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**This is a pack for anyone who might be interested in joining a network of groups, activity providers and youth work projects providing safe spaces or helping to make spaces feel safe for young people.**

**If you run a youth club, regular activity or deliver detached youth work or youth events as a group of volunteers we want you to be part of this community**

**If you're not sure if you can join, we can provide advice and support.**

**[youth@salisburycitycouncil.gov.uk](mailto:youth@salisburycitycouncil.gov.uk)**

## What is YOU?

**A network of organisations and groups providing spaces for young people in Salisbury and surrounding areas.**

Our mission is to say, through our collective actions, that Salisbury cares about its young people and they are welcome here.

The **YOU** of our network is the Young People of Salisbury and we seek to place their voices at the heart of all our work.

This network has grown from the work of the Salisbury Youth Provision Forum, a group of youth organisations, local authorities, service providers and schools working together to find practical solutions to the issues we see.

## What are we doing?

**We are creating this network under a set of shared values and standards to inform and support the space or activity that you provide for young people.**

Being part of the network will mean a commitment to working together to increase and improve the number of inclusive and welcoming spaces for young people in Salisbury.

All network members will encourage and support other groups, organisations and individuals to provide these safe spaces and work together to improve them. We will raise awareness of this work across the Salisbury area.

**The Network welcomes member groups and organisations in three categories.**

- Supervised spaces for young people to socialise on a drop-in or membership basis.

**Youth Clubs & Informal Spaces**



Detached youth work in public places OR youth zones or pop ups within community and public events.

**Public Places**



- Clubs, groups, teams and course providers of (typically) 'paid for' activity, outside school or college.

**Activity Providers**



## 5 Principles

Everyone in this network can say,  
'We are ...

<b>Inclusive</b>	<p><b>Come as YOU are.</b></p> <p>Everyone is welcome regardless of gender, sexuality, gender identity, religion, or culture. The only criteria for entry into spaces or services can be age, or geographical location. Access and individual needs are considered, and adjustments made wherever possible to create a space of safety. Difference is celebrated in both small and big ways.</p>
<b>Reliable</b>	<p><b>Here for YOU.</b></p> <p>Members of the network work hard to provide a consistent or reliable safe space by either having regular or clearly communicated dates and opening times, operating in the same places or having a clear identity that young people know they can trust.</p>
<b>Listening</b>	<p><b>Hearing what YOU have to say.</b></p> <p>We place listening to young people at the heart of our work, one-to one, in groups, formally and informally, we actively seek their feedback and input into how a space or service operates. We give young people a voice and enable them to shape outcomes.</p>
<b>Proud</b>	<p><b>Celebrating YOU.</b></p> <p>Through the YOU network, and our youth provision forum partners, we actively share positive news stories about, by and for young people in and around Salisbury, supporting Young People to share who they are.</p>
<b>Connected</b>	<p><b>Better together for YOU.</b></p> <p>We all agree that working together, sharing ideas and experiences will help us to create better, more resilient offer for young people to enjoy safely. We signpost to and promote each other's work.</p>

**How you make your space a safe place beyond and within these principles is up to you but should be rooted in feedback and input from the young people you work with.**

## Signing up to this network will enable you to.....

- Demonstrate to young people that you are committed to working with them to create a space that is safe welcoming and inclusive.
- Reassure parents, carers and other professionals who might signpost to your space, service or activity that you are a safe and responsible space.
- Communicate essential principles, values and ideas to staff and volunteers in a simple way and ensure everyone has the same aims and standards.
- Promote your provision through the network and improve its visibility.
- Gain confidence, empowerment, support, ideas and inspiration from other members of the network
- Identify shared projects, training and skills share opportunities and know that you are not working alone.
- Share your knowledge, successes and learning for the benefit of the whole network.

**If you are not ready to join yet, or don't even know where to start, but would like to be part of this mission to improve access to safe spaces for young people**

**You can email our network coordinators at Salisbury City Council**  
[youth@salisburycitycouncil.gov.uk](mailto:youth@salisburycitycouncil.gov.uk)

## Benefits of **YOU Network** membership

**Become** part of the Youth Provision Forum and represent your work at forum networking meetings

**Gain** access, and contribute, to shared training and skills-sharing

**Participate** in, and shape networking events created and attended by professionals working to make young people feel safe and welcome in our city.

**Join** in by adding your details to the All Together Platform and reference the network in your entry (as per membership pack)

**Raise awareness** of the network and youth provision forum and will promote the work of other members by sharing posts, taking flyers and signposting young people to other sources of support, activities and safe spaces.

**Receive** a signposting document (updated every 6 months) outlining services and sources of support available for young people.



### Network – Salisbury Youth Provision Forum

Don't forget – There is support available to you from other organisations working with young people across Salisbury and Wiltshire. As part of the youth provision forum, you will be able to ask questions share concerns and gain advice. The forum will also work to identify training opportunities that could be shared between organisations and key training opportunities for organisations offering safe space. The network meets 4 times a year and the membership are broader than the safe spaces network with schools, support services and representatives of other initiatives included in the current membership.

