

Find Your Talent Delivery Plan

Section 1 - One page summary

This plan needs to be read in conjunction with the Expression of Interest.

Our vision is for young people in Leicester Shire to participate in diverse and high quality cultural activities of their choice and for a strong network of Young Cultural Ambassadors to lead the programmes. The young people themselves will act as commissioners and co-producers of activities, building on a series of awareness-raising and consultation events launched at Curve, Leicester in September, and promoting a broad cultural offer across the range of cultural forms identified in the DCMS Taking Part survey, in the first six months of the Pathfinder. The ambition is for young people to determine their own priorities and choose what they wish to engage in, and how that activity is best delivered.

Whilst the scheme is aiming for a universal offer, we will have particular regard for children and young people in rural areas, the BME communities of Leicester, the C2DE social groups in Leicester and vulnerable children and young people in the city and county.

The aims of the programme are:

- Increase participation in cultural activities by Leicester Shire Children and Young People (C&YP), using an extensive peer-to-peer advocacy framework across 16 urban and rural areas, adopting cutting-edge social-networking technologies to make sure no-one misses out.
- Establish a world-class commissioning framework for Leicester Shire C&YP to act as co-producers of creative and cultural activities targeting C&YP, their families and communities across 16 rural boroughs and urban neighbourhoods.
- Prioritise hard to reach groups yet inculcating a universal ambition to promote the talent and reputation of Leicester Shire C&YP youth.

By the end of year 1 (March 2009) young people will know much more about the 'cultural offer' and be more involved, particularly through 'go and see' visits and direct participation.

By the end of year 2, the Young Cultural Ambassadors' networks and peer to peer frameworks will be in place with Youth Services, parents and carers. By the end of the Pathfinder the Young Ambassadors' network will be integral to the planning and delivery of cultural services and funding will be aligned to sustain the cultural offer beyond 2011. CYP in our targeted area will be engaged. The target of 118,000 young people will be reached by the end of year 3.

We expect progression of talent and skills development to be recognised across a range of forms, leading to employment and professional development in the sector (Talent Progression Accord). A further measure of success will be a co-ordinated cultural offer, available to CYP, delivered by a range of providers, such

as a 'cultural passport' discount scheme, and in particular in place for vulnerable young people.

We expect our outputs to identify increased percentages of young people participating in cultural activity on a regular basis, influencing their peers to participate, leading the production of activity such as performances and presentations, and sharing experiences with younger groups, families and carers. We expect adults to have learnt how to engage more effectively with young people.

Funding partnerships will be sought from local authorities, regional bodies and by realigning funding agreements with cultural providers to bring new money into the programme. We expect partnerships with voluntary and community providers, national organisations and individual artists.

Section 2 - Lead Organisation and Key Partners Information

Find Your Talent area	Leicester & Leicestershire
Lead organisation	Leicester Shire Culture Board
Key contact details	Name: Heather Broughton
	Position: Head of Environment and Heritage Services
	Phone: 0116 305 6783
	Email: hbroughton@leics.gov.uk

Organisation	Creative Partnerships Leicester
Key contact details	Name: Richard Clark
	Position: Regional Director
	Phone: 0116 2616879
	Email: Richard.clark@creative-partnerships.com

Organisation	Leicester City Council
Key contact details	Name: Liz Wilson
	Position: Arts Access and Learning
	Phone: 0116 2527132
	Email: Elizabeth.Wilson@leicester.gov.uk

Organisation	Leicestershire County Council
Key contact details	Name: Mick Fattorini
	Position: Head of Heritage and Arts
	Phone: 0116 267 0001
	Email: mfattorini@leics.gov.uk

Organisation	
Key contact details	Name:
	Position:
	Phone:
	Email:

Section 3 - Find Your Talent Delivery Partners

Lists of potential and committed delivery partners are described in the templates attached to this delivery plan. For the purposes of this plan “Delivery Partners” take a number of forms:

The lead partners to this pathfinder (Leicestershire County Council, Leicester City Council, Creative Partnerships Leicester/its successor organisation, the Young People’s Creative Agency). There is a commitment to working with the YCAs to develop, realign and change culture and practice where necessary to achieve wider access to cultural opportunities. The YCAs will be expected to participate in CPD and Organisational Development programmes developed as a part of the pathfinder.

Professional and regional partners that have advice, expertise, knowledge and resources that can support the delivery and development of the pathfinder. Examples of these would be:

National Youth Agency
Arts Council England, East Midlands
Museums Libraries and Archives
Renaissance East Midlands
Youth Music
FE/HE Organisations

And of course, there are others (referenced in our Expression of Interest)

Cultural Organisations: External organisations that have expressed a commitment to supporting the pathfinder by directly developing and delivering activities and projects with the YCAs. The types of such organisations are exemplified in section 5e). These organisations will be supported in new ways of developing projects with children and young people where appropriate and will be expected to participate in CPD and Organisational development programmes as needed (as a requirement for participation in the pathfinder. These organisations may be providing cultural activity as part of their programmes already and/or may be commissioned by YCAs to undertake new activities.

Schools, Colleges and other learning organisations

Schools, Community Colleges and Further and Higher Education institutions will be key partners in respect of delivery, support and expertise. We will work closely with schools across the area and in particular Specialist Schools and Academies, Artsmark schools, Special schools and schools that are based in the priority neighbourhoods.

Section 4 - Management Structure and Delivery Model

1. Programme Management Board

The Programme Management Board (PMB) is responsible for the overall direction and management of the Leicester Shire Pathfinder. The PMB will approve the Find Your Talent delivery plans and authorise any changes or deviation to the delivery plan. The PMB’s responsibilities will include:

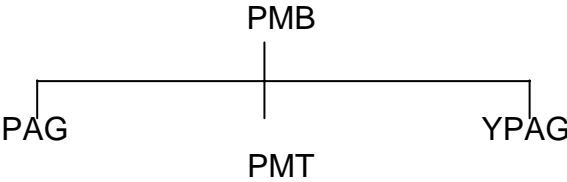
- Provide overall guidance and direction to the Leicester Shire pathfinder.
- Review each completed term’s work and approve progress to the next term.
- Review and approve the delivery plan and any exception plans when the delivery plan exceed tolerances.
- ‘Own’ any identified risks.
- Ensure any compliance with Find Your Talent requirements.
- Oversee budgets and negotiate leverage, external funding as required.

The PMB will comprise representatives of the three principal partner organisations, National Youth Agency and School representatives, and a representative of the district/borough councils.

Financial overview and supervision of resources/'drawdowns' will be overseen by the Commercial and External funding Officer of Leicestershire County Council. The programme will be run according to Prince 2.

- The Leicester Shire Find Your Talent PMB will be made up of:

- Project Executive – Heather Broughton, County Council
- Senior Users – Brigid Joyce, County Council (CYPS)
 Gaynor Nash, City Council (CYPS)
 Richard Clark, CPL or YPCA
 Head Teacher
 National Youth Agency representative
 Project assurance representative from Young Persons group (see 3.1)
- Senior Suppliers – Liz Wilson, City Council
 Sylvia Wright – for the Borough and District Councils
 Mick Fattorini, County Council
 Osyth Dolton, Arts in Education
 Glenys Willars, Library Services
 Name. Cultural Organisation/Sector (External)



The Project Executive is ultimately responsible for the pathfinder and their role is to ensure that the pathfinder achieves its objectives. The Executive will chair PMB meetings as described in Prince 2 guidelines. The Executive will be the primary contact with other pathfinders and with the National Programme delivery board.

The Senior Users are responsible for specifying the needs of Children and Young People, their schools, parents, carers and communities and the needs of the cultural sector during the pathfinder. This will include liaising with experts from other services eg those working with learning difficulties and/or disabilities, children in care, BME communities, travellers etc. The role represents the interests of all those who will benefit from the Leicester Shire pathfinder.

The Senior Suppliers represent the interests of those delivering the cultural offer for the Leicestershire Pathfinder. The role is accountable for the quality of cultural offer being provided for the pathfinder.

2. Project Management Team

A core professional management team will be hosted by Leicestershire County Council to develop and deliver the pathfinder on behalf of the Project Executive. Recruitment for these posts has begun; the posts have been evaluated, salary scales fixed and they have been advertised. Job descriptions are available if required. Young people will be involved in the selection process for the Project Director in line with previous practice by both Creative Partnerships and Children and Young People's Services.

- The Leicester Shire Find Your Talent Project Management Team will consist of three full time posts (or equivalents). These staff will be newly appointed, with formal contracts, as soon as the delivery plan/contract is agreed:

Project Director

Programme Co-ordinator (working to the Director)

Programme Support Officer (admin, performance management, finance)
(working to the Director)

YCA Group Facilitators and other specialist staff as required to meet the needs and choices of the Young Ambassadors and young people. (Working to the Programme Co-ordinator). Contract specification for this role has been drawn up and is available if required. Young people will be involved in the recruitment for these roles in line with previous practice by both Creative Partnerships and Children and Young People's Services.

The Project Director has the authority to run the pathfinder on a day-to-day basis on behalf of the PMB within the guidance and requirements set down by the Board and National office. The prime responsibility will be to ensure the outputs and outcomes of the pathfinder are delivered to the required standard and targets within the time available and funding agreed. The Director will report directly to the Project Executive.

The Programme Co-ordinator's responsibility will be to ensure the delivery of the YA groups as defined by the Project Director to an appropriate quality, to an acceptable timescale and cost. The Programme Co-ordinator will report directly to the Project Director. He/she will direct, plan and monitor the YA Groups Facilitators work.

The Support Officer will support the Project Director with administration and financial work. He/she will report directly to the Project Director.

YA Group Facilitators will be contracted to the pathfinder either on a freelance or employed (contract) basis. They will co-ordinate the YA groups as a team and report to the Programme Co-ordinator.

3. Advisory Groups

Two advisory groups will provide project assurance and policy guidance:

3.1 Young Persons Advisory Group (YPAG)

The Young Persons Advisory Group (YPAG) will be made up of young people to inform and influence the management of the Pathfinder. The assurance responsibilities of the YPAG include:

- Ensure the needs of children and young people are accurate and unambiguous
- Quality check the cultural offer to ensure it meets user requirements
- Ensure the pathfinder has appropriate user representation, and liaises with users effectively.

The young persons advisory group will be supported by an adult facilitator who will represent their views to the PMB.

3.2 Professional Advisory Group (PAG)

- The Professional Advisory Group (PAG) is responsible for the specialist integrity of the pathfinder. It will consist of a range of experienced operators in the cultural services field, whose role is to advise, influence and support in specialist areas. It will also recognise the full breadth of cultural expertise available and involve specialists in these areas – not only sectoral such as film, but also, for example, experience of working with SEN, on rural issues. These will be:

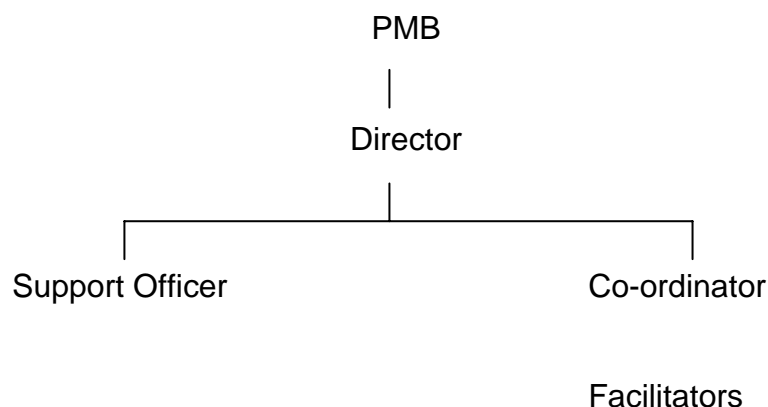
Michelle Allen	Active Involvement Officer
Rachael Phelps	Arts in Education Co-ordinator
Sue Carter	Corporate Parenting
John Richardson	District Cultural Services Implementation Group
Neil Hanney	Youth Work representative
Deb Siviter	Leicestershire Libraries Services for Education
Paul Goby	Leicester City Libraries
Name	East Midlands Participatory Arts Forum

Plus representatives of teacher, parent, community, priority neighbourhoods and co-optees for specific expert input

The PAG will:

- Advise on appropriate strategy, design and methodologies for the pathfinder
- Ensure that any supplier standards are met
- Monitor any risks associated
- Ensure quality control procedures are used so that the pathfinder adheres to requirements

Structure Chart for Team



Section 5 - Consultation and Joint Planning

a) Partners

Building the pathfinder programme

Potential creative and cultural sector delivery partners were invited to submit their own Expressions of Interest to Leicester Shire as part of the planning for the original Pathfinder EOI. These represent a significant but partial picture of provision and ambition that we will seek to extend and deepen during the lifetime of the pathfinder programme especially through developing those partnerships and networks outlined in section 5e). Please see section 3 for comment regarding

“Delivery Partners”. This process asked partners to identify their offer and their areas of expertise. We will support the development of local, regional and (inter)national partnerships in the following ways:

Developing a co-ordinated offer

Partners will be invited to subscribe to the Pathfinder programme to help better-connect services for children and young people and ensure a coherent cultural offer that allows for progression across the age ranges, cultural forms and talents of our target area. This will be done through building new activity onto existing networks, such as countywide arts fora, countywide cultural officers groups, regional groups and dedicated, new sessions, commencing with an awareness raising session for support staff and colleagues, in August. A weblink www.leicester.gov.uk has been created as a temporary communication tool for those partners not yet directly engaged. This will be superseded by the FYT website described in section 10b.

Over the lifetime of the pathfinder, the culture of the partners and linked organisations will have changed to deliver enhanced needs-driven activities with children and young people. In developing an infrastructure and activity around a network of Young Cultural Ambassadors, there is a real and significant opportunity for all organisations that deliver culture to young people to reconsider how they plan and present this work, how they involve young people in every aspect as consumers, producers and creators and critical spectators.

