

# Drum Works Youth Board Manifesto



## Our Aims

### **Empowering young people to make meaningful decisions about the direction of the project.**

- Include school representatives in meetings with Directors where decisions are taken. Here, they can present information and ideas to the board on behalf of the members of Drum Works. This would give all members a say in what goes on, making them feel like empowered and valued members of the organisation.
- Have one meeting per term during school sessions (Autumn: at mid-term; Spring & Summer: at the beginning of the term) where the Drum Works leaders ask the groups for feedback. This can be about how to promote Drum Works within the school as well as about the impact Drum Works has/had on us (and use this info to promote and recruit more participants). In this feedback session, Drum Works participants can also discuss cross-school collaborations: what other school they would want to play with, in what format, when, where etc.
- Make sure that young people know they can be part of the decision-making process. Keep young people updated about what is being discussed and decided at the Directors meetings.
- Maintain a friendly and supportive atmosphere in Drum Works, so that all participants feel comfortable enough to speak out and give feedback on the issues that matter to them. All participants should feel able to express their opinions to the representatives and leaders of their school groups, with the knowledge that their input will be taken seriously.

### **Giving a platform to the interests and priorities of young people.**

- Run polls on social media to ask young people what appeals to them (i.e. what sort of gigs they would want to do / what other organisations they would like to collaborate with, etc.). Drum Works targets young people, so this would increase the appeal of the project for the members and people who are looking to join.
- Reach out to other organisations to perform at other types of events: young people can suggest specific organisations/events to the Directors, who could make contact and ask to perform.
- Ensure we have conversations with a range of participants across the cohort. During these conversations, we can gather feedback, criticism, and more general points from the young people directly. Once we make notes of the interests and priorities of the young people, we can then take them further.

### **Acknowledging barriers that some young people may be facing and voicing them to the Directors/other board members.**

- Discuss any barriers at the Diversity & Inclusion meetings. These can vary widely, for example financial, social, and practical barriers that some participants may be facing. Leaders should work hard to try and make sessions as accessible as possible. For example, considering disability and transport.
- Make sure rehearsals are accessible transport-wise, or have part of the funding to go towards transport costs.
- Make sure that Drum Works leaders are approachable so that the young people feel comfortable to talk to them (maintain this and make sure it doesn't change).
- Have a structure in place to report any kind of issues and make it clear to participants that this structure is in place so they know that if something arises, they can go and talk to the Drum Works leaders.
- Make ourselves (school representatives) more friendly with more people within the different year groups so they feel ok to approach us, make sure we're inclusive, and create a community within the people that are participating. Be more community-based so that we're approachable and we can voice any issue. As older students/school representatives, we should engage more with younger participants. This can be done by being invited to the sessions with younger participants so that we establish a relationship with all groups (including with the younger ones), and they know they can talk to us. Teach them a bit so that a connection is created, and we get to know each other.

### **Communicating with the wider cohort of participants and presenting their views back to the Directors. Emphasising that feedback and opinions are always welcome, and having frequent discussions about what could be improved, what is good and what could be added.**

- Set aside a few minutes in a session to have a conversation towards the end of a half-term or term.
- Have our Youth Board representatives/session leaders give participants questions to think about at the start of the session, and then give time to feed back at the end of the session (Youth Boards reps will take on this responsibility where they can, however not all groups will have a rep present, so in some sessions it is more practical for this to come from the session leader).
- Consider how and when to ask for feedback. Different methods might work better or worse depending on the group dynamic. Formats could include voice memos, an anonymous comment box or a written summary.
- Give notice about the feedback session – if someone isn't going to be there that week, give them a way of giving their feedback outside of the session time.

## **Having two-way conversations between the Youth Board and Directors, which are fed back to the whole cohort of participants.**

- At Youth Board meetings, discuss the feedback received, make decisions as a group and then inform the wider cohort of participants about the decisions that have been made.
- Allow time in meetings to agree what we want feedback on next time and what questions we should ask.
- Share a summary of our meetings and the decisions made with the Youth Board via a shared google document, to allow people to raise any further points they wish to outside of the meetings. This will also allow us to inform Youth Board members who weren't at a meeting of the key points of discussion.
- Make sure the meetings are balanced, meaning that we get through all our points and giving everything its time to shine. Consider the balance between discussion and planning.
- Ensure everyone's views are taken into account.

## **Working on ways to promote Drum Works.**

- Instagram: We have a small team of individuals who focus on making sure this is regularly updated with information about upcoming gigs that people can watch/attend as well as information about workshops that members of the public can sign up for. The account allows us to interact with those who follow us, which we do through polls and questions to increase engagement and get us a wider range of feedback. Everyone in Drum Works should know that they can contribute when they want to by sending content to [info@drumworks.co.uk](mailto:info@drumworks.co.uk) or via WhatsApp to Drum Works managers.
- Website: This allows people to get an overview of what we do at Drum Works, with information about members of Drum Works, what we do, upcoming events, how people can get involved and links to social media. We hope to make it so that people who watch us perform are aware of our website which allows us to increase engagement. Like with our social media platform, we encourage members of Drum Works to put forward any ideas of how we can further promote ourselves as an organisation to the public.

## **Expectations**

**Youth Board meetings should be a safe space to develop ideas and share concerns before things are taken to the other board or any decisions are made.**

**Everyone should listen with respect and act on advice.**