

A brick wall with three arched windows. The left window is partially covered with black and white paint, and the wall around it is purple. The middle and right windows are covered with white corrugated metal. Below the windows, the phrase "Together, We Create!" is painted in a black, gothic-style font on a white background. To the left, a mural shows a hand holding a pencil, with the number "1416" below it.

Together, We Create!

Change

Change Champions in Harrow

WHAT

Change Champions is a new cross-sector strategic model being trialed in Harrow, with young people driving the agenda for change across youth services. This is a new way of working with collaboration and youth voice at the centre.

HOW

A pipeline of pilot projects are being put into action between 2018-2020. The pilot has to be connected to one of the five key themes young people told us they want support with in the 2018 *'This is Harrow'* needs analysis (*mental health; youth violence; inequalities; employment; physical activity*). Following a peer-to-peer needs analysis by our youth action team (Change Champions) we then bring in a cross-sector of organisations across Harrow to work together to develop an action plan that starts to meet the needs identified. The young people are involved in this process from start to finish.

WHO

Young Harrow Foundation is leading the project, along with the youth action team Change Champions (all of these young people have lived experience of needing support in one of the five key areas). Our members and associate members are actively involved in workshops and delivering some of the pilot work. Other strategic partners across the programme include Harrow Council, CCG, Met Police, Partnership for Young London and Centre for Youth Impact.

Change Champion Pilots so Far

- Grange Farm (sustained phase)

Inequalities

- CAMHS Waiting List Support (sustained phase)

Mental Health

- Police Parenting Pilot (in progress – active YHF support)

Youth Violence

- Northwick Park (in progress – active YHF support)

Mental Health &
Youth Violence

- Theory of Change Workshops (in progress)

Mental Health, Youth
Violence, Inequalities,
Physical Activity,
Employment

Typical Life-Cycle of a Change Champion Pilot



Case Study 1: Grange Farm

SUSTAINED
PHASE

WHAT WE DID / THE PROCESS

- Hosted cross sector workshop with 26 stakeholders and follow up workshops
- Oversaw action plan for the project
 - Supported steering group of delivery partners and council
 - Worked with backbone organisation to get funding and access needed to deliver a tailored programme

THE IMPACT

- £xx raised to support community projects
- YHF member (My Yard) now embedded on the estate – a community that went from zero support and engagement activities, to having an active timetable and food for three full days / evenings a week
- Good partnership process established with stakeholders
- Tackling the root of the problem – not just the symptoms

SPECIFIC LEARNINGS

- Venue space was key to supporting delivery and for sustainability
- No need for big financial resource here – more focus on connecting up existing offers and support
- Lack of youth voice up front leading the process (largely down to lack of engagement / trust by the community)
- Originally came together around youth violence – but workshop and catalyst work showed that poverty / housing / inequalities was a driver to focus work on – we need to be flexible to go where the research and need takes us as a group.

Grange Farm Stakeholders



HARROW SCHOOL



Case Study 2: Theory of Change

IN
PROGRESS

WHAT WE DID / THE PROCESS

- Secured investment to support Theory of Change workshops across the 5 key youth needs in Harrow
- Collaboration with Harrow Council
 - One kick-off meeting with key cross-sector stakeholders to get feedback and co-create a process

THE NEED

- There is a tendency to do 'more of the same' – without a robust discussion or challenge about whether 'the same' is the right provision for young people. This project is about stepping back as a community of professionals delivering in different ways to young people, and really understanding what it will take to make impact to the lives of young people in Harrow under the 5 key themes.
- There is a need to have a joined up approach as a borough – all working towards the same common goals

LEARNINGS SO FAR

- This can be a complex topic - organisations need us to keep clarity about what this means for them and how they fit into the big picture
- Young People and Parents need be supported to have a BIG voice throughout this project – to ensure that the process stays on track to the need and is not swayed by individual agendas or biases

Theory of Change Stakeholders (so far)



iGNITE!



