

**FAO: Participation Workgroup members and staff you  
represent  
REQUEST FOR EXPRESSIONS OF INTEREST**



**Ready Steady Change Training  
Children and Young People's Rights and Participation**

We wish to invite expressions of interest for continuing this significant training course and participation work with young people, by being one of the adult co-trainers.

**Background**

The Ready Steady Change training course was developed in order to support staff to identify ways in which participation can be embedded in their project/service, using a children's rights framework.

This 1-day multi-agency training course was commissioned by the S Glos Participation Workgroup, and uses the Ready Steady Change materials developed by the Children's Rights Alliance for England (CRAE). This programme approaches children's and young people's involvement in decision-making from a human rights angle, and believes that:

- Children and young people have equal worth to adults
- All children and young people are experts on their own lives
- Children and young people have the right to be involved in all decision-making that affects them
- Children's and young people's participation in decision-making is key to improving their well-being
- Participation is about making everyday choices as well as seeking to influence wider public decision-making and policy and service development
- Everyone who works with children and young people has a responsibility to encourage and support their active involvement in decision-making

Alongside national and international legislation which supports these values, the S Glos Children and Young People Plan gives all staff the responsibility of increasing the participation of children and young people in their work.

**Involving Young People**

It was essential for young people to co-deliver the training. 6 young people with a range of backgrounds and experiences did a 3-day Training for Trainers course (run by S Glos staff) in May 2008 and formed the training team, alongside 3 adults.

To encourage staff to attend and understand the purpose of the training, the young people helped deliver a briefing session for managers, and made a short video to promote the course which was launched into everyone's inboxes in Dec 2008.



## **\*\*NEWSFLASH\*\***



Click on link below to see the short video from the S Glos children's rights trainers

### **CHILDREN'S RIGHTS TRAINING VIDEO**



The young people have been really busy, and have committed much time and effort into ensuring staff experience meaningful and enjoyable training courses. A lot of preparation goes into making the training successful, especially when trainers are new to it, or may not have confidence with it, and when the training team is a large one.

The young people have developed new skills and confidence through their involvement in the process. They have been able to influence staff learning, and have the opportunity to put their points of view across, and help change the way staff work with children and young people.

### **The Training Course**

The training team have gone on to deliver two 1-day training courses in January and March 2009. Twenty managers and thirty four members of staff who work with or for children and young people have attended the training.

All course participants took back action plans to their teams on how they would implement children and young people's participation in their areas of work.

The course programme is an exciting and participative mix of exercises, presentations and activities, led by the young people trainers with the help of the adult trainers. The programme is chosen by the young people and tends to reflect the trainers' interests and experiences.

### **The adult trainers**

The course is managed by the Training Section, S Glos CYP Dept.

To date, Chris, Simon and Penny have been the adult trainers. They have recruited, trained, supported the young people, and co-worked the training courses with young people.

**For practical reasons and due to other commitments, Chris, Simon and Penny cannot be the adult trainers long-term, and the course therefore needs more adult trainers to take over.**

### **What the adult trainers do**

Co-train Ready Steady Change courses

Prepare the programme, practical arrangements, and resources needed prior to a course

Work with and support the young people to train  
Ensure young people lead and direct the training course as much as they are able to  
Use creative ways to encourage training course attendance

The time commitment fluctuates according to when each course is. Prior to a course, we have typically met with young people at least 3 times, and tried to keep up fairly regular trainer group meetings at least every 2/3 months.

**The next two courses are on 20<sup>th</sup> October 2009, and February half-term 2010.**

*We would envisage that anyone interested might attend the October course and some of the prep sessions beforehand, with a view to taking over for the 2010 course (more courses are planned thereafter).*

You do not have to have trainers' qualifications (Chris and Simon haven't!), and Penny and the Training Dept can support adults' training skills. You do need to have a commitment to children's rights and their participation, and you must enjoy and want to work with young people.

If you have any questions, and/or want to register your interest, then..

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We look forward to hearing from you.