The British Youth Council is the national youth council in the UK. Through our member organisations and network, BYC supports young people aged 26 and under, to participate in decisions which affect them and to have a voice on issues they believe in.
OVER THE PAST YEAR BYC HAS BEEN THROUGH A DYNAMIC PERIOD OF DEVELOPMENT.

MESSAGE FROM THE CHAIR

Once again BYC has shown that it has the capacity to grow and develop its work in response to the changing and challenging environment faced by young people.

At the core of this, is the modernisation of our internal structures, our Emergency General Meeting, in August 2006, unanimously agreed for BYC to incorporate and become a Company limited by guarantee. Following incorporation, BYC has developed a new policy making process, which will help us to be more responsive to the issues that matter the most to young people.

As a result, this year has seen a resurgence of BYC’s excellent campaigning ability and we have put young people back at the heart of the debate on a number of issues, including anti-social behaviour, the national minimum wage, votes at 16, homophobia and the future of volunteering.

In July 2006, BYC in partnership with YouthNet the online charity, launched Respect? – the voice behind the hood. The campaign has focussed on tackling the negative stereotypes that young people feel are maintained by some media and policy makers; and promotes the hundreds of positive things that young people do. The campaign has been supported and endorsed by young people, Ministers, parliamentarians and journalists and has gained a wealth of media coverage across all media platforms.

The start of the year also saw BYC’s history and experience in youth volunteering rewarded with the gaining of strategic partner status for youth volunteering with the government. As a strategic partner our focus is on raising awareness, removing barriers and spreading good practice. During the year we have held a number of volunteering fairs as well as a review with our stakeholders to inform our strategic thinking for the next three years – this has lead to a refocusing of BYC’s core objectives to ensure that young people are empowered to have a voice and make a difference.

Finally, I am extremely grateful to our trustees, staff, volunteers and member organisations for their dedication and hard work. We remain committed to empowering young people and ensuring that the voices of young people are heard.

Kay Ritchie
BYC Chair 2006 – 2007
THIS YEAR BYC HAS UNDERTAKEN A STRATEGIC REVIEW TO EVALUATE OUR PROGRESS AND SUCCESSES OVER THE LAST THREE YEARS AND INFORM OUR STRATEGIC PLAN FOR THE NEXT THREE YEARS.

REVIEWING BYC///
STRATEGIC REVIEW

We consulted with young people and youth led organisations both in membership and in our networks.

We are delighted that over three quarters of organisations and young people believe BYC empowers young people to have a voice on issues which affect them and that 90% of organisations and three quarters of young people believe BYC promotes positives images of young people.

Over the next three years we will build on our strengths and work with our member organisations towards our new vision and mission.

///Our Vision for Young People
All young people are respected and able to influence and inform decisions which affect their lives or upon which they have strong opinions.

///Our Mission
As the National Youth Council of the UK, through our member organisations and networks, BYC supports young people aged 26 and under, to participate in decisions which affect them and to have a voice on issues they believe in.

The review has helped us to focus our work and over the next three years we will work to strengthen our role as a membership organisation by working with members to empower and promote young people’s rightful place in society. We will support our members through our programmes and training to represent all groups of young people throughout the UK.

BYC's new strategic framework is available on the website www.byc.org.uk

///New funding partners
2006 was an exciting year for BYC, we secured a record amount of funding and diversified our funding base. We now receive funding from the Cabinet Office as a strategic partner in volunteering, the DCSF (formally know as the DfES), the Big Lottery Fund through the NCB, Electoral Commission, Lloyds TSB Foundation and the new volunteering charity V.

Next year we aim to further increase our levels of funding through income generation and increase our proportion of unrestricted income to invest into campaigning for young people.
Next year we will be further developing our training programmes to meet the needs of our members and young people as identified through the strategic review. We aim to deliver to over 1,200 young people. This increase in delivery will be possible through the recruitment of additional trainers including young trainers for the delivery of peer to peer training.

BYC's annual residential training course, National Youth Council (NYC) Convention, took place in August 2006 at Southampton Solent University. The event focused on Volunteering, Democracy and Positive Images of Young People. With a combination of interactive skills, practice, knowledge-based workshops and panel discussions, highlights of the event included the opportunity to grill MPs, Councillors and the Children’s Commissioners on just about any issue young people were interested in - hot topics included the War on Terror and sex education in schools.