Partnership building

Partners will be recruited in 2 specific phases of growth, the first of which addresses the **Preparatory** phase in which we will be recruiting and developing our teams of YCAs and Facilitators. The second phase involves the **YCAs Commissioning** cultural activities by and for children and young people.

1) Preparatory phase

We will recruit partners in two key categories:

YCA host organisations will be responsible for hosting YCAs and will be committed to supporting YCAs in their personal development and networking activities. We will seek hosts across our 3 commissioning strands – school curriculum, extended schools and communities/neighbourhoods – and will target organisations that can help network young people in the first instance. We will work with those organisations in receipt of direct funding, grant aid and other support to support realignment and prioritisation and to ensure that they share FYT objectives and values through training and awareness-raising. This is seen as a critical Professional and Organisational development requirement which will form a major part of the YCA programme in 2008-2009.

We see our partners here as schools, youth services, Surestart/Children Centres, Neighbourhood Priority area managers and cultural organisations

Delivery partners will be commissioned to provide support for the development and delivery of world-class activities in the following areas:

- Professional learning programmes for the YCAs and Facilitators:
- Professional learning programmes for adults to help engineer a cultural shift in preparing for work with and for children and young people.
- Core delivery mechanisms including event management, communications, the website and other services.

Commissions will be directed to organisations that can optimise young people's participation in the way they deliver services, thus further extending the benefits of the programme investment. Young people will, ultimately, lead in the commissioning process. It is imagined that these partnerships will involve local, regional and national partners.

Our key partners here could include local national and regional theatre, film, performance, heritage and dance providers 'literature' and creative industries and local (eg Leicester Shire Arts in Education, Charnwood Arts, Spark etc) and similar Arts organisations (please see section 5e). Education Business Link's work on youth enterprise can help young people lead event management. Working with MLA, Science Museum and Firebird (Nation's Memory Bank) is already identified in our programme. The Music Leader and Sing Up programmes can also help adults engineer a cultural shift in preparing for work with and for young people.

The programme (October 2008 – March 2009) builds and consolidates these partnerships through activities and generates commitment and connection.

2) YCA Commissioning phase

One of the principal aims for the Leicester Shire Young Ambassadors programme is to establish a finely-grained, needs-driven commissioning strategy by and for children and young people. This will be based on the 16 urban and rural Young Ambassador Commissioning Panels, linking these with the neighbourhood-based Integrated Service Hubs in Leicester and the district-based Neighbourhood Priority Areas in Leicestershire to ensure connectivity, rigour and leverage.

In this phase of the programme (2009/10-10/11), YCAs will begin the process of commissioning new work in their schools, communities and neighbourhoods, supported by their Facilitators. Although this work will be directed towards children and young people it is expected that it may also appeal to audiences from the wider community.

The YCAs will develop project plans that are young people led, assess contractors/suppliers, manage projects and evaluate performance and results, gather views from other children and young people. Criteria for the selection of partners will be determined in the preparatory phase. Quality assurance and safeguarding duties will be undertaken by the Facilitators working in partnership with the FYT Delivery Team.

The long-term sustainability of these approaches is based on the availability of revenue funds to both support the work of the YCAs and to create annual budgets for them to commission new work. In order to achieve these goals, we will work with partners to align their commissioning/grant-giving functions with the work of the YCA Commissioning Panels. This will be achieved through a series of strategic meetings, participation in existing forums and advocacy during the lifetime of the pathfinder project.

Partners here may build on partnerships and offers made in the initial delivery phase. Youth Services have experience already of enabling young people to allocate and direct funding for activities and to manage these activities.

Ascertaining strengths and weaknesses

Children and young people will be directly involved in selecting practitioners, projects and programmes, using pre-determined criteria, defining quality, evaluating performance and results. These processes will be underpinned by strong procurement and contract management practices as directed by LCC and other commissioning partners.

To support an ongoing cultural shift, all partners will be asked to subscribe to the *Hear By Right* values for young people's involvement. Major delivery partners will be asked to undertake the *Hear By Right* self-audit for each year of their participation if they are not already using the tool.

Adoption of the *Hear By Right* standards will be used as an informal kitemark across the pathfinder programme, helping children and young people identify organisations that accommodate children and young people in service design, delivery and review. Other quality standards will underpin partnerships, eg museum accreditation, VAQAS, Green Flag.

Addressing hard to reach groups

Partnerships will be prioritised to ensure the FYT programme has the scope and strength to address the needs of hard to reach groups. This will involve local, regional and national partnerships that will be need-driven.

Programming decisions

The PMB will be responsible for setting budgets against a detailed delivery plan prepared by the staff team in consultation with key stakeholders and for overseeing budget and other decisions. The network of meetings and their frequency will be determined around:

a) Timetable of national meetings, drawdown and reporting schedules.

YCA commissioning decisions will be made within their local teams, supported by the facilitator. All funds will be released against detailed project delivery plans submitted to and authorised by the PMB/project team to ensure, for e.g. value for money.

Devolved budgets will be monitored by Youth Services and their teams. Financial accountability will be maintained by LCC as accountable body.

Young People's Policy Board

In addition to the local area YCA panels, there will be a central YCA Policy Board, giving specific focus to the objectives, boundaries and benefits of the YCA programme. They will also have an overview of shared YCA activity (e.g. training, summer school, communications etc) to ensure these are driven by C&YP. The work of this group will be shadowed and supported by the Professional Advisory Group (PAG, as before), which will communicate its views to the PMB.

Hear By Right standards addressed in this section include:

1.6 Shared values are agreed with partner organisations and community groups.

1.7 The agreed shared values are used to set policy and review performance across the organisation and with partners.

2.1 Resources and expertise are mapped for building the participation of children and young people.

2.5 The strategy identifies and includes key local partnerships to promote children and young people's active involvement.

3.4 Links with other relevant organisations are established and maintained to ensure the inclusion of marginalised groups.

b) Children and Young People

Background

Our ambition is to move away from a "top" led approach in which young people are seen as the recipients or audiences to one where children and young people are the co-producers, programmers and commissioners of cultural activities in and out of school. This will, however, need to be effected in a phased way. In the first year one strand of universal FYT activity will be enabling greater access to existing cultural activities, through eg subsidising entrance fees/transport and/or relocating cultural events to local venues (eg in rural areas). In the second and third years, the universal FYT activity will be driven and chosen by the young people themselves.

The project recognises the effectiveness of peer to peer advocacy, programmes directed and influenced by young people and those presented and developed by young people themselves. It sees a significant benefit in working with young

people to consider institutional practices, assumptions and behaviours that may unintentionally inhibit young people's participation in culture. It also recognises the particular difficulties that these young people will face in attempting to influence their peers, the time that this will take, and that as part of the learning process there may be some unintended (and possibly undesired) effects.

The project seeks to develop effective ways to inspire young people to understand more about their and others' culture and heritage, to become more creative and inquiring, develop positive attitudes to learning and play a positive role in developing their own and their communities' futures and understanding of place.

The development of this concept and the bid for Young Creative Ambassadors brought together a range of experience from local authorities delivering learning and cultural services, Creative Partnerships and cultural organisations all of whom are committed to achieving the ambition described above. Through the local Creative Partnerships Young Consultants programme, hundreds of young people have been asked about: their visions of the schools of tomorrow; how adults can help children develop their creativity and how young people can and should take the lead in their cultural and creative learning activities.

The Young Ambassadors scheme builds on this experience and seeks to extend practice by embracing national standards for young people's participation as defined by the National Youth Agency in *Hear By Right* (2008). Relevant standards have been mapped alongside the Delivery Plan and will be used to guide the work. The National Youth Agency are members of the PMB.

Building and developing the YCA infrastructure

We will launch the YCA scheme in September at a large-scale event at Curve. The aim of the event will be to consult with young people about their peer networks to better understand the context for the YCA role. We will ask them to map their peer-to-peer relationships and discuss issues of age, ability, ethnic and socio-economic diversity, use of new technologies and geography. The launch will aim to raise awareness about the cultural offer and its diversity in the area.

On-going work with youth advisory groups will then help refine the YCA job role in young people's own terms, seeking to better identify and respond to their needs. These groups – along with the YCAs themselves – will then be responsible for helping to keep the YCA recruitment and development strategy under peer-review, agreeing its objectives, boundaries and benefits.

YCAs will be recruited in three cohorts:

1. Early years – to involve parents, carers and guardians
2. Primary phase (5-11)
3. Secondary phase (11-19)

Existing consultation frameworks will be utilised and new ones developed where necessary.

Special care will be taken to aim for full participation of hard to reach groups in these cohorts and to consider appropriate settings for early years groups, possibly linked to Family Learning. Parents, carers and guardians of children with disabilities or complex needs will be recruited into the relevant cohort on behalf of their child/young person. We will consider the issue of supported advocacy for CYP with complex disabilities (rather than using parents/carers) through creative involvement eg working with artists to make a DVD.

Ensuring young people's leadership and ownership

From these initial stages, young people will design and lead core aspects of the pathfinder programme. Our participatory frameworks will encompass both formal and informal opportunities for young people to contribute to decision-making as follows:

All children and young people in the area will be encouraged to participate in the FYT Visits programme through their schools/youth groups accessing funding to support free or subsidised visits.

It is important that all children and young people in the area understand their routes to participate in the FYT YCA programme and the potential benefits to be derived from it. No young person should be too far removed from the process to engage. Also, processes will be fully accessible, removing barriers where they exist. Priorities for the programme will be to:

- Connect with existing participatory structures including the Youth Parliament, youth councils/forums, school councils, community organisations and non-formal creative activities, such as bands, vocal groups and clubs
- Communicate broadly the role, work and impact of the YCAs so that all young people have an understanding of how these participatory structures work.
- Devise feedback and evaluation mechanisms that involve large number of children and young people, including the use of new technologies.
- Ensure all partners demonstrate their commitment to participation by subscribing to *Hear By Right* and include their pledge to promote C&YP participation in decision-making in their own delivery/development plans.

The YCAs

Groups of YCAs will be recruited in the priority neighbourhoods and rural areas, in Leicestershire (identified through discussions with district and borough councils) and targeted neighbourhoods in Leicester. These groups will each be supported by facilitators to ensure that the young people in that area have access to cultural activity that is wide, high quality and meets their interests. They will have responsibility for identifying the potential relevance in the best that is being offered, suggest ways of overcoming barriers and even for providing part of the overall cultural offer themselves.

To accomplish this, the pilot will provide reasonable resources for travel, visits and programming budgets. The model already established by CYCLE, the County

Youth Council, can be used. The pathfinder will ensure that the YCAs have the knowledge, skills and support that will be needed if they are to lead effectively in developing the relationship between learning and cultural organisations, artists and young people in Leicester Shire. To do this they will need a clear understanding of what exactly is on offer, locally, regionally and nationally. They will need to understand why and how work is developed and how organisations deliver and target their work. The facilitator will act to ensure that they have access to all of the cultural organisations signing up as partners and contributors to this project so that they can influence planning, forms of delivery and programmes and to challenge existing practice where this is necessary.

There will be an early investment in time and resources so that this knowledge is acquired to support the development of partnerships with the range of organisations that will comprise the overall offer for young people. This will need to be balanced with the need of the YCAs to lead the rest of their lives in a normal way.

At the same time the YCAs will learn the skills that will enable them to act effectively as commissioners and partners. The facilitator will work to identify where these skills already exist in the groups, and to develop strategies and programmes to help fill in the gaps where they exist. The aim of this activity is to prepare young people to be able to work confidently in what is potentially a complicated professionalised environment.

The project will involve close co-operation and co-ordination with the Renaissance East Midlands Cultural and Creative Ambassadors (CCA) scheme that is identifying key individuals (teachers) in schools across Leicester Shire in order to increase cultural opportunities in those schools. The CCA co-ordinator has contributed to this plan.

Young people's participation in delivering the pathfinder programme

Core aspects of programme delivery will be outsourced to young people, including amongst others event management and communications. These projects will be stand-alone commissions and enable young people to make a significant impact upon the deliver of the pathfinder. The strategy also ensures that all aspects of the pathfinder seek to extend opportunities for young people to participate in creative and cultural activities by optimising investment in these activities.

In terms of music, initial access in schools via Wider Opportunities, Sing Up etc leads to pathways for continuation through schools themselves, through Local Authority services, through the private sector and through a range of community opportunities. There are also ensembles at county/city level for Gifted and Talented and/or motivated. Children and young people do attend performances by county/city bands/orchestras or in locally organised and county/city festivals with their school/families although baseline data is not available. Further guidance about accessing performances and music making opportunities young people would like, will become clearer through the Young Ambassadors. Equitable access

as well as types of opportunities will then need to be addressed through the above deliverers and partnerships beyond the county/city. The Local Authority is developing its 3 year plans to widen access and sustain continuation/ensemble playing both in instrumental and vocal learning and these will be complemented/extended by the Young Ambassadors "audit" and recommendations. (Perhaps the greater challenge is not provision but data gathering for something as broad as music. eg watching Top of the Pops, listening to the radio; uploading to myspace etc etc)

A team of Library Development Workers, led by Area Community Managers are based in localities, work closely in and with the community to promote library services and activities and will be key personnel in liaising with children and young people and facilitating consultation activity and will work with and support young people to develop the cultural forms which young people. Each year 12,000 children and young people become members of the library.

C&YP are consulted in several ways:

- Prior to new service developments such as teen spaces in libraries.
- The Library Lounge website.
- In capital projects for new and refurbished library development. For example C&YP have helped to design the teen space and create the right environment. Big Lottery funded Newbold Verdon Library and Youth Centre, currently under development, has young people on the Management Committee.
- At Earl Shilton young people helped staff to draft the rules for the use of the Playstation, an integral part of their new teen space.
- A teenage focus group contributed to the Library services stock offer.

