



## WHAT WOULD MAKE LONDON BETTER FOR YOUNG PEOPLE? THE ROLE OF FUNDING

Report of a meeting for London's funders and  
investors  
20 May 2008 at City Hall, London SE1

In the midst of public panic about guns, knives and gangs, and voluntary and community sector concern at changing funding patterns, shifting attitudes to traditional youth provision, and a breakdown in inter-generational relationships, where is the constructive thinking and effective practice in supporting and engaging young people in London?

The meeting looked at the pattern of funding for work with and for young people in London, including the many new sources of finance coming on stream, and brought together funders, practitioners and young people themselves to share insights from the planning, funding and investment in London. Where are the gaps and pressure points? What would we like to see achieved in five years' time?

### WELCOME AND INTRODUCTIONS BY SARA LLEWELLIN, CHAIR OF LONDON FUNDERS

Sara welcomed participants to London Funders' biggest meeting to date, a sure sign of the importance for funders of supporting work with young people. She discussed some of the dilemmas which face funders in this field - the challenges of working with entrenched issues and the tension between supporting universal work and targeted provision.

She drew participants' attention to a draft document in their packs: this was a listing of current sources of funding for work with and by young people which the London Funders' Secretariat had started to collate for this meeting. Funders were asked to check their entry in this and let Gaynor Humphreys know of any changes or updates needed, before it was published on the web.

She introduced the plenary speakers and chaired a question and answer session after each of them. Details of speakers can be found near the end of this report.

### JENNIFER IZEKOR, DIRECTOR OF CHILDREN AND LEARNERS, GOVERNMENT OFFICE FOR LONDON

Jennifer introduced the work of the Government Office, a regional base for ten government departments and the interface between central government and local policies and services and facilitating joint working between agencies. In relation to young people, GOL's primary focus is on implementing "Aiming High for Young People", a ten-year strategy to offer positive

activities to encourage the development of responsibility and ambition in adolescents, recognising that this is a challenging and formative time of life. She identified factors which make life tough for today's adolescents, in a context of consumerism, increasing use of technology and, above all, of relentlessly negative attitudes from the press and media.

Jennifer returned several times to this last theme: with 71% of media stories about young people being negative and a third of articles linking young people with crime, young people's resentment of the media and adults' fear of young people on the streets are exacerbated.

In London, priorities focus on delivering extended services - progressing well - and on increasing the involvement of children, young people and families in service delivery; effort is going into improving opportunities for vulnerable young people.

She talked about the current development of Local Area Agreements and showed a series of slides to highlight the priorities for action selected by different boroughs. These include reducing teenage conception rates (where all but two boroughs have higher rates than the national average), reducing substance misuse, involving young people in positive activities, tackling re-offending rates, and reducing the number of young people who are victims of violence. She noted the limitations of emotional and mental health services in most parts of London. For young people themselves, an expressed priority is to tackle bullying (in or out of school).

Among London's challenges are the highest percentage of secondary school exclusions and poor average outcomes for vulnerable groups, especially for children in care. There are, however, some good solutions: good examples of integrated services; and the Mayor's youth offer which complements other funding packages.

"Aiming High" is based on several key assumptions: that 25% of the positive activities budget will be devolved to young people for decision-making; and that local partners, including primary care trusts, will increasingly pool their budgets for preventative work. An urgent element of this is the need for changes in employment and training in the youth service.

"We cannot always build the future for our youth, but we can build our youth for the future."  
F D Roosevelt

Jennifer gave a rapid outline of the Government agenda with its ambitious goals for 2020 - improved child health, elimination of child poverty, and higher average achievement by young people of secondary school age. To achieve these results would not only

require better coordination of all the public sector agencies but also relied on an increasingly good quality of work commissioned from the third sector and improved infrastructure, eg through consortium working. GOL's role is essentially about facilitating joint working and Jennifer hoped that this meeting, in bringing together key people from local authorities and independent funders would contribute to this.

