

# NYMAZ Youth Voice Strategy

Updated March 2023


# NYMAZ Youth Voice Strategy

## Contents

1. Aim
2. Projects and the journey so far
3. Objectives
4. How will NYMAZ achieve these objectives?
5. Resourcing and funding

We want this document to be easily digestible. We hope it is written in a way that can be simply understood, and spark further ideas and discussions around this topic and the work we do.



Look out for the  symbol where we'll be defining key terms we feel are really important to understand but that might not always be clear.

# Aim

To establish Youth Voice as the focal point and mechanism for NYMAZ projects and delivery.

We are aiming to influence work within North Yorkshire as youth-led and amplify young people's voice as participants, consultants, young producers, mentors and at governance level as young trustees on NYMAZ's and other organisations' boards.

A key overarching objective of NYMAZ is:

*'To promote the voice,  
influence and participation  
of young people in music'*

The NYMAZ Youth Voice Strategy Policy will detail what we will do to ensure this is met.

# OUR CORE YOUTH VOICE PROGRAMMES

## Plugged In

Plugged In is our core provision for young people. The name was chosen in consultation with participants.

There are two different Plugged In programmes - Plugged In (11-16 year olds) and Plugged In+ (16-25 year olds)

### LEARN

Get your geek on. Take part in a series of workshops or PODs (Professional Opportunity and Development groups) to kickstart your music!

### CREATE

Let your creative side out. Work alongside professionals and other young people to create an exciting range of music, musical activities and events of your choice!

### COLLABORATE

Be inspired. Take the opportunity to put all those skills into practice by creating your own project or event!





## Professional Opportunity and Development (PODs)

NYMAZ PODs are short courses and experiences for groups of young people interested in developing and gaining experience in a range of different music industry roles.

Participants help shape the PODs by contributing ideas and opinions at the sessions, through online surveys and at events.

**Your voice matters, and we want to hear it!**

## Plugged In Producers Programme

Our Plugged In Producers Programme offers paid roles for young people to produce their own event series or festival. Participants will work with their producers' team and a 1:1 industry mentor to gain valuable skills and build their confidence.





# YOUTH VOICE 2019-2023

## GOVERNANCE

Year 1 – we had no representation of young people on our board.

Year 5 – we have four of our nine trustees under the age of 30, with our youngest being 18 years old.

Two of our current young trustees initially engaged with NYMAZ as project participants, and have experienced other NYMAZ youth voice offers including short courses (PODs) and mentoring, project design, production and delivery opportunities. This has given them skills, knowledge, experience and confidence to inform the future of the organisation through contributing to governance.



## Progression Routes

Through providing paid opportunities, we have been able to provide work references for alumni of our youth voice programme.

We have been approached by organisations to deliver youth voice training, including Bradford Music Hub and Brass Bands England. We co-deliver youth voice training with young people in our youth voice programme, or alumni from our youth voice programme.

## What next?

We want to diversify our youth voice programme further, with a broader demographic of young people from across North Yorkshire, representative of the statistics of the young people experiencing barriers to participation in our overall programme. We are seeking support through funding to support our diversification of this work.

## Employment

*Year 1 – we provided employment opportunities for just 1 young person.*

*Year 5 – we provided employment opportunities for 10 young people.*

Plugged In and Rural Fest participants have gone on to secure creative careers in the following organisations:

MAP (Music and Arts Production) Charity

Music: Leeds

Leeds 2023

Liverpool Philharmonic

Opera North

Accessible Arts and Media

BlueBoxt

*NYMAZ has really helped me develop my music journalist writing skills as the PODs I did helped me understand how to pitch and improve my interview skills. Through those sessions, it has given me the confidence to create my own music magazine and without the support of NYMAZ, I don't think I would've achieved as much as I have done. Since those sessions, I've managed to secure paid freelance journalism work which has improved my professional skills massively.*

Plugged In participant, now a NYMAZ Young Trustee

# OBJECTIVES

**1. TO CONTINUE TO OFFER AND EMBED FLEXIBLE ROUTES AND PROCESSES BY WHICH A BROAD, DIVERSE AND CHANGING GROUP OF YOUNG PEOPLE WOULD (THROUGH EVALUATION, CONSULTATION, PLUGGED IN PROGRAMME, YOUNG TRUSTEES, YOUNG MENTORS):**



- Identify issues important to them
- Influence NYMAZ's overall work and in particular its Youth Voice work and Plugged In Programme
- Contribute to and influence the planning and design of projects which affect them
- Provide mentorship and support to less experienced participants
- Advocate for young people in their county, raising a positive profile for themselves and or others
- Become part of NYMAZ at governance level as Young Trustees


## **What is a Young Trustee?**



As NYMAZ is a youth charity we have a board of directors which is a group that provides governance (leadership) and helps us run as smoothly as possible. Young Trustees will be members of the board that are 25 years old and under. Currently, less than 3% of trustees on charity boards across the UK are under 30 years. We want to be part of the movement that changes that, and are working closely with Young Trustees Movement, Sound Connections and our own research to help us do so.