Case Study 3: CAMHS Waiting List

SUSTAINED
PHASE

WHAT WE DID / THE PROCESS

- Led by parent with lived-experience of family breakdown and trauma due to lack of support during waiting time for CAMHS appointment
- Supported parent to design peer-to-peer support programme
- Partnered with key mental health stakeholders to open up dialogue / voice of parents

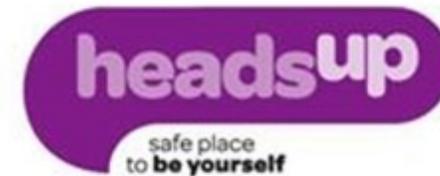
THE IMPACT

- So far 28 parents in the borough have been given an opportunity to have their voice heard among the organisations that need to hear it
- This new partnership has led to important changes in the CAMHS communication process (parents now receive more communication, more explanation of services, and in official letter format so they have the power to discuss decision making with school).
- CAMHS contract has been updated to ensure that parent and youth voice is a central part of the work
- CAMHS is the backbone organisation – but continues to be led by parents

SPECIFIC LEARNINGS

- The changes and impact on process that has been made simply from giving parents a voice has been very powerful
- Parents going through this experience are feeling incredibly isolated, this project has highlighted the life changing power of peer-to-peer support. It's not all about creating new services or ideas.
- This experience is exasperated for parents at different times – e.g. during exam times. We need better forward planning to make sure there is support and comms around these times

Waiting List Pilot Stakeholders



Case Study 4: Youth Violence Parent Pilot

IN
PROGRESS

WHAT WE DID / THE PROCESS

- Worked with Met Police to design pilot session for parents of teens starting to get involved in anti-social behavior / gangs –
- The session covered peer-to-peer support, information about the local context and things to look out for, and connected parents to support organisations

THE IMPACT

- Ten parents benefitted by having their voice heard among police, council, and voluntary stakeholders
- Power of peer-to-peer support to tackle isolation was evident – parents organically started sharing tips and experiences and exchanging details
- Parents were able to meet 5 organisations that offer positive programmes for children and young people in the borough
- Parents reported that they would like more of this support
- Met Police are developing specific comms (a video) for parents of children who are in custody to help sign post them and offer them more information
- Met Police have committed to rolling out a series of these local events across Harrow and in neighbouring boroughs.

SPECIFIC LEARNINGS

- Peer-to-peer aspect was very powerful and something that parents requested more of – this is an offer than needs designing and developing locally (Ignite are exploring this with YHF support)
- The pilot so far has shown these local events are informative and supportive for parents – but more can be done to develop a joined up local offer for parents around Youth Violence (e.g. connecting schools, Youth Offending Team offers at Harrow Council, peer to-peer programme). This process has started with YHF support.
- Parents with children on the periphery of gangs / youth violence feel very alone, unsupported, and do not know where to turn.

Youth Violence Parent Pilot Stakeholders



prospects

Inspiring People: Developing Potential



HARROW
SCHOOL

iGNITE!



**COMMUNITY SPORTS
& EDUCATION
TRUST**

Case Study 5: Northwick Park Pilot

IN
PROGRESS

WHAT WE DID / THE PROCESS

- Supported 5 youth peer leaders (change champions) to identify unmet needs of young people in A&E dept
- Mental Health and Youth Violence most urgent needs
- Organising a cross-sector (and cross-borough) workshop to develop partnership approach to support

THE IMPACT

SPECIFIC LEARNINGS (SO FAR...)

- Key focus of extra support for both mental health and youth violence needs to be for 16-25year olds.
- There are peak times – e.g. after schools, evenings and also during hotter seasons – support needs to be designed with these specifics in mind
- For a young person, A&E currently feels like a very scary space, not somewhere safe to open up about their support needs or issues
- Having young people with lived experience (change champions) there on the day, and a robust needs analysis, will help to keep organisations on track with the true need – not their organisation mission / funding needs.

Northwick Park Pilot Stakeholders

youngharrow
foundation

 **Young Brent**
Foundation

NHS
London North West
University Healthcare
NHS Trust

**Partnership
for Young
London**

 **METROPOLITAN
POLICE**

NHS
Harrow
Clinical Commissioning Group

*Harrow***COUNCIL**
LONDON

CAMHS
Child and Adolescent
Mental Health Services

 **mind**
for better mental health
in Harrow

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**Believe in
children**
 Barnardo's

Compass

 **PAPYRUS**
PREVENTION OF YOUNG SUICIDE

 **St Giles Trust**

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Want to get involved?

If you are interested in getting involved in the Change Champions project, we would love to hear from you.

Whether you are a charity, a young person, a parent, or a business.

Contact dan.burke@youngharrow.org or call [0208 429 8592](tel:02084298592)