



TIGERS TRUST
IN THE COMMUNITY



Youth Voice!

"We don't know what we don't know"

Toolkit for setting up a Youth Voice Group in your organisation

See the post-it notes
for our tried and
tested
Top 10 Tips

The speech bubbles contain
quotes from young people, taken
from the Hull PAC team's peer
research into "Building better
safe spaces"

If you've found this, you've reached the Hull Peer Action Collective (PAC) Team's Top Tips for setting up a **Youth Voice** group!

We're so excited to have you here. This guide has been created by young people, for young people — because we believe **Youth Voice** isn't just important, it's powerful. Whether you're planning a small discussion group, a big event, or just want to make sure young voices are heard in your community or organisation, we've got you covered.

These tips are designed to help you create a space where everyone feels confident, respected, and inspired to speak up.

Our motto for **Youth Voice** is "we don't know what we don't know", by this we mean that during the **Youth Voice** group sessions we run there is no specific goal. We are simply asking young people their own thoughts on current topics. We cannot know what we want from the young people until we hear it and want all of our information to come directly from them. If you want to run your own **Youth Voice** group then this should be the goal; to not centre it around what you think young people want to say but by giving them the tools they need to express their thoughts on current issues in a safe space.





Funded by the Youth Endowment Fund , the #iwill Fund (a joint investment between The National Lottery Community Fund and the department for Culture, Media and Sport) and Co-op, PAC is here to support young people take the lead.

Who are we?

We are the Hull PAC team, a group of Peer Researchers and Social Action Leads aspiring to create safe spaces where young voices can be heard.



For more information about the Hull PAC team scan here



PAC is a national programme of young people who are working towards making communities safer and fairer places.



For more information about PAC scan here



Why did we want to create a Youth Voice?

As Peer Researchers we were tasked to find out the impact of positive activities on youth violence in our area. We conducted 1-1 interviews and focus groups with a diverse range of young people.

Our research question

"How can we address the barriers that prevent young people from feeling comfortable, safe and confident to access positive activities in Yorkshire that could protect them from violence?"

Within our first round of research we found that many young people felt their voices were not being heard. With no-one listening to what young people really wanted, this led to young people becoming involved in antisocial behaviour.

In response, we decided to create a **Youth Voice** within our organisation.

Creating a **Youth Voice** allows young people to have their voices heard on things that matter to them. It also creates a space where young people can make a change through their voices.

As a team of young people we sat down and reflected on the process we used to create a successful **Youth Voice** group. These are the top tips that we advise you to follow when creating your own **Youth Voice** group:

Have young people in prominent roles. (Chair, secretary etc)

It is important to have young people in prominent roles to make sure your **Youth Voice** group is truly youth led and youth empowered.

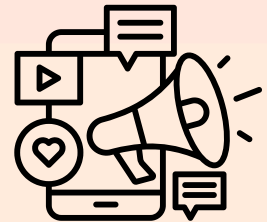
These are examples of roles and responsibilities you could adopt. These positions could be decided by nominations or votes.

<u>Role</u>	<u>Responsibilities</u>
Chair	Agreeing agenda items and chairing meetings Being the main point of contact between the group and key adults Encouraging participation from group members
Vice Chair	Supporting the Chair in their duties and deputising for the Chair
Secretary	Taking meeting minutes. Effective record keeping

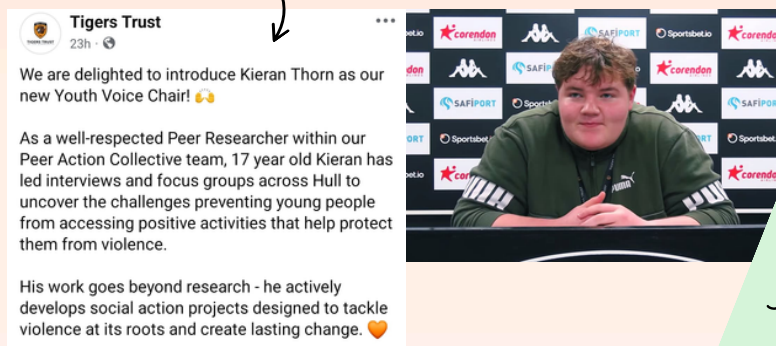
"I mean he doesn't act like a superior but acts like a young person that's there for you"

Letting young people know who they can expect to be leading the **Youth Voice** can eliminate any anxiety about the unknown.

Social media is a great tool when reaching young people.



Including information in a social media post about the background of the **Youth Voice** Chair and why they have been chosen makes them relatable to the young people.



Create social media posts about Chair/Secretary so young people know who to expect

To read the full information shared about Kieran scan here



Have a consistent trusted adult at Youth Voice meetings, willing to engage

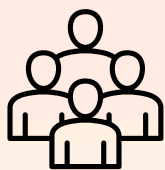
Having a consistent trusted adult attached to the **Youth Voice** group gives young people a safe space to be able to express themselves and their views without feeling like they'll be shut down.

