

Doing it the Rights Way:

Swansea's Children and Young People Rights Scheme 2021-23



This Means:

Making sure good quality arrangements are in place to ensure children and young people are listened to, and that their opinion is heard, in decisions that are being made that affect them.

Participation

We Will:

- Involve children directly in the design, monitoring and evaluation of services they receive.
- Learn about how other organisations are doing this, and develop plans that meet the needs of children and young people in Swansea.
- Develop clear targets to listen to children and young people from marginalised groups.
- Involve children in the recruitment of staff who have responsibilities that impact on children.
- Adopt the National Participation Standards for Children and Young people, to make sure when children participate, their experience is a quality one.:

Promoting rights to children and young people so that they feel able to exercise them.

Empowerment

- Give children the information they need to influence decisions that affect them (e.g. simple language reports).
- Give children the opportunities they need to influence decisions that affect them(e.g. opportunities to scrutinise decision makers e.g. giving a group of young people the chance to ask questions directly to a key decision-maker).
- Establish relationships with groups of young people to allow them to consistently scrutinise work. E.g. youth groups/forums, or you could consider forming your own youth group.
- Give children and young people the training or information they need to do this properly.

Having systems in place to write down and evidence how we give thought to the impact of decision on children's rights.

Embedding

Making sure workers understand the UNCRC and how their work impacts on children's rights.

- Make sure that leaders and staff have a good knowledge of children's rights (UNCRC), and help them understand how it can benefit our organisation's work.
- Use our resources to deliver training on children's rights. Set up a network of champions with responsibility to promote children's rights and set targets for how to embed children's rights in all work.
- Make sure there are HR/financial resources to support and promote children's rights.

Having systems in place to report on what we are doing to make children's rights a reality in Swansea

Accountability

- Publish an accessible annual update showing how we've worked towards making children's rights real in Swansea.
- Feedback regularly to children in a suitable format.
- Provide children with accessible information on how to provide feedback about what we're doing well or what we could improve, make complaints or hold staff to account.

Making special efforts to ensure children and young people who may be less likely to access their rights, have an equal opportunity to be able to do so.

Non Discrimination

- Make sure staff have up-to-date knowledge of the Equality Act and receive regular training to increase their awareness of different groups of children and young people's needs.
- Use a Children's Rights Impact Assessment (CRIA) to consider how individual decisions (e.g. projects/services) could impact different groups of children and young people.
- Use information we have about children and young people's need to consider whether our services reach all groups of young people.
- Provide information to children in a language or format appropriate to their age and maturity, culture, or disability