This provides valuable experience to draw on for work with C&YP as Young Cultural Ambassadors.

'Tell us what you think', the comments leaflets will be redesigned to be C&YP friendly and culture focussed.

The Pyramid of Participation model offers opportunity for consultation with a wide range of young people, and T2C, the group of Children in Care will be an important source of ideas and inspiration for services and organisations. The Caring about Reading project engages successfully with Children in Care. These, and other vulnerable C&YP, and those who are isolated in rural communities will be particularly targeted.

Hear By Right standards addressed in this section include:

1.4 Children and young people take part in reviewing and agreeing the shared values for the active involvement of children and young people.

2.3 Children and young people contribute to developing and reviewing the strategic plan for active involvement, agreeing objectives, boundaries and benefits.

2.4 The strategy includes resources to sustain, develop and regenerate children

and young people's involvement.

3.1 Children and young people are consulted on and help review structures for their active involvement.

3.2 A range of approaches are in place, both formal and informal, that encourage and enable the participation of children and young people on their own terms and in ways they feel comfortable with.

3.3 There are structures that make sure a range of children's and young people's views are built into decision-making.

3.5 Children and young people are joint partners in decision-making and scrutiny structures.

4.6 Children and young people help decide appropriate rewards for their active involvement and/or have direct control over identified budgets.

5.2 Children and young people contribute to the recruitment and selection and induction of key staff.

5.5 Young people are volunteers or employed in the organisation, for example, as trainers, researchers and mentors.

5.6 Children and young people take an active part in the recruitment, selection and induction of a range of staff and managers across the organisation of partnerships.

6.5 Children and young people help plan, deliver and evaluate active involvement training to staff and leaders.

c) Families and the wider community

The development of the concept and bid for Young Cultural Ambassadors brought together a range of experience from local authorities and other organisations delivering learning and cultural services, Creative Partnerships and cultural organisations.

The breadth and depth of this knowledge, built on extensive experience of working with children and young people, their families and wider community, in informal and formal settings. The involvement of the two Children's and Young People's services was key in identifying needs from their Children's Plans which this pathfinder will be able to address.

Current ranges of family based activity can underpin the further engagement in the early stages. Dedicated consultation and engagement was not possible during the development of the original bid or this delivery plan. However we recognise the critical need to engage more closely and directly with families and the wider community: Therefore we will undertake the following actions to engage with families and the wider community as first steps:

- Representation from a parent and school governor on the Professional Advisory Group.
- Adapt the Renaissance in the Regions funded Cultural and Creative Ambassadors Scheme to include the parents, carers and community leaders of young ambassadors involved in the scheme. This includes

access to paper, web and e-alert material as a direct group of adult ambassadors for consultation, evaluative and commissioning purposes.

- Utilise community spaces for the commissioning of cultural activities and events by Young Ambassadors.
- A range of consultations and engagement events with the wider community, including through the Early Learning and Childcare Service and the Adult and Family learning Service. Our delivery plan will include specific Arts projects in (eg) children's centres. The Community and Neighbourhood forums enable Young Ambassadors to be involved across the county. The CC has just developed a Family Involvement Group as part of its Family Support Strategy in order to develop more systematic engagement with families.

All Services will be working with families through Children's Centres building on the experience gained in the Sure Start area of Charnwood, involving families in the development of the cultural and creative experience for parents and their very young children. eg parents of 0-5s, childcare staff and the children themselves working directly with musicians and artists, (Arts In Ed project)

Wriggly Readers, story and rhyme sessions, are held in every library in the county and are very popular with families., Family Learning experience of working with parents /carers and their children in Early Years settings

9,500 children aged between 0-3 are library members, and over 6,600 children under 1, and their parents are reached through Bookstart.

Working with partners from Health, Social Care, Homestart and others voluntary and community organisations ensures and enhances the effectiveness of the programmes offered, and will be essential to the development of Find Your Talent in the early years, especially in priority neighbourhoods.

Learning from Youth Music's "Music Start" initiative could be a model of best practice. Training sessions for parents/carers and SureStart staff in Leicester and parents/carers are already in place for the benefit of children under 5.

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d) School staff and the children and young people's sector

There are numerous Children and Young People Service networks and routes into communicating and working with schools, head teachers, teachers, governors, extended schools and youth services, and these will all be deployed appropriately Leicestershire Heritage, Museums and Libraries and Leicester Cultural Services division, together with the joint Arts in Education Service for Leicester and Leicestershire have well established consultation and communication networks

through which teachers, staff and young people are contacted on specific initiatives and developmental issues. These networks inform and shape both policy and practice within Community Services and Children and Young People's Service. All networks have been briefed on 'FYT' and will play an intrinsic role in guiding, informing and supporting the work of the Young Ambassadors on increasing cultural activity and cultural access amongst young people. This list details where we have already engaged, and where we plan to engage for the Programme:

- Schools Education Information Service (website/intranet, Fusion Newsletter – All schools
- County Youth Council Leicestershire – (CYCLe)
- Head teachers Associations – Secondary and Primary and Special
- Governors Briefings – Secondary and Primary and Special
- Extended Schools – Locality partnership & Cluster Coordinators
- ArtsLink – Teachers Network & Database
- All specialist arts schools and colleges in Leicester Shire
- Artsmark presentations and surgeries
- Arts Award Briefings and Training
- Dance, Drama and Music Teachers Network
- Visual Art Teachers Network – Secondary Schools
- Creative and Media Diploma Consortium Meetings – 14 -19 Curriculum
- SEN/Disabled Children's Forum
- Youth Performing Arts Network (YPAN)
- Youth Service Area Managers Meeting
- User group meetings & Email - secondary school library staff
- Questionnaires re Library use 14-18 college students
- Library focus groups – Teachers & Head teachers
- Book talking visits to secondary schools
- Leicestershire Autism Outreach team
- Children Centres and Early years teams for CYPS
- Curriculum specialist Consultants & School Improvement team
- Loughborough University in partnership work with schools
- The Science Learning Centre and Teacher Network
- The City Learning Centre and Teacher Network

Initially Young Ambassadors will be invited to connect with some of the existing service networks across Arts, Heritage, Libraries and Museums and with the range of partner and cultural organisations described in section 5e). Through this Young Ambassadors will become strengthened in their role as commissioners and be well positioned to bring innovative and challenging ideas on how all aspects of cultural services provide better access to encourage participation and learning. Examples of this may include;

- flexibility of provision to match the particular needs of individual schools and groups of students

- more cultural services delivered within school
- Increased access to arts, culture as part of out of hours learning
- Improved access and provision for teachers and young people within the area of SEN creative use of culture in the SEN curriculum
- Improved quality and value of cultural activity as part of curriculum enrichment
- the desire among teachers to work with arts organisations, museums, libraries and archives to assist them in being more creative in their delivery of learning
- Strengthened long term relationships with schools and teachers and extended service co-ordinators and youth workers within cultural services
- A more consistent approach to learning across all cultural services and activities
- closer working across the cultural sector to deliver innovation in the delivery of cultural learning and activities with children and young people

Leicestershire Heritage Services Learning Team, along with colleagues from the wider region, have a strong tradition of engaging and consulting school staff over a considerable period of time and for a wide variety of purposes. Such purposes include the development of museum displays, programmes of workshops for schools, loan resources and specialist provision for specific types of educational users.

Over the next three years we will use a variety of methods of engaging school staff that will include:

- Identifying a ranges of target partner schools (eg specialist arts schools, SEN schools and units, schools in areas of deprivation, schools with low attendance and schools identified through School Improvement teams and work closely with them in the planning and development of new provision in order to refine current provision and to instigate quality piloting of new programmes
- The integration of results from school staff consultation with information derived from consultation with young people
- Continuing teacher forums as sounding boards but we would look carefully at the composition of such panels
- Seeking opinion from school staff and other cultural professionals to develop more robust evaluation and improved set of evaluation tools specific to the needs of planned programmes to look at measuring both outputs in terms of quantifying levels of cultural activity and outcomes in terms of impact on learners. As part of this we would also endeavour to find more ways to engage schools in more face to face evaluation
- Commissioning short external consultation/evaluation projects to monitor teachers opinions and perceptions as new programmes progress.

The programme will build on this engagement to provide mediated outreach activities, SEN museum networks and programmes, Planet Scicast Science (and

other/clubs) learning placements and design challenges.

Previous consultation

Termly user group meetings with secondary school **library** staff (yearly for primary schools) are utilised to provide feedback on stock and services to LSE staff. Plan to encourage/inform school library staff to consult CYP and feedback any relevant issues through these groups over the course of the project. The groups have been used previously as a mechanism for library staff to feedback pupil views of visiting authors etc.

Email distribution lists for secondary school library staff. Used for awareness raising/direct point of contact

EIS - information system for school, utilised for general information updates on services for school staff

School visits - every subscribing school has a nominated LSE contact librarian who builds up knowledge of the school through phone calls and advisory work. School library staff will be approached where appropriate to encourage involvement in the project and more specifically LSE service planning by CYP and themselves.

Previous consultation with CYP has involved a face to face interview and questionnaire survey with new intake students at a 14-18 Leicestershire college, on their feelings/thoughts surrounding their school library. The results of this project has informed LSE advisory work in schools, services on offer and thus school library provision for young people.

Feedback - from booktalking visits to secondary schools from pupils has helped to shape the current programme

- **Forward planning** -

Years 1/2/3: focus on consultation more directly with CYP, utilising school staff's knowledge, ideas and access to children and young people (through methods detailed above). Will invite Young Ambassadors to connect with Library Services for Education and help develop ideas for new and existing services e.g. DVD Books into Film project, Reading Groups support, booktalking/reader development provision, curriculum support for school libraries, Author Showcase, Multicultural Centre (teachers' centre based at Quorn Hall)

Years 2/3: Over the next three years we shall be building on the relationship with schools, within the Good to Great initiative, and working with schools in the priority neighbourhoods, engaging with C&YP in the design of library service developments and appropriate methods of delivery and participation.

Schools in Leicester and Leicestershire already play an important part in encouraging and sustaining a cultural education for young people. This pilot project will support schools in providing a comprehensive network that 'matches' and 'joins up' young people needs, interests and ambitions with local cultural providers. It will increase the offer for young people and remove some of the current barriers to participation.

Extended Schools and the Early Years

The signposting role of extended schools supports the development of an extensive programme of activities, a large proportion of which can be offered by cultural venues and organisations. This potential also extends to Children's Centres who play an increasingly important role in connecting parents with their children's learning. Extended schools also provide a variety of cultural experiences in after-school, weekend etc settings eg orchestral, arts, dance, drama, crafts and there is potential for this to grow .

The programme will build on learning from the Leicester City Council / Creative Partnerships Leicester co-funded Creative Community Hubs programme, wherein schools worked with external creative practitioners to build their community engagement strategies, putting creative learning at the heart of the community. To ensure continued alignment of these programmes, we will:

- Fund 3 Creative Partnerships Change Schools in Leicestershire in each of 2009/10 and 2010/11. Projects will be co-managed by School Councils in partnership with their school staff. Their ambition will be to use creative learning to build sustainable creative community hubs serving communities in areas of deprivation.
- Work with partners to develop 'Performing for Success' centres (building on the 5 successful "Playing for Success" centres) particularly (but not exclusively) in key priority neighbourhoods such as Coalville and Loughborough and in the City with cultural venues and organisations. This activity will be Creative Partnerships-led and provide close links with FYT.

Curriculum-based work

Working with Schools Improvement Services we will help to shape curriculum delivery in the primary and secondary phases, with culture as a strong cross-cutting theme across all subject areas, using different cultural forms to deliver subject content in varied and exciting ways. This links into the revised curricular frameworks, the importance of personal learning and thinking skills (themselves containing creativity, participation, and teamwork), and out-of-school learning, now judged to be an extremely important element of the overall offer to CYP. We will utilise the networks and influences already developed for the 5hr Sports and Physical Activity offer and seek to align sport and culture in diverse cross-cutting activities where possible. This will be formally introduced through inputs into subject teachers' networks and curriculum conferences and workshops as well as through the Creative Ambassadors and Creative Partnerships approach and the developing work to develop the CYP legacy of the 2012 Olympics. September 2008 sees the start of the Creative and Media Diploma, and this will be used both to shape the 14-19 curriculum and to develop links for young people to the creative industries through work experience and work placements. We will seek to strongly align the pathfinder with the Creative Partnerships Leicester Shire programme. During the lifetime of the pathfinder, Creative Partnerships Leicester will deliver:

- Creative learning programmes, leadership opportunities, professional learning programmes and knowledge sharing;

To extend the benefits to more schools, the Pathfinder programme will work with Creative Partnerships Leicester to create the following new opportunities:

- Establish a dedicated Participation Co-ordinator within the Creative Partnerships Leicester delivery team to ensure participatory practices are aligned between the two programmes and co-ordinate training, development and accreditation programmes for Young Consultants with the pathfinder team.
- Provision for up to 20 curriculum-based programmes to be established as Creative Partnerships Enquiry Schools in each of 2009/10 and 2010/11. These projects will be managed by School Councils in partnership with their school staff in order to build capacity for young people's engagement in the development of creative learning programmes:
- Production of guidance resources for school councillors to help them run their own schools-based creative learning programmes in partnership with school staff and creative practitioners, developed by School Councils UK working with existing teams of Young Consultants in the Creative Partnerships Leicester programme.
- An annual creative learning festival in Shine Week to disseminate practice from the school-based change programmes (based on the successful *Creative Arena* event held in July 2007).

e) **Creative Practitioners and the cultural sector**

In developing the proposal for Leicester Shire Young Ambassadors a deep, broad and rich cultural offer was confirmed. This was no surprise as the main partners to the bid have a strong track record of delivering services directly. At least as important is the experience of the partners in working with a large range of arts and other cultural organisations, large and small, to create such an impressive range of high quality activities.

