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| **Identified Priority** | **The needs assessment highlights** | **What information have young people told us about this priority** | **What impact does this issue have on the community?** | **If we were to fund a project to address this issue, what impact would we like to see on the community?** | **What impact does this issue have on individuals** | **What outcomes would we like to see for individuals?** | **How will we measure if we have achieved the outcomes and impacts?** | **What do you anticipate the activity will look like and cost?** |
| Bullying | The Needs Analysis does not provide a great deal of information on this issue, however a Norfolk County Council survey revealed that over 30% of young people have been bullied, however the actual figure is expected to be higher. | In the 2017 Norwich YAB consultation, 1123 out of 1674 participants (highest number) voted bullying a key issue to Young People. This amounts to 67.08% of participants. | Bullying can affect attendance levels at schools or colleges, which as a result can affect levels of attainment.  Can cause divides in communities, in particular in schools; as a result schools spend significant amounts of time and resources reacting to bullying.  Bullying also has close ties to stigma surrounding mental health and racism and religious discrimination. | In the long term we would expect to see a reduction in the number of reports of Bullying, although this could rise initially due to challenging the culture of bullying and young people feeling more confident discussing their experiences.  A reduction in discrimination based on race, class, gender, sexuality, mental health and disability or other individual factors.  **\***Also see, community impact under priorities mental health and Racism and religious discrimination.  An overall increase in cohesion amongst young people in Norwich and positive relationships. | As mentioned in community impact, the individual persons attendance can suffer, which as a result will affect their attainment levels. This could further impact on their future career or further education prospects.    Mental health is negatively affected (loneliness, depression, self-harm, anxiety, self confidence, in extreme cases; suicide).  The bully themselves may experience similarly negative mental health, as bullying often stems from low self esteem and intolerance. | Young people report increased confidence in reporting and/or challenging bullying  Young people report an increase in self esteem  Those affected by bullying report that they feel included in tackling bullying.  Young people report a reduction in poor emotional wellbeing  Young people report an increase of healthier and positive friendships and relationships, both inside and outside of educational settings and online.  Outputs:  50% of the services engaged with allow their bullying policy to be reviewed  25% of services will listen to the voices of those young people and make changes where appropriate | The percentage of young people who voted for Bullying as a top issue will fall; this information could be obtained by the Norwich YAB consultation of 2018.  Additional survey focused on bullying to measure the effect the work has had on the young people reached. | Young Commissioners acknowledged that Bullying, Mental Health, and Racism and Religious Discrimination are all issues closely interlinked.  Each should be addressed as they are so frequently related, with one often leading to the other  **£7,000** of the commissioning budget commission a project (one or two days a week) which would support young people to design and steer a piece of work on bullying and mental health through:  1. Review existing bullying policies of youth provision and schools in the area, to see if they are preventative as much as reactive. Implement new policies if they don’t exist.  2. Create a Youth Led Mental Health Code of Conduct kite mark.  We would like professionals and young people to attend workshops on how to address bullying and support young people experiencing poor mental health. |
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| Mental Health | The needs assessment highlighted that mental health can have an impact on many different areas of an individuals life.  As a result this affects NEET and un  employment figures.  Anxiety, self harm, suicide, depression and other mental health issues also have links to poor physical health | In the 2017 Norwich YAB consultation, 840 out of 1674 participants voted bullying a key issue to Young People, which amounts to 50.18% of participants (2nd highest) | Poor mental health can negatively affect families across generations, while having a detrimental effect on communities, and schools attainment levels.  Lack of support at early stages puts strain on resources, emergency services and waiting times are increased.  Poor mental health can be a cause of bullying, and a result of bullying. | We would hope to see a change in attitude to be more open about mental health, acceptance from families and communities.  Young people to be taken seriously at school and by their GP when raising concerns of poor mental health.  Reduction of emergency services/crisis team call outs to severe cases. | Young people experiencing poor mental health with low understanding and lack of access to support could lead to shame, secrecy, which results in not attending school or college.    Young people feel isolated and are less likely to engage in outside or social activities.  This combined with a lack of self care means physical health could also deteriorate. | Those with poor attendance in schools, colleges and employment show a positive change in attendance    Young people report a positive increase to their mental health  Young people/adults report a better understanding of coping mechanisms.  A decline in referrals into tier 3 mental health services (which could rise initially)  **Output**:  Young people access support of services (group 1-2-1)  100% of services will have, or work towards having, at least 1 member of staff MH 1st Aid trained  50% of the services engaged with will work towards a Mental Health First Aid kite mark | Youth providers could sign up to a youth led mental health code of conduct, recognising the importance of supporting challenges faced by those with poor mental health.  Measuring referrals related to mental health over the period of the piece of work.  Measure the effect the work has had on the young people reached by:  Outcome measurement tools and questionnaires | The **£7000** as highlighted above would be used to address both Bullying and Mental Health as issues to young people.  In addition to this the worker will be given a budget of **£2000** from the Commissioning budget, to allow them to obtain resources, run relevant campaigns and carry out necessary work. |
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| Racism and Religious Discrimination | There is very little information available in the needs analysis on this issue.  However in June 2016 it was reported that race related hate crimes being reported had increased by around 57%. | In the 2017 Norwich YAB consultation, 822 out of 1674 participants voted bullying a key issue to Young People, which amounts to 41.9% of participants (3rd highest issue) | Racism and religious discrimination creates a negative divide within the community and school  Racist or attitudes intolerant of religious often lead to incidents of hate crime, ASB, violent crime and other abuses. | A better acceptance and wider understanding of different cultures.  A reduction in racially motivated crime including physical and verbal abuse, and race related graffiti.  This would over time help to repair communities (within and outside of school), encouraging positive relationships within these communities. | The impact on young people can lead to them feeling disconnected from their peers of different cultures  Victims or witnesses feel unsafe and unable to speak out for fear of the situation worsening.  Young people are bullied, subjected to violent crime and hate crime  Can negatively impact a person’s school life and mental health. | Young people report that they feel safer and more accepted in their communities.  Perpetrators report, as a result of Restorative approaches, an increased understanding of the impact their actions have had on people  Young people feel confident and proud of their identity, religion, ethnicity and diversity.  Young people report a willingness to engage in community events relating to diversity. | Less young people voting this an issue.  Less reports of racial and discrimination incidents  Number of young people involved in Restorative Approaches (before and after tools)  Young people Engaging in diversity events  Measuring tool for young people, for example: outcome star/LEQ for those who have accessed activities. | The Young Commissioners wish to allocate **£5,000** of funding to support an existing group or service which works with and supports BME young people in Norwich  They are to also tackle negative preconceptions around Racism and religious discrimination through working with perpetrators and support for victims of discrimination  Young Commissioners will also add to and release Racism and Religious Discrimination awareness video. |
