
To: Education and Children Policy Board

On: 20 August 2015

Report by: Director of Children's Services

Heading: Duke of Edinburgh's Award

1. Summary

- 1.1. This report sets out plans for the future development of the Duke of Edinburgh's Award in Renfrewshire. Ambitious targets are set for Renfrewshire to become sector leading, in terms of the number of young people participating and gaining the award. The development of the award and its impact is aligned to the aims of the Renfrewshire Poverty Commission. The award will ensure young people affected by poverty take part and benefit. Taking part improves young people's physical and mental wellbeing, provides an alternative route to attainment and enhances young people's employability skills. The report also celebrates the achievements of young people gaining the Gold Duke of Edinburgh's Award in 2015.
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2. Recommendations

- 2.1. The education and children policy board is asked to:
- note the renewal of the Duke of Edinburgh's Award licence for Renfrewshire Council for a further 5 years;
 - acknowledge the achievement of the 20 young people that completed the Gold Duke of Edinburgh's Award in 2015 and;
 - approve the proposed development targets set out in paragraph 3.10.
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3. Background

- 3.1. The Duke of Edinburgh's Award is an accredited award for young people aged 14 to 25 years old. The award has three award levels: bronze, silver and gold, each more challenging than the next. Every award comprises of four sections: volunteering, skill, physical activity and expedition. The gold award includes a fifth element: a residential. The bronze award takes a minimum of 6 months, silver 9 months and gold 12 months.
- 3.2. The award brings a range of benefits to young people:
 - Self-belief and self-confidence
 - A sense of initiative
 - A sense of responsibility
 - A real awareness of their strengths
 - New talents and abilities
 - The ability to plan and use time
 - The ability to learn from and give to others in the community
 - New friendships
 - Problem solving, presentation and communication skills
- 3.3. The award can have a transformative effect on young people. In particular it can help young people affected by poverty fulfil their potential. The findings of Renfrewshire's Poverty Commission show that poverty is:
 - A fundamental cause of health inequality, both physical and mental;
 - Leads to a gap in attainment between those that are least and most deprived; and,
 - Results in an increased likelihood of young people not moving onto further education, training or a job when they leave school.
- 3.4. The Duke of Edinburgh's Award is effective in addressing these inequalities. Through the physical section of the award young people are encouraged and supported to do physical activities on a regular basis and the expedition section gives young people the opportunity to train for and undertake an expedition. The sense of accomplishment young people experience and the friendships formed through the award enhance young people's self-worth and mental wellbeing.
- 3.5. The award also provides an alternative route to attainment. Achievement beyond formally assessed learning in the classroom can take different forms. Accredited Awards like the Duke of Edinburgh's Award provides a structured way for young people to develop their potential and be recognised for their achievements. Education Scotland guidance states that recognising achievement in this way improves young people's self-esteem, improves motivation and keeps young people engaged in learning. The award is one of several types of accredited awards used in Renfrewshire schools. Other awards include the Saltire Award, Youth Achievement Award, Dynamic Youth Award, Sport Leaders Award, John Muir Award and the Ceartas Leadership Award.

The flexible framework provided by the Duke of Edinburgh's Award means young people can gain dual accreditation; for instance, a young person can gain the Saltire Award whilst undertaking the volunteering section; or the John Muir Award whilst undertaking the skills section.