These other organisations encompass rural touring and rural cinema, large scale and small local festivals, large and small scale orchestral music, opera, film and digital media, visual art, a thriving and supported independent museum sector, dance, drama/theatre, comedy, participatory arts, live and recorded music, literature, live events, youth arts and others.

The organisations that deliver these activities, many for and with young people range from the small and local (eg., Peckleton Arts, Opera Minima) to the nationally significant such as Leicester Comedy Festival to those of national and

potentially international significance such as Curve, Leicester's new Performing Arts Centre or Charnwood Arts, the largest participatory arts organisation in the country.

The close relationship between the main partners and the wider cultural sector across the area (through joint projects, collaborations, funding etc) has helped to ensure that there is a strong shared commitment to the YCA approach and to its success.

Creative Partnerships (CP) Leicester and the CP programme in the county has developed relationships with a wide range of arts organisations and artists that are now experienced in delivering creative projects and activities in schools. That experience will be a rich resource to draw upon in developing and extending the cultural offer in Leicester Shire so that it is accessible to all children and young people, through this Find Your Talent Pathfinder.

Equally important is the range of networks and activities that are managed, supported and engaged with by the partners and their partner organisations. These include Creative Leicestershire, Leicester Venues Network, East Midlands Participatory Arts Forum, Flex Dance Network, Leicestershire, Leicester and Rutland Arts Development Officers' Forum, Leicestershire, Leicester and Rutland Museums' Forum, Renaissance East Midlands, Cultural Services Chief Officers' Partnership, County Sports Partnership, Leicester Shire Culture Board. There are also strong well-established links to the national, regional and sub-regional work in developing the Special Olympics, to be hosted in Leicester in 2009, and the CYP legacy of the 2012 Olympic Games in London, both of which will contain a strong cultural element.

An important part of the process in developing the original proposal for this pathfinder involved asking cultural organisations to express interest and commitment to contributing to the scheme. A template was circulated to a number of organisations (arts, museums, libraries) task them to express a commitment, to say what their experience is in delivering projects with and for young people, what expertise they would bring and how they assure quality).

Further work since the bid was successful has extended the numbers of organisations that have formally expressed such interest and the pathfinder itself will develop new partnerships that will enhance that range even further. Approaches from a number of national and regional organisations showing an interest have also been received. Full details relating to these organisations are identified in the programme/be supplied on request but it may be helpful to exemplify **some** of these partnerships below:

Leicester Comedy Festival (LCF) is the longest running festival of its kind in the country. Although the festival itself takes place in February each year, the festival organisation has established an excellent reputation for the quality of its work with schools and community groups. These activities include a variety of activities such as workshops focussing on comedy and humour (cartooning, stand up,

photography, improvisation) performances (theatre, comedy, dance) and large scale street arts celebratory performances.

Much of the work of LCF is with vulnerable and hard to reach young people and their experience has included leading the cr8 Healthier Leicestershire arts and health project in Leicestershire schools, the Make Me Happy programme and their role as a Creative Partnerships Principal Partner.

LCF worked with local theatre company Metro Boulot Dodo on a consultancy project with young people in Leicester which has led to a Street arts Manifesto for the city. This will help to inform and develop further street arts activity as a part of this pathfinder.

Charnwood Arts work over the past 30+ years has and continues to encompass most art forms including combined arts work and a wide range of approaches from long term community arts projects, performances, outdoor events and publications to Web sites, CD-ROM and video productions, school and community residencies, exhibitions and ongoing groups.

Its core work encompasses many roles which stimulate and support local cultural development, working in partnerships with around five hundred local groups, schools and organisations and encouraging participation in the cultural life of Charnwood borough and the East Midlands

Charnwood Arts is recognised by ACE EM as a leading national example of excellence in participatory arts

Phoenix/Digital Media Centre is a regularly funded organisation of Leicester City Council and manages the County's *Centre Screen* rural cinema project . Phoenix will within the next year, become the central plank of the new Digital Media Centre in Leicester.

Phoenix has a long history of education and outreach, working with young people in the community on creative projects and also in partnership with local organisations. It has also pioneered work with young people on the autism spectrum having recently completed a 4 day film workshop for young teenagers with aspergers syndrome. Phoenix has worked with Creative Partnerships bring together diverse elements such as film, gardening and poetry, working with vulnerable young people in its partner school.

Curve is Leicester's new state of the art theatre, designed by world renowned architect **Rafael Viñoly** is based in the heart of the new Cultural Quarter on Rutland Street. Curve is a RFO of Leicester City council and will be supported over the next three years by Leicestershire County Council.

The five year plan for Curve includes a strong commitment to education and learning and the involvement of children and young people. Discussions have

confirmed a commitment to support FYT, working closely with the pathfinder in developing opportunities for participation and learning and through community performances. This is particularly demonstrated through Curve's offer to be the venue for the local FYT launch in September, the first time that the theatre will have been used for a public event.

Spark Festival: The 6th Spark Festival took place in May and June 2008. Spark provides high quality dance, music, theatre and visual arts from professional companies and artists specialising in producing work for children. Over the 15 days of the festival it presented a huge range of events - plays and puppetry on big and small stages all over the city and county, music in city parks, storytelling trails, and visual arts exhibitions and workshops.

The Spark offers a range of activities already; FYT will mean that it can extend the programme to ensure that all schools are able to take up the offer though working with the Young Ambassadors

The Spark offers work from national and international companies that has gives children alternative experiences of engaging with the arts.

The 2009 programme is not confirmed but is likely to include water puppetry from Finland, a play exploring Picasso's paintings from Hungary, and a storytelling theatre from Denmark.

sinphonia Viva is the only professional orchestra based in the East Midlands and has been in existence for over 25 years. It is an ACE regularly funded organisation and has a national reputation for the quality, imagination and breadth of its education and outreach work. The Orchestra uses top quality musicians and workshop leaders.

sinfonia ViVA runs a comprehensive annual education programme working with around 6,000 young people each year through a wide variety of projects and experiences. Some of this has involved working with young people with additional needs. Currently the Orchestra is working with the Children's Wards at Leicester Royal Infirmary and Rainbows Hospice in Loughborough on a music programme.

The Orchestra is currently working towards delivering a creative project in NW Leicestershire which has been drawn up in conjunction with local authority representatives there. Also, ViVA is working with the County Council Arts Team on a development programme for local Arts officers to illustrate the kind of creative opportunities that can be delivered by the Orchestra.

Voluntary and Independent Museums:

There are over 50 independent voluntary run museums in Leicestershire and Leicester. Leicestershire County Council is leading on a Renaissance programme strand to support independent museums across all of the East Midlands and provides support to over 150 independent museums through its network of 5

Museum Development Officers. Sharing the learning experiences across the region's independent museums will be an important development opportunity for the independent museum sector as a result of FYT, and there is an infrastructure already in place which can support this.

A recent survey has shown that everyone living within one of the priority neighbourhoods in Leicestershire lives within one mile of at least one of these museums, both in rural and urban areas.

Media and Film

The Media Archive for Central England, (MACE) based at the University of Leicester it is part of a network of public moving image archives that collectively preserve the UK's moving image heritage. It is also an integral part of the network of public archives and record offices across the Midlands.

Its aims are to collect, document, preserve, and has the potential to provide access to the moving image heritage of the East and West Midlands. MACE work with young people in a range of settings and linking with em-media, and provide moving image opportunities.

LADOF is the Leicestershire, Leicester and Rutland Arts Development Officers' Forum. LADOF is comprised of the Arts Development Officers working in districts, county and city. It is recognised as a particularly effective network and has developed such schemes as Centre Stage (Rural Touring), Centre Screen (Rural Cinema), Creative Leicestershire, flex Dance Network. Between its members LADOF has strong links with most of the arts organisations working in the city and county and many beyond.

Youth Music

We need to agree with young people what is an appropriate baseline and where the pathfinder will seek to extend all the informal participation available. Bands, orchestras and local groups have an important role, but there are also other areas and deliverers who can help broaden and address issues of equitable access. Soft Touch have worked with young people from 2 rural estates on a carnival music project, gospel music; cultural festivals are other examples to build on.

These include a number of organisations that have already expressed a commitment to working with Leicestershire Young Ambassadors (Soft Touch, Culttlefish, Threshold studios for example) and others such as Bathysphere, Pedestrian, Too Funky, to ensure that the offer is far from the traditional take that may have been implied in the earlier draft. We would welcome the opportunity to work with Youth Music to help secure innovation in this important part of the offer

Creative Leicestershire (CL - www.creativeleicestershire.org.uk) is a partnerships between all of the local authorities in Leicester Shire and Rutland and supports small to medium sized creative businesses in developing their business, their organisation and their creative practice.

CL's key areas of work are:

1. Communication to and from the creative sector
2. Showcasing work
3. Funding (development bursaries)
4. Training and skills
5. Networks
6. Profile of the creative sector with other agencies and sectors
7. Premises and workspace for the creative sector

Creative Leicestershire now sends information out to over 1200 businesses. Over the last 3 years 45 businesses have received funding and business support via the bursary scheme; attendances at networking and informal training events amount to 1878; and 108 businesses have received one-to-one business advice. The programme also proactively promotes local creative businesses with projects such as Made in Leicestershire and Leicester Creatives. Details of these projects can be seen on the websites: www.madeinleicestershire.org.uk and www.leicestershirecreatives.org.uk

This level of activity, funded by the CL partners, ACE EM and LSEP provides a strong basis upon which to maximise the involvement of the broadest range of cultural organisations in delivering this co-ordinated offer.

The **ArtsLink** Network has been set up to support and promote creative companies and freelancers in Leicestershire and Rutland who run workshops and participatory arts activities within schools, businesses and the community.

This development of this network is steered by:

Creative Partnerships
Creative LeicesterShire
Charnwood Arts
Leicestershire County Council
Leicester City Council
Mantle Arts
Soft Touch Community Arts

Venues

There is a range of venues in the city and county area that range from the large (e.g. Curve, De Montfort Hall, Loughborough Town Hall) to other spaces such as Harborough and Melton theatres, The Y, Little Theatre, Richard Attenborough Centre and others. Libraries, heritage sites, museums and open spaces can offer real potential.

Many of the Community Colleges (schools) also have theatre spaces and the importance of village halls and community venues in promoting live performing arts and cinema through the Centre Stage and Centre Screen schemes means that there is a diversity of scale and spread that will support the delivery of the cultural offer right at the heart of young people's communities. A key aim in this regard will be to support young people in gaining access to and developing some of these spaces so that they really are attractive to young people.

National Organisations

We are already linking with national organisations. These include: British Museum, National Centre for the Spoken Word, Orchestras Live, Book Trust, Science Museum, Firebird Trust, Museums, Libraries and Archives, Royal Shakespeare Company.

We will wish to explore how these partnerships can be developed over time and it is important to the spirit of the Pathfinder that the Young Cultural Ambassadors will be in the lead in taking this forward. A key role of the Project Director will be to follow up on the contacts that have already made, to agree with potential National Partners a process for developing their relationship with the project team and the young people themselves, as well as local learning and cultural organisations.

Local Author showcase and database Library Services for Education (LSE) will use yearly author showcase and database to make contact with local authors, illustrators and poets and highlight the project. These are local authors and artists looking to work in schools and other settings, to engage and act as cultural brokers with the Young Ambassadors and young people.

Individual artists

There are a significant number of individual practitioners who work in schools and other community settings with young people. Many but not all of these are reflected in the ArtsLink network. The partners already work with and commission many of these on a range of projects, or offer grant aid to support the development of links with communities, through, for example, participation in local festivals. Many are of course involved in Creative Partnerships work already and form a greater part of the Creative Leicestershire database

A recent example of work directly commissioned from artists that have contributed to a learning context is the Mentored Use of Artworks in schools pilot. This Renaissance funded initiative involved several artists working in schools to explore new and innovative ways of using the County's excellent Artwork loan scheme. This will now be retained as a part of the offer made to schools when they borrow work from this collection.

Clearly the above examples are only able to give a flavour of the sorts of organisations that have already expressed and interest in being a part of the

Leicester Shire Young Ambassadors pathfinder. A more comprehensive list can be provided if required and the exact nature of the relationship with these and other organisations will become clearer as the Young Cultural Ambassadors are recruited and are in a position to consider and develop their particular partnerships.

Section 6 - Diversity

LeicesterCity has a large and diverse ethnic minority population, with 40% of the population having an ethnic minority background. Amongst the ethnic minority of Leicester, 30% have an Asian background. The Asian population is predominantly Indian from either East Africa, particularly Uganda or Kenya, or from Gujarat in India. Other smaller Asian populations include Bangladeshis and Pakistanis. The black population in Leicester comprises two groups – those of West Indian origin and those of African origin.

New waves of migration into the area since 2001 have added to the diversity of cultures, faiths and languages, with over 70 different languages now spoken. 45% of pupils prefer to use a language other than English as a first language. There was a 7% increase in ethnic minority residents between 1991 and 2001 Census. If this trend continues then Leicester is likely to become amongst the first cities in England, outside London, to have a majority population with an ethnic background.

Leicester is not a wealthy city (the St Matthews area is ranked as the most deprived nationally), In short, the majority of the poorest areas of the city are the largely white working class areas on the periphery of the city, along with a few areas in the inner city. . Educational attainment rates in Leicester are amongst the lowest in the country, demonstrated at both key Stage 2 and for GCSE results. The patterns of attainment differ markedly for different ethnic groups, by gender and across the city.

