

Report to	Southern Wiltshire Area Board
	13 th February 2025
Title of Report	Enhancing Youth Support in the Southern Wiltshire Community Area

Background

1. Since 2014/15, Wiltshire Council's Area Board Team has facilitated a community led youth service with devolved funding from the Department for Children & Education, to fulfil the council's duty under Section 507b of the 1996 Education Act to secure, so far as reasonably practicable, leisure-time activities and facilities for young people aged 13 to 19 and those with learning difficulties or disabilities aged 20 to 24
2. This has seen this area board, both reactively awarding youth grants to local applicants delivering activities to young people, and proactively enhancing the offer by sourcing and funding a range of additional activities and outreach initiatives.
3. To reinvigorate the local youth network of clubs and providers (see appendix 1), this area board set up a new Youth Partnership Forum in 2024, with a key aim to strengthen collaborative working so that those in the network are more supported and able to sustain and renew this local offer, including to fill gaps in provision where possible.
4. The county, now has a varied community led offer, ranging from grass roots volunteer led activities to Wiltshire-grown, regional or national youth charities, delivering the offer, supporting the work of specialist officers, including social workers, youth offending officers, and similar, to ensure the needs of young people are catered for.
5. However, certain community areas, including Southern Wiltshire, are without a consistent, adequately resourced supply of youth workers. In areas with this youth worker resource, the sense is that the local youth network is able to thrive and deliver greater benefits to young people and can demonstrate greater agility to respond when particular needs or challenges arise.

Context

6. In 2023 and 2024, various consultation exercises and surveys were undertaken in the Southern Wiltshire Community Area, to review how the local community led youth offer was performing. This review culminated in December 2024, concluding that:

- (a) The existing local youth network offer is offering a good range of activities and support, but it requires enhanced marketing and stronger support to deliver more, and to reach those currently disengaged (see appendix 2)
- (b) the additional support requested by the local youth network and partnership is summarised below :
- i. facilitate an enhanced network collaboration, including with schools and other agencies such as the police, to deliver a stronger offer that is consistent across the whole of the year and not just in term time
 - ii. additional funding and help to build good bids
 - iii. recruitment and retention of volunteers
 - iv. help to set up new youth clubs/spaces
 - v. gain from the experience, oversight, delivery and 'added value' offered by professional youth workers in a way that is consistent and not 'here today, gone tomorrow'
 - vi. invest in the skills and resources of young people so that they themselves can more ably shape, design and deliver the local offer
 - vii. design and deliver jointly led bigger events and initiatives
 - viii. respond to young people with additional needs and SEND
 - ix. make more productive use of existing indoor and outdoor spaces especially in holiday periods
 - x. respond to the accessibility needs (both transport and affordability) of some young people/families

Enhancing Youth Support in the Southern Wiltshire Community Area

7. *Continue to embed and develop the new Youth Partnership Forum* – by deepening dialogue, strengthening relationships and collaboration, and by agreeing to deliver at least one joint initiative a year.
8. *Raise funds to recruit a youth worker* (see appendix 3) (see also the grant request at agenda item 9). 85 respondents to the most recent online survey prioritised what the youth worker needs to do, as below:

Work with partners to tackle youth anti social behaviour – 38%
Facilitate safe hang out spaces for young people – 76%
Deliver youth outreach work, i.e. being a consistent and visible presence in parks and other public spaces where young people like to gather – 43%
Support villages to set up new youth activities and clubs – 67%

Support existing youth clubs to help them serve more young people and to improve their current offer – 81%
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Help fundraise to ensure youth support and activities consistently improve year on year locally – 33%

Work collaboratively with youth organisations in neighbouring towns and villages, including Salisbury and the New Forest to enrich the offer locally – 48%
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9. *The Youth Partnership Forum to design and deliver a Youth Music Festival – a clear request submitted by young people at Trafalgar School during a JSNA Focus Group exercise in March 2024. See appendix 4 and the grant request at agenda item 9).*

Recommendations

- 1. To note this update report**
- 2. To confirm support for the Youth Partnership Forum’s intention to raise funds for a new youth worker, ensuring this prioritises a strategy of financial sustainability for at least 3 years**
- 3. To confirm support for the Youth Partnership Forum’s intention to raise funds for, design and deliver a youth music festival**

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Appendix 1***The Community Led Local Youth Network in the
Southern Wiltshire Community Area***

