

POSITIVE ABOUT YOUNG PEOPLE

A STANDARD FOR YOUNG PERSON FRIENDLY EMPLOYERS

What is 'Positive about Young People?'

Positive About Young People (PAYP) is an initiative which is being developed by a group of employers in Lincolnshire and Rutland to recognise their commitment to young people in the workplace. It consists of a series of agreed standards indicating what is expected of an employer if they wish to be recognised as having a positive attitude towards young people at work. Broadly speaking, it addresses the areas of Employment, Experience of Work and Awareness of Opportunities. The standards have been developed and are now moderated by a forum of participating organisations consisting of representatives from Connexions Lincolnshire & Rutland, County and District Councils and a number of Health Service bodies. Work is beginning to widen the membership of the forum to include representatives from public, third and private sector organisations.

What is involved in PAYP?

Each participating organisation is asked to produce a self assessment based on six Standards and an Action Plan indicating what actions they intend to take to meet the individual criteria over the next 18 months. This assessment and Action Plan are then submitted to the PAYP Forum for 'moderation' to quality assure the process and maintain consistency. Once the plan is accepted as meeting the requirements, the organisation is awarded a Certificate of Commitment, signifying that they have committed themselves to working towards the PAYP Standard. The Action Plan will indicate specific timescales for the attainment of key tasks, and once these are reached successfully a Certificate of Achievement will be awarded.

What are the benefits of PAYP?

As an objectively moderated quality Standard, PAYP certification will clearly indicate an employer's commitment to young people in the workplace and identify the employer as being 'young person friendly'. In addition by working towards PAYP you may:

- find your organisation's profile is raised
- improve recruitment and retention of young people
- develop better opportunities for young people wishing to enter the workforce
- develop clearer career paths and support for young employees,
- encourage staff loyalty and commitment.
- improve your organisation's education business relationships and activities
- involve young employees in organisational decision-making
- learn from and share practice with other organisations

Young people under 25 years old are known to be under-represented in the workforce, so a clear commitment and positive action to redress this imbalance also has positive social and economic benefits which tie in well with the outcomes of the Every Child Matters agenda, particularly 'Make a Positive Contribution', and 'Achieve Economic Well-being'. Visible commitment to the PAYP Standard is therefore further evidence of an organisation's support for Every Child Matters.

To express an interest or become involved in this initiative, or for answers to any questions you may have, contact Janette Goodchild, Positive About Young People Project Manager on 01476 401065 or 07960 453 433.