

Generation CashBack

Child Rights and Wellbeing Impact Assessment (CRWIA)

Last reviewed and updated December 2023.





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Generation CashBack and the UNCRC

The Generation CashBack programme is delivered by a consortium comprising of: Scouts Scotland, Girlguiding Scotland, The Boys' Brigade Scotland, and Youth Scotland. All four organisations are committed to upholding children's rights, both at an organisational level and as part of the Generation CashBack consortium. This assessment aims to ensure that all our Generation Cashback Consortium activities are inclusive, safeguard children's rights, and contribute positively to their physical, emotional and educational development.

This CWWIA affects all children and young people who participate in our consortium activities, including those with protected characteristics and those from a wider range of ethnic and socio- economic backgrounds.

The desired outcomes of the Generation CashBack programme are to support young people to:

- divert from antisocial, criminal behaviour and involvement with the justice system
- participate in activity which improves their learning, employability and employment options (positive destinations)
- Improve their health, mental health and wellbeing
- contribute positively to their communities
- build their personal skills, resilience, and benefit from strengthened support networks and reduce risk taking behaviour

As a result, many of the articles in the UNCRC are inherent to Generation CashBack's design. Since the overall objective of the programme is to improve outcomes for children and young people, **articles 3 and 6** underpin all activities. The best interests of children and young people are considered in every decision, and the aim to support children to develop to their full potential is foundational to the Generation CashBack programme. The programme works particularly with children and young people from areas of higher deprivation who may be at a higher risk of involvement with the criminal justice system, including some young people in young offenders' institutions. As such, Generation CashBack also upholds **article 40**, treating any young people in the justice system with dignity and respect.

Providing diversionary activities and personal development opportunities for children and young people:

The Generation CashBack programme provides many different opportunities for young people to learn and develop. Through the 'Lead' strand of work, young people have access to youth work sessions and training which support them to develop new skills which improve their educational and employability options. They are also able to undertake a range of youth awards through the different consortium partners. Through the 'Grow' strand, local youth groups can improve and expand the activities on offer to children and young people. This gives participants a space to express themselves, meet

new people, make friends, access information, and feel supported by trusted adults.

Articles 12, 13, 14, 15, 17, 28, 29 and 31.

Providing opportunities for children and young people to develop leadership skills and have their opinions heard:

A key tenet of the Generation CashBack programme, and the youth awards that young people undertake through it, is supporting young people to develop leadership skills and put these into practice in their communities. Through this, young people learn the importance of their opinions, see that their input is valued, and go on to become more active members of society. As well as championing youth leadership, the Generation CashBack programme is committed to co-production with young people. The cross-consortium events, Reach, are co-produced by an advisory group of young people, recruited from Generation CashBack groups across Scotland. A range of youth participation programmes are available across the consortium including: a Youth Scotland opportunity for young people to become Young Grantmakers with a range of funders including Corra, Creative Scotland etc, Leadership and participation training through the iLead Pathway; Scouts Scotland's Young Leaders and Green Leaders Schemes; Ignite; and many more. **Articles 12, 13, 14, 15, 28 and 29.**

Protecting children and young people from harm and ensuring that their fundamental needs are met:

All four organisations in the Generation CashBack consortium have robust policies and procedures in place to protect the rights of children and young people, to ensure their fundamental needs are met while engaging with the programme, and to protect them from harm. The consortium partners also undertake due diligence on their member groups to ensure standards are upheld by them. Each consortium partner has a Child Protection Policy and requires all staff and volunteers who work directly with children and young people to be members of the PVG scheme, provide suitable references, and attend regular Child Protection Awareness training. Consortium partners also have Equality and Diversity Policies to ensure all staff are working to combat discrimination, and support children and young people equally. Health and Safety Policies and Risk Assessments are in place to ensure all activities are appropriate, and necessary safety precautions are taken. Data Protection Policies are implemented to ensure young people's data is kept securely, and data protection regulations are followed. All staff working for the consortium partners are fully briefed on these policies and procedures and disciplinary action will be taken where staff are in breach of the rules. The consortium partners also support their member groups with key policy development by providing policy templates, risk assessment templates and support from LDOs, thereby supporting the sector more widely to have robust and live policies and procedures to protect the rights of young people. **Articles 2, 14, 16, 19, 23, 30, 33, 34 and 36.**

Generation CashBack's impact on children's rights

Phase 6 of the Generation CashBack programme runs from April 2023 – March 2026. The programme supports disadvantaged young people across Scotland to benefit from community-based youth work. Reaching 8,000 young people over three years, we will deliver CashBack outcomes through two strands:

Grow — 6000YP Local Development Officers will enable groups to increase their focus on: tackling anti-social behaviour, delivering diversionary activity, and other issue based work such as ACEs awareness and climate action. LDOs will support groups to: recruit volunteers, upskill youth workers, deliver new activities, and will also provide capacity-building funding. Using a needs-analysis approach, we will develop existing groups in disadvantaged communities. Where there are no youth groups found, we will support local communities to establish groups.

