

# Impact Through Stories



## The Next Generation of Leaders



### Our Story Begins with Heart

The Impact through Stories Leadership Pilot was developed from a small amount of transformation funding provided by The Welsh Government and a large amount of enthusiasm, positivity and energy provided by partners of the Children's North Wales Transformation Programme.

The pilot was created in partnership with Betsi Cadwaladr University Health Board (BCUHB), Flintshire County Council, Wrexham Glyndwr University and Do Well Ltd. Who together wanted to test a new approach, designed to help young people develop the confidence to be able to consider their role in the world, their rights/powers and what they want to achieve beyond the parameters of traditional education.

The partners felt passionately that the design of the pilot should support children and young people in building aspirations and resilience; to develop their relationships and understanding with peers; to consider their roles as active members of a community and to support them in finding their voices and gaining the skills and confidence to be heard.

The vision was that it would act as an mechanism to embed fundamental Welsh Government legislation and policy, with a specific focus on supporting the principles outlined within the New Curriculum for Wales and 'The Right Way - Children's Rights Approach developed by the Children's Commissioner for Wales.

*The 'Right Way' Survey Completed by the Children's Commissioner in 2019 (7000 respondents) found that young people in secondary school feel less able to take part in decisions, then those in other settings.*

The pilot is essentially a training and educational programme that supports young people in developing key skills that are associated with positive leadership. It focuses on their ability to understand what matters to them, what makes them who they are, human rights and how this understanding can go on to lead and influence others, creating social movements for change through narrative. The pilot has been designed based on a number of significant pieces of research in the arenas of education, psychology and leadership. Specifically the design concept was strongly aligned to the work of Johann Heinrich Pestalozzi educational stimulus model, which focuses on a child's education through nurturing wider concepts of skills and passions, beyond traditional academia.

Insight has also been drawn from the work of Professor Marshall Ganz (9) (Harvard Kennedy School) in leadership, public narrative and social movements and Dr. Antonis Kousoulis (10) (Mental Health Foundation) in the protective factors of mental health.

We delivered the pilot training programme with fifty young people across three schools in Flintshire. The delivery phase of the pilot was designed to test the programme with a variety of young people of secondary school age, ranging from years nine to twelve, with mixed views, backgrounds, passions and feelings regarding their school and education. This was in order to trial the approach with as wide cross section of young people as possible, testing its effectiveness and allowing the opportunity to consider the potential for North Wales wide expansion.



## **So What Did We Find?**

We evaluated the pilot through a three-step method, reviewing our outcomes survey before and after its completion, collecting real time feedback and holding post pilot learning sessions with each school.

From our findings, we can report that the early indicators of success are extremely positive.

***We received 100% positive feedback from the young people and school staff***

**"I thought the course was amazing, I feel so much more confident and I believe in myself a lot more. I enjoyed hearing about others' struggles and what they want to change in the world. So happy when I finally found my story."**



**“I have absolutely loved the last few days. I have learnt so much. I think it is so beneficial, I think it should be in every school. I would like to see some more interactive games, overall I have loved the experience.”**

From our surveys, we also saw key early indicators that showed young people’s positivity and confidence had increased, including:

- **77% increase in scores linked to children feeling more positive following the pilot.**
- **69% increase in children feeling they can make a difference.**
- **62% increase in confidence**
- **61% increase in scores of children feeling they can do something about a problem.**



## **What are we doing next?**

We are now embedding learning and programme for North Wales through connecting the stories and voices of young people with decision makers/policy leaders, ensuring young people can influence how our systems develop and opportunities to create movements for change.

It’s is our intension moving forward to continue to work closely within NYST Framework building on what has been achieved and ensuring our future programmes are nurturing, empowering, safe and trusted.

**IF YOU WOULD LIKE TO LEARN MORE ABOUT THE PILOT, INCLUDING WHAT MATTERED MOST TO THE YOUNG PEOPLE INVOLVED, PLEASE CONTACT [christy.hoskings@wales.nhs.uk](mailto:christy.hoskings@wales.nhs.uk).**

Christy Hoskings  
Regional Patient Experience Lead, Neurodevelopment Services  
Children and Young People.



**GIG**  
CYMRU  
**NHS**  
WALES

Bwrdd Iechyd Prifysgol  
Betsi Cadwaladr  
University Health Board