

Annex 1

**Hear By Right:
Revised Standards for City of York Council**

June 2006

SHARED VALUES: What everyone believes	We expect that through out the involvement of children and young people, there are clear shared values where everyone is respected and is treated equally, with honesty, openness and sharing of information.
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	Met?	How are we meeting this?	Priorities for Action
EMERGING	1.1 The organisation adopts shared values for the active involvement of children and young people (Hear By Right, UN Convention on the rights of the Child)		
ESTABLISHED	1.2 The shared values are made visible and accessible to a wide range of staff and children and young people by, for example, mission statement, charter, pledge or entitlement card		
ADVANCED	1.3 Shared values are agreed with partner organisations and community groups and are used to set policy and review performance		

STRATEGIES The plan	We expect a strategy for the active involvement of children and young people that is simple, easy to understand, that works for the children and young people involved, is exciting and challenging and is young people friendly.
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	Met?	How are we meeting this?	Priorities for Action
EMERGING	2.1 The strategic plan for active involvement is agreed and in place, with key staff, roles and resources identified for its implementation		
ESTABLISHED	2.2 Other plans in the organisation are complementary and refer to the active involvement strategy		
ADVANCED	2.3 The strategy identifies and includes key local partnerships, as well as links to regional and national structures to promote the active involvement of children and young people		

STRUCTURES The Scaffolding	We expect effective structures for hearing our ideas and helping us take part, which are useful, reliable, and simple and include a wide range of children and young people.
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	Met?	How are we meeting this?	Priorities for Action
EMERGING	3.1 A range of approaches are in place, both formal and non formal, that encourage and enable the participation of children and young people on their own terms and in ways they feel comfortable with		
ESTABLISHED	3.2 There are structures that make sure a range of children and young people's views Including marginal groups) are built in to decision-making		
ADVANCED	3.3 Children and young people have effective representation on local cross agency partnerships that affect them and participate in decision making and scrutiny structures.		

SYSTEMS: The Machinery	We expect strong and reliable systems to be in place (like transport and money) that make it possible for us to get involved easily and safely and which use technology in a friendly way.
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	Met?	How are we meeting this?	Priorities for Action
EMERGING	4.1 Policies are in place to make sure children and young people's participation is safe, sound and effective and recording and evaluation systems are in place to identify and share learning and evidence of change arising from children and young people's participation		
ESTABLISHED	4.2 Communication systems are in place for recording, reporting and celebrating children and young people's active involvement (for example, newsletters, web, radio, articles, awards evenings)		
ADVANCED	4.3 Children and young people help decide appropriate rewards for their active involvement and / or have direct control over identified budgets		

STAFF The workers who build	We expect all staff we meet to be good at their jobs and hard working, but also understanding, trusting and extremely friendly. They must also be fair and not patronising.
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	Met?	How are we meeting this?	Priorities for Action
EMERGING 5.1 Children and young people contribute to the recruitment and selection and induction of key staff			
ESTABLISHED 5.2 Young people are volunteers or employed in the organisation, for example as trainers, researchers or mentors			
ADVANCED 5.3 Children and young people take an active part in the induction of relevant service manager, elected members or trustees.			

SKILLS & KNOWLEDGE The workers skills	We expect staff to have skills that are varied and useful ,including teamwork and getting on with children and young people. We expect to have chance to develop our skills as well.
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	Met?	How are we meeting this?	Priorities for Action
EMERGING	6.1 There is capacity building for staff to gain skills for the safe, sound and effective participation of children and young people		
ESTABLISHED	6.2 There is accredited capacity building for children and young people to develop skills and knowledge to make change happen, including in negotiation, presentation and finance		
ADVANCED	6.3 Children and young people help deliver training and capacity building to partner organisations		

STYLE OF LEADERSHIP: The Bosses	We expect that there should be a simple, fair and friendly style of leadership. We should be able to be involved in all decisions.
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	Met?	How are we meeting this?	Priorities for Action
EMERGING	7.1 Key managers and leaders act as champions for the active involvement of children and young people, with clearly identified responsibilities		
ESTABLISHED	7.2 Children and young people have a range of opportunities to meet senior staff, elected members or trustees to be included in decision making and promote active involvement		
ADVANCED	7.3 Leadership of specific projects and appropriate services involves both children and young people and adults		