

Programme Delivery Policy Level 1

Policy Level	One
Policy Category	Programme delivery
Policy Authority	Board
Lead Committee	Senior Leadership Team
Lead Director	Josh Towers
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At YMCA Fairthorne Group (YMCA FG), “programme” is the word we use to describe all of the activities and services we deliver. We will deliver a range of programmes which benefit children, young people, families and their communities and which contribute towards the objectives in our current Strategic Plan

All programmes will be delivered in The YMCA Way, which is a framework for all staff and volunteers. The YMCA Way consists of six elements, each of which has equal weighting.



Vision & Mission: It is our vision that children and young people are empowered to realise their potential. Our mission is that:

- Under 5's will have the very best possible start to life at our Early Year's settings
- Children will develop essential social, emotional and practical skills through our outdoor activities
- Young people will realise their true potential from foundations set in our supporting housing and youth work

We will deliver against this vision and mission by partnering with communities so that all children, young people and families can belong, contribute and thrive.

Community fit: our people, places and programmes will be fully inclusive, recognising the community contexts in which we are based

Physical Environment: Children and young people deserve the best possible spaces in which they can thrive and develop.

Developmental Assets: The result of a longitudinal study by Search Institute of millions of children, which has identified 40 common “Assets” which contribute to positive life outcomes. The strength of the Asset model is that it enables us to evaluate our performance against service inputs and outputs, as the outcome indicators are already evidenced.

Internal and External Standards: includes regulatory frameworks (e.g. Ofsted), quality assurance schemes, contracted service specifications and monitoring and evaluation. Appropriate processes will be put in place, internally, to allow for reasonable verification that both internal and external standards are being achieved in all our programme delivery. These standards should strive for a consistent approach to delivery across different programme departments.

Continuous learning and improvement: Our staff and leaders will adopt a continuous learning and improvement mindset in relation to all our programmes. Complaints and compliments will be used to reinforce positive attributes to our programmes and to create a framework to learn how improvements can be made.

Values and Staff Behaviours: welcoming, listening, caring, exciting, active and inspiring. We want our staff to act out all aspects of the YMCA Way in all their encounters with all stakeholders.

The success of our programmes is measured by the extent and quality of the YMCA Way inputs and, as appropriate, is supported with recognised quality frameworks.

We will ensure that staff and volunteers delivering programmes have the right skills, competencies, qualifications and training. This is further defined in the Our People policy.

The Board of Trustees will provide strategic and operational oversight to Programme Delivery via a Programme Committee. Major projects and large or thematic programmes will be monitored, evaluated and reported on via this committee against their ability to achieve measurable impact and their financial sustainability.

This policy is supported by the following policies:

- Programme Delivery Level 2 Policy
- Departmental operating procedures