She hoped that a more positive lens could be used from now on - an emphasis on building resilience in young people, on tackling negative stereotypes and celebrating success. She also reminded us all, that however thoughtfully and carefully government and third sector offer services, it is parents who bring up children, not the state or external services.

For a copy of Jennifer Izekor's presentation email Belinda Birch [belinda@londonfunders.org.uk](mailto:belinda@londonfunders.org.uk). Due to file size this presentation is not available directly from our website. The presentation includes a series of maps of London identifying London boroughs' choices, for Local Area Agreement targets 2008-11, of national indicators relevant to children and young people (eg NI 112, under-18 conception rate; NI 110, young people in positive activities). These have been overlaid with information on priorities for children and young people identified by local authorities and agreed with the Department for Children, Schools and Families for 2008/09.

## NICK WILKIE, CHIEF EXECUTIVE, LONDON YOUTH

London Youth grew out of the Ragged Schools Movement of the 1880s. Today it is a network of more than 400 youth clubs across the capital working with an estimated 75,000 young people. Nick is relatively new to the youth work field and believes that this helps him to maintain some objectivity in reviewing the relevance and usefulness of London's youth clubs. He set out to ask whether youth clubs are currently "fit for purpose", how this is measured and if they are not, how they could be strengthened.

His starting point is a commitment to community-based work: problems faced by young Londoners can really only be solved in their communities and good youth work is about releasing the capacity of communities. The best youth clubs are the community - run and "owned" by local volunteers who believe in "doing things for yourselves".

Having a say - youth participation in decision-making - is a separate issue, also of great value but requiring a good level of resourcing to be done properly. For a young person to be involved in decisions on £10 of spending, probably needs £50 investment in a youth worker.

Nick expressed some strong views over attitudes to youth provision. There are fads and fashions - and maybe even snobbery, which set up a hierarchy of presumed value in provision. For Nick, a youth led football team can be as good an example of constructive activity as any. He also worries about too much of an emphasis on targeting the hard to reach and advocates continued support of provision for average young people rather than the extremes. His vision is of services, and relationships with adults, which build long-term resilience in young people and confidence and capacity in communities. A further point, taken up from the floor in many later discussions was the need to be more sophisticated in thinking about young people, getting away from simplistically identifying them by age and not other characteristics.

“..... build long-term resilience in young people and confidence and capacity in communities”

He is deeply concerned about the potential of the 2012 Olympics for London. Unless there is more action (and less strategising) soon, he believes, there will not be a legacy for young Londoners from the Olympics. He cited the recent Games in Manchester where there seemed to be good community buy-in but limited planning saw little or no value afterwards for local communities.

How can one tell if youth clubs are fit for purpose? Effort must go into measuring and sharing proof of value and outcomes from activities, but identifying outcomes can pose a challenge. How can a youth club demonstrate that it has prevented young people getting involved in crime or stopped a young man avoid responsibility for his new baby? He argues the need for shared conceptual vocabulary - on a par with the understanding there now is about full cost recovery and core costs. He supported Jennifer Izekor's comments on the importance of developing quality assurance and standards: this would enable his organisation, for example, to make an evidence-based judgement on which are the poor performing youth clubs (out of 400).

He also believes it is time for major change in youth work training and career development so that youth workers are not so much teachers and instructors as development workers.

His final point went back to the start when he had talked about the centrality of communities to the sturdy development of young people. He adapted Jennifer's final comment about parents: communities also bring up children.

Some questions from the floor asked Nick whether we have overbalanced towards a concern for prevention rather than cure. Nick's comment echoed some of the points which Jennifer had made in talking about the press - we oversimplify; we classify children as little angels or little devils, forgetting both the ground in between and the probability that children and young

people will operate very differently in different contexts – home, school, street, church, etc. Rebecca Palmer of the GLA's Children and Young People's Unit added a comment on the way young people are labelled: they are not any longer allowed to make mistakes, admit to them and learn from them.