- 3.6. The award is highly valued by employers for the employability skills, independence and commitment that it fosters amongst young people. A recent CIPD report (Chartered Institute of Personnel and Development) stated that the award was the most recognised programme a candidate can reference when applying for a job. A wide range of employers formally endorse the award and offer a guaranteed interview for candidates. Amongst the employers endorsing the award are AMEY, Royal Mail, British Gas and Halfords.
- 3.7. In Renfrewshire the Duke of Edinburgh's Award operates in all secondary schools; Kersland and Mary Russell Schools; and, two open award groups. Overall there has been a steady increase in the numbers of young people participating and gaining the award over time. Performance information on the award is set out in the appendix. This shows that 571 young people enrolled in the award in 2014-15 and 177 completed. The appendix also illustrates the level of participation provided through the Duke of Edinburgh Award Scheme. It is of note that 10% of participants come from the most deprived SIMD areas and the building of capacity in Duke of Edinburgh participants aligns with tackling the poverty attainment gap.
- 3.8. Compared to other local authorities Renfrewshire meets the Scottish average in terms of the number of young people taking part and completing the award. In 2014-15 2.4% of 14 to 25 year olds in Renfrewshire enrolled and 1% completed.
- 3.9. Renfrewshire is sector leading in three important respects:
 - Relatively large numbers of young people from ASN schools participate in and gain the award. The first gold awarded in Scotland to a pupil from an ASN school, was a pupil from Kersland School.
 - The largest Gold group in Scotland is at Park Mains High School.
 - Renfrewshire was one of the first authorities in Scotland to run the Young Duke of Edinburgh's Award Leader Scheme – an SCQF level 5 qualification that leads to young people taking on leadership roles in delivery of the award. Currently 19 young people from Gryffe High School, St Benedict's High School and Park Mains High School are taking part in the scheme as young leaders.
 - Renfrewshire runs a number of targeted programmes that enable vulnerable young people to participate: young carers take part in the Paisley Open Award group; and, young people with social, emotional and behavioural needs from Park Mains High School, St Andrew's High School and Paisley Grammar are participating in the award scheme.
- 3.10. The achievement of the gold level takes many years of hard work and commitment to complete. So far in 2015 twenty young people have completed the award. The young people are from Park Mains, Gleniffer, Castlehead and Johnstone High Schools.

3.11. This level of service delivery in Renfrewshire is achieved through the efforts of 60 Duke of Edinburgh's Award leaders supported by a part time development officer (0.5 FTE). The leaders include teachers, volunteers and Community Learning Officers. The youth services team of Renfrewshire Council is responsible for the Duke of Edinburgh's Award. A new 5 year operating licence for the Duke of Edinburgh's Award was agreed between Renfrewshire Council and the Duke of Edinburgh's Award in July 2015.

3.12. This report sets out a plan to significantly develop the award in Renfrewshire. Four goals are proposed:

- Become sector leading in terms of number of young people participating in the award. Aim to have 1,500 young people enrolling every year (4 year target).
- Become sector leading in terms of the numbers completing. Aim to have 760 complete the award every year (4 year target).
- Extend the scope of targeted provision, offering the award to young people affected by poverty, with additional support needs and with social, emotional and behavioural needs. Aim for 20% of participants to come from low income families (4 year target)
- Extend the young leaders programme to young people from every secondary school in Renfrewshire (4 year target).

3.13. In order to achieve these goals it will be necessary to increase the compliment of Duke of Edinburgh's Award development officer's to 2.5 FTE staff (from 0.5 at present). This would enable each school based centre to benefit from 7 hours a week of support and development. These workers would:

- Deliver directly, particularly to targeted groups of young people
- Support delivery by teachers and volunteers
- Recruit volunteers
- Deliver training to staff and volunteers
- Support eDofE (electronic management information system for DofE)
- Run young leader programmes
- Support fundraising
- Develop partnership projects to extend the scope of the award; eg with the University of the West of Scotland and West College Scotland; with the employability hub and with Modern Apprentices employed by Renfrewshire Council.

3.14. Additional resources and match funding to support this growth has been secured.

- Through successful funding bids to Local Area Committees over £30,000 has been raised to purchase expedition equipment. The purpose of this investment is to ensure that family income is not a barrier to participation.

- The Duke of Edinburgh's Award head office in Edinburgh has agreed to waive the enrolment fee for participants from low incomes. If Renfrewshire were to meet our development target of 1,500 participants that would equate to 300 free places and a saving of £5,100.
 - The Duke of Edinburgh's Award head office has also agreed to provide in-kind training and support equating to £3,000.
- 3.15. An associated project that will help with development of the Duke of Edinburgh's Award is the 'Renfrewshire Youth Volunteering Campaign which is intended to encourage and support young people to volunteer in their communities. The campaign will utilise the Young Scot Youth Information portal and social media channels to promote volunteering (the portal is the principal web site in Scotland for young information, with 700,000 unique visits to the site a year by young people). The campaign will:
- Showcase a number of key opportunities for young people to volunteer; for example, through the Duke of Edinburgh's Award.
 - Include videos of young people volunteering in different settings, to get young people enthused and interested in volunteering.
 - Include a reward scheme, enabling young people that volunteer to get points for their volunteering efforts, to be redeemed for unique experiences, cinema passes, free driving lessons and much more (this is part of the national Young Scot Reward scheme).
 - Include a unique Renfrewshire volunteering logo or brand (to be designed). This logo could also be a badge that young people will wear, identifying them as young Renfrewshire volunteers.
 - Includes information on how to get signed up for the Saltire Award.
- 3.16. A report on this initiative will be presented to a future cycle of the Education and Children Policy Board.

