

Pregnancy and Parenthood in Young People Strategy

Engagement with Young People Feedback Report

June 2015

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1 Background and context:

The Teenage Pregnancy and Young Parents (TPYP) Strategy aims to broaden approaches to teenage pregnancy and support for young mothers and fathers by considering the wider determinants that are key, not just for teenage pregnancy but also for supporting young people more widely; education, attainment, training and employment, providing support and advice for those most in need or vulnerable and considering the impact of socio-economic disadvantage.

As part of the development of the TPYP Strategy, the policy team in the Scottish Government were keen to ensure that the views of the young people whose lives will be affected by the Strategy strongly mould the content.

Young Scot Youth Engagement

The policy team worked with Young Scot to host a national online survey and four exploratory workshops to collect insights, ideas and experiences in order to inform policy and practice. Four workshops were commissioned (in Fife, Shetland, Aberdeen and Ayrshire); however there was also interest from other established youth groups and young parents group who wished to contribute. Young Scot¹ have reported their findings in a separate paper.

Engagement with other youth groups

In order to ensure as many views as possible were captured, the policy team linked in with local groups who wanted to host their own discussions and therefore contribute to the strategy development. It was not expected that these groups would arrange an extra event, but to use existing opportunities where young people were already coming together, to seek their views in an environment where they already felt safe and comfortable. A support pack (Appendix 1) was produced in order to help facilitate the workshops. Feedback was sent to the policy team to collate and use to inform the development of the TPYP Strategy.

2 Methods and Participants:

A rapid review of previous engagement activities that link to the Teenage Pregnancy and Young Parents Strategy was carried out to help avoid duplication of questions and groups.

A covering letter and discussion pack which contained a short brief, questions to stimulate discussion, further information on the background of TPYP Strategy and a feedback form (Appendix 1) were developed and provided to interested parties. Participation was an open invitation to any organisation or group that hosts young people's/parents groups and that wanted to take part in the engagement. The pack was sent out to various stakeholder groups to distribute through their networks, which included: the TPYP Steering Group, Sexual Health and BBV Framework network groups, Youth Health Improvement Strategic Leads Group, Early Years Network and Wellbeing in Sexual Health and HIV network.

¹ Co-designing the teenage pregnancy and young parent strategy (2015) Prepared for the Scottish Government by Young Scot 2015

Eight groups (71 participants) responded with feedback. The groups were held in both rural and urban locations with participants who had a variety of backgrounds including mental health issues, substance misuse and some of whom were previously looked after children.