Our international team have been travelling the world, to share our skills and experience. BYC has been working with youth organisations in South Africa to look at how we can increase youth participation in decision-making as well as support young people to tackle issues of concern in their communities.

BYC will be leading a training programme for South African and UK youth workers in summer 2007.

BYC regularly hosts international delegations, recent visitors include: the Nigerian youth organisation, Israeli community centre leaders and student groups from Kuwait and the Ukraine.

“Fantastic session – really learnt a lot, can't wait to get back to my organisations and put it into practice”. Disability Wales.

“It was brilliant. I learnt loads and it was really good fun”. A participant from the peer mentoring training from Sound Connections.

SHARING///
OUR SKILLS AND EXPERIENCE

Our Training and Programmes team have been delivering a range of training courses, particularly focussing on developing young people’s skills and abilities to represent themselves and take part in decision-making.

Over 800 young people took part in BYC’s training events this year.

The training team, delivered over 25 training programmes including: A-Z of Working Together, Next Steps: Developing your Youth Organisation, Putting Your Point Across, Youth at the Table (YATT).

HIGHLIGHTS AND KEY ACHIEVEMENTS FROM 2006-2007

OVER THE PAST YEAR, BYC HAS BEEN ABLE TO SIGNIFICANTLY GROW OUR EXPERTISE AND WE HAVE BEEN ABLE TO OFFER A WHOLE RANGE OF SKILL SHARING OPPORTUNITIES, TRAINING AND PROGRAMMES.

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The training team, delivered over 25 training programmes including: A-Z of Working Together, Next Steps: Developing your Youth Organisation, Putting Your Point Across, Youth at the Table (YATT).
BYC has been supporting young people to participate at international events, including: the European Youth Forum Council meeting in Azerbaijan, the Rome Youth Summit, the Cologne youth event and the Commonwealth Youth Ministers meeting in Cape Town, South Africa. (Reports of these meetings can be found on www.byc.org.uk).

“I would like to convey to the British Youth Council, my sincere thanks for your support for the UNESCO Euro-Mediterranean Youth Forum on Intercultural and Interfaith Dialogue to Ensure Peace..... We were especially lucky to benefit from the presence of two young delegates representing the UK - Rajay Naik and Hayley Murphy who contributed greatly to the discussions”.

Maria Helena Henriques Mueller, Chief, Section for Youth - UNESCO

“The British Council is extremely pleased to give funding support the BYC to pull together organisations and assist young people in having a real voice in international affairs. BYC’s work in hosting international delegations, attending seminars, and working on youth capacity building in South Africa, has added greatly to the profile of youth-led initiatives”.

Gordon Blakely, Director - Connect Youth International

The British Council

Next year we will continue to host delegations and support young people to attend international events. We will continue to develop our work in South Africa and we will look to replicate this work in other countries.

2006 SAW A RENEWED FOCUS OF BYC’S CAMPAIGNING ABILITIES, IN PARTICULAR PROMOTING POSITIVE IMAGES OF YOUNG PEOPLE

BYC partnered with online charity YouthNet to launch our Respect? Campaign in July. The campaign aims to:

- ensure that young people’s views are at the heart of the debate on anti-social behaviour
- challenge the use of labels (stereotypes) in media coverage
- encourage decision-makers drawing up policy to make informed judgements on youth issues and to listen to the voices of young people
- An online survey of over 1000 young people was conducted and a comprehensive report compiled.

The report: Respect? The voice behind the hood: young people’s views on antisocial behaviour, the media and older people was launched to the media, parliamentarians, decision-makers and the public sector at a policy seminar in the House of Commons on 18 July 2006.

“We also recruited a team of young people to form the Respect Young People’s Advisory Group (RYPAG) for the campaign. Rachael Dumigan from the C&C committee, Emily Beardsmore from the trustee board, joined the group, together with other young people from BYC’s member organisations.

Results from this research show that most young people feel as strongly about anti-social behaviour as older people and we do not want to be judged solely on the actions of a few troublemaking individuals. What we want is more of the positive things that we do to be celebrated and our views included in public debates. We do have a voice, and it’s time for people to listen”.

Katie (17), A member of the RYPAG
Over 300 young people have recently joined our Respect group on the social networking website Facebook, and are actively joining in the online campaign to call for a change in negative representation.

