

The Right Way - A Children's Rights Approach - Matrix for professionals working with children and young people

Principle 1	Embedding children's rights - putting children's rights at the core of planning and service delivery. You can do the following to embed children's rights:				
Aims	Go through your current work/strategic plan. Does the plan explicitly link parts of your work to the UNCRC? If not, how could it?	Make sure that leaders and staff have a good knowledge of children's rights (UNCRC), and help them understand how it can benefit your organisation's work. Our Right Way guide can help you.	Use our resources to deliver training to your colleagues on children's rights.	Nominate a person or establish a team with responsibility to promote children's rights within your service, and to make sure that you stick to the targets you make after completing this matrix.	Make sure your organisation has allocated the human/financial resources to support and promote children's rights.
Initial Red/ Amber/Green rating					
Set SMART goal(Specific, Measurable, Achievable, Realistic, time-based)					
Who leads?					

Principle 2		Equality and Non-discrimination - ensuring that every child has an equal opportunity to be the best they can be.			
Aims	<p>Include a clear commitment to promoting equality and tackling discrimination against children and specific groups of children in your policies or plans.</p>	<p>Make sure staff have up-to-date knowledge of the Equality Act and receive regular training to increase their awareness of different groups of children and young people's needs.</p>	<p>Use a Children's Rights Impact Assessment (CRIA) to consider how individual decisions (e.g. projects/services) could impact different groups of children and young people. Send us a quick email to receive a CRIA template.</p>	<p>Use any information you have about your service users to consider whether it reaches all groups of young people. Do you need to be collecting any more data to make this exercise easier?</p>	<p>Provide information to children to support their involvement in any of the above procedures, in a language or format appropriate to their age and maturity, culture, or disability.</p>
Initial Red/Amber/Green rating					
Set SMART goal (Specific, Measurable, Achievable, Realistic, time-based)					
Who leads?					

Principle 3		Empowering children - giving children the knowledge and confidence to use their rights and hold organisations to account			
Aims	Give children accessible information about how to use their rights when using your service - Have a look at this charter for inspiration.	Give children the information they need to influence decisions that affect them (e.g. simple language reports). Here's a report we made with simple language and symbols.	Give children the opportunities they need to influence decisions that affect them(e.g. opportunities to scrutinise decision-makers e.g. giving a group of young people the chance to ask questions directly to a key decision-maker)	Establish relationships with groups of young people to allow them to consistently scrutinise your work. E.g. youth groups/forums, or you could consider forming your own youth board. Give them the training or information they need to do this properly. Our resources could help you.	
Initial Red/ Amber/Green rating					
Set SMART goal (Specific, Measurable, Achievable, Realistic, time-based)					
Who leads?					

Principle 4	Participation - listen to children and take their views seriously (as guaranteed by Article 12 of the UNCRC). Do the following so children can participate.				
Aims	How do you currently listen to children and young people and use the information they give you? Identify gaps and opportunities.	Involve children directly in the design, monitoring and evaluation of services they receive. Learn about how other organisations are doing this.	Develop clear targets to listen to young people from marginalised groups.	Involve children in the recruitment of staff who have responsibilities that impact on children.	Adopt the National Participation Standards.
Initial Red/Amber/Green rating					
Set SMART goal (Specific, Measurable, Achievable, Realistic, time-based)					
Who leads?					

<p>Principle 5</p>	<p>Accountability - organisations and individual members of staff who work with children are 'duty bearers' (LINK) and should be held to account for how well they support children to access their rights. Do the following to be accountable to children.</p>			
<p>Aims</p>	<p>Ensure that staff understand their responsibilities and obligations to children, including by making this explicit in job descriptions and policies governing the conduct of staff, and monitoring this through supervision.</p>	<p>Publish an annual update showing how you've worked towards The Right Way and share it widely with children and young people in an accessible format.</p>	<p>Feedback regularly to children in a suitable format. You could use the 'You Said, We did' model: listing young people's comments and suggestions in one column and saying clearly how the information was used in the next column.</p>	<p>Provide children with accessible information about how to make complaints or hold staff to account.</p>
<p>Initial Red/Amber/Green rating</p>				
<p>Set SMART goal (Specific, Measurable, Achievable, Realistic, time-based)</p>				
<p>Who leads?</p>				