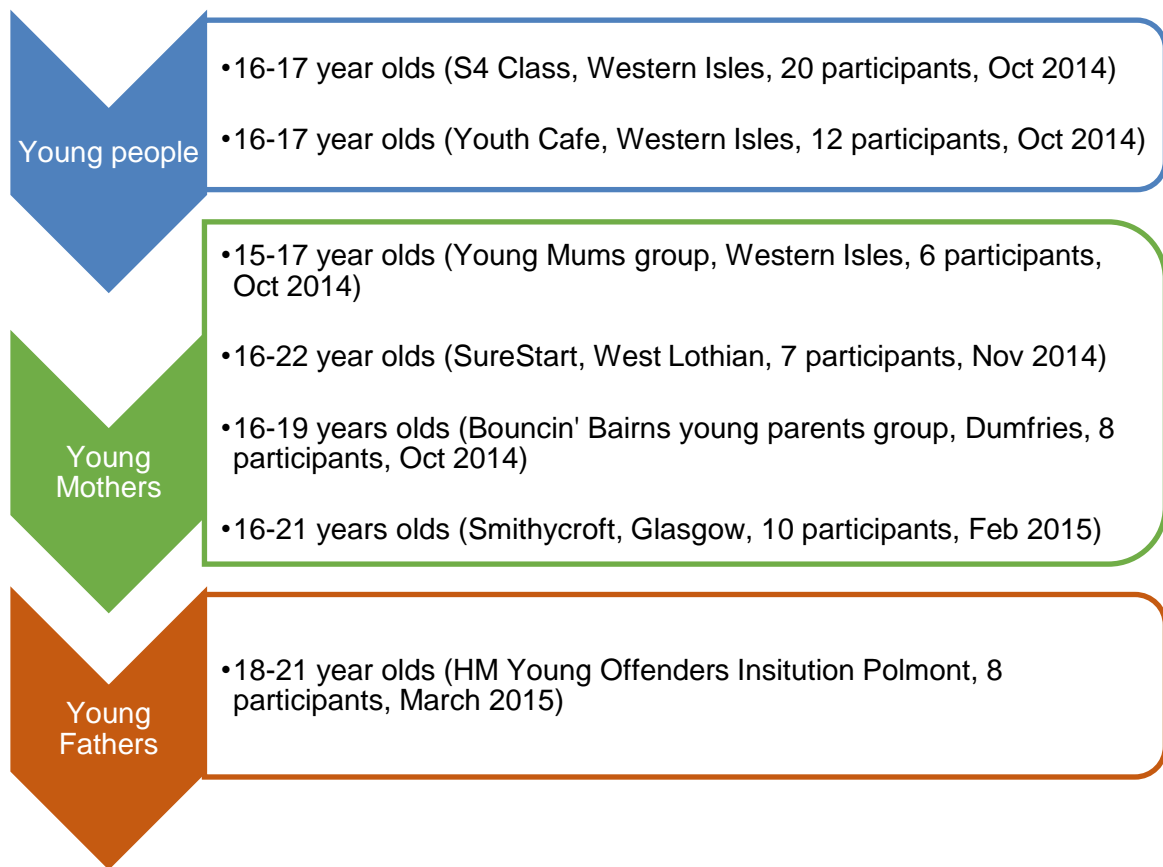


Figure 1: Overview of number of participants, age groups and location where discussions were held.

The groups were invited to feedback between September-November 2014, although due to timings of some groups feedback was received in early 2015. The feedback was sent in varying forms and written up by the policy team. The policy team then sent the report back to the groups to check that their discussions had been reported accurately.

3 Summary of key findings

3.1 Feedback from Young People

We asked groups to tell us *'what are the 3 best things about being a young person in Scotland?'* Many different responses came back, with Figure 2 showing the most frequent.



Figure 2: Most frequent answers from the question *'what are the 3 best things about being a young person in Scotland?'*

Support from Services:

Groups were asked to consider the support services available locally (services were described as health, education, local authorities or third sector organisations). They were asked;

- What do you think about the support services that are available for young people in your area? Please give examples e.g. who did you go to, what advice/help did you need?
- What more could they have done to make a difference?
- Have you ever needed help but felt unable to ask or not know where to go or maybe you felt there was no help available? Can you give examples e.g. what help did you need, what stopped you from asking for help or getting the help you needed?
- Did anything prevent you from asking for help?

Most young people knew where to go for support and felt that nothing would really prevent them asking for help from someone if they needed to. They stated that they found that the GP was the hardest to reach; this was mainly due to difficulty in getting an appointment when needed.

In response to who they go to for advice, there were a variety of answers to this question, most mentioned family members but there were others they would go to with important information. They included;

- Parents and carers
- Other family members
- Teachers
- Friends
- Youth worker

Influence of the media:

Groups were asked to consider;

- Do you think young people are influenced around relationships by the media? Why?

Most young people stated that the media had a big influence on their lives, and for most this was deemed to be a negative influence. They felt pressure to be a certain way.

Responses included;

- *“You have to be skinny”*
- *“You have to be blonde”*
- *“You have to have muscles”*
- *“You need to have sex”*
- *“You need to have things to be cool/liked”*
- *“You have to be perfect”*
- *“You need to know everything”*

Education:

The groups were asked to consider the following questions around education;

- Have you been taught about relationships at school? If yes did you find out information that was useful? If no do you think it would be useful to get taught information like this in school?
- Have you been taught about parenthood at school? If yes did you find out information that was useful? If no do you think it would be useful to get taught information like this in school?
- What else would you have liked to be taught at school around pregnancy and parenthood?

All the respondents reported that they had received some form of education on sexual health and consent through school, some in partnerships with health promotion and external agency workshops. The majority reported that they felt they hadn't received education around relationships and parenthood. A number of respondents said they obtained this information from elsewhere, mostly from family and friends.