Lead - 2,000YP We will deliver leadership and peer-mentoring opportunities across a variety of themes including physical activity, climate action, youth participation and positive mental health. Young people will be supported to put skills into practice in their communities, and gain a range of youth awards that are designed to meet their needs and improve education and employability options. Young people will co-produce three national 'Reach' events, themed around health and wellbeing, climate action, and youth voice.

During these three years, the programme aims to reach 8000 children and young people living in areas of higher deprivation and work across all 32 Local Authorities in Scotland. Generation CashBack will have a positive impact on the rights of those children, in particular on the following articles: 2, 3, 6, 12, 13, 14, 15, 16, 17, 23, 28, 29, 30, 31, 33, 34, 36 and 40.

We will be collecting evidence of the impact Generation Cashback has made on young people and their communities and will use this to inform our ongoing work.

Groups benefiting from Generation CashBack

The Generation CashBack programme supports young people who live in areas of higher deprivation and other disadvantaged young people, and Phase 6 prioritises diverting young people from antisocial, criminal behaviour and involvement with the justice system.

Generation Cashback primarily supports youth groups based in the geographical areas that score in the lowest 20% in each council area against the Scottish Index of Multiple Deprivation (SIMD). The programme will have a direct positive impact on these groups and the young people that attend them. Generation CashBack focusses on supporting young people aged 10 – 25. However, by increasing the capacity of the youth groups, it will leave a legacy that will impact positively on children and young people attending the group in the future, and on younger, current attendees.

There are no competing impacts between different groups of children and young people. Each group participating in Generation CashBack is supported with an individual needs analysis and receives tailored support to build capacity in the areas that are most useful to them. All groups are offered Lead sessions delivered by Generation CashBack LDOs across a range of different topics.

Consideration of negative impacts

No negative impacts have been assessed from the Generation CashBack programme for children and young people.

Furthering the implementation of the UNCRC

The principles of the UNCRC are embedded in the outcomes of the Generation CashBack programme. Consortium partners also support member groups to follow these articles by providing direct support and training. Generation CashBack will further the effect of the following articles:

- Article 2 – non discrimination – Generation CashBack provides children and young people with equal access to positive, non-discriminatory youth activities
- Article 3 – best interests of the child – all Generation CashBack activities are designed and delivered with the best interests of the child in mind
- Article 6 – right to life – all activities are designed to support young people to thrive and reach their full potential
- Article 12 – respect for the views of the child – Generation CashBack gives young people the opportunity to develop leadership skills and take action in their communities. It also listens to feedback from young people taking part and offers opportunities for co-production of activities
- Article 13 – freedom of expression – young people are encouraged to share their opinions and develop their individual perspectives
- Article 14 – freedom of thought, belief and religion – Generation CashBack is open to young people from all religious and secular backgrounds
- Article 15 – freedom of association – young people have the opportunity to meet new people, make friends and join different sessions and groups that interest them
- Article 16 – right to privacy – consortium partners have Data Protection Policies in place to ensure young people’s data is stored securely and any images or videos are only shared with child and parental consent
- Article 17 – access to information from the media – Generation CashBack groups support young people to research causes they are passionate about and incorporate this into their leadership and awards activities.
- Article 23 – children with a disability – consortium partners have Equality and Diversity Policies in place to ensure member groups consider how best to make activities accessible to children with disabilities, and that those children are adequately supported

- Article 28 – right to education – Generation CashBack provides a range of opportunities and awards that complement children’s school learning and enhance personal development
- Article 29 – goals of education – the range of activities and awards available through Generation CashBack ensures that young people can develop the talents and abilities they are most passionate about to the full
- Article 30 – children from minority or indigenous groups – consortium partners have Equality and Diversity Policies in place to ensure young people from minority groups are adequately supported and activities are accessible
- Article 31 – leisure, play and culture – Generation Cashback offers young people many opportunities to take part in fun leisure activities
- Article 33 – drug abuse – member groups of the consortium partners offer issue-based sessions covering topics such as drug education
- Article 34 – sexual exploitation – all consortium partners have a Child Protection Policy in place, including mandatory training for staff, in order to prevent or recognise any forms of harm against children
- Article 36 – other forms of exploitation - all consortium partners have a Child Protection Policy in place, including mandatory training for staff, in order to prevent or recognise any forms of harm against children
- Article 40 – juvenile justice – Generation CashBack supports young people in youth offending institutions and treats them with respect and dignity