Next year we will implement phase three of the Respect Campaign with Youthnet to maximise our impact with the media, politicians and the general public.

Over 100 people attended the seminar, including MP’s, civil servants, journalists and representatives from voluntary and public organisations.

The launch of the campaign led to over 70 pieces of media coverage and gained support from a number of influential MPs and two senior broadsheet journalists to tackle the key concerns of young people.

Since the launch, BYC and YouthNet together with the RYPAG have been working to deliver the recommendations from the research. The RYPAG have met with key MPs and decision makers including Jenny Willott MP, the Liberal Democrat spokesperson on youth; the Children’s Commissioner for England, Sir Al Aynsley-Green; Parmjit Dhanda MP and Minister for Children, Young People and Families; Robert Brown MSP, at the time Deputy Minister for Education and Young People; and Patrick Harvie MSP to galvanise their support for the campaign.

The seminar was hosted by Dawn Butler MP. Parmjit Dhanda, the Parliamentary Under Secretary of State for Children, Young People and Families and Libby Brooks, the Deputy Comment Editor for the Guardian, gave their responses to the reports recommendations in a panel discussion.

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Since November 2006, BYC has been running a campaign asking the UK government to denounce the discrimination and homophobia promoted by the Polish government.

**SUPPORTING\\\\ YOUNG PEOPLE TO MAKE A DIFFERENCE**

**Stop Homophobia in Poland**

Recent actions by the Polish government go against the United Nations and European Union human rights laws and as a member of both, we feel the UK has a responsibility to call Poland to account.

So far we’ve had more than 20 letters of support from UK MP’s and MEP’s. On the 17th of May 2007 (the international day against homophobia) we hosted a fantastic demonstration outside the Polish embassy which attracted worldwide press coverage.

You can find out more and watch a film of the demo on the BYC website [www.byc.org.uk](http://www.byc.org.uk).

"We have to work even harder to make human rights a part of the fabric of our societies, which is why this demonstration was so great".

Sarah Ludford, MEP. **Stop Homophobia Demo**

"I want to thank the British Youth Council for organizing this demonstration, which has been a success in many different ways".

Derek Lennard, Chief Organiser of IDAHO, International Day Against Homophobia

**Free bus travel**

In February 2007, BYC successfully campaigned to keep free bus and tram travel in London for all under 16s and under 18s in full time education. The scheme was threatened when a policy review by the London Assembly’s Transport Committee had proposed to scrap it.

BYC members believe free bus travel is a vital opportunity for young people in the city; if you cannot access transport then you are disadvantaged. The scheme helps keep young people in education, facilitating their development and capabilities.

"I am very grateful for the British Youth Council’s support of the campaign to defend our policy of free bus travel for under 18’s. This measure saves families hundreds of pounds a year and gives young Londoners the opportunity to explore their city in all its diversity. The British Youth Council’s backing has been important in strengthening the strong public support for this initiative".

Ken Livingstone, Mayor of London

BYC prepared a briefing for Greater London Assembly members and obtained some good press coverage of its campaign including the Guardian, Young People Now, Community Newswire, De Havilland, and various Greater London Authority press releases, together with some local press coverage, and the Mayor of London personally thanked BYC for its support.

BYC supported the resultant calls made in Parliament to expand the free bus travel scheme to other areas of the country and offer this opportunity to more young people; this is something we will continue to campaign for next year.
BYC has continued its focus on influencing public policy this year and we have responded to several policy initiatives.

INFLUENCING///
PARLIAMENTARIANS AND DECISION-MAKERS

Throughout the last year BYC has continued to consult with our members to put forward young people’s points of view to the Department for Education and Skills and HM Treasury by attending various stakeholder events and preparing written evidence for the Youth strand of the Comprehensive Spending Review.

//All Party Parliamentary Group (APPG) on Youth Affairs
BYC along with the National Council for Voluntary Youth Services (NCVYS) and YMCA England provide the secretariat for this group. The group currently has 80 Members (MPs and Lords); Dawn Butler MP is the Chair of the group. BYC has been working closely with Dawn to develop a programme of work which will focus on promoting positive images of young people and their place in society. We hope to be able to launch an inquiry and generate discussion in parliament next year.