Leicestershire has a population of 600,000 approximately with almost 16% of children in lone parent households and 12.4% from BME communities. The population is settled primarily around the fringe of Leicester and major towns of Loughborough, Coalville and Hinckley (containing the areas of greatest deprivation), but with a significant rural dimension of many young people in isolated locations without regular transport and leisure provision. 4.5% of young people are NEET.

There are over 500 children in care in Leicester Shire (city and county)with a higher proportion of children with SEN in this group than the general population of young people. The number of young people with SEN is increasing as is the number of children with complex needs and during the past 10 years the number diagnosed with Autism Spectrum disorder has increased ten fold.

This pathfinder will prioritise working with the following types of young people:

- Vulnerable children and young people, including children in care, at risk of exclusion and through PRU's in Leicester and Leicestershire
- BME children and young people (in Leicester)
- White working class (C2DE) children in Leicester
- Children and young people who live in rural areas with poor access to services

This shall be achieved through the following actions:

- Ensure the Governance arrangements reflect diversity of local organisations represent minority and under represented communities
- Ensure the Young Persons Advisory Panel's diversity reflects the population of Leicester Shire
- Recruit the Project Management Team using Leicestershire County Council's Equal Opportunity procedures
- YCA Group Facilitators is based upon the Creative Partnerships Creative Agents model to ensure diversity of skills, background and experience for the pathfinder. This will provide a breadth of creative practice working with Children and Young People.
- Work with partners (such as Mainstream Partnership) to ensure the pathfinder includes diverse cultural opportunities and that the young ambassadors can experience culture from a wide variety of people and places.
- Have suitable monitoring arrangements in place to measure diversity (in terms of ethnicity, disability, gender, sexuality (if appropriate) and socio-economic background) of participants
- Targeted work in specific neighbourhoods of Leicester Shire (see Section 9 – your area)
- Undertake an Equality Impact Assessment of the pathfinder and an Equality Action Plan

Section 7 - Quality Assurance

Through the use of PRINCE 2 Project Management structures the Leicester Shire pathfinder will assure quality in terms of project delivery. This will be achieved through the use of the following

1. Project Assurance: The Young Persons Advisory Group and the Professional Advisory Group will assure the project on behalf of the user and supplier respectively (see Section 4 – Management Structure and Delivery Model above)
2. The development of a Project Quality Plan, which will determine the quality

required by the pathfinder and our approach to quality. This plan will include quality expectations from Children and Young People, the families and the wider community and outline the methods we will use to measure quality. It will identify quality responsibilities and highlight any local/national or internal standards that we need to comply with.

3. Undertake quality reviews with the YPAP, PAG and other interested parties
4. The use of a quality log to record any details of quality checks

Young people will be actively engaged in quality assurance, evaluation and review. We will undertake to work with organisations meeting relevant national standards eg accredited museums, Green Flag country parks, VAQAS heritage attractions, to ensure artistic/cultural quality.

Section 8 - Auditing current cultural provision for children and young people

In schools:

There is extensive cultural provision in schools, with Music and Design core subjects up to age 14, English core up to 16. GCSE and A level programmes in Art, Design, Music, Drama and Theatre Studies. Many schools run a vibrant performance programme and after-school activities and work with the Voluntary sector eg Charnwood arts, Spark festival etc.

In terms of "in school" activity on cultural components of the curriculum and school timetable, there is no centrally held database of information on how many times a week children and young people currently access relevant activity. To do this, we would need to request schools provide timetable information, relevant pupil numbers etc.

Arts in Education provision spans music tuition, taster experiences, dance, theatre and ballet schemes, choral work and singing workshops, youth theatre workshops ,curriculum support across dance ,drama and music, and a programme of local, regional ,national and international performances. We know how many children and young people participate in each of the sessions and who they are; where they come from. We know that over 19,000 young people participate in arts projects or sustained arts activities annually through Arts in Education's programmes (70/30 split county/city). We also know that 200 individual teachers and 17 staff groups were involved last year.

We can build our understanding of the demographics based on postcode analysis, and this would require additional analysis to clarify NEET, workless etc households whose children and young people may participate. The proposed programme activity for fees remission for 09/10 and 10/11 would make positive impact on these areas of

non-participation and would need a) baselining and b) monitoring.

Museums

Through the Renaissance in the Regions programme, we can provide data on Leicester City Council Museums and Leicestershire County Council Museums. The data collected is:

1. Number of self-directed visits by children and young people (0-18) in formal education broken down by school year group from under 5 to year 13.
2. Number of facilitated visits by children and young people in formal education broken down by year group.
3. Number of instances of children and young people participating in hub museums outreach activity both in and out of school. This is broken down into 0-5's, 5-16's and 16-19's.
4. Number of children and young people participating in organised activities at museums broken down into 0-5's, 5-16's and 16-19's.
5. Number of visits by children under 16 to Hub museums.

Independent museums data on visitors/breakdown by age is variable. Overall numbers of visits are known, but further data would need to be done on analysis for any participating independent (volunteer) museums.

Leicester Arts and Museums collect data from three sources which help to provide a picture of children and young people engaging in cultural activity. These are Leicester Arts and Museums Service performance indicators for Leicester City Council, Renaissance in the Regions performance data and data from our 6 (soon to be 5) RFO's.

Leicester Arts and Museum Service:

Number of visits to 6 museums, Fosse Arts, City Gallery, De Montfort Hall and participants at festivals and events broken into 0-5, 6-11, 12-15, 19-26. We can also provide details (or extrapolate) the number of children and young people who are either disabled, from BME backgrounds or C2DE backgrounds. We can also provide information on their postcode ie LE1 or LE2 – so can show city, county or wider region.

County Council museums and heritage data is collected by museum visits according to REM requirements. Data on education and learning sessions – numbers of sessions, clubs and school details are available. Outreach usages – for example how many schools use the Artworks collection or original objects in the classroom – Resource Box – (169 loans in 07/08) are available. Qualitative information is not available.

For each Creative Partnerships (Leicester) project we can identify:

Total number of CPD sessions each month.

Total number of teachers, creative professionals and non-teaching staff to receive CPD during a project **to date**

Total CPD 'attendances' each month i.e. (5 teachers went to 5 sessions = 25 attendances)

Total number of sessions for young people each month (A session is any activity of up to three hours)

Total number of young people, teachers and parents involved in the project to date

Total 'attendances' of young people each month i.e. (5 young people went to 5 sessions = 25 attendances) – and the total number of young people from each year group.

For the Creative Partnerships Leicester programme overall we can identify:

Total number of Projects started to date

Total number of young people involved in CP **to date**

Total number of CPD sessions provided for teachers

Total no of teachers receiving CPD

Total no of hours of CPD/training provided for teachers

Total no of creative organisations & individuals actively involved with CP

Total no of sessions for young people delivered for Creative Partnerships

For each Creative Partnerships project we gather non-statistical information as part of grant conditions through the following means:

Start, Mid and Final programme review meetings (detailing planning, delivery and evaluation).

Final Project Reports and Evaluations.

Issues of discrepancy / concerns

National Office use session data for each project to calculate the number of young people who have been involved in the CP Leicester programme to date. This cannot take into account multiple projects in the same school leading to some young people being 'counted' twice or more. If Jane Smith works on 3 projects in a year, we have only engaged one young person but she will be counted 3 times. Also, building a year-on-year picture of the number of young people involved to date is also problematic as many young people work within the programme for 3 or more years but will be counted each year, for each project they work on. This could lead to an inflated figure that is inaccurate.

Leicestershire Library Service currently audits a variety of "cultural interactions" with young people. LLS records and can report on: loans of "junior" resources, membership of the library service, web visits to its "Library Lounge" site for young people; starters and finishers of the annual summer reading challenge; creative activity as part of the annual Family Learning Festival; and Chatterbooks groups

across the County.

The Childrens' Public Library User Survey (PLUS) is undertaken every three years and targets those under 16 years of age. This captures a range of young people's views of the service: satisfaction ratings, demographics, event attendance; why they loan books; where they use computers, what they come to the library to do, safety and access issues, and how the library has helped them. Information exists for 2007. The next survey is scheduled for 2010.

The service also undertakes consultation exercises with young people on targeted activity, specifically on the development of its capital programme and Big Lottery fund projects.

The service can establish approximations of visits to the library by young people, but cannot report precisely on this. The figure will not indicate unique visits.

Gaps in auditing processes can be summarised as follows: The service cannot currently audit young people's visits to or use of the main library website. The service does not know the relationship between a visit to a library and any cultural content that this may entail other than through the PLUS survey. There is an audit gap in the provision of qualitative data of outcomes associated with attending the library as part of a cultural offer, although LLS is developing the use of Generic Learning Outcomes for targeted activity, and has some information that can be derived from the PLUS survey.

There is also a need to develop more imaginative consultation exercises with young people in development of future library services, particularly online services.

Leicester Libraries can provide:

Total Active members of Leicester Libraries

This is broken down as 0/4, 5/11, 6/17, 18/19

Specific attendance figures

Numbers attending under fives activity sessions - this figure will include parents/carers

Numbers attending study support sessions

Numbers attending Family Learning Activities - this figure includes parents/carers

Numbers attending Reader development activities

Number of class visits.

Demographic information/data is variable – Creative Partnerships – City and County services – do not keep demographic data, so identifying which young people are in or out of target groups is a piece of work which would need to be done. We do not have the capacity to access and analyse the information, although there are demographic summaries for each school which could be built on.

As part of our SLA and partnership working with local (and national) providers, we would expect early agreement as to data collection/provision. We would expect schools and other 'users' to provide data as part of any ad hoc or sustained funding

agreements.

We are currently receiving through the Leicestershire County Council QMI team the exact nature and range of provision and information that is being collated in relation to the 'cultural forms' identified in section 10c.

Section 9 - Your Area

a) Your Focus Area

Please give as much information as possible about the area in which your programme will deliver a five-hour offer.

Name of area(s)	Leicester Shire (Leicester City and Leicestershire)
Total size	Leicestershire – 2083sq KM Leicester UA – 73sk KM From regional trends
Number of People <i>(From ONS Mid Year Estimates for 2007)</i>	Leicestershire – 641.0 (thousand) Leicester UA-292.6
Number of 0-5 year olds (EYFS) <i>(From ONS Mid year Estimates for 2007: Sum of 0's +1-4)</i>	Leicestershire – 34.6 Leicester UA - 21.7
Number of 5-11 year olds (KS1-2) <i>(From ONS Mid year Estimates for 2007:5 – 9 year olds)</i>	Leicestershire – 35.5 Leicester UA – 17.4
Number of 11-16 year olds (KS3-4) <i>(From ONS Mid year Estimates for 2007:10 – 14 year olds)</i>	Leicestershire – 38.5 Leicester UA – 17.6
Number of 16-19 year olds (post-KS4) <i>(From ONS Mid year Estimates for 2007:15 – 19 year olds)</i>	Leicestershire – 44.3 Leicester UA – 20.8
TOTAL NUMBER OF 0-19 Year Olds	Leicestershire-152.9 Leicester UA – 77.5

Please estimate the number of children and young people you expect to fund new activity for (as opposed to co-ordinate existing activity) through this programme

(Below table is based upon applying above % from 2007 Mid year Estimates)

	Year 1	Year 2	Year 3
Number of 0-5 year olds (EYFS)	7,200	14,400	28,396
Number of 5-11 year olds (KS1-2)	6,900	13,800	27,213
Number of 11-16 year olds (KS3-4)	7,200	14,400	28,396
Number of 16-19 year olds (post-KS4)	8,700	17,400	34,312
TOTAL NUMBER OF 0-19 Year Olds	30,000	60,000	118,318

b) Your Wider Area

Please give as much information as possible about the wider area upon which your programme may seek to have an impact. Do not worry if you do not have any data on these subjects at this time.

Name of area(s)	East Midlands Region?
Total size	15,607 sq km From regional trends
Number of People <i>(From ONS Mid Year Estimates for 2007)</i>	4399.6 (thousand)
Number of 0-5 year olds (EYFS) <i>(From ONS Mid year Estimates for 2007: Sum of 0's +1-4)</i>	247.8
Number of 5-11 year olds (KS1-2) <i>(From ONS Mid year Estimates for 2007:5 – 9 year olds)</i>	242.7
Number of 11-16 year olds (KS3-4) <i>(From ONS Mid year Estimates for 2007:10 – 14 year olds)</i>	268.1
Number of 16-19 year olds (post-KS4) <i>(From ONS Mid year Estimates for 2007:15 – 19 year olds)</i>	298.2
TOTAL NUMBER OF 0-19 Year Olds	1056.8

c) Your Targeted Area(s)

Please give as much information about the number of 0-19 year olds whom you will target more intensively - these could be specific wards within your focus area, or specific groups of young people.

Name of area(s)/ type of young people	Leicester Shire Priority Areas (0-19's in rural areas 0-19's BME communities in Leicester 0-19's C2DE communities in Leicester 0-19's vulnerable CYP in Leicester and Leicestershire)
Total size (if an area)	Leicestershire – 2083sq KM Leicester UA – 73sk KM From regional trends
Number of People (if an area) <i>(From ONS Mid Year Estimates for 2007)</i>	Leicestershire – 641.0 (thousand) Leicester UA-292.6
Number of 0-5 year olds (EYFS)	28,396
Number of 5-11 year olds (KS1-2)	27,213
Number of 11-16 year olds (KS3-4)	28,396
Number of 16-19 year olds (post-KS4)	34,312

TOTAL NUMBER OF 0-19 Year Olds	118,318

Please give any other relevant information, statistical or otherwise, about the targeted area(s)

Section 10 - Your programme

a) Changes to your Expression of Interest

None identified at this stage.

b) A Co-ordinated offer

The starting point for a co-ordinated offer has to be the young people – how will they wish to access information? The outcome of this consultation will influence how we build coherence. The Programme will link activities through identifying an initial menu of initiatives, the range of the cultural offer and the cultural forms being appropriately promoted. A coherent approach to communication and awareness raising using relevant channels (eg www.jitty.com), will bring together the offer for young people. A suggested web format is attached. Marketing and promotion for less engaged young people (such as children in care) through combined offers of activities across city and county can be directly marketed to households through a voucher scheme or similar. Wherever possible the starting point for engagement, performance and reporting etc will be the children and young people. Existing cross-domain officer and professional groups, eg countywide cultural officers (CSCOPS) can monitor progress towards a co-ordinated offer as part of the Programme. Encouraging cross-cultural activities, eg theatre performance in a heritage setting, will be an important aspect of the offer.