American Football Marauders (Laverstock)	Farley Junior Football Club
Alderbury Tennis Club	The Underground Studios
Alderbury Football Club	Project Spark
Alderbury Scouts and Guides	1st Laverstock Scouts
Bridge Youth Mentoring Project	Laverstock Explorer Scout Unit
Clarendon Juniors FC	23 Salisbury Scouts Old Sarum
Coombe Bissett & Homington Cricket Club	Army Cadets Old Sarum
Woodfalls Methodist Church Youth Club	Bourne Valley Rangers
Downton Tennis Club	Hampton Park Youth Club
Downton Football Club	Salisbury Area Youth Musicians
Downton 4 Families	PEDALL
1st Downton Scouts	Amberwood CIC
Hamptworth Croquet Club	Nomansland & Landford Youth Club
St Marks Church, Flipside Youth Group	Buzz Action Foundation
Old Sarum Youth Club	District Sports CIC
Pheonix Stars Cheerleaders	Hazel Hill Wood
Riverbourne Community Farm	Family Hub at Downton Library
Laverstock Sports & Social Club football activities	Old Sarum & Longhedge Pantry
Alabare Christian Care and Support	New Life Community Church
Whiteparish Youth Club (not currently meeting)	Forest & Avon Church Group
Whiteparish Church Youth Group	Camerons Cottage
Winterslow Youth Club (not currently meeting)	Bourne Valley Methodist Church
Winterbourne Cricket Club	Youth Action Wiltshire
New Bourne Players Youth Group	SPLASH
Winterbourne Scouts and Guides	Well City Programme Outreach

Feedback from surveys and consultations in 2023 and 2024**What's Good**

1. Area Board Funding Offer
2. Current range of activities in the local youth network
3. Growing sense of collective dialogue and action from the new Youth Partnership Forum
4. Good local community group infrastructure upon which to build stronger outreach, development and delivery

What needs improving

1. To see the Youth Partnership Network better established
2. Trained youth workers to help support volunteers better and provide an improved training and coaching offer for the community led network
3. Better help for those who aren't engaged/interested in activities currently on offer
4. More funding is needed
5. A local youth facilitator is needed to lead the Youth Partnership Forum
6. Transport offer – easier, cheaper, evening offer for activities and for young workers
7. Poor and dangerous cycle routes
8. Stronger youth voice generally and in decision making
9. More free activities
10. Recruit more volunteers – especially young volunteers, train and invest in them
11. More 'hang out' unstructured opportunities
12. More opportunities to play and be a bit silly – little opportunity for this for some – life is very serious and overwhelming too
13. Awareness of the existing offer of activities and clubs
14. Enhance the offer of activities with provision from the council and other organisations – rather than leave it all to the village led activities
15. Nomansland is especially poorly serviced for transport to anywhere outside of the village
16. Utilise the strengths and skills within the area

What new activities are needed

1. A more developed provision to support those wishing to positively engage through music
2. Food-based activities, whether making it, cooking it, or just enjoying eating together – which is becoming a rare thing for some
3. The youth pop up van that came to Downton before is really good could it come back
4. Train young people to become active in volunteering
5. A pantomime involving all ages
6. More good role models

7. Art, music and dance opportunities
8. Archery
9. Local experts in farming to pass on skills
10. Hair and beauty opportunities
11. Music sponsorships/scholarships
12. Choirs
13. Karaoke evenings
14. A Wiltshire wide Area Board music initiative
15. Partner with the youth offer at Five Rivers to see if a subsidised scheme can be facilitated

CONTEXTUAL INFORMATION

Community Cohesion

There have been local incidents of crime and ASB in Southern Wiltshire, leading to misuse of parish council assets, unlawful and dangerous driving, violence and assault, catapulting, and for some a dwindling sense of safety caused by ill-guided young people displaying threatening and antagonistic behaviours.

Although these incidents are probably small compared to some other towns and villages, they can grow and do have a real impact if not checked. Whilst the Southern Wiltshire Community Area is perceived as a comfortable wealthy place, it does still have its own needs, and pockets of disadvantage and deprivation. This brings its own needs and challenges and is a growing concern for schools, parish councils and other agencies in the area.

While typically regarded as an affluent area, many young people face challenges such as finding employment, poor mental health, childhood obesity, lack of support or positive activities – particularly those with SEND, as well as ongoing disruption to education from Covid. Historically, this community area has consistently seen poor educational attainment for young people living in disadvantage, and generally in English and Maths GCSE results. 8.7% of 0–16-year-olds are thought to be living in poverty.

Universal participation, engagement, and inclusion

There is an ongoing challenge to engage young people positively and encouraging their positive use of the parks and open spaces, participate in village events, and enable their access and participation into all aspects of the community where they may be currently excluded, unrepresented, or disengaged.

Targeted Need

There is a notable demographic in this Community Area with various unmet personal and social needs, coming through the educational system and set to move on into secondary school. This has been recognised particularly at primary school age, where there is a keen desire to develop transitional partnerships to support these young people.

Partnership

Led by the Wiltshire Council Area Board, there is the *Local Youth Partnership* encompassing the 20 parishes and around 60 youth activity providers and groups (known as the 'local youth network') which aims to encourage communication and coordination between youth service providers across the sector.

Youth Work Development

There is an opportunity to develop and implement a new youth offer, and as such, there is a need to build the capacity to do this. **A new youth worker post would be an initial and significant development in this initiative**, not least to bring both added developmental capacity and direct delivery capacity to the Southern Wiltshire Community Area.

