

Why Participation?

Children and young people's involvement is a right as set out in the United Nations Convention on the Rights of the Child, Article 12:

“Children and young people have the right to express their views and have them taken into account in all matters affecting them “

User involvement in services is proven to:

- Improve service development
- Improve experience of service
- Improve access and use of services
- Improve service accountability

For more information about the Youth Justice System, go to
<http://www.justice.gov.uk/about/yjb/>

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Youth Offending Service Participation Policy



Recruitment

We will involve clients in the recruitment of posts that have direct contact with young people.

- **We will identify young people from our service, provide interview training and support them through the recruitment process.**
- **We will train YOS staff to assist young people and to run the recruitment panels.**
- **We will listen to the voice of young people and will agree beforehand the weighting the young people's view will carry alongside adult interview/written tests.**
- **Young people's views on the successful candidate will inform the induction package**

Consultation

We commit to consulting regularly with our clients and their parents/carers about how we improve and develop the service.

- Agenda Days
- Focus groups
- Surveys/questionnaires, written and verbal
- Staff encouraged to hear the client's voice on matters that affect them.
- Use of *What do you think?* forms to inform interventions for young people.

Opportunities

We will offer clients opportunities to be involved in other participation activities locally or nationally e.g Howard League for Penal Reform.

- Young Assessors
- Mystery shoppers
- Other recruitment panels
- Young Inspectors
- Assisting with research projects