“I have really enjoyed working with BYC in its capacity as Secretariat to the APPG Youth Affairs. I look forward to working with the organisation more closely in future on the exciting new programme of meetings we have devised on youth re-engagement and I’m delighted by BYC’s continued enthusiasm for driving forward young people’s issues”.

Dawn Butler, MP
Chair of the APPG on Youth Affairs

Over the past year, BYC has gained 93 pieces of press coverage across print, broadcast and online media from local to regional and national.

BROADCASTING///
THE VOICES OF YOUNG PEOPLE

BYC has recruited and trained a group of 18 active media spokespeople, who are briefed on all BYC policy and campaigns – who are able to speak to journalists. The group were launched to the media in 2006 and we regularly put them forward for both print and broadcast interviews.

Next year we will launch a new virtual press office and we aim to double our press coverage.

Next year, we will continue to consult with young people and our membership to respond to government consultations and ensure that the voices of young people are at the heart of government policy and parliamentary debate.

These included the:

- Low Pay Commission consultation on National Minimum Wage rates, with evidence presented to the Department for Trade and Industry;
- Care Matters: The Children in Care Green Paper, which incorporated evidence gained from BYC members;
- The Scottish Executive consultation on Getting it right for every child; draft Children’s Services (Scotland) Bill, and
- The Department for Education and Skills consultation on Statutory Guidance on Section 6 Education and Inspections Act (Positive Activities for Young People).

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- The Department for Education and Skills consultation on Statutory Guidance on Section 6 Education and Inspections Act (Positive Activities for Young People).
COMMUNICATING///

TO YOUNG PEOPLE AND OUR MEMBERS

Our website www.byc.org.uk and the BULLETin are the most accessed of BYC’s information resources, we continue to update the website on a daily basis and our email BULLETin goes out every week. Over the past year our website has had 101,034 unique visitors and subscribers to our BULLETin have increased from 800 to 1,300 nearly a 30% increase.

“Clear, simple, regular, brilliant”.

Young person.

2007, strategic review research on the BULLETin

The communications team have been looking into other methods of communication and marketing such as email broadcasting, SMS text giving/campaigning and online payment solutions.

Next year we will implement a new email campaigning mechanism to capture statistics on the success of the emails we send out to all our stakeholders.

The marketing team have been busy marketing our new Inform & Influence programme, v Volunteering scheme and Every Young Voice programme. To support all our new programmes, a range of electronic resources were developed as well as toolkits, posters, banners, postcards and personalised Inform and Influence democracy cards.

For each of these programmes BYC set up dedicated webpages, displayed banners developed a monthly XACT e-bulletin and also advertised these programme events in a host of virtual spaces – i.e. forums, blogs, MySpace, Facebook and YoMo, etc.

BYC staff and interns have also attended events to market our programmes, including the Metropolitan University Volunteering Fair and the Muslim Youth Forum Youth Aspiration Day.

Over the past year we have distributed 5,340 marketing materials.

Next year we aim to increase our marketing outputs and target specific groups of youth organisations with our tailored training and programmes.

BYC continues to strive to support young people to inform and influence decisions that affect their lives. We run a number of programmes with this as the central focus.

EMPOWERING YOUNG PEOPLE TO PARTICIPATE FULLY IN DECISION-MAKING

//Inform and Influence

The Electoral Commission, through their Partnership Grant scheme, gave BYC a grant to rollout our Inform and Influence programme. A UK-wide interactive programme of training sessions, events and online communication to inform young people about democracy and encourage them to influence the political process.

BYC has held a Young People and Your Democracy event in Northern Ireland Assembly and the UK Parliament, which were attended by over 150 young people not in education, employment or training. Four training courses about local democracy were held in Cookstown, Belfast, Swansea and Birmingham and attended by 46 young people.

//The Democracy Coalition for Children and Young People

The Democracy Coalition for Children and Young People, which BYC chairs, has grown in terms of its activities over the past twelve months. Among the highlights was a well attended wake-up call event with Baroness Helena Kennedy on the Power Inquiry recommendations, and the inaugural FYI (For Youth Involvement awards). David Kidney MP received the award at the People in Parliament event that took place in London.