Implications of this report

1. Financial Implications

The cost for an additional 2 FTE Duke of Edinburgh's Award development workers is £50,022 per annum. This includes employee costs. This is based on a grade F post. Posts to be resourced through Poverty Commission funding.

2. HR and Organisational Development Implications

Recruitment of 2 FTE Duke of Edinburgh's Award Development Workers.

3. Community Plan/Council Plan Implications

Children and Young People

- The proposals set out in this report have a significant impact on improving outcomes for young people, particularly young people affected by poverty.

Community Care, Health and Well-being	- Young people's health and wellbeing is enhanced through the award. Young people experience improved physical, mental and emotional wellbeing.
Empowering our Communities	- Volunteering is at the heart of the Duke of Edinburgh's Award. Key to the success of these proposals will be the recruitment and training of volunteer leaders.
Greener	- The award scheme provides opportunities for young people to experience, explore, value and learn about Scotland's countryside and wild places.
Jobs and the Economy	- The opportunities afforded by these proposals will improve young people's employability and reduce the number of young people not in training, education or employment.
Safer and Stronger	- The proposals will develop citizenship amongst young people, increasing levels of volunteering in Renfrewshire.

4. Legal Implications

None.

5. Property/Assets Implications

None.

6. Information Technology Implications

None.

7. Equality and Human Rights Implications

The recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the council's website.

8. Health and Safety Implications

None.

9. Procurement Implications

None.

10. Risk Implications

None.

11. Privacy Impact

None.

List of Background Papers

(a) None

Children's Services

MD/AE/KLG

6 August 2015

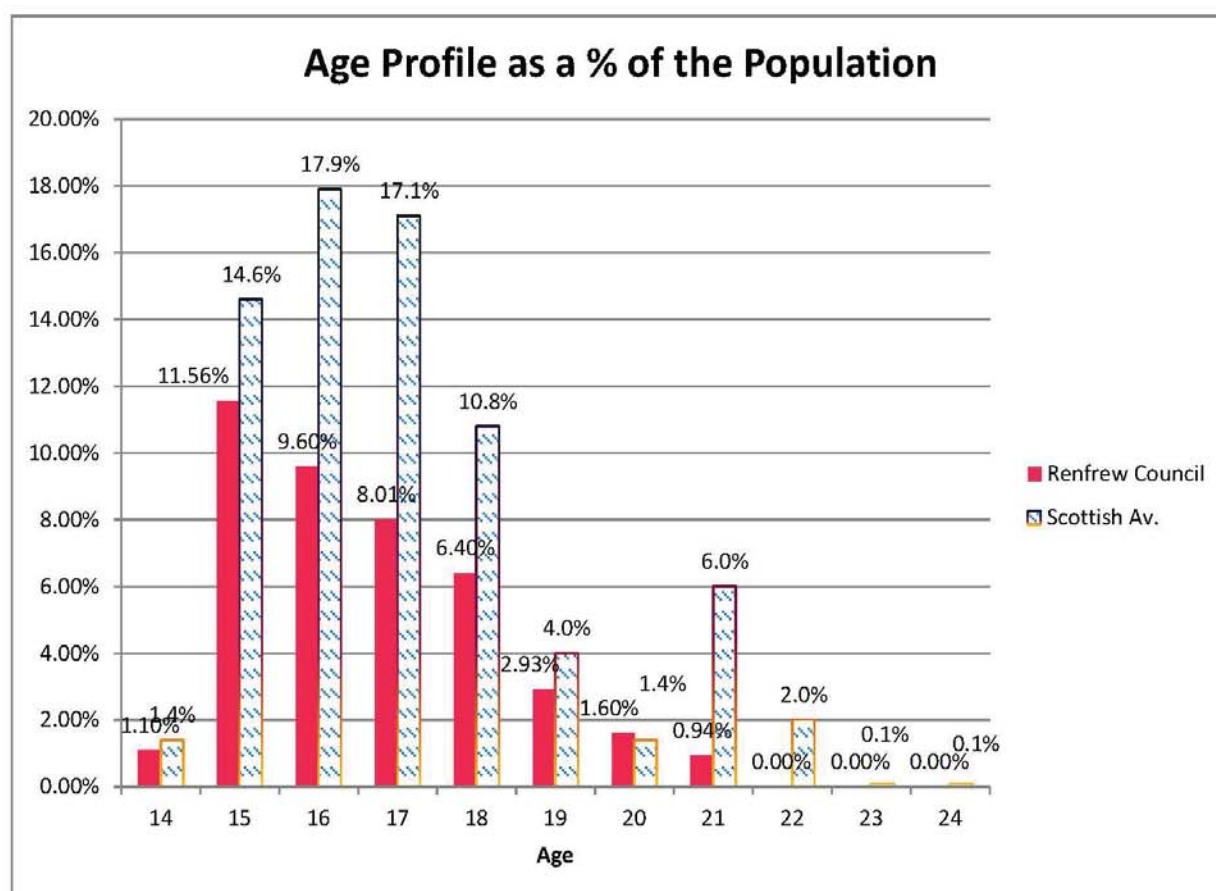
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Renfrewshire Council