Jennifer added a comment about the importance, in her view, of early intervention – much more productive than action to prevent problems at a later stage. An experienced teacher can spot potential problems in a young child and should be encouraged to help parents get the right support at the right point to assist them and their child. Encouragement for appropriate work and fostering good outcomes should be supported by the delivery plans from public service agreements relating to young people (eg PSA14: increase the number of children and young people on the path to success).

Alex Steer, New Philanthropy Capital, spoke up in defence of quantitative evaluation but also asked how we can get an appropriate balance between numerical and “human” data. Nick believes there is little real understanding of how to do this in assessing work with young people and thinks there is quite bit of “bad science” around with some funders trying to use methodology drawn from the social sciences but not necessarily using it well.

Sara Llewellyn advocated the careful use of quality assurance – if youth workers are well trained then their youth work should be good.

There was a general agreement that the ability to demonstrate outcomes is vital in a commissioning framework – and is true across the board in youth work, not just for youth clubs.

## **ELVIGE POULI, CHRIS DONALDSON, NAYIEM RAHMAN AND VANESSA BAGANZA GLA PEER OUTREACH TEAM**

The GLA's Peer Outreach Team is made up of 35 young people between the ages of 15 and 25, broadly representative of Londoners in terms of ethnicity, gender, disability, etc. They try to challenge public perceptions of young people. They work with the London Boroughs, the Police and other institutions and they also find ways of conveying information to young people on their rights and their responsibilities. They have a particular role in trying to provide a voice for young people in local and national decision-making.

Four members of the Team shared their experience of working on improving young people's public participation. They talked in turn about some of the projects they had worked on:

**SN4P** Working with children at school to map the places between home and school where they do not feel safe. They take pictures to show the school and the local authority what the problems are and they have had a 98% success rate in getting problems tackled. The specific example they showed us was from a primary school in Blackhorse Road.

**KICKZ** A project supported by the Football Foundation and the Metropolitan Police to use engagement in sports in the most disadvantaged areas (giving 12-18 year olds a chance to take part in activity three nights a week, 48 weeks of the year) to break down barriers between the police and young people, reduce crime and anti social behaviour in the targeted neighbourhoods, and link up with education, training and employment as well as to increase young people's interest in and connections with professional football.

**You're Welcome** This is a collaboration between the Peer Outreach Team, Government Office for London and health services in seven boroughs. It is part of a national programme to see how young people-friendly health services are, but London is the only area where young people were not only involved but designed the whole project. An example of its work is using mystery shoppers to expose how particular pharmacists publicly stigmatise young people.

**Young Inspectors** A way of stimulating and measuring levels of engagement in local Children and Young People's Plans.

**Guns, gangs and knife crime** The Team consulted young people widely to hear their reasons for getting involved and understanding their worries about feeling safe. This learning has been used to help young people get to grips with the issues and, through workshops, to help adult service providers and policy-makers understand the issue and what intervention is appropriate.

The Team has helped bring the Every Child Matters agenda to life, following through actions and providing feedback. They take every opportunity to get young people involved in youth panels and in volunteering, and are interested in improving the quality of engagement as well as raising the numbers of people involved. They are putting effort into how to measure the success of participation: to get young people involved at every stage in projects and processes, ensure the involvement of disadvantaged young people and develop some real understanding of diversity and cultural differences. They build in monitoring and evaluation and also try to earn recognition for all this positive involvement on the part of young people - which also feeds back well into the willingness of service providers to be open to young people's involvement.

Team members evaluate impact through talking to young people to get their views and opinions, and getting groups together to talk about plans and outcomes. They review the issues raised and deal with feedback and new ideas. They collate and publish reports and ensure that young people's contributions are recognised. They use feedback forms and surveys - and make use of video and DVD reports.

They shared a couple of principles about young people's involvement: make sure experienced adults are on hand to engage young people in projects. Where adults are involved, trust and stability come from their genuine commitment to involving young people.