Discussions are taking place with the County Sports Partnerships to look at areas of joint working between this Pathfinder and the sports Trailblazer and also how we can link the work for the development of the 2012 Olympic legacy for CYP. We are considering how we can co-operate on areas such as: Shared Learning; Youth Games; Communication; Targeting; Shared Knowledge; Monitoring and Evaluation/Data Collection.

c) Cultural Forms

Dance	<ul style="list-style-type: none">a) Taking active part in dance class or dance clubb) Taking part in a dance performancec) Creating a piece of original choreographyd) Attending a dance event. Possible <u>fee remission schemes from this funding to enable free access to Arts in Education dance classes, dance performances, attending dance events .</u>
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Music	<ul style="list-style-type: none"> a) Singing to an audience or rehearsed for a performance b) Practicing and rehearsing a musical instrument c) Playing a musical instrument to an audience d) Taking active part in a music lesson e) Writing music f) Attending classical music concert or other live music event? <u>As above, for CYP through fee remission schemes to access music classes, ensembles, bands and orchestras, performances and attending live music events.</u>
Arts/ Craft	<ul style="list-style-type: none"> a) Painting, drawing, printmaking, sculpture or model making b) Photography (as an artistic activity – i.e. not holiday snaps) c) Crafts such as pottery, jewellery making, woodwork, metal work d) Attending exhibition of arts, photography or other craft work <p><u>Participating in holiday activities or special projects linked to curriculum themes/youth projects – photography/wildlife competitions. Arts and Crafts events at museums and other venues. CYP working with art work of national/internationally recognised artists and sessions with artists themselves. Work with Creative Leicester Shire bursary holders and partners on crafts and arts development. 'Go and See' exhibitions.</u></p>
Drama and Literature	<ul style="list-style-type: none"> a) Rehearsing/ performing in a play/drama b) Taking active part in a drama lesson or drama club c) Creative writing (stories, plays or poetry) d) Taking part in a reading group or listened to authors talk about their work e) Attending theatre performances (including plays, pantomime and opera) <u>Possible subsidies from this funding to enable more CYP to access and participate in drama workshops and performances...and attend theatre performances. Science/communication workshops around presentation skills, write own presentation and perform in front of peer and junior groups workshop and performance.</u>
Media Art/ Moving Image	<ul style="list-style-type: none"> a) Making films or videos (as artistic activity – i.e. not holiday video) b) Watching, discussed or debated film or videos c) Using a computer to create original artworks or animation <p>Working with em-media and film archive bodies (MACE) on moving image in classroom, community, club or other setting.</p>

Library/ Archive	<p>a) Using or attending an event in the Library/Archive</p> <ul style="list-style-type: none"> • <u>'Sense of Place' sessions built on local studies and old maps, family history</u> (Firebird partner) • <u>Workshops on special exhibitions (eg Partition, Holocaust) and teacher support/teacher packs linked with teacher training and schools using archives</u>
Museum	<p>a) Visiting or attending an event in a Museum <u>Using museum displays as inspiration for workshops, performance, creative writing.</u> <u>Educational/learning event.</u> <u>Young 'club' activity – young archaeologists, Science Clubs, special events.</u> <u>Visiting local, regional and national museums.</u></p>
Built & Natural Environment	<p>a) Visiting a historic building, garden or landscape open to the public b) Visiting historic monuments or sites of archaeological interest c) Visiting significant contemporary buildings or public spaces <u>Forest schools and other learning activities</u> <u>'Go and See' visits locally, regionally, nationally (Bradgate Park, Bosworth Battlefield, Curve eg).</u></p>
Other Arts	<p>(e.g. carnival, street art, circus) <u>Miners' Gala, Caribbean Carnival – involvement in programming, preparation and support activities for carnival and community celebration.</u></p>

d) Other Themes

Talent	<p>Through the Arts Award young people are given the opportunity to develop their individual interest and taste by taking part in a range of activities. This award encourages the development of new interests as well as consolidating deeper experience by offering apprenticeship and leadership peer-to-peer and across the creative and cultural industries. Over seventeen schools are now delivering the Arts Award in the County alongside arts organisations, community centres, youth offending teams and the joint Arts in Education service, all supported by the Arts in Education Coordinator (AEC). There is also increasing support for those schools wishing to achieve Artsmark. This provides opportunity for dialogue on access and continuity in identifying and celebrating the talents of all young people within the school context. Both Arts Award and Artsmark will support the development of Young Ambassadors in their knowledge and understanding of the arts</p>
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opportunities currently offered and in enabling them to forge new experiences in extending that offer.

Leicester-Shire Arts in Education has long supported schools (currently celebrating 60 year anniversary) in identifying young people who demonstrate talent across the performing arts. Models of access and a continuity of workshop and performance opportunities provide young people with a range of motivational experiences. This work is jointly developed with schools offering young people a clear pathway for examinations and progression towards further and higher education.

Schools and FE colleges provide GCSE, A levels and Diplomas and a range of extra-curricular provision. Extended services and youth work could be able to offer more local opportunities for CYP in relation to clubs, classes, workshops and performance opportunities with financial support from this budget.

Possible programmes under the Gifted and Talented umbrella

A central vision of the programme is a Talent Progression Accord that ensures routes through the cultural sector are clearly identified and made accessible to YAs and their peers.

Progression is integral to the design of the YCA networks. A YCA can progress from YCA to neighbourhood/borough group member to commissioning panel member to Policy Group member.

Progression routes external to the YCA programme will be mapped as part of the Talent Progression Accord. Priorities will be increasing Leicester and Leicestershire children and young people's participation in cultural programmes of a national and international standing (e.g. National Youth Theatre, Youth Orchestra) as well as youth democratic structures (e.g. UK Youth Parliament).

Creative Leicestershire connects with Further and Higher Education. It also supports the 2 relevant careers fairs for creative graduates at De Montfort and Loughborough Universities. Their participation in this pilot will enable them to build on this work by providing 14-19 students with career support, supporting the diploma lines concept within FE Colleges and expanding its student database to let young people know about job and work placement opportunities locally.

Arts Award network providing personalised learning opportunities within 25 centres including schools, colleges, youth organisations, arts organisations and cultural venues. Through this network young people are directed towards appropriate provision and can progress through from a bronze, silver to gold award.

	<p>Young people will also be directed to existing county based opportunities such as the Leicester Schools Orchestra, Leicester Youth Chorale, Youth theatres and dance companies.</p> <p>Showcase events will provide the basis for young talented people to present their work, and the project will identify suitable opportunities for linking such showcases to national events such as Shine week.</p>
<p>Progression to creative industries</p>	<p>The main routes into the creative industries are via Further and Higher Education, Jobs and Self-employment or a combination of the three including apprenticeships. The Find Your Talent pilot will support the co-ordination of the following services.</p> <ul style="list-style-type: none"> • Schools: Specialist arts status schools; Arts & Education Co-ordinator • Colleges: Curriculum leaders at South Leicestershire College, Brooksby Melton College, North Warwickshire & Hinckley College, Leicester College, Loughborough College, Stephenson College • Universities: De Montfort University and Loughborough University (Careers staff; curriculum leads within Art & Design Schools and Humanities Departments, Lifelong Learning Network Task Group for Creative Industries) • Private/commercial performing arts schools/providers (via Creative Leicestershire’s business database) • Connexions: Roz Smith (Learning Services Manager) • Business Link business start up schemes: delivered by Welland Enterprise & Skills for Enterprise • Princes Trust : Contacts for support in Leicester & Leicestershire - Arif Aslam & Anna Roberts • Creative Workspace providers: Leicester Creative Business Depot – Kate Cowan – Start Me Up Scheme • Specialist business support and information on local creative jobs and commissions: Creative Leicestershire – Clare Hudson • Youth Services • Creative Leicestershire has a commitment to promote opportunities for career progression and graduate retention in the creative industries. <p>Work Areas</p> <p>In order to reach all young people we have put together a programme of action points to address information provision and particular schemes which lead to employment in the creative industries:</p> <p>1) We will improve signposting information available. This will include information available via the new Find Your Talent web platform including national info including www.creative-choices.co.uk and www.skillsset.org/careers/ . We will work closely with Connexions on</p>

	<p>providing more specialist information via the Connexions website, advisers and publications (including Workwise and Careers Lesson Plans for teachers) and also use local youth workers to signpost and/or advocate We will work with Creative Leicestershire to ensure advertising of local/regional cultural & creative jobs (Creative Leicestershire).</p> <p>2) We will work with schools and Colleges who are piloting the new Creative & Media Diploma. The Diploma begins in September 2008 at Brooksby Melton College and a grouping of providers will begin the diploma course in 2009. We will ensure that the Colleges have effective connections with employers as part of the course via the Creative Leicestershire business support programme.</p> <p>3) We will introduce an annual FE/HE Creative Skills Forum for Leicester/shire. The target audience will be curriculum leaders for creative courses in Colleges and Universities. They will share information on knowledge exchange programmes; professional practise; work experience; employability issues and business start up options for graduates/college leavers. We will also invite the Sector Skills Councils to attend and present on their current programmes. Budget: HE/FE skills forum event covered through Creative Leicestershire programme funding. Creative skills forum publication.</p> <p>4) The Arts Award scheme will be championed in the area.</p> <p>5) We will build on work already undertaken by Creative Leicestershire to work with De Montfort University to ensure that the FAME (Fashion, Arts, Media, East Midlands) Creative Industries Careers Fair is widely used to enable young people to look at their careers options within the creative sector.</p>
<p>Young people at risk of missing out</p>	<p>Young people accessing universal services, such as schools, Youth Service, voluntary projects and Connexions will learn of the programme from staff who will be fully briefed on the programme and how young people can get involved.</p> <p>The opportunities available will also be advertised on the new website designed by young people www.activities4u.org which contains details of how to access a wide range of positive activities. This website is already widely promoted. Full support will be given for YCAs and young people generally, such as provision of taxis and transport to attend meetings.</p> <p>More targeted youth support staff, and those youth workers and Connexions PAs working specifically with young offenders, young people in care and those NEET, and including Youth Offending Team</p>

	<p>staff, will also be briefed and specifically encouraged to support vulnerable young people to engage with the programme.</p> <p>As part of a comprehensive system of prevention and early intervention specialist staff will be able to incorporate access to the programme into individually tailored support packages for young people identified as vulnerable. These support packages may be for individuals identified through the Common Assessment Framework.</p> <p>Parents, carers and family groups will have the opportunities to be involved, through their direct responsibilities in overseeing participation by the 0-5 year cohort, and the 5-11 cohort in cultural activities. Observation and participation by these family groups in particular will provide advocacy and informal communication within local circles and community groups.</p>
Family engagement	<p>Corporate parenting networks involve foster carers and corporate parents and these networks will be the conduit to family engagement for children in care. for families in targeted areas Family Learning activities in arts ,crafts, drama, music. dance, environment etc will be used as an initial engagement vehicle. Families will then have the opportunity to learn about FYT and be part of the ongoing consultative process. For very young children parents/carers will support the YCA process.</p>
Community engagement	<p>Community engagement. Using the existing network of community development workers and community, voluntary and statutory orgs and their local bases to ensure that info about FYT is widely available. Link directly with specific community orgs in targeted areas to work with them on reaching Families that are difficult to access. Work with local orgs to help develop CYP friendly activities in celebrations and festivals The (related) development of volunteer opportunities within cultural services in Leicestershire is timely and will promote the range of activities available simultaneously through website and volunteer fora. There is a strong involvement of volunteers in delivering community based activities across the area, through rural touring and cinema, community festivals and events etc. The YCA programme will include a commitment to developing and recognising opportunities for children and young people such as vactive to participate as volunteers by connecting to youth volunteering initiatives and therefore creating an immediate and direct connection between young people and their local communities. The group facilitators will need to ensure local publicity and awareness is maximised in regard to this.</p>
New	<p>We propose a 2-pronged approach to the use of new technologies as part of the Leicester Shire bid:</p>

technologies

- An online communication platform
- Creative workshops as part of the Young Ambassadors Training Programme

Online Communication Platform

The programme will provide an online resource, platform and forum providing resources, information and space to interact for:

young people

parents, teachers and youth workers

promoters, venues and cultural practitioners

The platform will include or link to a whole range of information and be interactive allowing all users their own online space. Young people and many creative practitioners use a range of social networking sites, online games and websites and they will have a strong idea of what content and format they would like best.

Content will include:

What's On (for events and taking part in activity)

- How To (toolkit and contacts for how to initiate your own projects)
- Who Can Help (directory of creative practitioners and venue contacts based on the Artslink directory)
- Learn more (CPD for practitioners and venues)
- Creative Careers (signposting to jobs, options)
- What We Did (linking to Young Ambassadors work)
- What You Thought (reviews by young people of events and projects)
- Sign up for info

A working group will be set up to help commission the platform including the ability to create a personal profile (for Young Ambassadors and any other young people); picture and story galleries and to upload text, images, video and audio content from a range of devices. Virtual learning and serious games technologies will be taken into account using the knowledge of local businesses such as Cuttlefish (web 2.0 technologies and social networking); Maelstrom (virtual educational tools); the Institute of Creative Technology at De Montfort University and Serious Games Institute at Coventry University.

