



MAKS
SUPPORTING CHILDREN & YOUNG PEOPLE

DO
SOMETHING
GREAT



LED BY YOU

PARTICIPATION AT MACS

Our Led By You team, which is made up of young people who are or have been supported by MACS have rewritten some of our Participation aims and objectives to help increase participation within your organisation.

- Participation is at the core of everything we do.
- We encourage young people to reach their full potential by including them in decision-making processes that shape our services.

This is how we do participation at MACS. We use these standards so participation really works within our organisation.

LADDER OF PARTICIPATION

Here at MACS our Young Leaders identify Harts Ladder of Participation as the best way to measure their Participation.

We asked Young Leaders to rewrite the steps of this model into their own words to adapt it into our own MACS way of doing things. This makes the model easier to understand for the children and young people we support.

You can use this ladder to judge where you are in relation to participation and use the steps outlined in this handbook to get you where you want to be.

WHERE WE WANT TO GET YOU

STEP 8 - MADE BY
YOU, WORKING IN
PARTNERSHIP
WITH ADULTS

STEP 7 - PROJECTS
MADE AND
DIRECTED BY YOU

STEP 6 - YOU CALL
THE SHOTS ON
THE ADULTS IDEAS

STEP 5 - MADE BY YOU,
DESIGNED BY ADULTS

STEP 4 - GIVEN
TASKS AND TOLD WHY

STEP 3 - HAVING A VOICE
BUT NOT BEING HEARD

STEP 2 - DOING IT
FOR THE CRAIC

STEP 1 - GOING
WITH THE FLOW

HOW WE MEASURE PARTICIPATION AT MACS

STEP 8- Young people have the ideas, design the project and then invite adults or workers to make decisions with them.

STEP 7- Young people have the initial ideas, design the project. Adults are available but do not take charge.

STEP 6- Adults have the initial ideas of a project, but young people are involved in the decision making process. This ensures the project meets the needs of the young people participating.

STEP 5- The project is designed and run by adults with young people being consulted. Young people have a say in the process and their opinions are heard.

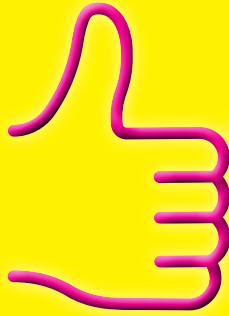
STEP 4- Young people understand the project and understand why they are involved.

STEP 3- Young people are asked to give their opinion on an issue, but have no choice in the issue they can talk about or how they express themselves.

STEP 2- Young people are involved in an event but do not understand the issues or why they are involved.

STEP 1- Young people do not have a say or an understanding of the project. Project is wholly designed by adults with no implementation of young people making decisions.

THE
WORLD
NEEDS
YOUR
CREATIVE
ENERGY



STANDARD 1

STEPS TO IMPROVE PARTICIPATION AND INCLUSION

Young people will be encouraged to make decisions, particularly those young people who may not usually get the chance to.

- Team building activities, group work sessions and social events will be available for young people to take part in. This will be to build confidence within themselves and in their ability to interact with other young people. These activities will be designed around you to fit your own needs.
- We will work alongside other agencies to think of new ways to engage with at risk young people.
- We will try our best to engage with hard to reach young people to ensure they are participating and included.

THIS
IS
THE
SIGN
YOU'VE
BEEN
LOOKING
FOR



STANDARD 2

ASSISTING THE DEVELOPMENT OF YOUNG PEOPLE

Young people will be given all the support they need to make sure they are comfortable in the decision making process. We will work with you to build confidence and make sure all the information is easily available and understood

- Every young person will have their own worker who will be there to support them.
- Talk about different ways to support you if you are struggling to engage or work in a team.
- Open up doors for you to access opportunities to develop skills.
- Produce easy to read documents and policies. These will help make sure you understand how decisions are made and who will be involved.
- Offer opportunities for you to fully engage in the organisation on all levels.
- Give you access to opportunities around training and mentoring.

FEEDBACK
IS THE
BREAKFAST
OF CHAMPIONS



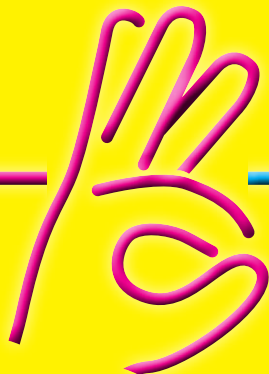
STANDARD 3

TIPS ON GETTING AND RECEIVING FEEDBACK

Young people can expect MACS to:

- Tell you about how your ideas have influenced our services and if not, explain to you why they haven't been taking on board.
- Keep you up to date with the progress made in regard to activities you have been involved in organising.
- Ensure your contribution is recognised.
- Use creative approaches to ensure all young people have multiple ways of given feedback.
- Do frequent reviews to make sure your feedback is heard.

DON'T LET
YOUR FEAR
OF FAILING
TRIUMPH OVER
THE JOY OF
PARTICIPATING



STANDARD 4

ENGAGEMENT AND PARTICIPATION

MACS will help you engage in ways that suit and interest you by doing things like:

- We will make sure all staff understand what participation is and support you to do it.
- Create activities to suit you, your age and make sure you enjoy them.
- Allow your voice to be heard when giving feedback about the service you are apart of.
- Create opportunities in all services in MACS for you to participate.
- Be with you every step of the way to make sure that you feel comfortable with taking part in activities.

VALUES ARE LIKE
FINGERPRINTS
YOU LEAVE
THEM ALL OVER
EVERYTHING
YOU DO



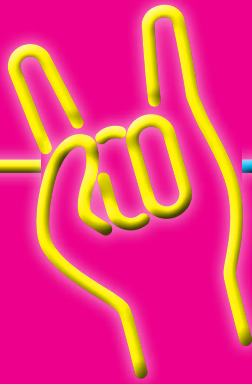
STANDARD 5

ENCOURAGING VALUE BASED PRACTICE

You are able to understand the values of MACS, especially those around how important it is to get involved and what we at MACS hope for you to get out of participation is:

- Ensure you are treated with respect at all times and to make sure staff are working to the goals MACS hold for you when taking part.
- Making sure you feel the service is based around what you want.
- You are able to bring up any ideas that you have and any problems which you may face and these ideas will be listened to and taken on board.
- You understand that you don't have to join in if you don't feel comfortable or want to.





WHAT PARTICIPATION MEANS FOR OUR YOUNG LEADERS

- Helping others have an input
- Having a say
- Feeling a sense of belonging to something
- Gaining experience
- Learning practical skills like budgeting and cooking
- Training and getting other opportunities to develop skills.

**YOU'VE SEEN OUR STANDARDS
HOW DO YOU SCORE US ON
THE LADDER?**

**WHAT DOES PARTICIPATION
MEAN TO YOU?** Write your answer on next page

YOU'VE SEEN OUR STANDARDS HOW DO YOU SCORE US ON THE LADDER?

WHAT DOES PARTICIPATION MEAN TO YOU?

THE END

LOOK HOW
FAR WE'VE
COME



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