This trusted adult can assist with things like booking venues, travel and food where appropriate. They can also communicate key info such as reminders about meeting times, dates and locations to group members and they can encourage and support participation. The trusted adult will also provide a link to external organisations and be an advocate for the **Youth Voice** group.

"the thing you want to see in a staff member is that they're there to keep you safe. They're there to make sure you have someone who you didn't have"

Our friends from the Exeter PAC Team have done extensive research into the qualities that young people want in trusted adults.

From the research conducted by Peer Researchers with a variety of young people across their area they discovered a Top 5 characteristics for trusted adults!



To find out more about Exeter PAC team scan here



Empathy
Approachable
Supportive
Non-judgemental
Reliable

"I feel like because they know and they've been through it, I feel like they can help you through it"

These should be taken into account when deciding who should be the key adult for your **Youth Voice** group, or even when employing people in your organisation to work with young people.

Having an icebreaker activity at the start of a session gives everyone a chance to get involved and feel comfortable in the group. It's a great way of getting everybody talking and interacting together.

"I feel like that's most important because if you're going to get a bond with the kids, you have to speak to them, no offence, before you do anything"

Start each session with a fun icebreaker, to get everyone comfortable and energised

A favourite with our **Youth Voice** group which always results in really great participation and enjoyment is "Stop the Bus"

Category	Letter B	Letter F	Letter
Boys Name	Ben	Fred	
Girls Name	Betty	Frankie	
Animal	Bear	Fish	
Food/drink	Banana	French fries	
Film/TV	Bad Boys		
Musician/Band	Backstreet boys		

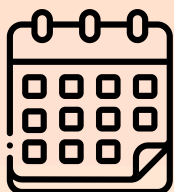


Use an online random letter generator to pick a letter

In a race to fill in the categories first shout "stop the bus" when you have completed the column and everyone else must stop writing. 5 points are awarded for stopping the bus. Go around the group sharing each others answers, 1 point for an answer and 3 points if it's an original. Play 3 rounds and add up your total score for a winner!



While you don't have to do this, having a theme for every **Youth Voice** meeting helps with structure and is a easy way to tackle issues. It also lessens the stress on people in the **Youth Voice** with coming up with a theme on the spot. In our group we decided the themes for the year in our first meeting together. We based our schedule on National Awareness Months.



Theme your meetings,
(this could be awareness
months or themes
relevant to your local
area for example.)

Have a solid structure
to Youth Voice meetings
but keep things fun and
interactive

"the main thing that you need,
structure. You need young
people to go there and you
need members of staff to talk
to them young people who
need help"

<u>Month</u>	<u>Theme</u>
Jan	Safe spaces
Feb	Black history
March	Women's History
April	Autism Awareness
May	Mental Health Awareness
June	Pride
July	Summer
Aug	Transport
Sept	Education
Oct	Street lights
Nov	Knife crime
Dec	Food banks

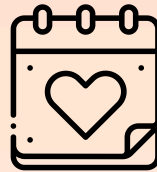
It is highly important to have a structured **Youth Voice** session, normally organised by the chair, so that the session flows smoothly. Having a theme for the session and building the session around it creates a good flow.

After everyone is warmed up from the icebreaker this is where the real discussion happens. We found that a power point introducing the theme or maybe a quick video on the subject focuses people's attention. You can then talk about the topic, letting other people speak in turn and get a debate going, ensuring it is respectful if two people have differing opinions!

Our **Youth Voice** group find it important we all get a quick break during discussion to eat/drink. You can schedule this for whenever you wish!

Convenience works! In our research we found out that events with inconsistent schedules lead to low engagement. Keeping it consistent also allows the young people to keep control of their own schedules. Our **Youth Voice** group meets on the first Thursday of every month, at the same time and the same place. However, reminders are sent out just incase people forget!

Offer incentives for participation.
(food, drinks, travel, vouchers etc)



Choose a convenient setting, date, time and keep it consistent

Rewards - remember these are young people and to really get them in, rewarding participation is the way to go. No one wants to work for nothing! It doesn't have to be too much; biscuits and tea goes a long way.

Incentives for joining the Tigers Trust **Youth Voice**

- You will develop skills through training and participating in the group, including: youth leadership, communication, delivering meetings, researching, peer consultation and more!
- You will have the chance to work in partnership with other young people and departments across the Trust.
- You will be given the opportunity to make a difference for 1000's of young people in the area.
- You will be the first to know about new and upcoming programmes and activities.
- You will be offered Hull City kit and tickets for matches when available.
- Expenses covered for travel and food will be provided at each session.
- Experience partaking in the planning, programming, strategy setting and execution of a social action project.

To see more info about what the Tigers Trust **Youth Voice** offers scan here



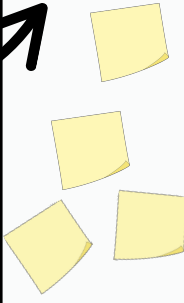


We have found it useful to reflect at the end of sessions on how it went.