There was a very enthusiastic response from the audience to these presentations. Sara voiced everyone's view when she thanked the group for what they are doing for London. There were eager questions about how the Peer Outreach Team members were recruited. Elvige said her link came when she was homeless, through a Connexions adviser. Now she is a student and the POT work helps by providing some income - but doesn't interfere with her studies. Vanessa was a youth work volunteer for two or three years but found it quite frustrating. Now she finds the POT work is really constructive and she fits it around university schedules. Chris is at college - he was recruited by a friend and, like the others, interviewed for the role. He finds it helps his studies. Jennifer Izekor fed back GOL's experience of working with the group on You're Welcome - "London is lucky to have them".

**"London is lucky to have the Peer Outreach Team"**

<http://www.london.gov.uk/young-london/teens/yl-network/outreach.jsp> links to the Team's work. They are keen to respond to local requests to support involvement in Youth Forums and other locally focused projects around London.

## WORKSHOPS

### INNOVATION IN INTEGRATED YOUTH SERVICES

Chaired by: Andrew Billington, Director, Jack Petchey Foundation

Session led by: Kerry McCabe, Senior Youth Worker and Nikki King, Youth Involvement Worker, Royal Borough of Kingston upon Thames

Participants heard about a range of activity undertaken within Kingston's integrated youth services arising from strategies to transform traditional local authority youth provision and engage more fully with young people - and get adults to listen. A summary comment from this

group was that the session had introduced them to enterprising practice which was really making a difference to the quality of work of, for example, Youth Councils.

Specifically, Kerry and Nikki talked about:

- Youth Unlimited, a young people's magazine designed and developed by 12-18 year olds to cover news, events and issues of interest. It is an outlet for their opinions, always includes some basic information and explores issues such as mental health (so it is a resource for youth workers too). Involvement in it develops skills, eg journalism, modelling, design. There is an editorial team of ten and 3,000 copies are distributed every term.
- Kingston Youth Council: contributes to the UK Youth Parliament. Members work on campaigns (eg developing recycling, fair trade), consultation and representation through youth clubs and members sit on police committees, schools admissions panels and interfaith forums. They help chair the Schools Councils conference. Their work raises the profile of youth councils, promotes participation, provides a discussion forum; and provides opportunities for consultation.
- Volunteer training programme: for young people who are getting too old for youth clubs but do not want to be youth leaders. It includes training in "Every Child Matters", child protection and evaluation skills. It needs a commitment to one session a week and comes with lots of training opportunities - new skills, improved advocacy and awards.

## GANGS, GUNS AND KNIFE CRIME

Chaired by: Tony Shepherd, Safer London Foundation

Session led by Alex Reyes, Dominic Palmer, Vanessa Baganza, and Amit Agarwal, GLA Peer Outreach Team

In his summary at the end of this workshop, Tony Shepherd shared with the plenary session how helpful it was to hear from young people. The funders in the group made a commitment to find ways of making it simpler and easier for groups concerned with this issue (especially where they are led by young people) to apply for funding.

The Peer Outreach Team has had a project on gang culture, recognising that this affects a minority of people but sure it must be addressed now to avoid it becoming embedded in the way of life of generations of young people. The project asks two questions:

- Why do we think we are in this situation?
- Why has it got to a stage that young people are carrying weapons to use on each other?

An event has been held for young people to look at these questions. It came up with a range of issues that will be used to take the project forward and identify possible actions. Issues that young people raised as the cause of the situation included poverty (by far the most common reason cited); depression; fear; protection; following the example of family members; lack of family support; drugs; culture; peer pressure; a way of getting respect; and a sense of belonging.

Young people were hugely influenced by celebrity role models and these could be very much the wrong ones - how might young people with strong value systems be offered in their place? There are plenty of positive solutions but they require coordination between agencies and early intervention - society is quick to write off young people, but can be slow and heavy-handed in responding to their needs. Young people's suggestions for help included more activity provision; fewer weapons available; young people meeting criminals to realise the real impact of imprisonment; awareness raising; more opportunities for jobs and training; grants for young people; fewer people going to prison but spending time finding out the motivation for involvement and tackling that; educate parents in what is going on; offer mentors; bring issues into school through the national curriculum; make poverty history.

