

## Programme Delivery – Level 1

At YMCA Fairthorne Group, “programme” is the word we use to describe all of the activities and services we deliver. We will deliver a range of programmes which benefit children, young people, families and their communities and which contribute towards the objectives in our current Strategic Plan

All programmes will be delivered in The YMCA Way, which is a framework for all staff and volunteers. The YMCA Way consists of six elements, each of which has equal weighting.



- **Vision & Mission:** our vision is to be a leader in transforming communities so that all children, young people and families can truly belong, contribute and thrive. Our mission is to add value to young lives by providing experiences which challenge, enable and develop the individual
- **Community fit:** our people, places and programmes all reflect the community contexts in which we are based
- **Physical Environment:** Children and young people deserve the best possible spaces in which they can thrive and develop.
- **Developmental Assets**<sup>1</sup>: The result of a longitudinal study by Search Institute of millions of children, which has identified 40 common “Assets” which contribute to positive life

<sup>1</sup> <http://www.search-institute.org/research/developmental-assets>

outcomes. The strength of the Asset model is that it enables us to evaluate our performance against service inputs and outputs, as the outcome indicators are already evidenced.

- **Internal and External Standards:** includes regulatory frameworks (eg Ofsted), quality assurance schemes, contracted service specifications and monitoring and evaluation.
- **Values and Staff Behaviours:** welcoming, listening, caring, exciting, active and inspiring. We want our staff to act out all aspects of the YMCA Way in all their encounters with all stakeholders.

The success of our programmes is measured by the extent and quality of the YMCA Way inputs and, as appropriate, is supported with recognised quality frameworks.

We will ensure that staff and volunteers delivering programmes have the right skills, competencies, qualifications and training. This is further defined in the Our People policy.

The Board of Trustees, will provide strategic and operational oversight to Programme Delivery via its Terms of Reference. Programmes will be monitored, evaluated and reported on via this committee against their ability to deliver and/or influence Developmental Assets and their financial sustainability.

This policy is supported by the following policies:

- Programme Delivery Level 2 Policy
- Departmental operating procedures