# OBJECTIVES

## 2. TO PROVIDE REGULAR, RELEVANT, HIGH-QUALITY PROFESSIONAL AND CREATIVE OPPORTUNITIES TO ENGAGE WITH MUSIC AND PROFESSIONAL OPPORTUNITIES IN THE MUSIC SECTOR IN CONSULTATION WITH YOUNG PEOPLE, MEANING PARTICIPANTS WILL:

- Gain confidence and experience in musical skills
- Have mentoring from professionals within the sector
- Be **stakeholders**  in what opportunities they get to experience
- Access paid professional opportunities at the Real Living Wage
- Gain professional development and work experience through PODs, workshops, and projects

A **stakeholder** is either an individual, group or organisation that is impacted by the outcome of a project or a business venture. In the case of NYMAZ, our Youth Voice programme aims to ensure that all young people involved in our projects can be stakeholders in our programmes and delivery, because you are impacted by what we offer.





# OBJECTIVES

**3. TO WORK CLOSELY WITH NYMAZ STAFF, THE BOARD OF TRUSTEES AND YOUNG TRUSTEES TO CONTINUE TO DEVELOP A STAFF TEAM WHICH WILL ADD VALUE TO LOCAL ACTIVITIES AND INITIATIVES BY ENSURING THAT YOUNG PEOPLE ARE ABLE TO PRESENT THEIR VIEWS AND IDEAS, AND DEVELOP THEIR SKILLS AND PRACTICE.**

- To ensure that this staff team is diverse and representative.
- To provide opportunities for young people and youth mentors to deliver and be present as facilitators.
- To provide training in order for those engaged to effectively do so.
- To ensure that we continue to work towards gaining representation of diverse groups at board level.



# OBJECTIVES

## 4. TO IDENTIFY, DEVELOP AND PROMOTE GOOD PRACTICE, AND TO ALLOW FOR IMPACT TO BE CO-ORDINATED AND COMMUNICATED WITH A PARTICULAR FOCUS ON RESEARCH, DEVELOPMENT, AND EVALUATION OF IDEA PRACTICES (INCLUSION, DIVERSITY, EQUITY, ACCESS)



**Inclusion:** Making an ongoing effort to ensure that diverse people with different experiences, needs and abilities can fully participate in all aspects of the work we do, including leadership positions and decision-making processes.

**Diversity:** Having different groups present in our organisation. Celebrating the stories, experiences, and cultural difference of all people that we interact with. Pro-actively seeking to expand this community and ensure that we are platforming voices that are less often heard.

This could be through exploring new cultures of music, collaboration with facilitators from different backgrounds, or seeking out someone who hasn't had the same opportunities due to facing barriers.



**Equity:** Ensuring everyone we work with has access to the same opportunities. Importantly though creating equity means we have to acknowledge that as human beings in society, we do not all start at the same point. Equity is about tailoring support and opportunities in a way that considers where different people are starting from.

This may mean considering lived experiences, financial background, how someone is treated by society and how these things cause different barriers for different people. Once you have recognised where someone is starting from, you can tailor support accordingly. Equity does not mean giving everyone the same type of support.

**Access** – This represents how an organisation takes responsibility to ensure that everyone can access what they have on offer. This might take into account people's social, mental and physical needs and safety. For NYMAZ, it means making sure that no matter someone's experience or ability, they feel welcomed and can take part in the activities we are offering. This could be considering what spaces we use, what format events are run in, and ensuring that sessions can be tailored depending on who is present.

## OBJECTIVES

**5. TO ENSURE THAT THE CONTRIBUTIONS OF YOUNG PEOPLE ARE TAKEN SERIOUSLY AND ACTED UPON, WITH CLEAR EVIDENCE THAT THIS HAPPENS THROUGH REPORTING TO FUNDERS, BOARD REPORTS AND INFORMATION CIRCULATED PUBLICLY VIA THE NYMAZ WEBSITE AND SOCIAL MEDIA.**

- To ensure information and updates are accessible and positioned at a level that is appropriate for all potential readers.



# OBJECTIVES

## **6. TO PROVIDE SUPPORT AND DELIVER TRAINING TO FACILITATE YOUNG PEOPLE'S GROWING SELF-CONFIDENCE AND PROGRESSION BY SUPPORTING THE DEVELOPMENT OF NEW SKILLS AND ABILITIES**

This may include skills such as:

- Musicianship
- Producing, Mixing, Mastering
- Speaking and presenting
- Working together
- Project management
  
- Governance, participating at board level within NYMAZ.
  
- Public speaking, advocating for youth voice and/or NYMAZ.
  