Input of the Scottish Government:

The groups were asked to consider the support that Scottish Government could offer in reducing pregnancy amongst young people.

- What is the one thing that the government and other people could do that you think would help young people who don't want to become a parent at a young age?

Responses included;

- Teach young people about teenage pregnancy
- Make sure young people have an education
- Provide free childcare so that young parents can get an education
- Support young people to make healthy choices
- Give extra support to their families
- Make schools friendlier for folk to go back

3.1.2 Young Parents

We asked young parents '*what are the 3 best things about being a young parent in Scotland?*'. There were many different suggestions, with Figure 3 showing the main themes.



Figure 3: Most frequent answers from the question '*what are the 3 best things about being a young parent in Scotland?*'

Support from services:

Young parents were asked to consider the services that offered support in their area (service were described as health, education, local authorities or third sector organisations)

- What do you think about the support services that are available for young parents in your area? Please give examples e.g. who did you go to, what advice/help did you need?
- What more could they have done to make a difference?
- Have you ever needed help but felt unable to ask or not know where to go or maybe you felt there was no help available? Can you give examples e.g. what help did you need, what stopped you from asking for help or getting the help you needed?
- Did anything prevent you from asking for help?
- Did you go to 'parenting classes' (also known as 'antenatal' classes) before you had your baby?
- Did you find these classes useful? Can you give examples e.g. what made it useful, what could have been better?

Most of the young mothers reported that they didn't know what services were available in their area. Some relied on family support and those who qualified liked and trusted Family Nurse Partnership (FNP) and found it a good source of support.

Some had a "young person's midwife" (link midwife) and found them really useful as they felt they were non-stigmatising and had more time to follow up things and listen to young parents.

A couple of young mothers found it hard once the health visitor had been signed off as they felt they were then "cut off" and didn't know where else to go for support.

The young fathers who took part reported that they relied on family members, friends and "*someone that's there for them that they look up to*" for support. Some were not aware of any support groups and some knew there were some but felt they didn't advertise them enough or provide enough information to get people to attend. It was noted that travel expenses would be needed to go to some groups. Some were wary of attending groups as they:

- "*Were heavy rigged with social work*"
- "*Wouldn't want to ask for help as seen as weakness*"

Young mothers suggested that there need to be more groups targeted at younger parents. Groups should be better advertised with information on what's available and how to access it. They felt the information at the classes could be more realistic and more detailed. The young mums also felt it important that the confidential aspect of the groups are made clear.

Some young parents went to antenatal classes before their child was born. The young mothers who didn't attend antenatal classes gave reasons such as;

- Being put off by other mothers
- Being put off by the midwife
- Feeling judged

Some thought it would be preferable if there was an antenatal class for single mums so you wouldn't have to sit with couples and many suggested they would like an antenatal class just for young parents.

A couple of mothers said they would like to have the same midwife through the whole pregnancy (i.e. in the community and in hospital) and when they get home with the baby. Fathers noted that antenatal classes were “*embarrassing/funny*” but they had found it useful as it had provided information about different types of birth.

Young mothers also felt that services need to know more about how to work with young parents:

- *“Some of the groups targeted at young parents are not friendly and actually put people off coming because they don't know how to speak to young people.”*
- *“Sometimes feel housing etc. treat young mums differently – no support and moved round hostels and B&B's”*

The relationship between young parents and professionals was mentioned frequently in the discussions. The phrase ‘*made to feel stupid*’ was often mentioned by young mothers.

- *“Doctors need training on dealing with pregnant young girls and not to be so judgemental”*
- *“I feel health visitors and midwives look down on me”*
- *“Doctors don't take me seriously when I am telling them that something is wrong with my child”*
- *“Hard to build a trusting relationship with professionals in [the] community.”*

Lack of trust and feeling stigmatised also was a reason that young parents felt reluctant to ask for help:

- *“You get labelled for everything”*
- *“Midwife reported me to social work saying I wasn't coping but it was just that I needed extra support being a new mum”*
- *“If I ask for help I am seen as weak and they will use it against me”*
- *“The attitude of council workers when you ask for advice”*
- *“Pride”*
- *“I was struggling with post natal depression and was scared to ask for help encase they then thought I couldn't look after my child and would report me to social work.”*
- *“They don't listen.”*

- *“I felt really bad that I didn’t enjoy pregnancy. I didn’t realise until afterwards and speaking to other young mothers that it’s not always a great experience for everyone at any age.”*

Media influence:

Young parents were asked about the impact of the media.