A primary challenge for the new youth worker will be to ensure some time is protected to focus on strategic developments such as drawing in additional funding and building a sustainable youth work team. The aim would be to help maximise the benefits of the existing local youth network, support current and new initiatives, and also engage young people in other settings. This means the postholder would need to develop the capability to **move between youth club based and other settings (streets, schools, events) with a clear aim of 'outreach' work.**

Youth Worker

Area Board Supported Parish Collaboration

Alderbury, Laverstock & Ford, Idmiston, Firsdown and Grimtead Parish Councils have agreed allocations in their 2025/26 precept to fund a new youth worker. This will contribute to a fund for a Level 6 professional Youth Development Worker apprentice or a qualified youth worker from an existing local provider. The Area Board is asked to also contribute to this fund.

Professional Oversight

There are number of options to draw on in securing strong professional oversight of the new role, including the Wiltshire wide Youthwork Network and Youth Partnership Forum, the locally-led southern wiltshire youth partnership forum, the support of the youth charity hosting the new youth worker, and support and advice of Marlborough Town Clerk - who is a professionally qualified youth worker and youth service manager with extensive proven experience.

Ideal Establishment

A reasonable yet aspirational youth offer could aim for x3 open universal sessions per week, plus occasional targeted group projects, and weekend and holiday activities, for which the postholder would be required to work towards as part of their face-to-face delivery.

Distance Learning

If the apprenticeship option is taken, this would undertake to complete and attain after three years a Level 6 (Degree) qualification in Youth Work. The course would be provided by **Captiva** who have stated they would be able to offer a distance learning place for the postholder.

The apprenticeship model requires that the employer allows a day a week for learning (course attendance and associate work).

Laverstock and Ford Parish Council has agreed, (on the basis that responsibilities are shared with the Area Board's Strategic & Engagement Partnership Manager and Youth Partnership Forum) to host the apprentice post for HR purposes.

Outputs

The Joint Negotiating Committee (JNC) framework offers guidance and expectation on how much of the postholders time would be required to be dedicated to face to face delivery with young people, how much time should be spent on preparation, and how much on management and development.

By definition, there will be limits on how the postholder can work directly with young people , unless supported by volunteers, or by way of a partnership setting (e.g. in a school) i.e. they cannot lone work unless carefully managed and appropriate to the work (e.g. one to one support).

During a 3-year apprenticeship period (if this option is chosen), as a guide, the postholder would be required to aim to allocate their time as follows;

- 20% Management and development
- 20% Delivery preparation
- 40% direct delivery
- 20 % course and learning

On completion of the apprenticeship and course this time allocation would see an increased expectation on the direct delivery (subject to confirmation of ongoing support and funding).

JNC working conditions recognise and require that the direct delivery time correlates to young people's personal and social needs . As such by definition it would be expected that in the main this would see 40% of the postholders time would be spent working in the evening or at a weekend.

This said it is should also be recognised that the postholders time should be effectively deployed , and where evening or weekend working was not productive or relevant, their delivery time should be spent engaging young people at other times, or using their time to enable a cultural aspiration of a youth service offer that uses time '*where it counts*'.

Levy Fund

A funding allocation to support an apprenticeship post can be explored.

Designing a Youth Music Festival – broad scope to refine and deliver

1. A good venue/set of venues with shelter and seating e.g. Barry's Field, Alderbury Rec, Football Clubs, Trafalgar School, Redlynch Social Club, Salisbury indoor/outdoor venues, Leisure centres, St Laurence Church Downton
2. A strong technical team (including a youth arm) with good visual staging, costumes, stage management, and a strong project management team with youth voice and influence at its core
3. Ask music bands to outreach to care homes and other older people settings
4. Festivals which celebrate achievement
5. Good access for all abilities and disabilities
6. Variety of genres, majoring on music, culture creativity, comedy, circus skills and other performers, graffiti wall/workshop
7. Ability to learn about music and to meet/work with village led groups e.g. Woodfalls Wind band
8. Network / workshop with retired musicians / try out instruments/workshopping side stalls
9. Camping/festival style including opportunities for young people to marshall and oversee
10. Local performances from local youth band
11. Showcase all in the Local Youth Network/Partnership and to draw in other stalls and features which communicate a wider offer of support including broader wellbeing
12. Family fun element, disco dion, crafting, inflatables, face painting etc
13. 50% of funds raised from the events to go to development of more local youth music events / balanced with affordable/subsidised ticket system
14. Support from professionals experienced in youth music/music/arts industry
15. Wiltshire Marque food /other stalls
16. **Legacy Programme Idea: Celebrating Age Programme for Young People** based on and collaborating with assets of village led activities - with youth development and outreach as strong elements - music, culture and arts as engagement/enabling catalysts - and 'skill sharing' (intergenerational) initiatives as one outcome working with key community groups, e.g. Repair Cafes, Mens Sheds, WIs etc