Towards the end of 2006 the Coalition engaged with the then Department for Constitutional Affairs (now the Ministry of Justice) on their plans for developing a youth engagement strategy, headed up by Bridget Prentice MP. This relationship was strengthened towards the end of the year, with the department agreeing to provide DCCYP with funding towards activities for 2007/8.

BYC's Marketing and Communications team have been working this year to develop and improve our methods of communication both internally and externally.
Youth at the Table (YATT)

As part of our Youth at the Table (YATT) programme, we worked with a group of young people to develop a comprehensive training pack. The pack consists of four information guides and twelve interactive training courses.

The pack was endorsed by the Governance Hub and DfES. Over the next year, BYC will adapt the pack to obtain external accreditation equivalent to a GCSA or A Level with the Open College Network. BYC ran eight sessions about young people and governance in order to support and develop organisations.

Every Young Voice

Every Young Voice, thanks to funding from the Lloyds TSB Foundation for England and Wales, expanded this year with the programme delivered in Cardiff, Lincoln, London and York.

Over 500 young people from youth councils and similar organisations directly benefited from the programme. Young people in Tower Hamlets and Hastings helped us update the materials from the 2005/6 pilot to improve them and make them easier to use.

Using the Lloyds TSB Foundation funding, we updated the Every Young Voice toolkit, turning it into a compact guidance booklet with an accompanying CD Rom filled with templates and other resources.

“Every Young Voice is an excellent tool for youth councils. It really helps you look at where you are and where you are going”. Ben, Derry Youth Council

“It is important that children and young people are not only listened to but also have the opportunity to be actively involved in making these decisions... Youth at the Table materials will help to ensure that children and young people have the skills and knowledge to be able to play an active and far-reaching role in the decision-making process and governance of organisations”.

Parmjit Dhanda.
Under-Secretary of State for Children, Young People and Families

“The training was great; it takes you through everything you need to know about being involved in governance. The part that helped me the most was ‘speaking with purpose’ it took you from writing a speech from start to finish”.

Daniel.
Young Members Officer, Unison Shetland Young Members, September 2006
**Volunteering**

The start of the year saw BYC’s history and experience in youth volunteering rewarded as we became a strategic partner for youth volunteering with government. Initially the lead department was the Home Office, but since May 2006, our relationship with government on youth volunteering has been coordinated by the Office of the Third Sector within the Cabinet Office.

As a strategic partner our focus is on raising awareness, removing barriers and spreading good practice. During the year we held a number of volunteering fairs as well as a seminar in December where the interim Head of the Volunteering & Charitable Giving Unit, Anne Taggart, was the keynote speaker.

Towards the end of the year we launched our Barriers to Volunteering research to identify the barriers faced by young people in England. By late February over 600 young people had provided us with their experiences and suggestions on how the barriers could be removed. The findings will be presented in autumn 2007, and used as part of our work on policy development with the Office of the Third Sector and other bodies engaged in youth volunteering.

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**Youth Trust**

BYC worked with a group of young people and CRAE (Children’s Rights Alliance for England) to produce this guide to explain the National Occupational Standards to young people as well as provide organisations with tips on how to recruit younger trustees. Trust Youth was paid for by the Governance Hub.

"The Governance Hub is delighted to have supported BYC to develop its work around youth governance and especially the development of the publication Trust Youth and the piloting of an accredited learning scheme for trustees, based on the National Occupational Standards. These programmes are critical in helping more young people get involved in governance of voluntary and community organisations and in helping organisations to become more diverse and effective".

Jolanta Lasota.
Head of Governance Hub

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**V-volunteering**

Supported by the new charity V, this year we have developed a brand new volunteer programme for full and part-time volunteering across England. The role of the programme is to give exciting and engaging opportunities for young people whilst removing the barriers that stop involvement. It also makes sure that the voices of young people are heard throughout the work of BYC.

This year we have supported, 13 Full-time V volunteers (V interns) based in BYC’s office and 54 Part-time V volunteers (V regional volunteers)

Young people were recruited across England and divided into four super regions. All volunteers are supported to achieve to UK Youth Achievements Award, thereby ensuring that their volunteering experience is accredited.

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**The Children and YouthBoard**

In partnership with the National Children’s Bureau (NCB), we oversaw the completion of the 2005/6 DfES Children and Youth Board.

A celebration event took place in September 2006, highlighting the excellent and varied work the 25 children and young people aged 8-18 from across the UK have achieved under the leadership of Rt Hon Beverley Hughes MP, Minister of State for Children and Young People and Families.