Groups and projects already making a difference include Fear or Fashion; X-IT, Outside Chance; Project Unity; Project Blunt; ROTA; Brick Lane Youth Development Association; Escape Youth Project; National Black Boys Can Association; Community Links.

The Workshop split into three groups which looked at the questions individually and came up with key points at the round up at the end. What came out of these smaller discussions was a sense of urgency to take action - young people are being hurt or killed and while only a minority are involved we need to break the cycle so as to stop escalation.

What will really work to prevent the problem? A multi-agency approach is the only way - but this is expensive. National services and independent projects are not coordinated with local authorities. There is not enough effective therapy, nor mental health services (and there is a "postcode lottery" with different levels of money and services in different areas). Support can start too late: it needs to look right across the age range, including the very young. Some intervention is making things worse. People are too quick to write off young people - especially the poor and working class.

To begin to understand the issues and think about how to tackle them requires effort to look at different factors: fear and fashion are main drivers but they need to be understood separately. The Fear or Fashion website is helpful. Concern surfaced again about negative representation of young people in the media and the lack of a louder voice for youth groups.

## YOUTH PARTICIPATION

Chaired by: Mubin Haq, Director of Policy & Grants, City Parochial Foundation

Session led by Alex Hendra, Markfield Project and  
Rosie Ferguson, Head of Youth Action, London Youth

The group heard some examples of young people's participation in planning and service provision and looked at how this can best be funded and supported. Their main conclusion was to recognise the time and skills needed from youth workers to design, deliver and evaluate services which genuinely involve young people. This means good training and support for the youth workers. One of the costs of young people's involvement is the need constantly to restart with new participants, as individual young people move on from the project.

The group also agreed that more could be done to show the benefits of user participation and that perhaps funders could help in this (by publicising good work - not just through funding).

**"Youth participation needs supportive, well-trained adult involvement"**

Rosie Ferguson set out London Youth's three roles - development and capacity building of youth clubs; activities for young people; youth action and youth participation. The latter covers a lot of ground - young people's involvement in action and action learning; identifying needs; planning, carrying out and evaluating projects. Her examples were Dare London's Youth Advisory Board, which checks other participation models; YouthWorks, to get NEET young people engaging in community action projects as full time volunteers; and Action for Equality, twelve peer facilitators who run workshops.

Participation takes a lot of time and resources. It needs supportive, well-trained adult involvement and can need long timescales, and careful evaluation.

Markfield offers many services related to disability but Alex Hendra talked at this event specifically about MPower which involves eleven 13-19 year olds - disabled young people or young people with disabled siblings. It started as a consultation group but developed as the

young people wanted to run their own projects. Their first project was to build an adventure playground. It was ambitious and needed considerable training. Alex echoed Rosie's comments that anyone starting this sort of participative group needs to recognise the time and effort needed: it is an expensive process. After the playground had been built, other ideas emerged, such as training for young people in working with disability; mystery shopping; toolkits for young people's development; and advice to the local authority on its broader services. There are great challenges. The disabled young people seriously lack skills and have low expectations. Training enhanced the latter and had an impact on other Markfield users. Staff need a lot of support and training to take on new situations and new approaches but must also learn not to take over.

What are the benefits? Young people feel involved and overcome the sense that they have no voice. There can be considerable impact on them individually with the development of skills such as decision-making and confidence in their skills. For individual young people

“For individual young people there is a ‘journey’ from involvement in minor issues to sitting on a board”

there is a “journey” from involvement in minor issues to sitting on a board. What about the 80% or so young people who do not use youth clubs? There needs to be diversity of sources for recruitment to avoid this - including schools.