The site will be visually stimulating to reflect the cultural content of the programme. There will be a central area for all using the site, with areas for different users and learner levels so that parents with small children could access suitable material in a different way to late teenagers. The site will link to and co-ordinate with existing sites such as www.thejitty.com and www.activities4u.org

	<p>A draft of an outline site structure is attached.</p> <p>Creative Workshops Ideas for Find Your Talent creative workshops will be generated during consultation and training of the Young Ambassadors.</p> <p>Creative workshops will form an integral part of the programme, but activities using new technologies could also form the infrastructure of communications. Outputs from workshops could be showcased within the online space and to stimulate interest in the programme as a whole:</p> <ul style="list-style-type: none"> • Digital photography • Digital image manipulation • Creating and editing digital audio – podcasts • Contemporary Music • Video casts • Animations and interactives • Games design <p>These workshops will feed into marketing and communications plan for Find Your Talent as a whole by using a range of new media and viral marketing to reach the relevant age groups.</p> <p>New technology issues Online spaces will be carefully monitored and password protected to ensure a high level of security. Young people will to be protected from external sources (such as inappropriate spam and from the action of individuals) but also internally through steps to protect from cyber-bullying and inappropriate language. The platform will be carefully monitored and provide tools to flag up inappropriate content.</p>
<p>Specialist schools and Academies</p>	<p>There are currently eight specialist schools and colleges in the arts across the County and three in the City. Their specialisms include visual arts, performing arts, media and all have a strong partnership with schools geographically close to them and between each other. Across this group there exists a network of opportunities for young people and within Arts Award, Creative Partnerships, Extended Schools and Creative Leicestershire. These eleven schools have also embraced many local partnerships and initiatives and are well represented on the management boards and steering groups of cultural venues and arts organisations.</p> <p>SSAC's will work closely with Young Ambassadors and provide access to facilities and resources and opportunities for increased</p>

	<p>participation and engagement. They are particularly interested in developing innovative ways to showcase talent and provide a locally based focal point for this in order to support work with all young people.</p>
<p>Renaissance in the Regions</p>	<p>Renaissance in the Regions is a partner in the Leicester Shire Find your Talent Pathfinder and is represented on the PMB through Liz Wilson who is responsible for leading the learning strand of Renaissance East Midlands Business Plan.</p> <p>Renaissance East Midlands will be making a financial contribution to the pathfinder and many Renaissance East Midlands funded staff have been involved in the development of the original bid, this delivery plan and will be instrumental in delivering the pathfinder.</p> <p>Three strand of Renaissance East Midlands work will be of benefit to the Leicestershire Pathfinder.</p> <ul style="list-style-type: none"> • The Museum Development Officer network, which supports small and independent museums developing their museums including their provision for children and young people • The Workforce Development strand that supports the development of the museums workforce (including volunteers) for the benefit of their users • The Learning Plan which invests directly into improving and creating new teaching and learning resources for children and young people. We have a network of Renaissance East Midlands funded Learning Officers who will simultaneously be able to feed in their expertise onto the pathfinder and learn from the pathfinder <p>Finally the Renaissance East Midlands Cultural and Creative Ambassadors scheme will be expanded and adapted for the adult representatives of young ambassadors (for children aged 0-5, disabled and vulnerable children if required)</p>
<p>Creative Partnerships</p>	<p>The partners in the Young Ambassadors programme are mindful of the changes in the Creative Partnerships national and local structures. To ensure continuity, top-level partnership in the Leicester Shire Young Ambassadors programme will pass from Creative Partnerships Leicester to the newly established Young People’s Creative Agency (YPCA), the legacy agency for the Creative Partnerships programmes in the East Midlands. In his new role of Chief Executive of the YPCA, Richard Clark will continue to work closely with the Creative Partnerships Leicester team in advance of their de-merger from Arts Council England and secondment into the YPCA on 1st April 2009.</p> <p>The YPCA is committed to playing an important role in helping to share learning and benefits from the Leicester Shire Young</p>

	<p>Ambassadors programme with other children and young people in the East Midlands and will wish to work closely with the Regional Contact Group to achieve this throughout the lifetime of the pathfinder.</p> <p>.</p>
<p>Other</p>	<p>Young people’s creative/cultural leadership</p> <p>Developing models for young people’s creative cultural leadership will be crucial to the success of the programme. These will both help recruit, train, develop and accredit the YCAs and other young leaders but also help prepare adults for new approaches to working with children and young people. Through the pathfinder’s professional learning programmes, priority will be given to helping adults develop the vision, standards and skills required to adequately make space for young people to take the lead.</p> <p>We imagine that this work will draw strongly on existing learning within the sector - through Creative Partnerships, ENYAN and other networks – as well as make a significant contribution to knowledge development in these fields.</p> <p>We will support learning across the 10 pathfinder programmers through the management of an on-line learning community (as part of the national FYT virtual learning tools) and contribute to all national dissemination activities and events. Young people will be the key advocates of our approach.</p> <p>Participation of the new Young People’s Creative Agency – the legacy agency for Creative Partnerships in the East Midlands – and the regional FYT advisory group will enable the embedding of learning across the region.</p>
	<p>Barriers to Participation in Rural Areas</p> <p>Transport is a key issue for young people in rural areas wanting to access cultural activity. With school buses leaving when the time-tabled school day finishes young people may find it difficult to get home if they choose to stay for an after-school activity. Making additional transport arrangements can be costly and time-consuming for the young person or involve reliance on a parent or carer meaning they are unable to access events or activities independently. Young people in rural areas risk being offered less choice than their City counterparts particularly if facilities and equipment can not be provided locally. They may identify with ‘urban culture’ seeing this as ‘youth culture’ but have little opportunity to participate. Ensuring that young people do not feel deprived in terms of FYT will be a challenge for us in Leicestershire. There will be resource implications in terms of ‘Go & See’ elements of the programme. We shall address this by building in the required resources and options to minimise exclusion – either by supporting transport/travel of young people to participate or by</p>

	focussing activities in rural areas. As part of a mapping exercise to be undertaken between January and March 2009 by CYP, we will identify what other cultural, social and economic factors inhibit participation by CYP in rural areas and develop responses as part of this project.
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e) Professional Learning

Our programme of learning is targeting young people, teachers and other professional enablers, creative & cultural practitioners and cultural venues to ensure a broad and sustainable menu of opportunities and support for young people to take part in cultural activity. The programme will be supported by existing organisations and programmes whose aim is to encourage quality creative activity for young people. These will include members of the existing Creativity and Arts in Schools group:

- Creative Partnerships
- Arts in Education Service
- Arts Award
- Creative Leicestershire
- Creative & Cultural Ambassadors programme
- East Midlands Participatory Arts Forum (including Charnwood Arts, Soft Touch and Mantle Arts)

Learning for Young Cultural Ambassadors

We will devise a dedicated professional learning programme for the YCAs, including:

- Leadership and peer-empowerment skills
- Mapping and auditing cultural activity involving their peers
- Commissioning and project management skills
- Evaluation skills
- Marketing and communication skills.

Their training will be built around a rich diet of cultural activities to broaden understanding of and engagement with a wide variety of art forms, and cultural activities. The programme will create capacity for peer-to-peer skills sharing and ensure new teams of YCAs are inducted in each year of the programme.

YCAs will have their learning accredited through the Young People's Arts Award Accreditation. Costs will be met directly by the pathfinder programme. The pathfinder will work with the national Arts Award team to pilot a primary-level award programme.

Learning for Facilitators

We will support the Facilitators through the provision of a dedicated professional learning programme, including a series of induction events to build their strengths as a team, develop their specific understanding of the Facilitator role and extend their knowledge of the local, regional and national cultural offer. Their on-going learning will be supported through action learning sets and occasional whole team development days.

Learning for Teachers

New opportunities to engage with creativity will build upon the events run by Creative Partnerships, the Leicester Shire Cultural Ambassadors CPD programme with teachers (which has involved 124 teachers and practitioners so far) and the INSET programme run by Leicestershire Arts in Education. MLA funded (new project) work with the Record Office on Suffragettes is a good example of teacher training with University of Leicester.

Learning for creative and cultural practitioners

This will build on the workshops undertaken by members of the Creativity and Arts in Schools grouping (above). Initial research will look into current provision, issues of accreditation and Sector Skills Councils competency frameworks. A programme will be developed to include:

- Networking events (for practitioners and teachers/youth workers/facilitators/venues)
- Classroom skills training
- Training on developing work **with** young people (also for facilitators)
- Business skills training (following on from the East Midlands Activate programme)
- Mentoring
- Briefings/updates on current issues, policies, initiatives

Adults that work with children and young people

In order to engender the necessary cultural shift for adults that work with young people we will work with the NYA and other partners to commission a unique training programme designed and delivered by young people themselves. Based on the *Hear By Right* standards and incorporating the cultural aims of the pathfinder, the *Preparing for Partnership* programme will help bring new and emerging practitioners into the pathfinder and thus help address some of the barriers to participation for small creative industries and BME practitioners.

The programme will involve a series of formal learning sessions devised and delivered by skilled young people working with adults from the education and creative sectors. This will result in participants devising a small-scale delivery project for children and young people. Participants will be funded by a bursary scheme and be supported by experienced mentors from the creative and education sectors.

Learning for venues

Learning opportunities for venues will include a programme and kitemark for cultural venues who have achieved a sufficient level in work with young people. This will build on work done by local agencies such as Charnwood Arts on youth consultancy services plus national exemplars such as Hear By Right (National Youth Agency) and Playtrain on using young consultants. It will include learning on family-friendly schemes, how to engage with young people and with teachers and schools.

Venue/policy/service managers

We will continue to advocate for the adoption and use of *Hear By Right* as a standard to empower the largest number of young people participating in cultural activities. We

imagine that using this nationally recognised standard will help raise the profile of young people's participation in organisational development and ensure equality of opportunity for children and young people to participate in decision-making.

This programme will be undertaken in partnership with key regional development agencies including: Arts Council England. Organisations will be supported to adopt the scheme through the provision of a number of means-tested bursaries, with priority given to agencies that deliver work with and for children and young people working with hard to reach groups.

Section 11 - Outcomes for Children and Young People

a) Cultural Outcomes

- Possible indicators: Arts awards ;young singing leaders from “sing Up”; young leaders in other art forms; GCSEs, A levels in arts ,music, humanities; ,Diplomas; ArtsMark;
- Involvement in Creative partnerships; Case studies/interviews.

The outcomes we have identified are:

- Children and young people choosing to participate in cultural activity for the first time
- Children and young people developing and delivering programmes for young people
- Children and young people participating independently in cultural activity on a regular basis
- Children and young people able to create their own work, performance or presentation and share their experiences with others.

b) Every Child Matters Outcomes

Enjoy and Achieve; involvement in positive activities (things to do ;places to go);possible indicators could include; increase in numbers involved in dance/music/performance etc within and beyond school; increase in numbers attending cultural events; Developing a comprehensive cultural offer

Also in terms of achievement ;numbers achieving various awards and qualifications (including music grades/Arts GCSEs etc)

Making a Positive Contribution; increase in numbers involved in volunteering; numbers “having a voice” involved in active consultation and decision making eg young ambassadors

Also links to Health outcomes(particularly emotional health and well-being) but may be

difficult to evidence

Achieve Economic Wellbeing....numbers on Diplomas, Creative apprenticeships, Involvement of Young people NEET; progression post-16

Staying Safe...increase opportunities for Children in Care and for children with disabilities

c) Other Performance Indicators

Positive Activities for Young People link to NI 110 and other indicators within the National Indicator set.

Progression to HE: indicators/measures to track young people into work, higher education as a result of the scheme.

Link to NI 6 in terms of percentage involved in volunteering.

Section 12: Detailed Programme for 2008-09

Leicester Shire Young Ambassadors (YA) Programme of Activity

The planned activity for Leicester Shire Young Ambassadors in 2008/09 can be split into six distinct areas. These are:

- Development of Leicester Shire Young Ambassadors infrastructure
- Development of additional and enhanced cultural activity for Young Ambassadors and other Children and Young People to participate in, working through schools in our target areas.
- Develop a new section of the MLA Professional Development Workbook Self Assessment Framework (working with Children and Young People)
- A major new commission by Young Ambassadors for the Special Olympics 2009 Opening Ceremony in Leicester on 25th July 2009 and for Snibston Discovery Park Festival of Street Arts in the summer of 2009.
- Building on existing programmes, particularly working with schools, pre-schools and other settings.
- Communication and advocacy about the pathfinder to the cultural and learning sectors

The above strands will run in parallel.

1. Development of infrastructure (1 September 2008 – 31 March 2009)

In this area we will undertake to recruit and train the adults and young people who are going to be involved in the first year of the pathfinder. We will also put into place specific elements such as web presence, CPD and arts award training. Specific activities will include:

- Completion of Programme Management Board to meet on quarterly basis to oversee the pathfinder. Induction for board members.
- Recruitment to the Young People's Policy Board (formally called Advisory Group). Induction for board members
- Finalisation of officers to make up the Professional Advisory Group. Induction for advisory group members.
- Recruitment of the Project Director, Programme Co-ordinator and Support Officer to Leicestershire County Council. Induction to LCC and programme.
- Recruitment of YA Group Facilitators one per priority area/neighbourhood across the city and county. Induction to the pathfinder and provision of any training required.
- Recruitment of Children and Young People to Young Ambassadors Groups. Recruitment of adults (parents, guardians, carers etc) on behalf of 0-5's YA's and YA's with complex needs.
- Development of on-line environment (website) for the pathfinder.
- Development of CPD programme for adults, YA's and cultural practitioners.
- Orientation to task by Young Ambassadors Groups. This to include skills development in advocacy and networking for YA's, induction to programme and relevant training.

