**Community & Youth Officer**

**Key Performance Indicators**

**ANNUALLY March 2022 – February 2023**

**KPI 1: Disengaged young people have better chances to succeed in life through reduced involvement in anti-social behaviour & crime:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **KPI number** | **Reporting Frequency** | **Objective** | **Key Performance Indicator** | **Measure of progress/Target** |
| **1** | Quarterly to C&W Committee | Work with up to 5 disengaged young people, who had previously been referred to the Youth Offending Team. | Inviting YP to youth work sessions, involving them in outreach sessions across the parish. | Increase attendance levels at youth club sessions or at other events.  Completing regular feedback. |
| **2** | Monthly to C&W Committee | Provide 5 hours per week of sporting activities, such as football and boxing, in hotspot areas during peak times of ASB occurrence. | Use resources available through volunteers and paid staff to deliver increased sessions and variety of activities.  Maintain and develop partnership working. | Seeing an improvement in their fitness levels.  Monitor engagement levels in the different types of activity.  Completing regular feedback. |
| **3** | 6 Monthly to C&W Committee | Facilitate group sessions to identify what causes beneficiaries to engage in ASB, encourage communication and create a development plan to overcome these issues. | Carry out outreach work within the estates engaging with young people and making sure they are in a safe environment, feedback concerns to Agencies and Ward Members. | Engaging with the local police on stats and figures of ASB within the local estate. With these results we are seeing a decline in ASB? |

**KPI 2 Disadvantaged young people have enhanced aspirations and levels of self-confidence as a result of accessing volunteering opportunities:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **KPI number** | **Reporting Frequency** | **Objective** | **Key Performance Indicator** | **Measure of progress/Target** |
| **1** | Quarterly to C&W Committee | 5 disadvantaged young people demonstrating their enhanced aspirations and self-confidence by taking on roles and responsibilities as part of the project team | Taking on responsibilities through the allotment project.  Gain Young People support with help running the sessions | Photographing and measuring the progress that the young people are making at the allotment.  Evidence the support being shown during breakfast club and sessions. |
| **2** | 6 Monthly to C&W Committee | Recruitment, training and development of up to 5 volunteers. | Train at least 2 members of volunteering staff into payable members. | 50% of the allotted number so far will look to employ more staff and train them into youth workers. |
| **3** | Quarterly to C&W Committee | Support 5 disadvantaged young people accessing volunteer opportunities. | Working with local Agencies, Groups & Schools to support volunteer opportunities. | Record feedback of the young person’s development within the volunteer sector. |
| **4** | Quarterly to C&W Committee | 5 disadvantaged young people report that they have enhanced levels of self-confidence through volunteering. | Confidence, Anxiety and Self Esteem all improved by volunteering and engaging. | Noticeable improvements in behaviour and attitude.  Completing regular personal development feedback surveys. |
| **5** | Quarterly to C&W Committee | 5 young people, previously referred for ASB, become project ambassadors/role models and lead in the delivery of sports sessions targeted in ASB hotspots. | Recruit lead Youth Council role models to facilitate for the young people | Gain at Least 50% YP attending regular Youth Council Sessions. |

**KPI 3 Fewer young people in Swindon will be NEET as a result of improved access to skills training and employment opportunities**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **KPI number** | **Reporting Frequency** | **Objective** | **Key Performance Indicator** | **Measure of progress/Target** |
| **1** | Monthly to C&W Committee | Work with 5 NEET young people, reporting new or improved skills such as teamwork or time keeping through the medium of the sports-based activities. | Multi Agency working.  Focusing improvement on team work and encouragement with peer support. | Feedback after the sessions with the young people and youth workers. |
| **2** | Quarterly to C&W Committee | Provision of `work experience' opportunities for volunteers, through the project, Parish, Volunteer Centre, SBC and Private Sector. | Encourage and successfully assist 2 Young People to secure work experience. | Liaising with the relevant working providers that the young people would like to complete work experience with. |
| **3** | Quarterly to C&W Committee | Targeted, employment training sessions such as CV writing, interview technique and presentation skills. | Interview technique and presentation skills ran through with Sadie Sharp | 100% |
| **4** | 6 Monthly to C&W Committee | 5 young people gain an accredited qualification, e.g. in sports leadership, coaching or first aid. | Gained a First aid qualification during June half term.  Also gained a basic Business Delivery Qualification. | 100% of the young people attend this gained a qualification. |

**KPI 4 Reduce social Isolation and improve engagement with wider community.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **KPI number** | **Reporting Frequency** | **Objective** | **Key Performance Indicator** | **Measure of progress/Target** |
| **1** | Quarterly to C&W Committee | Community Mapping | Map local community groups and Community leaders. Increase regular engagement and support work. | Compile and keep up to date information on key local groups, local leaders from each community. |
| **2** | Quarterly to C&W Committee | Adult Post Covid Program | Increased participation, provide a wider range of activities throughout the year. | Monitor session deliverance. Report on numbers demographics attending.  Report on feedback from users. |
| **3** | Quarterly to C&W Committee | Disability Program | Sustain the program log term. Ensuring success through participation. | Monitor session deliverance. Report on numbers demographics attending.  Report on feedback from users. |

**KPI 5 Personal Development**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **KPI number** | **Reporting Frequency** | **Objective** | **Key Performance Indicator** | **Measure of progress/Target** |
| **1** | Monthly to C&W Committee | Monthly reporting | Ensure key data is recorded and presented to the C&W Committee Monthly. | Cllrs are consistently being informed of up to date work streams that are in progress or planned. |
| **2** | Quarterly to C&W Committee | Produce a quarterly budget, detailing spend and remaining budgets within allocated codes. | Accurately monitoring and maintaining annual budget. | Budgets are being spent accordingly, inline with approval from committee, and as per need. |
| **3** | Quarterly to C&W Committee | Manage Ad-hoc Youth Staff | Retainment and development of Youth Workers to assist ongoing activities throughout the year. | Ensure staffing levels are maintained to support sessions. Proactively manage budget. |

|  |  |
| --- | --- |
|  |  |

**.......................................................... ……………………………………….**

Andrew Briggs **Aaron Webb**

**Estates Manager Parish Community & Youth Engagement Officer**