The group discussed funders' experience of making an effort to ask for young people's participation. The Lottery's Young People's Fund asked for youth involvement but for many this proved too challenging at the application writing stage. Big Lottery Fund's good practice in sending funders to see projects as part of the assessment was applauded, however. The Heritage Lottery Fund has dedicated youth funding and projects have to show involvement of young people - especially youth steering groups. (All their grants need user participation). They are experimenting with different types of evaluation especially to measure soft outcomes. Community foundations use local people on grants panels - eg involving young people in decisions about Local Network Fund grants. This must not be tokenistic but it is important to note how often decision-making processes are unfriendly to young people - including the boredom factor!

The participation argument has probably been won in many agencies but practice needs to be mainstreamed. Does youth participation result in better decision-making by funders? Should funders be thinking about broader participation (not just young people) - capacity releasing not capacity building?

Funders could:

- Look at gaps on boards and decision-making panels - could young people fill these?
- Ensure youth projects are giving value for money in the widest context - eg sustainable, representative, etc (even if that pushes up cost).
- Share best practice by recognising the need for research and evaluation; assessment of value and impact; and youth participation. (NB participation is a long term thing - results will not show quickly.)
- Accept that there is a need for investment in organisations to deliver participation.
- Look at experience of youth-led funding. Examples like the Youth Opportunity Fund are too new to show results but the Camelot Foundation, for example, did evaluation work to help to explain the difference between the impact of youth-led funding and funding which was not youth led.
- Make more use of case studies.
- Link and connect projects - make networks.



## WHY DO FUNDERS WANT A NICE NEET PROJECT?

Chaired by: Katherine Payne, The Mercers' Company

Session led by: Mark Blundell, Executive Director, Salmon Youth Centre, Bermondsey

NEET (Not in Education Employment or Training) is flavour of the month, with funders and government keen to focus on the NEET group. Why is this, asked Mark, and what do we do for the "unNEET" group of young people? By the end of the session the group of funders agreed that they want to support a wide range of youth projects but the impact has to be clear.

They also championed the idea of developing a common Quality Standards Framework for youth projects, with the aim of involving young people in determining improved ways to measure impact and long-term outcomes.

Mark has been involved with the capital project to develop the Centre for the last nine years, and the new £10 million "world class" building is now in place. The Centre has been designed to offer a full range of facilities including; sports hall/gym, social area, IT/media, arts/craft rooms, dance studios, large social areas, advice drop-in area, training/meeting rooms, counselling rooms, offices (also for volunteers), "young entrepreneurs" space, and accommodation units for income generation. It has a roof patio and an external climbing wall. Capital funding came from many sources, and some funders stipulated certain conditions, eg to fund the sports facilities, Sport England required an increased number of changing rooms.

What do we do for the "unNEET" group?

The building represents a vision and future delivery of projects and services will be based around what young people want. The Centre is not prepared to compromise its aims to deliver youth services for all in its struggle to secure revenue funding.

Some young people attending the Centre are not in education, employment or training but a large proportion of visitors may be prevented from becoming NEET by having access to a fantastic centre offering exciting activities, support and volunteering opportunities. It is much more difficult to provide evidence to funders that high quality youth activities have prevented negative behaviour (eg crime) and reduced the likelihood of a young person becoming NEET.

Funders present, including many independent trusts, were keen to fund projects covering a broader range of young people. Applicants must show clarity in what they want to achieve and that it is what young people want, and how it will be measured. Specific outcomes are needed as well as numbers of users of services. Participants agreed that well trained, high calibre youth workers were a major factor for successful youth projects.

The group wrestled with the question - how do you know something is good? Participants felt this is a difficult area and work is required to develop a common framework of quality standards and how to measure long-term impact and outcomes. Young people would need to have an input in this process. The framework would need to capture how the lives of NEET and young people with other specific problems have changed, and how access to positive youth activities has prevented young people from choosing the 'wrong' path.