Using a post-it note chart on the way out gives everyone a chance to share something they enjoyed, didn't enjoy or an idea they have. Doing it this way means people don't have to say it out loud. The young people running the **Youth Voice** can then look at the chart later and see what improvements can be made.

Get feedback from
your sessions with a
"What went well,
what could be better"

Our chart looks a bit like this

Follow up on any
suggested actions so
young people can
see the change
they are making

✓	✗	💡
		

It can boost morale within the **Youth Voice** when members start to see the active changes that are being made within their community, stemming from the group. If an adult says to the group that they are going to do something you must ensure that they follow through with this, the **Youth Voice** group needs to know that they are being taken seriously.

An example would be when the Tigers Trust **Youth Voice** came up with a solution that would help women during our discussion on Women's History Month and we immediately got to work. Now in Tigers Trust Arena toilet's there are female hygiene products available to use thanks to the **Youth Voice** group. This breaks down barriers for female participation in sport at a time when "period poverty" is a real thing.

"If you're trying to do
something and then they'll say
they'll help you, then don't.
That's not a trusted adult to me"

A "win" like this for the **Youth Voice** group creates really good publicity. It can attract more members as young people can see that the group can implement change.

Youth Voice



In Action!

Case Study

Ask for Amber

(Making sanitary products readily available at the Tigers Trust Arena)

During a Youth Voice session in March, we based it around Women's History and empowerment because of it being Women's History Month. This started some interesting conversations about how Tigers Trust shows equality, and if the treatment is fully fair. We concluded that the treatment was fair, but the fact that there were no sanitary products in the bathroom was an issue. We believe all women should be supported. An email was sent by the Youth Voice to the Tigers Trust SLT members to highlight this issue to them. We then learnt that there used to be items available in a basket in the female bathrooms, but because these were available to anyone they were misused and wasted, and so ultimately were removed from the bathrooms.

From this we then came up with multiple ideas about how we could solve this issue, and invited Tigers Trust Director of Community Lorna, and Arena Programmes Manager Donna to our next meeting to discuss these.

In this meeting we talked about the issue, it was explained again about how they used to have the sanitary products available but they had to be removed as previously mentioned. Some of the ideas we came up with included re-trying the original idea of having a basket. The main idea which we worked on was to have them available at the front desk and available for anyone who asked. With the idea we found a few flaws including the stigma of having to ask for the products, as well as how we provide people with the knowledge of being able to ask for the products.

We then came up with “Ask for Amber”, the idea was to get bags, small paper ones, filled with a variety of products so they are right for everyone. This would help with the stigma as it wouldn't be visible as to what is in the bags, so then women/girls would feel less embarrassment. To solve the issue around knowing how to ask, we came up with the phrase “Ask for Amber”, if women/girls need the products they simply go to the desk and ask for a package for Amber. All staff members would be aware of what this means and know where to go to get the bags and hand them over discreetly. We then designed a poster to “Ask for Amber”, explaining what it means and where to go to ask. These are now being placed in the toilets, on every door so that girls/women can see whenever they go to use the bathrooms, without them being plastered around for everyone to see. It was very important for us when creating this idea to make everything as discreet and simple as possible, all women should feel comfortable and safe to ask for the products which they need. We find it very important to do this at Tigers Trust and want to be fair on everyone, so no matter their age or how much money they have they can access what they need. As these products can be quite expensive it's also vital to us that there is plenty of products in each bag, so they have enough to last them if they have no other options.

We are really proud that something we brought up in a meeting has been listened to by adults and we have created some meaningful change.

Abbie 17. Youth Voice Member



"I have been the Chair of the Tigers Trust Youth Voice Group since it began and it has been really inspiring to hear people's stories and experiences. I feel like this role has allowed me to grow as a person, teaching me skills such as presentational and interactive skills. It's been great to see people find solutions to problems and have young people's voices heard"

Kieran Thorn, Youth Voice Chair, Tigers Trust

"When working with young people it's really important that their voice is at the heart of delivery.

When young people speak, they're not just asking to be heard - they're offering insightful experiences and solutions which help to shape not only theirs but other young people's futures. At Tigers Trust we are really proud of all youth voice groups which help to shape future delivery."

Kayleigh Jackson, Head of Community, Engagement and Safeguarding, Tigers Trust

"This toolkit is a really important piece of work by the Hull PAC team to promote youth voice within Football Club charities. The fact that the Club charity have given a platform to young people, to create a toolkit in how to set up youth voice activities, that can be shared across different sectors, is a fantastic example of meaningful youth voice and how it can work."

Peter Walker, Project Manager, EFL in the Community

Your feedback is important to us!

We would appreciate if you could answer a few questions, it will only take a few minutes, but will help us assess the impact of our toolkit and to see how we could further help organisations develop their own **Youth Voice group**



We hope you enjoyed our **Youth Voice Toolkit, if you would like any further info please contact rachel.hill@tigerstrust.co.uk**