- Do you think young people are influenced around relationships by the media? Why?

There was less discussion around the media amongst the groups of young parents. However, it was fed back they felt that that shows such as ‘Jeremy Kyle’ discriminate against young single mums. The young mums perceived that real life was being used for entertainment and this adds to the stigma that young parents face.

Young fathers did not feel that young people are influenced around the media.

Education:

Young parents were asked the impact of becoming a parent on their education.

- Did you stay in school / learning after you found out you were going to become a parent?
- Were you encouraged to stay in school by teachers and/or your parents/carers?
- If no - would you have liked to stay on at school/in learning if you had the opportunity?
- What would have helped with this?

Almost all of those who participated in the discussions had received some form of sexual health education at school. Some felt that relationships, sexual health and parenthood education should be repeated every year in case it was forgotten or pupils were not at school at the time. They reported that most of the information they received was around sexually transmitted infections, contraception and sex.

Notably, they reported that the information they had on contraception didn’t include what to do when it failed. Some young mothers had been using contraception when they conceived, they didn’t understand what had happened and why the contraception had failed. The young mothers also mentioned that they would like more information to recognise symptoms of early pregnancy. Some noted that when deciding what to do once they had found out they were pregnant, it would have been helpful to have someone to discuss their options with who was neutral.

None of those that took part reported being taught anything around consent, relationships or parenthood. A few respondents felt that relationships, sexual health and parenthood education was not taken seriously enough at school. Some of the young fathers noted that they had not received any parenthood education until they got to prison.

In regard to continuing their education after the young mothers found out they were pregnant, the majority left school, with only a couple returning to education at a later date. Most of the participants reported that they were not encouraged to stay on at school, but those who were stated that it was their guidance teacher, friends and parents that had encouraged them to do so.

Given the opportunity again, responses were split between 'not sure' and 'no' as to whether they would have liked to stay on at school. Things the groups mentioned that would help with staying on in school were:

- Free childcare
- School to be flexible
- Encouragement
- Money
- Being able to be part-time

Those who were older found higher education establishments more supportive to young parents, than schools.

Young fathers mostly reported no support to stay on at school. They particularly reported that the specialist schools they had attended had encouraged them to leave early and go straight to find a job.

Scottish Government:

Young parents were asked how the Scottish Government could help them.

- What is the one thing that the government and other people could do that you think would help young parents?

Young mother's responses:

- *"Help working mums more"*
- *"Do more work with health visitors and train them to work with young people"*
- *"Professionals don't listen enough and judge too much"*
- *"Ensure people know what the responsibilities of being a parent are whatever age they have a baby"*
- *"Let people know that not all bad to have a baby young – it's not the end of the world."*
- *"Improve the pathway to housing – you shouldn't have to be homeless to get accommodation for yourself and baby."*
- *"Change attitudes – young mums don't get pregnant to get a house"*
- *"Media gives young mum bad press. We are good mums to."*
- *"Make sure guys know that they have responsibilities to."*
- *"Don't let dads walk away so easily"*
- *"Stop making us feel guilty – older mums have unplanned pregnancies too"*

Young father's responses:

- *"More support groups"*
- *"More opportunities for work, more financial support or provide buggies/nursery equipment"*

- *More things that give you experience/skills to go for job*
- *“Not enough info/advice on female contraception – guys not taking responsibility.”*
- *“Change the culture”*

4. Discussion and Next Steps

The respondents reported that there were lots of positive aspects to being a young person and young parent in Scotland and most were around the core of family, friends and freedom.

Young people and young parents both mentioned that their families and friends are who they turn to for important information or support. The young fathers mentioned that they would go to someone who they *‘looked up to’* indicating that having a role model is important to them.

