

Annex C - Proposed Structure for Young People's Services

This outline structure (illustrated on the next page) has been formulated to deliver a new, integrated set of services to young people from April 2008 and is consistent with the indicative budget available for the new service from April 2008. At an operational level the structure envisages integrated teams of Youth and Connexions workers managed by Team Leaders, based in three locality hubs in line with overall City of York locality policies. Locality Team leaders will also have a wider remit in facilitating joint work with other agencies such as the Youth Offending Team and Children's and Families Services through targeted youth support approaches. Castlegate, the young people's city centre one stop shop, is already delivering an integrated advice, guidance, support and counselling service for young people and adults age 16 to 25 and much of the good practice and recent experience of building this team will be applied when establishing locality teams.

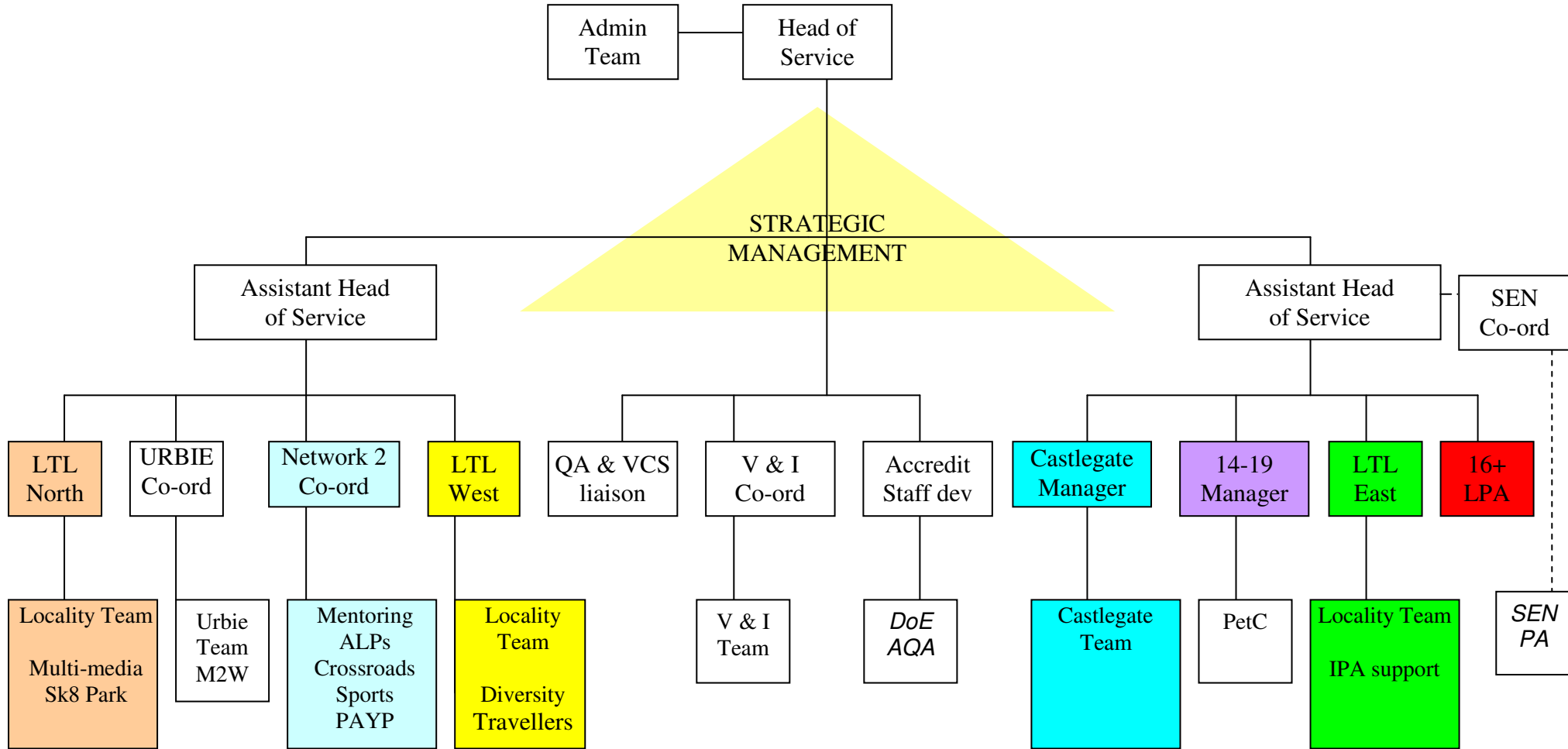
There are co-ordinators who will support a consistent city-wide approach to enable the service to fulfil its wide range of responsibilities, such as Voice and Influence, and Careers Education and Guidance Quality Standards.

At a senior level, the structure envisages a Head of Service and two Assistants, one leading on Youth Service activities and one on Connexions Grant Funded Services. Assistant Heads will also have oversight of the services from the hubs to ensure that an integrated service and high quality provision is available to young people. This is, we believe, the best way to achieve the integration of two groups of staff, providing a degree of continuity during a transitional period as well as taking the opportunity to look at new and creative ways to provide a high quality service to young people in the City of York which includes positive activities, information, advice and guidance and targeted youth support.

Once members have approved the proposed structure, we will proceed to evaluate and fill the senior posts according to the normal HR policies. For other management and front line staff posts we envisage that existing post holders will transfer across under TUPE or City of York HR arrangements.

We have also been considering the question of a new name and branding for the integrated service. Our provisional view is that we should simply refer to "Young People's Services" as an umbrella term, with the emphasis in future on the subsidiary "brands" that young people better recognise – eg Network2, Duke of Edinburgh, Connexions. We are required by Government to retain "Connexions" itself as a nationally-recognised brand. We will however consult young people about this once the new service has settled down and will report back to Members at a later stage.

City of York Young People's Services - Operational line management



Key: LTL – Locality Team Leader SEN – Special Educational Needs Staff dev – Staff Development and training M2W – Momentum on Two Wheels Project
 V & I – Voice and Influence Accred – Accreditation and awards ALPs – Alternative Learning Programmes IPA – Intensive Personal Advisers
 DoE - Duke of Edinburgh's Award AQA – Amalgamated Qualifications Agency PetC – Positive engagement through choice QA – Quality Assurance
 LPA – Lead Personal Adviser PAYP – Positive Activities for Young People Programme VCS – Voluntary and Community Sector