## PLENARY AND NETWORKING LUNCH

In a short plenary session each workshop fed back some key learning and some suggested action. Sara thanked everyone for attending and offered special thanks to: all the speakers, workshop presenters and chairs; the Greater London Authority for the use of the venue and excellent help with logistics; CCLA Investment Management Ltd for a contribution to other costs and the donation of an iPod Nano (used as a prize in a draw of completed evaluation forms). Mubin Haq, Katherine Payne, Debbie Pippard and Bonnie Royal had helped the Secretariat with planning and scoping of this successful event.

## SPEAKERS AND PRESENTERS

**JENNIFER IZEKOR** is Director for Children and Learners at the Government Office for London where she has strategic responsibility for the implementation of the Every Child Matters change for children agenda across London. Since the beginning of her career, Jennifer has been committed to developing services for young people, having worked at the Probation Service, Centre Point, Alone charity and as a training and development consultant developing innovative services for vulnerable young people across London. More recently, as Head of Infrastructure Development for the National Council for Voluntary Youth Services, she spearheaded the national drive to develop infrastructure provision for the voluntary and community sector working closely with local, regional and national networks to prepare the sector for the emerging Connexions agenda. Immediately prior to becoming the Director for Children and Learners at the Government Office for London, Jennifer was Chief Executive of London East Connexions Partnership.

**NICK WILKIE** has been chief executive of London Youth since July 2006. London Youth is a network of more than 400 youth clubs serving 75,000 young people a year. Previously Nick was at the Young Foundation and before that Head of Sustainable Funding at the National Council for Voluntary Organisations. Other roles have included working on a large charity trading subsidiary and with a small start-up community enterprise in Hackney and being seconded to the Treasury during the 2002 spending review. Nick has also served on the boards of Futurebuilders and the Social Enterprise Coalition. An exile in London,

Several sessions in the day were facilitated by members of the **PEER OUTREACH TEAM** of the Children and Young People's unit at the Greater London Authority. The POT are a group of 40 young people who act as a voice for Young Londoners. They are involved in several London-wide projects pan-London wide from working with the Police, inspecting youth services and health services for young people and engaging in events with young people.

**MARK BLUNDELL** has been the Director of the Salmon Youth Centre in Bermondsey for just over nine years. In this time the organisation has been successful in attracting funding to build one of the largest youth centres in the country, providing a one-stop facility for young people, including education, enterprise, sports and arts in one building. Prior to this Mark worked for nearly ten years at Kings Cross and Brunswick Neighbourhood Association developing their youth programmes and activities.

**ROSIE FERGUSON** is Head of Youth Action at London Youth. The Youth Action Team creates opportunities for young Londoners to design, deliver and learn from their own projects and activities. This enables them to take on leadership roles that develop and benefit themselves and their communities. Rosie is responsible for London Youth's Youth Leadership Programme, YouthWorks Programme, the London-wide Youth Advisory Board 'Dare London' and projects aimed at tackling issues of diversity and prejudice among young people. Rosie has lived Youth Participation for as long as she can remember through a range of voluntary roles including establishing Crewe and Nantwich Youth Forum at the age of 15.

**ALEX HENDRA** has been Director at Markfield, since 2004. She has worked in the voluntary and community sector for the last 20 years, mostly in organisations working with disabled people. Her particular interest is in building capacity of service users and the local community to take a lead role in choosing, designing and running their own services and resources, and in campaigning for their own rights. She has led Markfield in steadily increasing its strategic emphasis on participation. Markfield is a community centre in Haringey, promoting rights, independence, choice, and inclusion for disabled people and their families. Since 1979 Markfield has specialised in promoting inclusive services which support and encourage disabled people to take an active role in their community. Markfield now has several user led developments, including the award winning youth participation group, MPower, which runs its own projects based on young people's needs and aspirations.

**NIKKI KING** is a Youth Involvement Worker with Kingston Youth Service and is currently developing new and innovative methods of involving young people in projects. These projects include Kingston Youth Councils, YOF panel, Kingston's Youth magazine group and The European initiative.