The following group information is categorised and presented as it is recorded on the eDofE system for the period 1st April 2014 – 31st March 2015. Please contact the DofE Scotland Office to request amendments or corrections to this data.

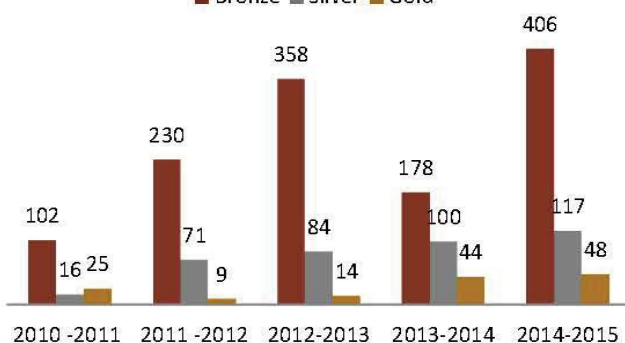
Centre Type	No of Centres	Centre Type %
Secondary School	11	69%
Open DofE Centre	1	6%
Community Based Org.	1	6%
Special Schools / ASN	2	13%
Virtual Centre	1	6%
Total	16	100%

All Local Authority Secondary Schools offer DofE



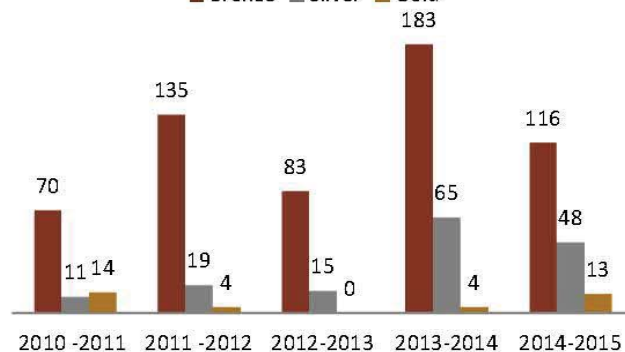
New Entrants

■ Bronze ■ Silver ■ Gold



Awards Gained

■ Bronze ■ Silver ■ Gold



Conversion Rate Percentage

	2012 - 2013	2013 - 2014	2014 - 2015	3 Yr Average
Bronze	23%	103%	29%	52%
Silver	18%	65%	41%	41%
Gold	0%	9%	27%	12%

Contribution to Local Authority

Value of participants' contributions to their community through the Volunteering section:



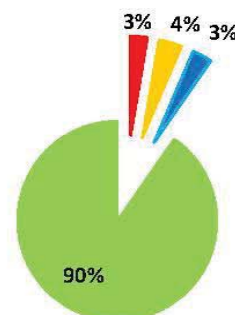
10,158 hrs £38,499*

Value of DofE Leaders' contributions to their community:



66,313 hrs £663,130**

Renfrewshire participants living in the most deprived SIMD areas



Leader to Participant Ratio

Local Authority Av. Scotland Av.

1:15

1:11

■ Lowest 10% ■ Lowest 11% - 20%
■ Lowest 21% - 30% ■ Everyone else

Additional New Entrants needed to reach:

-113 New Entrants
Scottish LA Average

649 New Entrants
Sector Leader

**Suggested
Milestones for
Renfrewshire**

Additional Awards Gained needed to reach:

Awards Gained
Scottish LA Average **22**

Awards Gained
Sector Leader **632**

Based on population size for your Local Authority area

Explanation: * Based on national minimum wage for a 16 year (£3.79 per hr) old multiplied by the number of volunteered hours.

**Based on average hourly rate for a youth worker (£10.00 per hr) multiplied by the number of volunteered hours