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| Young Commissioner Development Programme (YCDP) | The Needs Analysis doesn’t highlight specifically the need for this however this extra capacity enables more young people to access participative democracy and become proactive in addressing issues in their peer groups and society. | Young people on the YAB past and present have said they wanted:  A youth led YAB  More young people to become part of the YAB  More support and training  More roles and support to deliver them, particularly focused on campaigns. | Positive impacts on the community include; more young people engaged in in the YAB and relevant partners, a reduction in the number of young people feeling disengaged from decision making. | Raise awareness of the positive impacts young people can bring to their community  More young people engaging in community citizenship which can improve community cohesion.  An improved overall sense and understanding of the meaning of community. | Each young commissioner will have support to reach their full potential as young commissioners, representatives, and leaders.  This is turn will improve the confidence in themselves, and in their ability to make positive changes in their community.  They will be able to engage in issues which may affect not just them but also others in their community and listening to the experiences of others. | An Increase in confidence and relevant skills to participate in a youth led YAB.    A wider range of progression opportunities for young commissioners  Increased knowledge and understanding of the issues for young people in Norwich.  Increased knowledge of how to campaign on issues  Improved relationships between youth services and young commissioners. | All young commissioners complete an outcome measuring tool including an LEQ and an outcome star.  Where applicable young commissioners will also complete an AQA.  All young commissioners will complete a training programme relevant to their role as young commissioners. | The Young commissioners believe in order to fully complete their development and training, they would need **£9,550** to do this.  Also, they appreciate the need for extra capacity to strengthen this work, therefore recommission the extra capacity post with MAP, with half of that time supporting their development (**£10,000** from the YCDP budget) |
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| A lack of activities and things to do (Physical Health – diet and exercise | Not much included in the needs analysis. Map of provision suggests there are things to do – it may just be access, travel or lack of open referrals which is an issue. | In the 2017 Norwich YAB consultation, 782 out of 1674 participants voted this a key issue to Young People (4th highest issue). This amounts to 46.71% of participants.  Young people’s examples of what there was for them to do were also activities which they couldn’t do, mainly due to cost, and travel. | Young people may become bored which can lead to ASB.  It can also reduce the amount of physical activity, impacting on their physical health.  Also an increased amount of time spent alone or online can lead to a decline in mental health, confidence and self- esteem. | More activities and better awareness of existing activities for young people to participate in.  General improvement of young people’s relationship and role within their community (if more young people were participating in activities).  Greater communication between young people and activity providers to identify and address difficulties. | As discussed previously this can lead to boredom, isolation at home and a general lack of fulfilment for young people, hindering development.  A reduction of good physical and emotional wellbeing.  More young people are at risk of/perceived to be engaging in ASB | Young people report they are healthier and have increased confidence.  Young people report that they are able to access the activities that they wish to.  **Output:**  Higher attendance of young people at the existing provision  100 young people reached  75% of young people engaged are from less wealthy backgrounds | Follow up survey to identify specifically where gaps in transport and financial barriers exist.  The amount of young people accessing physical activities and if figures have increased  Measuring tools for example; LEQ, WEMWS and outcomes star.  Early Help Hub Family Focus Teams refer into programme | This is the other half of the MAP extra capacity workers role, with a focus of building capacity in the community on the two priorities (**£10,000** from the commissioning budget)  The extra capacity post for the YCDP would have **£1,000** allocated to them to support a youth led campaign to coordinate with:  1. Existing providers to improve accessibility and awareness of their activities  2. Supporting community groups to improve local profile and open referrals into them.  3. Improve the communication and accessibility between big organisations (e.g. UEA Sportspark, Open Youth Trust amongst other services from the provision map) and young people |
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| Anti Social Behaviour and Youth Crime  (Negative stereotyping of young people) | The needs analysis highlights that crime fluctuates in Norwich with ASB and violent crime the main crimes committed across North, East, South and West.  There is almost 50% more crime occurring in the North of Norwich than in the West or the South of Norwich. | In the 2017 Norwich YAB consultation, 762 out of 1674 participants voted ASB and Youth crime a key issue to Young People. This amounts to 45.52% of participants (5th highest issue) | High levels of ASB and youth crime create a negative perception of young people in the community.  Young people may end up committing ASB if they are constantly perceived or treated as such. | A positive perception of young people in the community and a better understanding of why young people often congregate.  Stronger community cohesion between young people and older people within the community  All individuals feeling safe and confident to be out and about in the local area. | Young people are likely to feel frustrated at being stereotyped, which can create resentment to other residents, and not feeling integrated in the community.  A continuous or persistent culture of ASB and youth crime can be seen as ‘normal’ to local young people, stemming from a lack of awareness on how their actions can impact others in the community | Young people report that they are more integrated into their communities  Young people report that they are more proactive in making their community a positive place to be  Young people report that they feel valued and listened to by members of the community.  Young people, and other community members, report they feel safe  Young people and other local community members have increased understanding to each others perspective. | Individual progress of young people could be measured using tools for young people i.e. LEQ and outcome star.  Reduction in the levels of ASB and Youth Crime in areas of Norwich. | To support Young Commissioner lead campaigns around the positive images of young people.  The Young Commissioners are to use their own funds for campaign resources, including film maker support  Alongside this the creation and maintenance of a YouTube channel to be regularly updated with footage. |
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**2017-18 Commissioning Budget**