**KERRY MCCABE**, Senior Youth Worker, Kingston Youth Service. As a Senior Worker, Kerry has the lead responsibility for Youth involvement and participation. Part of this role involves the co-ordination of the School Council Forum and the Service Youth Volunteering Programme. Kerry is currently working with young people to develop an accreditation for participation.

## PARTICIPANTS

First name	Surname	Organisation name
Debbie	Pippard	Big Lottery Fund
Vivienne	Whittingham	Big Lottery Fund
Katherine	Barber	Capital Community Foundation
Victoria	Warne	Capital Community Foundation
Stephanie	Pamment	CCLA Investment Management Ltd
Stephanie	Macaluso	CCLA Investment Management Ltd
Andrew	Robinson	CCLA Investment Management Ltd
Roger	Ong	Charity Bank
Billy	Dann	Church Urban Fund
Jenny	Field	The City Bridge Trust
Martin	Hall	The City Bridge Trust
Hannah	Ham	The City Bridge Trust
Sara	Llewellin	The City Bridge Trust (London Funders Chair)
Ciaran	Rafferty	The City Bridge Trust
Mubin	Haq	City Parochial Foundation
Matthew	Perrement	Equality and Human Rights Commission
Caroline	Boswell	Greater London Authority
Peter	Greig	Greater London Authority
Rebecca	Palmer	Greater London Authority
Sophie	Sharpe	Greater London Authority
Nathan	Anthony	GLA Peer Outreach Team
Amit	Argawal	GLA Peer Outreach Team
Vanessa	Baganza	GLA Peer Outreach Team
Chris	Donaldson	GLA Peer Outreach Team
Natalie	Grant	GLA Peer Outreach Team
Dominic	Palmer	GLA Peer Outreach Team
Elvige	Pouli	GLA Peer Outreach Team
Alex	Reyes	GLA Peer Outreach Team
Jade	Sempare	GLA Peer Outreach Team
John	Gahan	The Girdlers Company
Lisa	Greensill	Government Office for London
Jennifer	Izekor	Government Office for London
Andrew	Budd	Grantscape
Sharron	Nestor	Groundwork UK
Andrew	Billington	Jack Petchey Foundation
Chris	Bullock	Jack Petchey Foundation
Anna	Clemenson	John Lyon's Charity
Kate	Hinds	King's Fund
Sara	Bomer	Lloyds TSB Foundation
Philip	Baldwin	London Borough of Barking and Dagenham
Devbai	Bhanji	London Borough of Brent
Augusta	Morton	London Borough of Brent

First name	Surname	Organisation name
Mary	Stephens	London Borough of Hammersmith and Fulham
Susan	Humphries	London Borough of Haringey
Emily	Blackshaw	London Borough of Havering
Inga	Spencer	London Borough of Hillingdon
Sandra	Jones	London Borough of Lewisham
Bonnie	Royal	London Borough of Southwark
Jain	Lemom	London Councils
John	Phelps	London Councils
Amanda	Coyle	London Development Agency
Amanda	Little	London Development Agency
Nick	Wilkie	London Youth
Rosie	Ferguson	London Youth
Alex	Hendra	Markfield Project
Emma	Hale	The Mercers' Company
Katherine	Payne	The Mercers' Company
Mimi	Phung	The Mercers' Company
Jessica	Wanamaker	North East London Community Foundation
Stephen	Cox	The Peter Cruddas Foundation
Luisa	Messina	Red Ochre
Vicki	Harrison-Carr	Royal Borough of Kensington and Chelsea
Keni	Thomas	Royal Borough of Kensington & Chelsea
Nikki	King	Royal Borough of Kingston upon Thames
Kerry	McCabe	Royal Borough of Kingston upon Thames
Patricia	Turner	Royal Borough of Kingston upon Thames
Tony	Shepherd	Safer London Foundation
Mark	Blundell	Salmon Youth Centre
Zoya	Mustafa	St Katharine & Shadwell Trust
Brian	Wheelwright	Wates Foundation
Roy	Howard	Young Enterprise London
Belinda	Birch	London Funders
Gaynor	Humphreys	London Funders