- Mapping of existing provision by YA's. This will involve the auditing of what children and young people currently do through the creative process and will provide the pathfinder with a baseline. This baseline will tell us how many hours of culture children and young people in Leicestershire currently engage in.
- YA Groups to experience the best of local, regional, national and international culture through a programme of 'go and see and take part.' It is likely that the 'go and see and take part' activity will be extended to YA peers in school and other settings through the Leicester Shire targeted areas.
- YA Groups to participate in the new cultural activities (as designed in the second area of work) as developed by their peers.
- YA Groups to initiate advocacy and networking of cultural opportunities to their peers

We anticipate the above actions to be completed (or underway) by 31st March 2009, so that the YA Groups developed in this phase will move onto commissioning in 2009/10.

2. Development of Additional and Enhanced Cultural Activity (1 September 2008 – 31 March 2009)

In this area we will be developing new and innovative cultural activities and enhancing existing cultural activities that will become part of the core offer for children and young people for Leicester Shire. This area of work is part of our phased approach to developing the YA groups. By working with existing groups of CYP through schools, pre-schools and other settings we will begin to build buy-in and commitment for the Leicester Shire Pathfinder. This strand of the pathfinder will be led and delivered by children and young people on behalf of children and young people. The following actions will be undertaken

- Work with the Young Consultants of schools leaving the Creative Partnerships Leicester programme to recruit a small number of YA group facilitators.
- The Young Consultants to work with the group facilitators to develop a programme of new cultural activity to be delivered between 1st January – 31st March for the YA Groups.
- Young consultants and other existing groups of CYP will be invited to shape existing cultural activity planned by partners between September – March. Examples of existing cultural activity to be enhanced will include development of programmes for CYP's at Curve, early years movement and dance development, Arts Award youth leadership framework and the creative science museum programme. The final programme of enhanced cultural activity will be agreed by the PMB in September
- This programme may also be rolled out to Children and Young People who are not YA's but who are in the pathfinders target groups or priority neighbourhoods.
- This programme to be evaluated by Young Consultants and YA's

We anticipate the above actions to be completed by 31st March 2009 and to form part of the core offer from 1st April 2009.

3. MLA Professional Development Workbook (1 September 2008 – 31 March 2009)
We will use the Renaissance East Midlands levered funding to develop a new section of the MLA Professional Development Workbook Self Assessment Framework (working with Children and Young People). This work will be led by Children and Young People in which CYP's will lead the development and adaptation of the areas of expertise to take account of CYP opinions, attitudes, needs, decision making etc. and to demonstrate the change in practice (by adult professionals) after being involved in the process. A copy of the framework can be found at http://www.mlaeastmidlands.org.uk/our_work/learning/self_assessment.html.

The following actions will be taken:

- Work with the Young Consultants of schools leaving the Creative Partnerships Leicester programme to recruit a consultant to adapt the self assessment framework
- The Young Consultants to work with the commissioned consultant to shape the new section of the workbook
- The Young Consultants to lead the piloting of the new section with the MLA sector in Leicester Shire
- The Young Consultants to disseminate the use of the workbook to the wider cultural sector in Leicester Shire and where appropriate MLA sector in the wider region.

We anticipate the above actions to be completed by 31st March and to form part of the core CPD offer to adults from 1 April 2009

4. Two major new commissions (September 2008 – September 2009)

This strand comprises of two major new commissions by CYP. In July 2009 Leicester will host the Special Olympics GB Games. The opening ceremony at the Walkers Stadium will be the event and venue for the Leicester Shire Young Ambassadors first major commission led by children and young people, particularly with learning disabilities. Snibston Discovery Park has recently developed an 'Arts Vision' for the site. The second major commission will involve YA commissioning a Festival of Street Arts for Snibston Discovery Park to be held in the summer of 2009. These major commissions follow on from the innovative work by Leicester Comedy Festival and Metro Boulot Dodo into street art and young people. The following actions would comprise this strand:

- Development of a brief by Special Olympics Leicester (SOL) Cultural Programme Director for creative company to work with children and young people to commission artistic provision at the opening ceremony.
- Development of a brief for a creative company to work with children and young people to commission a festival of street art at Snibston Discovery Park.
- Work with the Young Consultants of schools leaving the Creative Partnerships Leicester programme to recruit artistic company for the two commissions.

- Young Consultants and Young Ambassadors to work with the contracted company to develop, manage, programme and evaluate commission for Opening Ceremony and Snibston Festival of Street Art.

This work will take place from 1 September 2008 – September 2009 and involve CYP from the city and county on both commissions.

5. Building on existing programmes (1 September 2008 – 31 March 2009)

In this area we will begin to build upon existing programmes, aligning existing activity to the Find Your Talent pathfinder and improving the quality of these existing programmes. We have identified the following programmes that will be aligned in the first instance:

- Creative Partnerships Leicester
- Cultural and Creative Ambassadors Scheme
- Renaissance East Midlands Learning Programme
- Renaissance East Midlands Workforce Development Programme
- Creative Leicestershire CPD programme
- Leicester City Council Integrated Service Hubs (CYP's)
- Leicestershire County Council and Leicester City Council Arts, Museums, Libraries and Archive Services.

6. Advocacy (1 September 2008 – 31 March 2009)

In this area we will develop and implement our communication plan and deliver the launch of the programme and a series of events keeping the wider learning and cultural sector informed of the pathfinder. It is likely that much of the advocacy work will take place through schools in the first instance.

a. Programme 21 September 2008- 31 March 2009. NEW PROGRAMMES (initiated through Find Your Talent funding)

Project description	Partners	Start and finish dates	Expected outcomes	Main cultural form(s) ¹	Other key theme ²	Evaluated through ³	Estimated total budget ⁴	Funding from FYT programme
On-line environment, Development of FYT website	CYP, The Jitty, Creative Leicestershire, Artslink, LsCC, LCC, CP	1/9/08 – 31/3/08	Website developed and used by YA's	All	N/a	N/a	£20,000	£20,000
CPD Programme and Organisational Development for YCAs, CYP, Cultural Organisations, Adults and Parents	CYP, YCAs, National and local cultural organisations	15/1/09 – 31/3/09	CPD started and evidence of learning by Participants	All	Talent, Progression,	ILFA	£25,000	£25,000
YA Mapping of existing provision and consultation with children and young people	CYP, schools, Youth service, Arts and Cultural Organisations LsCC, LCC, CP	15/1/09 – 31/3/09	Baseline information for the pathfinder.	N/a	Talent, Progression,	ILFA	£15,000	£15,000

¹ From 'cultural forms' list in Section 10 – if there are more than three cultural forms, write 'mixed'

² From 'themes' list in Section 10. Please list no more than three key themes

³ If you are using an existing evaluation framework (eg *Inspiring Learning for All*) please tell us. If you do not know, please leave this blank. The evaluation partner will support you in selecting the best evaluation framework

⁴ Please do not try and quantify any 'in kind' budget here.

YA 'Go, See and Do' (Go and see activities for county schools at local, regional and national cultural venues)	Local and national cultural organisations, schools, extended schools co-ordinators	15/1/09 – 31/3/09	Increased participation in cultural activity by CYP, Building relationships between cultural organisations, schools and Find Your Talent	All	Talent, Progression, Advocacy	ILFA	£80,000	£50,000
Curve Activities with Children and Young people	Curve, Schools, Youth services, Youth theatres	11/08-02/09	Developing a wide offer for CYP at new Performing Arts Centre	Drama and dance	Talent		£150,000	£0
MLA Professional Development Workbook	REM, MLA, LsCC, LCC, CP	1/9/08 – 31/3/09	YP deliver new section of workbook	Museums, Libraries and Archives	Talent, Young People at Risk, R in R	ILFA, PRINCE 2	£10,000	£0
Major New Commission	Special Olympics Leicester and LsCC, Mantle Arts, Snibston, Schools, Youth groups, Arts Organisations	1/9/08 – 30 9/09	Opening Ceremony and Snibston Festival of Arts	All	Talent, Community engagement, Young People at Risk	ILFA, Prince 2	£75,000	£75,000

Advocacy	LsCC, LCC, CP	1/9/08 – 31/3/09	Communication with partners and sectors. Buy in from key stakeholders	All	Talent, Progression, Young People at Risk	ILFA Prince 2		
Launch at Curve	LsCC, LCC, CP	1/9/08 – 23/9/08	Launch completed, participation in cultural activities	All	Talent, Progression, Young People at Risk	ILFA	£20,000	£20,000
Treasure maps;creating music through nature;wildlife sessions/exploring historic sites	Schools, youth and community groups;natural history groups,Holly hayes,community artists,LRWT	By end march 2009	Greater engagement in local sites of historic /natural interest Visitng historic sitesand buildings of interest in community,wildlife learning	Historic environment	Rurality	GLO's		
Go and See funding	County CYPS	By end march 2009	First time visits to quality cultural activity for cyp	Mixed Talent	Renaissance Vulnerable yp		£60K	£30K

Bosworth	Shakespeare Trust (and associates)	By end march 2009	CYP engaged with museums talent progression, ambassadors	Museums	Literature	GLO's	£15K	£15K
Science clubs;character boxes,loan boxes etc	REM/MLA ;L University; Science museum;CYPS		Increased numbers of participants; Science ambassadors; Increased opportunitites for yp into science New settings for 0-5 cultural experiences	Talent Museums literature		ILFA		
Fashion Clubs	MLA/REM, next plc? Regional colleges/universities	By end march 2009	Ambassadors Increased opportunities for yp into fashion	Talent Museums				
Young Archaeologists/young archaeologists club	ULAS/YAKs	By end march	Increased numbers of cyp participants in archaeology Ambassadors	Museums Historic sites				

¹ From 'cultural forms' list in Section 10 – if there are more than three cultural forms, write 'mixed'

² From 'themes' list in Section 10. Please list no more than three key themes

³ If you are using an existing evaluation framework (eg Inspiring Learning for All) please tell us. If you do not know, please leave this blank. The evaluation partner will support you in selecting the best evaluation framework

⁴ Please do not try and quantify and 'in kind' budget here

Acronyms

LsCC – Leicestershire County Council

LCC – Leicester City Council

CP – Creative Partnerships

YPCA – Young Peoples Creative Agency

NYA – National Youth Agency

SOL – Special Olympics Leicester

REM – Renaissance East Midlands

MLA – Museums Libraries and Archives Council

b. Programme 21 September 2008- 31 March 2009. PROGRAMMES TO SUPPORT BETTER CO-ORDINATION OR COHERENCE, AND/OR BUILD ON EXISTING PROGRAMMES

Project description	Partners	Start and finish dates	Expected outcomes	Main cultural form(s)⁵	Evaluated through	Estimated total budget	Funding from FYT programme and purpose of funding	Relationship to FYT
2. Additional and Enhanced Cultural Activity	LsCC, LCC, CP	1/9/08 – 31/3/09	New cultural activities developed and participated in by YA's	All	Talent, Young People at Risk, CP	ILFA	£77,970	£77,970

⁵ If the programme is cross-cultural, write 'all'

Section 13 - Outline Programme for 2009-11

In this section you should outline your current thinking on the programme for the second and third years of the programme – 2009/10 and 2010/11.

- Science Communication programme, Spring 2009, with Science Museum, for KS3 workshop and performance, and secondary schools Inspiring Learning for All (Creative Writing form and Visiting museum).
- Go and See programmes at local, regional and national cultural venues.
- 'Personal' heritage work building on 'Facebook' approach for students and school groups to create memory banks.
- Forest schools and natural/built heritage experiences.

Where and how are you looking to lever additional resources during 2009-11?

- Realignment of funding agreements (SLAs) with arts and cultural organisations.

Section 14 - Communications

Name the people responsible for communications for your pathfinder – it may be the same person takes on more than one of these roles

Internal Comms	Name: Heather Broughton
	Position: Programme Board
	Phone: 0116 305 6783
	Email: hbroughton@leics.gov.uk
Comms link with National/Regional groups	Name:
	Position: Project Director (to be appointed)
	Phone:
External Comms	Email:
	Name: Mel Akinson
	Position: Publicity and Media Officer
	Phone: 0116 305 57046
	Email: matkinson@leics.gov.uk

Section 15 - Public Affairs

Please note that contact spreadsheet includes a tab on Public Affairs. Please note any key contacts/advocates at national, regional and local levels who are not necessarily directly involved in your pathfinder. These may include MPs, local

councillors (especially those involved in Education and Culture), local civil servants such as LEA officers, LA officers, etc.

Section 16 - Risk Management Log

Use the attached Risk Management log to list any potential risks (hazards) to your pathfinder’s success and the steps that you will take to mitigate these risks. A risk could be anything from staff turnover to budget under/overspend to schools being flooded. Use the PESTLE analysis (Political Economic Socio-cultural Technological Legal Environmental) to brainstorm risks.

Section 17- Issue Log

If a risk is a hazard that has not yet happened, an issue is a problem that has already occurred and that you’ve had to address. Use the attached Issue Log to list any issues that arise during the pathfinder programme and how you handled them.

Section 18 - Signature

I confirm that the organisation responsible for *Find Your Talent* has given me the authority to sign this delivery plan on their behalf.

I confirm that, as far as I know, the information in this delivery plan is correct.


Your signature

	
Name (Use CAPITAL LETTERS)	HEATHER BROUGHTON
Position	Head of Environment & Heritage Services
Date	29/ August 2008

I confirm that the local *Find Your Talent* steering/advisory group has given me the authority to sign this delivery plan on their behalf.

I confirm that, as far as I know, the information in this application is correct.

Your signature

 (pp Mick Fattorini)	
Name (Use CAPITAL LETTERS)	Mick Fattorini
Position	Head of Heritage & Arts
Date	29/ August 2008