In terms of local support services there were mixed views. Most young people reported that they knew of places to go to for support, however most of the young parents reported that they did not know of support groups in their area. Lacking trust in professionals was a big factor for young parents in accessing or engaging with services. This attitude was either due to a previous negative experience(s) with professionals or the perception that an expression of need for support would result in the child being removed.

Young people reported that the media did have an influence on their lives and most felt that it was a negative influence, resulting in a lot of (perceived) pressure on young people to look and act a certain way. Young mothers felt that the media stigmatised young parents and young fathers didn’t feel it influenced them either way.

Experiences of Relationships, Sexual Health and Parenthood (RSHP) education at school were mixed. Young people felt they lacked information around relationship and parenthood aspects. Young parents added consent to that list as well. Young parents felt that RSHP was not taken seriously at school and young people reported going to other sources, such as family and friends, for information.

Young parents reported mixed experiences of support from schools once they had become pregnant. Some reported good support while others had not had the support they would have liked to allow them to stay on and continue their education. There were mixed responses from young parents regarding whether they had actually wanted to stay on at school or not.

The key things that the Scottish Government could do to help young people delay teenage pregnancy and support young parents were around changing the culture and reducing stigma of teenage pregnancy in general, and more particularly around professionals working with young people. Additionally, they would like to see more education given to young people in the fundamentals that link to all aspects of teenage pregnancy and supporting young parents, such as employment and housing, to help them create a positive environment for their family.

This paper along with the report from Young Scot and consultation with professional stakeholders will help with the development of the TPYP Strategy.

Appendix 1 – Covering letter and Discussion Pack

Public Health
Directorate
Health
Protection
Division

αβχδεφγηι

T: 0131-244

30 September 2014

Dear Colleague,

Teenage Pregnancy and Young Parents Strategy – Engagement with Young People

Thank you for expressing an interest in hosting a discussion group to feed into the development of the *Teenage Pregnancy and Young Parents Strategy*.

The *Teenage Pregnancy and Young Parents Strategy* aims to broaden approaches to teenage pregnancy and support for young mothers and fathers by considering the wider determinants that are key, not just for teenage pregnancy but also for supporting young people more widely; education, attainment, training and employment, providing support and advice for those most in need or vulnerable and considering the impact of socio-economic disadvantage.

To help us develop a strategy that will be genuinely useful to young people and young parents, we would like to hear from young people themselves. As part of this work, Young Scot are hosting a national survey which intends to gather the views of young people (www.youngscotsayswho.org/) on the topic and are also holding four focus groups with young people/parents.

However, in order to ensure that we capture as many views as possible we would also like to link in with local groups, supporting them to host their own discussions and contribute to the Strategy development.

We are not looking for you to arrange a big event, but to use an existing opportunity where you already have young people coming together which you could use to seek their views, in an environment where they already feel safe and comfortable.

We have developed a short discussion pack, which includes information for you to use if you would like to host a discussion. This includes more detail on the *Teenage Pregnancy and Young Parents Strategy* and includes questions to be used to stimulate discussion within your group. The pack asks facilitators to record feedback

on the discussion as well as seeking some general details about the group of young people – such as location, age of group and any other defining characteristics.

How to hold a discussion group:

- If you would like to hold a discussion group, please email myself (ruth.johnston@scotland.gsi.gov.uk) or Felicity Sung (felicity.sung@scotland.gsi.gov.uk) to let us know so that we can avoid duplication and ensure a wide range of mix and geographical spread of discussion groups across Scotland.
- Use the discussion pack to help guide the discussion and answer any questions the young people have about the development of the strategy.
- Once you have held your discussion group, please send in your feedback on the discussion group to us as soon as you can and by 7th November 2014 at the latest. A feedback form is attached.

If you wish to discuss any of this, please feel free to call either myself (tel: 07815 504424) or my colleague Felicity Sung (tel: 0131 244 3817).

Yours sincerely

Ruth Johnston

Teenage Pregnancy and Young Parents Strategy

Engaging with Young People

Discussion Pack

The pack includes:

Background information

Holding a discussion group

Main Questions for Discussion with young people

Main Questions for Discussion with young parents

Terminology: what we mean when we say

Facilitator Q&A

Background information:

The Scottish Government have committed to developing a *Teenage Pregnancy and Young Parents Strategy*. The strategy will aim to broaden approaches to reducing rates of teenage pregnancy by considering those wider determinants that are key, not just for teenage pregnancy, but also for supporting young people more widely. These include education, aspiration, attainment, training and employment, providing support and advice for those most in need or vulnerable and considering the impact of socio-economic disadvantage.

