



www.musica-workshops.com
registered charity no.1150769

INCENTIVES AND REWARDS POLICY FOR YOUNG PEOPLE

Purpose

Musica is committed to recognising young people's contributions and achievement in improving the development, delivery and evaluation of our services. We are committed to equality of opportunity and safeguarding. This policy is to be read in conjunction with the other organisational policies especially the Youth Involvement policy and procedure.

Persons affected

All staff, paid and unpaid

All service users

Policy

As far as possible staff should consult young people on the types of incentive and reward they would prefer for a particular task. Staff must work within this policy when doing so.

In areas of work where a range of young people is involved on a regular basis undertaking a specific task the amount and method of reward should be agreed and applied across the area of work to ensure consistency and fairness.

Musica recognises the importance of building in appropriate rewards within the projects they deliver. These rewards may take the form of certificates, recordings, DVDs, T Shirts and performance opportunities, etc. These rewards and incentives are informed by previous projects and feedback from the young people involved, and may also be developed during the course of the project, in response to consultation with the young people concerned, thus ensuring they remain appropriate and relevant.

Expenses

Out of pocket expenses will be paid in line with our finance and expenses policy.

Incentives

There is a wide range of incentives that staff can use to encourage young people to become involved in/with Musica. These include:

- Learning new skills and ideas (through activities or training)
- Building confidence and self esteem
- Meeting new people and friends
- Having fun
- Having their voice heard

