

Compensation

Valuing young people's input



Why is this area important?

- Young people's input is valuable and should be recognised, repaid and/or rewarded – in different and appropriate ways.
- Young people need to benefit from Youth Voice – and see/hear its impact.

Appreciation can make a day – even change a life. Your willingness to put it into words is all that is necessary."

Margaret Cousins

Types of compensation

Young people should never lose out financially when they contribute to Youth Voice but compensation may take different forms. For example:

- **Expenses:**
 - Essential: travel and subsistence costs are reimbursed.
 - Hidden: contributions to phone costs are given.
- **Training:** direct provision of training and qualifications.
- **Bursaries:** payment towards external training or qualifications.
- **Discounts:** reduced or waived fees for clubs, vouchers for kit.
- **Resources:** branded kit, stationery, water bottles, pin badges.
- **Privileges:** early lunch pass, choose music for session.
- **Opportunities:** new skills, experiences, networking, visits.

Perceived or actual costs are **barriers** to young people's involvement, especially to those who are from low-income families or who face additional costs, such as young people who are carers or who have additional needs. Older young people may be losing income by giving their time to you. Be upfront about compensation and any additional **support** you can offer.

We are making a difference!

Young people are **altruistic** – they want to make a difference. Compensation for their commitment comes from the **impact** – they want to know what has changed as a result of their input. Show you value Youth Voice by **reporting back** regularly to young people and sharing progress, setbacks and outcomes.

Examples

The names of pupils who take part in focus groups are put into a weekly prize draw. The prize was suggested by pupils: the winner chooses the music for changing time before and after that week's PE lessons.

Members of the sports crew, who help to co-design intra-school activities, are allowed to wear branded hoodies during lunchtimes and wear a special badge on their school uniforms during the day.

Young leaders who drive an inclusive PE and sport programme attend an annual disability sports festival where they learn new activities and work alongside professional coaches.

Depth of Youth Voice

Practical steps

Our co-production group suggests:

- Agree expenses upfront, avoid them as far as possible and repay them promptly.
- Review financial systems with young people to check they are not a barrier.
- Agree expectations with young people to make sure they are clear, realistic and fair.
- Promote the benefits of being involved, to the young people and to their areas of interest.
- Identify young people's motivations and aspirations when considering potential rewards.
- Consider sustainability of rewards, e.g., their environmental impact and whether they are cost-effective, replicable and/or lasting. Find out what the young people value.



Young People's Top Tips

1. A "thank you" is often enough!
2. Show us the difference our input is making/ has made.
3. Ask us what we would like to gain from our involvement.
4. Celebrate our successes with other people.



Tools

(these provide guidance, ideas and examples for compensating young people)



Youth Sport Trust Case Studies [Youth Voice Resources - Youth Sport Trust](#) Examples of benefits to pupils of being involved in Youth Voice.



Young Changemaker Awards (Youth Sport Trust) [Young Changemaker Awards - Youth Sport Trust](#) Nominate young people for annual awards and/or see examples to inspire other young people.



Maximising Benefits: A Framework for Volunteerism and Compensation for Young People (Civicus) [GVCYP_REPORT4.pdf \(civicus.org\)](#) Clarification and recommendations for compensating young volunteers/workers.



#iwill - youth volunteering and social action [Youth Social Action Resource Centre - iwill](#) Resources and examples for involving young people as volunteers and social change agents.



Sport and Recreation Alliance - volunteering in sport website [Recruit and Retain Volunteers | SRA | Sport and Recreation Alliance](#) Tips for recruiting, rewarding and retaining volunteers.



National Council for Voluntary Organisations - volunteering website [Paying volunteer expenses | NCVO](#) Guidance on volunteer expenses, e.g., what is lawful and taxable.