Consulting with young people

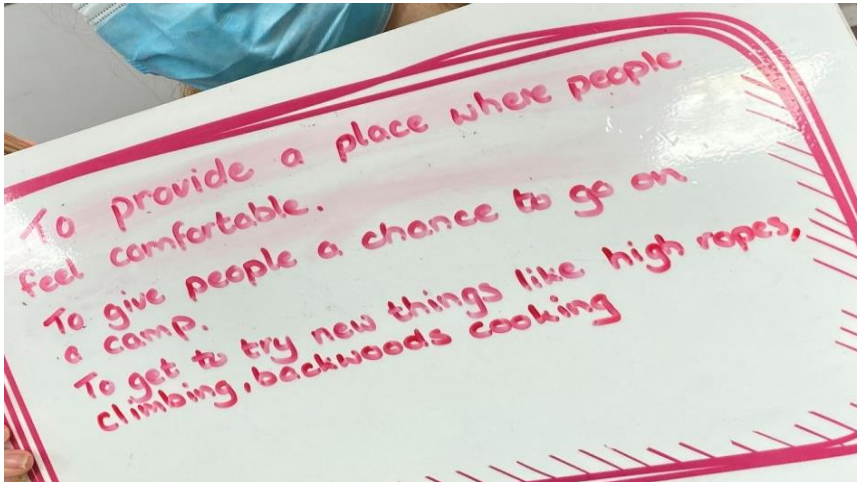
Generation CashBack was first developed in response to young people's views. Theirs' and youth workers' on-going feedback has helped the consortium to learn and refine the approach into Phase 6 . We ran a series of surveys and focus groups with over 40 young people in 2022 prior to submitting our Phase 6 application.

. Key findings were:

- 73% highlighted mental health as a challenge facing young people.
- 50% wanted more training in mental health awareness for youth workers and young people
- Unanimous support for microgrants
- 50% highlighted the importance of funding: ‘more funding definitely, just so we can do more opportunities as money can be a struggle’
- 70% suggested educational activities about climate change

Listening to and actioning young people’s views is embedded into the Generation CashBack programme, and key to how all consortium partners operate. Reach events

are co-designed by an advisory group of young people ('It's kind of cool to see everyone just do all the things you talked about, like you remember talking about ages ago, and it's actually happening'); the Lead strand offers youth participation projects for young people to influence decision making (Young Grantmakers – Youth Scotland; Speak Out Champions – Girlguiding Scotland); and our staff regularly interview young people and compile Case Studies from young people's perspective, as part of the evaluation process.



Further evidence to inform this assessment

As the end of Phase 5, we collected evidence from children and young people to evaluate the impact of the programme and to inform future ways of supporting young people.

Some key achievements in during this period were:

- 98% of young people reported Generation CashBack having a positive impact on their behaviour
- 93% of young people reported improved wellbeing (against SHANARRI indicators)
- 98% of young people felt more resilient through the programme

You can read more about Phase 5 here:

<https://www.youthscotland.org.uk/story/generation-cashback-story-of-phase-5-year-3/>

Monitoring the impact of Generation CashBack

Generation CashBack reports on the agreed targets and outcomes listed above. The consortium reports to the Scottish Government, who fund the programme through the CashBack for Communities initiative. Reports are submitted on a monthly, quarterly and annual basis. Reports cover:

- Number of children and young people reached by Generation CashBack

- Number of children and young people gaining youth awards through Generation CashBack
- A summary of participants' progress against outcomes agreed with CashBack for Communities
- Detailed case studies conducted across member groups of all four Generation CashBack consortium partners

Annual reports and case studies are made available to the public on the Youth Scotland and Cashback for Communities websites.

Young people's progress against outcomes is tracked through evaluation forms that they complete after participating in Generation CashBack activities, as well as from stakeholder reporting. The consortium supports member groups to execute their evaluations by hosting training sessions to build youth worker capacity and confidence in this area, as well as directly collecting evaluation forms when delivering Lead activities.

Communicating the impact of Generation CashBack to children and young people

Children and young people hear about Generation CashBack opportunities primarily through their youth groups. These would be explained to them by an LDO from Generation CashBack, or a youth worker at their group. Young people can choose whether or not they want to engage with Generation CashBack opportunities using the information available to them.

There are case studies and reports available on the Youth Scotland website that are presented in a clear, user-friendly and visual way. There are also films and animations about the CashBack for Communities project on the Youth Scotland website, and the CashBack for Communities website.

Staff training, Monitoring and Review

The full CRWIA will be available on YS and C4C website from end December 23. As a consortium we will also aim to create some further CRWIA summaries in creative formats which are more accessible to children and young people.

We will review our CRWIA annually and will ensure that our policies and practices are aligned with the most up to date Children's Rights Legislation and good practice.

All Generation Cashback staff undertake the Scottish Government 20 minute UNCRC training annually, and this tool is also available on the Youth Scotland website.
<https://www.youthscotland.org.uk/programme/generation-cashback/>

Policy Lead Signature & Date of Sign Off:



Michael Meek

Head of Youth Work Programmes and Quality Improvement 21/12/23