The new strategy will take account of the needs of young parents: building on the commitments of the *Parenting Strategy* whilst acknowledging that there are areas in which young parents need particular help and support.

To help us develop a *Teenage Pregnancy and Young Parents Strategy* that will be genuinely useful to young people and young mothers and fathers, we would like to know what young people need to help build their knowledge, capacity, confidence and skills. This will help us ensure that the *Teenage Pregnancy and Young Parents Strategy* is by young people and not just for them.

We are looking to gain information around what would help young people avoid unplanned pregnancy as well as what would help support young mothers and fathers. We would like to know about the information and support they would like from services in their community (health, education, social work, voluntary sector etc.).

- What are their experiences – good and bad?
- Why did they seek help from one source rather than another?
- When they asked for support, were they able to get it?
- How can we change attitudes which can get in the way of asking for help?
- In short, what would help mothers and fathers that you work with to be the best parent they can be for their children? What would make a real difference to them?

Holding a discussion group

We have developed a short brief and a few questions to stimulate discussion in your group which you can find below. Please feel free to use your own words. There are 2 sets of questions depending on your group, there is a set for young people and one for young parents. Feel free to use the questions that best suit your group, or mix and match them to suit your audience.

There are also some Q&As on the *Teenage Pregnancy and Young Parents Strategy*.

We have included a feedback form which asks you to tell us a bit about the group of parents involved in the discussion. We would also like you to summarise the main points from the discussion and send this back to us in any format that is convenient to you.

We will look carefully at all the responses and use them to help us develop the Strategy. Once we have collated all the feedback received, we will tell you what we have found out, and how we are using the information so that young people across Scotland can see that their views are making a difference.

If you have any questions, please contact Ruth Johnston (tel: 07815 504424) or ruth.johnston@scotland.gsi.gov.uk

Main Questions for Discussion with young people:

- What are the 3 best things about being a young person in Scotland?
- Do you think that young people having babies before they're 20 happens often in Scotland?
- How do you think having a baby before you are 20 affects young people?

Seeking support

- What do you think about the support services that are available for young people in your area?
 - What more could they do to make a difference?
- Have you ever needed help but felt unable to ask or not know where to go or maybe you felt there was no help available?
- Has anything prevented you from asking for help?
- Who do you trust to speak to about important things in your life?

Media/culture

- Do you think young people are influenced around relationships by the media? Why?

Education

All young people should receive relationships, sexual health and parenthood education at school.

- At school did you learn about:
 - Relationships
 - Consent
 - Contraception
 - Parenthood (being a parent)

If yes did you find out information that was useful?

If no, do you think it would be useful to get taught information like this in school?

- Have you been taught about relationships, sexual health and parenthood anywhere else?
- What are two things that the Government and other people could do to help those who do become a parent before they are 20?

Main Questions for Discussion with young parents:

- What are the 3 best things about being a young parent in Scotland?

Seeking Support

- What do you think about the support services that are available for young parents in your area?
 - What more could they do to make a difference?
- Have you ever needed help but felt unable to ask or not know where to go or maybe you felt there was no help available?
- Has anything prevented you from asking for help?
- Who do you trust to speak to about important things in your life?

Pre-birth

Ante-natal (before birth, maternity and post natal (directly after birth) services help mums and dads before, during and after they have a baby.

- Did you go to 'ante-natal classes' before your baby was born?
- Did you find these classes useful?
 - Can you give examples e.g. what made it useful, what could have been better?

Education

All young people should receive relationships, sexual health and parenthood education at school.

- At school did you learn about:
 - Relationships
 - Consent
 - Contraception
 - Parenthood (being a parent)

If yes did you find out information that was useful?

If no, do you think it would be useful to get taught information like this in school?

- Have you been taught about relationships, sexual health and parenthood anywhere else?

Some young people can find it hard to stay at school or college if they find out they are going to become a mum or dad.