- Partners, young mentors, young trustees and fellow board members, NYMAZ staff and facilitators will have access to annual training in order to be prepared to support this.

## **7. To advocate for young people's voice and influence and promote their positive contribution to their community and North Yorkshire.**

## How will NYMAZ achieve this?

### The NYMAZ Programme Manager will:

- Work closely with Plugged In Participants and Young Trustees to keep staff and young people informed, aware of opportunities to be involved in conversations involving opportunities or issues that may effect their participation or access to support through NYMAZ.
- This will include providing clear channels for participants to give feedback and take part in conversations about NYMAZ programmes and decisions that affect them.
- Ensure there is a variety of methods to collect feedback and do consultation. Some of these might include, meetings in person and online, questionnaires on google forms or complete on paper in person.
- Support NYMAZ project partners to facilitate conversations with new and existing groups allowing for co-creation (lightbulb?), collaboration and youth input at different stages of each project. This may be through steering groups, sharing best practices or training.

### What is co-creation?



Co-creation can mean different things depending on the situation and what an organisation produces i.e. designing products, services or in our case music programmes for young people. Co-creating for us would mean that facilitators (NYMAZ, our delivery partners and music leaders) would create programmes alongside the children and/or young people that they work with.

For us, a huge part of Youth Voice is to change the traditional dynamic of teachers and practitioners leading sessions with no consultation with their students/participants. We want to support a more equitable approach to learning and doing.

What we hope co-creation might look like for NYMAZ participants:

- Deciding together what topics and opportunities are delivered through PODs
- Designing a festival or event series through Plugged In Producers programme, with support and mentoring
- Planned activities through partners will be responsive to the feedback of their participants
- Being fully involved in creating new and innovative music opportunities
- Refreshing and reshaping the previous formats of music sessions

### **The NYMAZ Programme Manager with support from the Administrator will:**

- Explore the use of the NYMAZ website and social media to share information, platform young voices and build an online community.
- Platform young people's voices through case studies, reports, and information in external publications such as Music Hub newsletters, press and more.
- Co-ordinate induction training and mentor programmes, to enable young people's active participation skills and confidence to develop.
- Co-ordinate the Plugged In E-Bulletin, sending out regular information to share current opportunities available across the county and nationally as well as having up to date signposting to other relevant support via our website.



## **The NYMAZ Programme Manager alongside the NYMAZ Director will:**

- Maintain an overview of regional youth voice work and network with other organisations to learn about best practice.
- Platform young people's youth voice work and a positive image of young people in regional and sector press and media and on the NYMAZ website
- Promote the sharing of best practice and the use of mentors and peer trainers through practice sharing at conferences and sector events.
- Champion and advocate for youth voice and active participation with external agencies

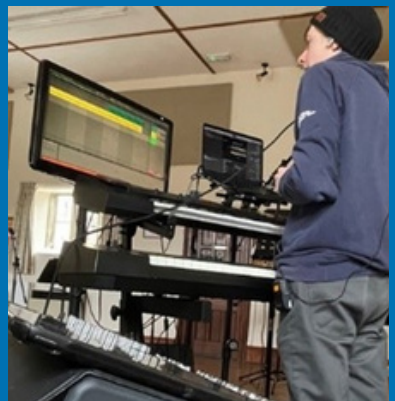


Best practice is a set of guidelines, ethics or practices widely accepted as the best and most efficient by a wide range of different organisations. In our case this could be informed by other youth charities, organisations like the council and our artistic partners.

- Facilitate meetings with key regional decision makers
- Develop resources and tools to assist with the work to continue the development of the youth voice programme.
- Capture evidence and promote positive change for youth voice advocacy including engaging with the Young Trustee Movement, Roundhouse, Sound Connections.
- Actively make funding bids to expand the work.

**The NYMAZ Programme Manager alongside**  
**NYMAZ core partners will:**

- Provide regular individualised training and support for partners to facilitate Youth Voice and maintain strong IDEA principles.
- Ensure Youth Voice is built into partners practice at all stages by having regular meetings and check ins.



## Resourcing and Funding

Youth Voice will be given resources within the NYMAZ annual budget.

NYMAZ is a charity and is funded from various organisations including: Youth Music, Garfield Weston, Foyle Foundation, National Lottery Community Fund, Ashley Family Foundation, The Shears Foundation and North Yorkshire County Council.

Funding bids will be made to provide funds to support the activities and the capacity for NYMAZ to continue to develop and deliver NYMAZ Youth Voice work.

As well as covering staffing, funding will cover costs such as:

- Venue hire for PODs, consultation and meetings.
- Workshop delivery costs and professional mentors' fees.
- Refreshment costs.
- Support travel for Plugged in Participants and Young Trustees.

Last updated May 2023 by NYMAZ Programme Manager, Teah Lewis