Commissioning Fund - **£25,000**Young Commissioner Development Programme - **£20,000**

Total spend/allocated - **£45,000**

The following priorities will be met this year

* Bullying
* Mental Health
* Racism and Religious discrimination
* A lack of activities or things to do
* ASB and Youth Crime
* Young Commissioner Development Programme
* Improving the image of young people

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| **Project** | **Commissioning** – **Fully/Partly/Not commissioned** | **Amount of funding awarded** | **Priorities met** |
| Commission an organisation to deliver a project on Mental Health and Bullying | Fully | Commissioning fund  £7,000 for post  £2,000 funding available | * Bullying * Mental Health * Racism and Religious discrimination * Improving the image of young people |
| Commission out a project on Racism and religious discrimination | Fully | Commissioning fund  £5,000 | * Racism and Religious discrimination (working with victims and perpetrators) * Bullying and Mental Health * Improving the image of young people |
| MAP – Young Commissioners Development Programme extra capacity post | Not commissioned | £10,000 from Young Commissioners Development budget | * Increasing capacity to strengthen and expand the Young Commissioner Development Programme (residentials/training, campaigning) * Improving the image of young people (social media, events, conferences) |

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| MAP – reducing barriers of accessibility between existing youth provision and young people (with an emphasis on Physical Activities) | Not commissioned | £10,000 from commissioning budget  £1,000 for funding available | * A lack of activities or things to do * Physical health * Mental health |

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| MAP - Young commissioners training/residential, accreditation, monitoring and evaluating, 3rd party commissioning and activity costs | Not commissioned | Young Commissioner Development budget  £9,550 | * Young Commissioner Development Programme * Improving the image of young people * ASB and Youth Crime |
| Momentum | Fully | £450 | Admin cost of holding and managing the YAB budget |

Completed by Young Commissioners from Norwich YAB, facilitated by MAP staff