

SAFEGUARDING VOICES LEADERSHIP NETWORK

Tool of the month

Young People Incentives Policy

Purpose:

- Promotes fair and meaningful participation of children and young people in programmes and projects, ensuring they feel valued and recognised for their contributions.

Key Concepts:

- Incentive: Motivation to take part (e.g. vouchers, skills, fun, networking).
- Recognition: Appreciation for involvement or achievement (e.g. awards, thank-you letters, public acknowledgement).
- Reward: Tangible acknowledgment for effort or success (e.g. vouchers, meals, developmental opportunities).

Participation Norms:

- Provide prompt feedback and visible change as a result of youth input.
- Acknowledge time and contributions.
- Ensure activities are enjoyable and inclusive.

Planning Guidance:

- Encourages co-design with young people when developing incentive and reward systems, considering barriers, aims, and budget from the start.

What we did

1. Welcome, norms, and intros.
2. Thermometer check (-3 to +3): Where is voice/participation within your MASA today?
3. Miro mini-tutorial (text, stickies, emojis, shapes; show/hide cursors).
4. Live problem-solving circle (clarify → question → advise).
5. Tool of the Month: Young People's Incentive Policy

Suggestions

Defining Meaningful Engagement and Impact

- Go back to the board and agree on what meaningful engagement and success look like.
- Decide as a group what to measure, how, and why — ensuring young people (YPs) co-design and feel ownership.
- Clarify what impact means: is it improved outcomes, service improvements, or better engagement?

Participation and Agency

- Give YPs real agency over what they want to focus on and measure.
- Help them understand what they want to get out of it and how to track that.
- Encourage active participation rather than passive feedback collection.

Measuring Impact and Learning

- Include soft impacts such as friendship, confidence, and wellbeing — not just quantifiable metrics.
- Capture qualitative data through case studies and stories.
- Ask, "What has changed as a result of doing X?" to make impact tangible.
- Measure what skills young people have learned.

Feedback Loops and Reflection

- Build strong feedback loops — show young people how their input influenced change.
- Discuss impact during meetings: make time to talk about it and remind participants of their role.
- Encourage professionals to give feedback to YPs and vice versa.

Approach and Process

- Don't make it boring! Keep engagement creative and relevant.
- Use an exciting Theory of Change to show connections between actions and outcomes.
- Stay open-minded: avoid assumptions, identify challenges collaboratively.
- Remove jargon — make communication accessible.
- Use visuals, case studies, and chunked topics to make data relatable.

The challenge

How we measure the impact of youth involvement on Safeguarding Children's Partnership outcomes? Clarifying questions raised

- Do young people understand what the partnership is?
- Are children involved in safeguarding children's partnership outcomes? What would CYP see as the measures?
- What have you done so far?
- What are the outcomes you're seeking to achieve? Is it Partnership priorities etc.
- Do you know what you are measuring?