- Did you stay in school/college after you found out you were going to become a Mum/Dad?
- Were you encouraged to stay in school by teachers and/or your parents/carers?

- If yes, who gave you the support and encouragement to stay in school / college?
- If no -would you have liked to stay on at school/college if you had the opportunity? What would have helped with this? What do you think is the one thing that would make it easier for young mums and dads to stay in school / college?
- What are two things that the Government and other people could do to help those who do become a parent before they are 20?

Terminology: what we mean when we say.....

Parenthood (in relation to education) – Young people are given the skills to develop their understanding of the complex roles and responsibilities of being a parent or carer.

Parenthood - the state, position, or relation of a parent

Young person – In the strategy we are using the definition of young people as anyone under 20 years old.

Young parent – A young person who is under the age of 20 years old and has a child or children.

Teenage pregnancy – This is all conceptions including termination, miscarriage or birth in a young person under 20 year old.

Education / Learning – Any form of educational establishments including schools, colleges, university, apprenticeships or any training courses.

Relationships – This includes all types of relationships such as friendships, boyfriend/girlfriend, parents, grandparents, colleagues etc.

Services – Any service such as health service, local authority or third sector that provides support, information , advice or intervention.

Facilitator Q&A

Q: Why do we need a national teenage pregnancy and young parents Strategy?

A: To help ensure that young people across Scotland get the support they need, when they need it, and to make it easier for young people to understand what kind of help they can expect. The strategy will also aim to raise the profile of young people across Scotland, and recognise their value and worth as well as the challenges they face.

It will also aim to encourage all agencies (this includes national and local services, voluntary sector and communities themselves) working with young people and their families to work together, so that they can provide better services and support to all young people including young mothers and fathers.

Q: Why are we having this discussion?

A: This discussion will help us to think about what we can all do to support young people in Scotland have more choices and support. We want to hear about young people's experiences and what they think would help them have more control over their future.

Q: What will the *Teenage Pregnancy and Young Parent Strategy* do?

A: It will set out at a national level what support is available to young people, identify where more could be done, and say what else we plan to do. It will encourage us to look at how we can help improve support, information and opportunities for young people. It will help to making it clear that supporting young people is a very important part of the focus and investment in prevention, the early years and early intervention.

It will also make strong links to other key policies for young people such as the Children and Young People's Act (2013), Children's Rights, Getting It Right For Every Child (GIRFEC), National Parenting Strategy, Sexual Health and Blood Borne Virus Strategy and many others. The strategy will aim to build on the good practice and policy already taking place in Scotland, to avoid duplication and to build on the achievements so far.

Q: Who is the *Teenage Pregnancy and Young Parent Strategy* for?

A: It's for all young people in Scotland. The strategy will aim to look at reducing rates of teenage pregnancy as well as support for young mothers and fathers. Although the strategy will focus on the under 20s, we know through evidence that people in their early 20s still need support so we will aim to make suggestions for this age group to ensure support doesn't stop once they reach 20.

Q: When will the *Teenage Pregnancy and Young Parents Strategy* be available?

A: We will engage with young people to gather their views on the content of the strategy until December 2014. We are aiming to have a draft version of the strategy ready for public consultation in Spring 2015. There will therefore be another chance for young people to comment on the draft strategy as the public consultation will be open for 12 weeks. We will then carefully consider all the comments and produce the final strategy in Autumn 2015.

Teenage Pregnancy and Young Parents Strategy Engagement with Young People

Feedback Form

Name of your Organisation / Group

.....

Date and number of participants:

.....

Location (Local Authority Area, Town or Village)

.....

Facilitator Name and Contact:

.....

.....

Please identify group attending: (e.g. young people, young mother/fathers etc.)

.....

.....

Please identify any particular circumstances of the group: (e.g. looked after children, lone parents, imprisonment, disability, mental health issues, substance misuse etc.)

.....

.....

Please indicate the ages (approx.) of the young people attending the discussion (e.g. 14-16 years old)

.....

.....

Please send us a summary of the key points coming out from your discussion. We can accept your feedback in any form – written, typed, recorded, on post-it notes or on flip charts.

You might find it helpful to use the questions below but you may prefer not to.