To give you an idea of the range of the membership

Youth provision forum members include

Wiltshire Creative, Salisbury City Council Communities Team, Salisbury Rugby Club, Impact MMA, Sarum Rotary Youth, The Bridge Youth Organisation, Salisbury Baptist Church, Magna Learning Partnership, The WASP Centre, Young Work Wiltshire, Well-City, Wessex Community Circus. Connect Young People, Salisbury Museum, BU LGBTQ Youth, Salisbury Pride

## Expected Standards

(for newly formed groups or organisations, advice on all the items below can be shared)

### All YOU Network groups, organisations and spaces will ...

- Confidently and completely adhere to the 6 principles of this network outlined above and agree to freely include all young people who are eligible for access to their space in terms of age and geography.
- Ensure that all staff and volunteers supervising or leading a safe space of one of the three types defined in this pack, is DBS checked to enhanced level following safer recruitment processes.
- Have an up-to-date safeguarding policy and procedures which has been shared with the Salisbury Youth Provision Forum Steering Group
- Take responsibility for ensuring that all staff and volunteers receive appropriate training from reputable sources for your setting and outline that training to the network
- Have a health and safety policy, or permission to operate under the health and safety policy of your venue.
- Give young people access to a range of signposting materials for young people's support services
- Have processes in place to enable the young people they work with to influence the service provided.
- Promote the network and the other safe spaces within it to young people, parents, and carers.
- Activity providers who charge for their activity or access to their space must evidence that they offer 'assisted access' via processes like bursaries, concessions, or free places to people who are unable to afford their service in some way, in line with our 'Inclusive' principle.
- Actively engage in network communications by sharing information about your space, activity, group, or service
- Have a policy on lone working with young people **or** a section within the safeguarding policy that covers procedures.
- Agree in principle to an audit visit from a member of the Youth Provision Forum Steering Group once a year to assess whether minimum standards continue to be met.
- Agree to participate actively in an annual feedback process on behalf of the network.
- Have access to suitable first aid cover for your space, service, or activity.

### Salisbury Youth Provision Forum Steering Group

Consists of

- Representative of Wiltshire Council's Salisbury Area Communities team
- The Salisbury City Council Community Development Manager
- 1 x Salisbury City Councillors
- Minimum of 2 representatives from voluntary sector organisations

Coordinator – Salisbury City Council – Community Development Officer (Youth)

[youth@salisburycitycouncil.gov.uk](mailto:youth@salisburycitycouncil.gov.uk)

## Definitions

**Young People** – **YOU** Network considers young people to be of secondary school age and up to 19 (or 25 for those with SEND)

**Activity Provider** – For the purposes of this tool kit, this refers to any organisation, or group, providing a ‘paid for’ activity which requires people to sign up for a term or become a member, such as sports clubs, uniformed groups, dance schools, choirs, classes, or courses

**Assisted access** – this refers to the ways in which organisations delivering paid for activities for young people give access to those who may not have the financial means to take part, thereby creating a more inclusive and safer environment

**Detached youth work** - Detached youth work is a model of youth work practice, targeted at at-risk and excluded young people who mainstream youth work, and services may not reach. It takes place on the young people’s own territory such as streets, cafés, parks, outside shops etc. – at times that are appropriate to them and on their terms. ([justyouth.org.uk](http://justyouth.org.uk))

**Public place** – any space or place which is freely accessible by members of the public at the time of use. i.e. not including a community centre but including a park, shopping centre and spaces like the public library.

**Youth Club** – a youth club is a free at the point of access, supervised space created specifically for young people within a defined age range offering supervised (see definition of young people above). Young People who attend a youth club are formally registered with the organization/space leaders.

**Informal Youth Space** - Similar to a youth club as a free at the point of access, supervised space created specifically for young people, but may take place in a more public setting such as a café, library, foyer area and thereby not require formal registration.

**Public Event** – any event which members of the public can access or attend without invitation e.g. a market, festival, fete, or exhibition.

**Suitable Training** – When you join YOU network you are required to describe the training your staff and/or volunteers have access to and why it is suitable to your setting.

**DBS** - DBS also maintains the Adults’ and Children’s Barred Lists and makes considered decisions as to whether an individual should be included on one or both lists and barred from engaging in regulated activity. DBS checks enable employers to check whether prospective staff members or volunteers are prohibited from working with at risk groups or have previous convictions– full information on the types of DBS available and the eligibility criteria can be found at About us - Disclosure and Barring Service - GOV.UK ([www.gov.uk](http://www.gov.uk)) The Disclosure and Barring Service (DBS) helps employers make safer recruitment decisions each year by processing and issuing DBS checks for England, Wales, the Channel Islands and the Isle of Man.

**Inclusion** - the policy and practice of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, particularly (though not exclusively) with reference to protected characteristics. In this case it also refers to proactively including young people who experience barriers to accessing safe spaces for reasons highlighted by our own research or for financial reasons. Inclusion is active.