information for young people mental health services, the exploration of mental health hubs. The importance of the issue being brought to the leaders of the council. Young people feeling that the leaders are listening to them and taking their views seriously</p> <p>15.3) The young carers support has now become more joined up and there are plans to have a better multi agency approach through young carers passports. Young carers who are electively home educated will now be asked if they are young carers and offered more support if they are. Adult Social Care have been provided with training on how to identify young carers and refer them for support. Young carers assessments are now written to the child and sent to the family prior after it is completed.</p>

		The leaders at the council have the opportunity to meet with young people directly and have an open dialog.
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## 18. Key Priorities and Plan for 2022-2023

### Key priorities for 2022-23

- Maintaining the improvement in participation in CiCC
- Strengthen the links between CiCC and the Corporate Parenting Panel
- Continue to support children and young people to scrutinise and influence services delivered to them.
- Continue to support the use of Mind of My Own so all our Social Workers and Family Key Workers are trained and feel confident in promoting and supporting the use of the app with children and young people.
- Children and young people to be involved in supporting the recruitment and retention of quality foster carers.
- To support young people from the wider community, engage in positive initiatives and change through the Wiltshire Youth Council
- To ensure that children with SEND have a voice and impact change.
- Build on the work of the Family Led Review and ensure that services are coproduced

### Plan for 2022-23

Activity	Aims 2022/2023	Outcomes
Children in Care Council	<ul style="list-style-type: none"> <li>- Deliver ongoing activity programme</li> <li>- Ensure that Councillors and officers attend sessions and hear feedback from participants</li> <li>- Plan dragons den style activity where elected members present their priorities to cic</li> <li>- Plan activity programme for 2023/2024</li> <li>- Recruit more members to activities</li> </ul>	<ul style="list-style-type: none"> <li>- Children in care will be able to make friends and lasting relationships</li> <li>- Senior leaders will have the chance to meet with children in care and hear first-hand about the care they receive.</li> <li>- Young people will have the chance to scrutinise leaders about whether they are meeting their priorities.</li> <li>- More young people will be involved in activities</li> </ul>



Youth Consultants	<ul style="list-style-type: none"> <li>- conduct mystery shopper audits of the Mash service</li> <li>- film and interview staff members explaining what their role is, so this could be shared with children and their families</li> <li>- support interviewing quality staff members</li> <li>- conduct a youth inspection of Canons House</li> <li>- meet with children that are living in residential care settings ensuring they are getting the best possible quality care.</li> <li>- Supporting the commissioning of the new residential homes that are being</li> </ul>	<ul style="list-style-type: none"> <li>- Young people will have the opportunity to feedback how they are treated by the MASH Service.</li> <li>- Young people that are supported by services will better understand what the professionals' roles are who work with them.</li> <li>- Young People who use the canons house provision Will be better able to have a say in how the service is run.</li> <li>- Wiltshire will recruit staff members who understand that voice underpins delivery and are better able to build relationships with young people.</li> <li>- Children living in residential care will be able to share their views about their care and ensure that their homes are delivering the best quality support.</li> </ul>
Star Awards	<ul style="list-style-type: none"> <li>- Support young people to perform at the star awards</li> </ul>	<ul style="list-style-type: none"> <li>- Participants will have the opportunity to further showcase their talents and be celebrated by everyone at the council.</li> </ul>
Mind of My Own App	<ul style="list-style-type: none"> <li>- Attend all team meetings and speak about the app and why it should be used.</li> <li>- Increase usage to 150 statements per month</li> <li>- ensure that Mind of My Own Champions are fully utilised advocating the app.</li> <li>- Mind of My Own Dip Audits of young people who have triggered safety link</li> </ul>	<ul style="list-style-type: none"> <li>- Children will have the chance to send statements to their workers when they choose too.</li> <li>- Children have a better say in how they are cared for</li> <li>- Children are better protected due to the safety link feature</li> </ul>
Work with Kinship and Fostering Team	<ul style="list-style-type: none"> <li>- Deliver regular Young Person Fostering Consultation Panels and ensure that all new foster applicants have the opportunity.</li> <li>- Deliver quarterly training to new foster carers</li> <li>- support recruitment of new foster carers by helping children in care be part of the process</li> </ul>	<ul style="list-style-type: none"> <li>- Young people will have a say in who becomes a Wiltshire foster carer</li> <li>- Applicants will have the chance to meet with and ask care experienced people any questions they have</li> <li>- Wiltshire's placement sufficiency should improve as foster carers will better understand the impact they have on children's lives.</li> </ul>

Wiltshire Youth Council	<ul style="list-style-type: none"> <li>- Support Wiltshire Youth Councillors to fulfil their campaigns</li> <li>- Deliver a Wiltshire Youth Pride Event</li> <li>- Train the Wiltshire Youth Councillors to become mental health first aiders and mental health first aider trainers</li> <li>- Support Wiltshire Youth Councillors to lead the peer mentoring response in their schools</li> <li>- Support Wiltshire Youth Councillors to conduct health self-assessments within their schools</li> <li>- Support members of youth parliament to attend residential trips and attend regional conferences</li> <li>- Recruit more special advisors to represent disadvantaged groups</li> <li>- Support the Wiltshire Youth Councillors to run consultations and to meet with the leaders of the council</li> </ul>	<ul style="list-style-type: none"> <li>- Expose young people to democracy and inspire them to stand up for what they believe in</li> <li>- Young people are empowered to make a difference, both in their schools and their communities</li> <li>- create a culture of participation in schools and at Wiltshire Council</li> <li>- more underrepresented young people will have a chance to have a say in decisions</li> <li>- services will be co-produced by young people and they will form part of the solutions</li> <li>- Give young people new and valuable skills</li> </ul>
Ensure that Children and Young People with SEND Have a Voice	<ul style="list-style-type: none"> <li>- Link in with the Centre for Independent Living to help support this work</li> <li>- Consider how best to engage with young people with SEND in Wiltshire and for what purpose e.g. identify which policies and practice would lend itself to co-production of this type</li> <li>- Map existing activity and good practice in this area in Wiltshire and the organisations doing this e.g. Wiltshire CIL, school based activity etc</li> <li>- Develop opportunities/places/resources to</li> </ul>	<ul style="list-style-type: none"> <li>- Young people with SEND will have their views heard and be part of co-delivering services</li> <li>- Wiltshire Council will better understand the needs of young people with SEND and provide them with support that they need</li> <li>- The CYV Team will be able to network with relevant organisations and upskill our staff members to understand the needs of children with SEND</li> </ul>

	<p>gain young people's thoughts and opinions and input – considering that some young people have profound and multiple needs and would require personalised approaches to gathering views</p> <ul style="list-style-type: none"> <li>- Link closely with relevant teams and services in the council and external to it e.g. SEND, CYPDT, adult services (LD and ASC), WPCC etc</li> <li>- Showcase and promote the youth participation work to</li> </ul>	
<p>Hearing the Views of families to co-produce services</p>	<ul style="list-style-type: none"> <li>- Recruit a family's worker to gain vital feedback from families who are supported by Wiltshire Council</li> <li>- To ensure that feedback the family led review consultation is embedded into services.</li> </ul>	<ul style="list-style-type: none"> <li>- A better dialog with people that the council provide support for.</li> <li>- Services are co-produced and feel inclusive to all.</li> <li>- Stigma is reduced around children's social care.</li> <li>- Families feel that they are being done with, rather than done too.</li> </ul>