

What Makes The Difference? TOOLS and RESOURCES

NAME OF TOOL/RESOURCE:

Involvement Rewards and Incentives Policy

NAME AND REGION OF AGENCY/ORGANISATION THAT DEVELOPED THIS TOOL/RESOURCE:

Middlesbrough Pathways Team (leaving care service)

Purpose and Brief Description of Tool/Resource:

Purpose of policy is to set out a rewards and incentives policy for young people's involvement. This policy helpfully defines and distinguishes incentives, recognition, reward and remuneration. It has a strongly young person-centred approach.

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Evidence for the effectiveness/ impact of this tool/resource

Positive impact of this tool/resource:

1. Not yet known.

Pathways Leaving Care Service

Children, Families & Learning Department



Involving Young people

Rewards & Incentives Policy

Pathways Leaving Care Service
Middlesbrough Children, Families & Learning Department
Tel: (01642) 354100

Policy:

Rewards & Incentives

Policy Statement:

Middlesbrough Leaving Care Service recognises and values the contributions that young people make to the organisation particularly in the design, delivery and evaluation of services.

Policy Details:

Pathways Leaving Care Service recognises and values the contribution made by young people. Pathways Leaving Care Service will:

- Set out a framework for rewarding the active involvement of young people
- Consult with young people about the types of incentives/rewards they would like and establish a minimum level of reward that young people can expect
- Develop a consistent and fair approach across the different agencies, providing them with clear objectives when consulting with young people

Applicability:

Employees working with young people

Other agencies

Young people

Definitions

Incentives	Something provided or given to young people, which encourage effort or action	Activities, Food, Transport, appropriate venue, familiar setting, local, residential experience, having a voice, build confidence, new skills, benefits to other young people, new friends, influence decisions about them and service delivery, fun, freebies. (To include all of the below if young people are aware that they are going to receive it.)
Recognition	The way in which we demonstrate that young people's participation is valued and appreciated	Early feedback on the impact of involvement/participation, thank you letters, providing references, inclusion in reports, being quoted in publications, photographs published, giving certificates, nominations for awards.
Reward	Something tangible that is of value to young people	Vouchers (e.g. High street, food, music, clothing etc) accreditation, certificates, access to other opportunities, remuneration.
Remuneration	Payment received by a young person in return for a service	Cash payments, employment contracts (e.g. Young Advisers)

Policy developed by: Sean Kershaw	Position: Youth Development Worker	Signature:	Date: 31.07.2006
Approved by: Jane Young	Position: Team Manager	Signature:	Date: