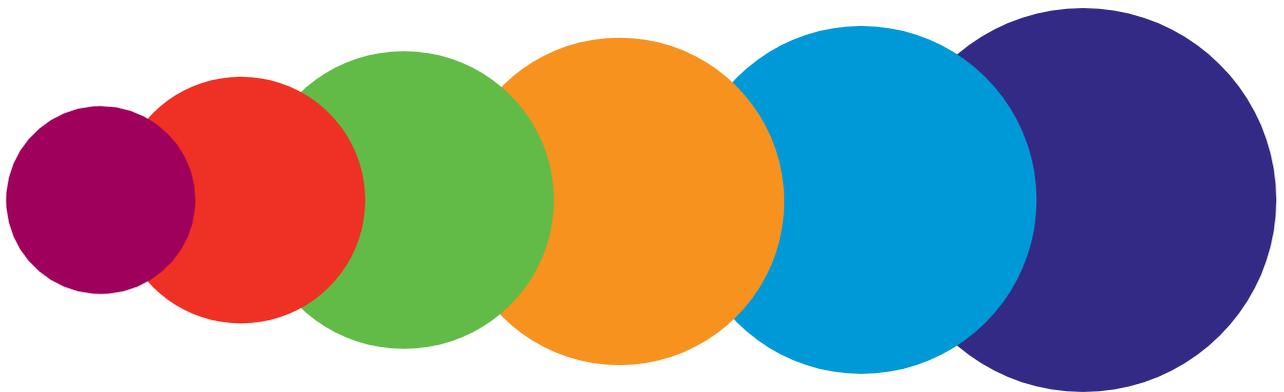


INVOLVE



*National Institute for
Health Research*

Reward and recognition for children and young people involved in research – things to consider



INVOLVE would like to acknowledge the contribution of the London Generation R Young Persons Advisory Group (YPAG) at Great Ormond Street Hospital, who helped to shape the content of this guidance and Louca-Mai Brady for sharing her expertise during its development.

Reward and recognition for children and young people involved in research – things to consider

Children and young people involved in research should receive appropriate reward and recognition for their contributions. This demonstrates the value that you place on their time, commitment and expertise when involved in your research activities.

Many of the [things to consider](#) when involving adults also apply when involving children and young people; however there are other specific issues that you should think about when planning involvement that includes young people.

You can find more information about [involving children and young people](#) on the INVOLVE website, including a list of '[Top Tips](#)'.

Things to consider:

CONSULT – ask children and young people how they want to be rewarded and recognised. As with adults, appropriate forms of recognition may vary. For children and young people, these factors may include the age of those involved, and the level and type of involvement undertaken.

Where possible:

- consult young people about how they want to be rewarded and acknowledged
- provide options and build in flexibility to allow for individuals' preferences or personal circumstances
- include information about reward and recognition in any material provided about the involvement activity (and for the parents or carers of young children too).

CLARIFY – a clear and consistent [policy](#) that explains how children and young people will receive reward or recognition, and for which activities, will help to clarify the process for everyone.

Where possible:

- develop a policy that reflects with wishes of the children and young people involved
- ensure the policy meets local organisational or institutional requirements (such as with local finance and human resources departments).

DISCUSS – if working with, or recruiting through, a young person's organisation or an existing young people's groups, find out what local processes are in place.

Where possible:

- discuss reward and recognition issues with the group's coordinator (or organisation) at the earliest opportunity

- be prepared to discuss the options, as some children and young people's organisations involve young people as volunteers, or may offer other forms of reward to acknowledge their contributions.
-

EXPENSES

As with adults, children and young people (and their parents) should not be out of pocket for being actively involved in research. For many, ensuring that expenses are covered can be the determining factor in a young person's decision to be involved, as some may find it difficult to meet these costs otherwise, even temporarily. Where possible:

- **cover expenses in advance** direct to a service provider (such as to a travel company for rail tickets) to avoid young people having to claim reimbursement
- include the costs incurred by an **accompanying adult or family member**, or those of a support worker, when appropriate
- ensure that any **reimbursed expenses** are processed quickly and easily.

PAYMENT

Bearing in mind the issues raised in the INVOLVE guidance on payment for public involvement, and the things to consider above, you may want to offer the options below to children and young people when discussing payment and reward for involvement. Find out what they would prefer and discuss what may be possible within your budget, and within your organisational or funder guidance.

You may also want to review these options regularly to ensure your chosen option remains the right one for the children and young people with whom you are working.

You should ensure that any **methods** to be used, and any **levels** of reward that you decide upon, are appropriate for the ages of those involved.

High street gift vouchers

High street vouchers are often the preferred option for rewarding young people. Gift vouchers that are redeemable in a range of high street shops are usually the most popular, but vouchers can be obtained for cinemas, restaurants and other activities (for example, see [high street vouchers](#)).

- If this is the preferred option, ask the children and young people you are involving which vouchers they would like.
- Be aware that some organisations and institutions **prohibit** the use of gift vouchers, so check with your host organisation before making any offer.

Monetary payment

Although not all children and young people will want to be paid, or be able to do so because of organisational policy, the offer of monetary payment can be a factor in enabling some children and young people to become involved in research. Offering payment may also increase the diversity of those you involve and broaden the range of perspectives included, for example young people who are living independently or may have to take time off from work to be involved. Payment may be especially appropriate for involvement activities that require more time or responsibility, or where gift vouchers are not the preferred option.

- The **methods of payment** should be appropriate, as some children and young people may not have bank accounts into which money can be paid. The methods may need to be flexible so that individual's circumstances can be accommodated.

- Be mindful of the **legal restrictions** that limit the times and amount of hours that children and young people aged under 16 can undertake as paid activity (see the 'Participation Works' document '[How to remunerate and reward children and young people's involvement](#)' for an explanation of the legal restrictions).
- Be aware that **young people of working age** may be in paid employment, or in receipt of welfare benefits. In these circumstances, the same considerations apply as for adults with regards to tax and benefits. The [Benefits Advice Service](#) is available to offer free, confidential advice for those involved with organisations or studies supported by the National Institute for Health Research (NIHR).

OTHER FORMS OF RECOGNITION

Children and young people's contribution to research should always be acknowledged and reported back to individuals and groups. Other examples of other ways that children and young people might be recognised for their contributions include:

- organising group meals out, or other **social events** (or sports activities)
 - providing opportunities to learn **new skills** (such as designing and writing information, video production or website design)
 - providing **certificates** that acknowledge the young person's contribution for educational portfolios. It is helpful to personalise these and provide details of the specific training or activity that the child or young person has been involved in
 - offering **references** for employers, colleges and universities
 - providing opportunities to **share and celebrate success** (for example, when reporting within an organisation or project, when publishing the research, or when presenting at conferences or other dissemination events)
 - exploring **formal accreditation** for extended involvement in longer-term projects, for example through [ASDAN](#) (Award Scheme Development and Accreditation Network) or the Open College Network in your area. This can be a very effective and appropriate way of acknowledging the work of individual young people. Time and cost implications, however, need to be explored before these opportunities are offered ([NCB Guidelines, 2011](#)).
-

Acknowledgements

INVOLVE would like to thank Louca-Mai Brady for sharing her expertise during the development of this guidance.

INVOLVE would like to acknowledge the contribution of the London Generation R Young Persons Advisory Group ([YPAG](#)) at Great Ormond Street Hospital, who helped to shape the content of this guidance.

More information

For further information about involving children and young people in research, please see the [INVOLVE resources](#), and further links below:

ASDAN (Award Scheme Development and Accreditation Network): www.asdan.org.uk/home

Benefits Advice Service: www.invo.org.uk/resource-centre/benefits-advice-service/

Children's Rights Alliance for England: www.crae.org.uk/

INVOLVE payment and recognition resources: www.invo.org.uk/resource-centre/payment/

National Children's Bureau's guidelines for research:
www.ncb.org.uk/media/434791/guidelines_for_research_with_cyp.pdf

Participation Works Partnership guidance for researchers – PEAR group:
www.participationworks.org.uk/files/webfm/files/resources/k-items/ncb/Pear%20Leaflet_final_lores/index.pdf

Participation Works Partnership how to involve children and young people:
www.participationworks.org.uk/resources/how-to-involve-children-and-young-people-in-commissioning/

Examples of reward and recognition policies for children and young people involved in research

Examples of reward and recognition policies will be added here