Next year we will continue to build and strengthen our partnerships to deliver effective programmes and training for young people to help them participate fully in decision-making.

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"My experience at BYC has been a lot of fun; it has been a huge learning experience for me and given me an opportunity to pursue an area of work that I have passion for with creativity and vision”.

Rugena Ali.
Campaigns intern 2007
Our resources

What we spent in 2006-2007

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising &amp; publicity costs</td>
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<tr>
<td>Citizenship &amp; development</td>
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</tr>
<tr>
<td>Policy &amp; communications</td>
<td>£200,195</td>
</tr>
<tr>
<td>International activities</td>
<td>£69,687</td>
</tr>
<tr>
<td>Governance costs</td>
<td>£37,245</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>£535,660</strong></td>
</tr>
</tbody>
</table>

Where the money came from:

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership</td>
<td>£20,221</td>
</tr>
<tr>
<td>Donations</td>
<td>£120</td>
</tr>
<tr>
<td>DfES NVYO</td>
<td>£157,272</td>
</tr>
<tr>
<td>National Children’s Bureau</td>
<td>£23,502</td>
</tr>
<tr>
<td>British Council</td>
<td>£84,000</td>
</tr>
<tr>
<td>DfES European Youth Forum</td>
<td>£9,443</td>
</tr>
<tr>
<td>Home Office</td>
<td>£60,000</td>
</tr>
<tr>
<td>Cabinet Office</td>
<td>£30,000</td>
</tr>
<tr>
<td>Department of Constitutional Affairs</td>
<td>£9,000</td>
</tr>
<tr>
<td>Electoral Commission</td>
<td>£16,284</td>
</tr>
<tr>
<td>Lloyds TSB Foundation</td>
<td>£20,000</td>
</tr>
<tr>
<td>V</td>
<td>£205,507</td>
</tr>
<tr>
<td>Publications</td>
<td>£5,101</td>
</tr>
<tr>
<td>Events</td>
<td>£9,860</td>
</tr>
<tr>
<td>Training &amp; consultancy</td>
<td>£26,511</td>
</tr>
<tr>
<td>Investment income</td>
<td>£1,153</td>
</tr>
<tr>
<td>Interest receivable</td>
<td>£1,957</td>
</tr>
<tr>
<td>Other incoming resources</td>
<td>£7,989</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>£697,920</strong></td>
</tr>
</tbody>
</table>

Further information and the full financial statements can be obtained from Olakunbi ijishakin Olakunbi@byc.org.uk

Thank you

We are enormously grateful to all those that support our work, including: trustees, v-interns and regional volunteers, volunteers, parliamentarians, funders, voluntary and private sector partners, friends and individuals. Through their energy and vision they have helped us to provide young people with the chance to get their voices heard. We would like to give special thanks to the following and volunteers:

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Rachel Harrington
Catherine Meehan
Tom Minor
Naseem Mungar
Lewis Nicholls

We would also like to thank the 54 V-regional volunteers.

Thank you for all that support our work, including: trustees, v-interns and regional volunteers, volunteers, parliamentarians, funders, voluntary and private sector partners, friends and individuals. Through their energy and vision they have helped us to provide young people with the chance to get their voices heard. We would like to give special thanks to the following and volunteers:
THE BRITISH YOUTH COUNCIL IS TRULY A PEER LED ORGANISATION, IN BOTH PRINCIPLE AND PRACTICE. OUR BOARD OF TRUSTEES IS FORMED OF 13 ELECTED YOUNG PEOPLE WHO ARE ALL 26 AND UNDER. THE TRUSTEES ARE THE PRINCIPAL REPRESENTATIVES OF THE ORGANISATION AND ARE RESPONSIBLE FOR BYCS STRATEGIC WORK.

A special thanks also goes to Jules Mason for all his hard work at BYC over the past six years (member of staff 2001 – 2007) and to Jock Meikle who provides BYC with pro bono HR advice.
For more information about the work of BYC, please visit our website www.byc.org.uk or call our office on 0845 458 1489

British Youth Council
Mezzanine 2
1 London Bridge
London
SE1 9BG
T: 0845 458 1489
E: mail@byc.org.uk
www.byc.org.uk

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