



## NCVO WORKFORCE DEVELOPMENT

### Good employment practice case study

#### Collaboration on HR: The Prince's Trust and DrugScope

**The Prince's Trust** exists to help young people overcome barriers, realise their potential and transform their lives through practical support including training, mentoring and financial assistance. The Trust focuses its efforts on young people who have struggled at school, have been in care, are long-term unemployed or have been in trouble with the law.

**DrugScope** is the UK's leading independent centre of expertise on drugs. Their aim is to inform policy development and reduce drug-related risk, providing quality drug information, promoting effective responses to drug taking, undertaking research, and advising on policy-making.

#### Project

Around 12 per cent of the young people that The Prince's Trust works with self report drug misuse issues, though the true figure is likely to be higher. It is therefore considered crucial that those who work at the Trust (and particularly those who work with young people directly) are informed about drugs misuse to ensure that young people's substance misuse does not act as a barrier to inclusion in Trust programmes and activities and that staff were properly supported and confident in dealing with young people and drugs and alcohol.

The Trust recognised that it was not best placed to build that knowledge internally and that doing so would duplicate the work of other organisations. In partnership with DrugScope, a drug awareness programme – *Getting it Together* – was developed for The Prince's Trust employees, partners and volunteers. The programme covered information on drug use, trends, facts and issues, drugs and the law, government policy, patterns of drug use, consequences and appropriate interventions and available drug treatment, services and how to refer.

#### Benefits and challenges

The vast majority of people who attended felt that the training was interesting, informative and useful and that the learning objectives were fully achieved. The aspects commonly cited examples of the most useful of the day reflected the expertise which DrugScope were able to bring to the programme including:

- Practical nature of case studies and thinking through the practical application of policy
- Appreciating and understanding drug users' behaviour and guidance on how to ask the right questions; how to respond and when and where to refer
- More technical issues including the law around drugs; duty of care and confidentiality when working with young people
- Personal knowledge and experience of trainers

The *Getting It Together* programme has also led to the strengthening of relations with DrugScope and other agencies who are concerned with young people and drugs. Indeed, DrugScope spoke at the launch of the report of the HM Treasury sponsored Princes Trust's programme *Making Partnerships Work* (2005).

## Future development

The Trust has updated its current substance misuse training module included in its overall staff training programme and have identified the need for future training and support needs for staff and volunteers through a two tiered training programme. The success of this partnership has encouraged The Prince's Trust to engage in a further collaborative staff training project with the mental health charity Rethink.