



Ards & North Down Area Action Plan 2018-2020

Transforming Education Management

- The Local Advisory Group is established and operational in area.
- To ensure the maintenance and development of a range of participative opportunities, including Youth Councils, Youth Forums and the Youth Advocacy Programme for young people, to become involved in the management of youth services and advocacy on behalf of their peers.
- To secure additional funding to enhance the services offered to young people.
- Education Authority Youth Service practice will seek to be flexible and responsive to emerging needs and new policy direction during the life of this Plan.

DE Priority: Raising Standards for All

Area For Action	Outputs	Outcome	Measure/Target
<p>Planning</p>	<p>Area Plan for the Ards and North Down Area</p>	<p>Youth Service provision and resources delivered based on an assessment of need</p>	<ul style="list-style-type: none"> • Local Area Assessment of Need developed, and disseminated by September 2018 • Area Youth Development Plan developed, and disseminated by September 2018 • SOAs in the top 25% most deprived areas will have access to professional youth work staff • 100% of controlled centres and youth workers meet the standards required for approval of the CDA
	<p>Stakeholder Consultations</p>	<p>Localised needs of young people identified</p>	<ul style="list-style-type: none"> • Local assessment of need, drawing on findings of Regional Assessment of Need, local consultation and engagement with LAG annually. • Youth Council conduct a consultation event per annum • Area Youth Development Plan consultation annually with L.A.G.
<p>Partnerships</p>	<p>Partnerships which complement Youth Service provision</p>	<p>Effective planning and reduced duplication of services</p>	<ul style="list-style-type: none"> • 100% partnerships reviewed by March 2020 • Memoranda of Understanding completed with Partner Organisations.

DE Priority: Raising Standards for All

Area For Action	Outputs	Outcome	Measure/Target
Support to part-time voluntary groups	Registration of voluntary youth organisations	Voluntary sector youth organisations supported to deliver youth provision	<ul style="list-style-type: none"> Registered groups maintained by grant aid Minimum of 3 new groups supported towards registration by March 2020
Quality Assurance	Quality Assurance Framework	High quality youth provision	<ul style="list-style-type: none"> 100% controlled F/T youth workers receive 6 supervision sessions per year 100% controlled units/workers receive a minimum of 3 practice support visits 100% of controlled units and workers to submit quarterly Target Monitor reports and statistical returns
	Moderation process	High quality youth provision Inspection readiness	<ul style="list-style-type: none"> 100% controlled units/worker receive a minimum of 1 moderations by March 2019 and a further minimum during April 2019 – March 2020 100% voluntary youth organisations receiving moderation visits proportionate to funding received Action plan developed to address areas for improvement following moderation visit or ETI Inspection
	Quarterly reports	High quality youth provision	<ul style="list-style-type: none"> 100% controlled units/worker return quarterly reports

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Area For Action	Outputs	Outcome	Measure/Target
Measurement of Youth Work Programmes	Measuring Outcomes Framework	<p>Effective services delivered and reviewed</p> <p>Impact of programme delivery recorded</p> <p>Engagement levels of young people recorded and reflected on</p>	<ul style="list-style-type: none"> • 100% of registered and controlled units to have completed NIYSA forms by end of February each year • 100% of controlled youth workers and youth centres to maintain evidence files recording the engagement of and outcomes for young people • 100% of full-time voluntary youth organisations to maintain evidence files recording the engagement of and outcomes for young people • 100% controlled units/worker complete Engagement Framework
Generic Provision	Generic provision for the generality of young people	The generality of young people have access to youth services	<ul style="list-style-type: none"> • Each controlled youth centre will have a minimum of 40 young people in attendance each evening • Each controlled youth centre will have a minimum of 80 young people registered as members • 100% full-time controlled youth centres will operate minimum of 5 evenings per week
Public Relations	PR Articles& Events	Increased public awareness of Youth Service	<ul style="list-style-type: none"> • 20 Articles submitted for publication • Youth Service3 to be represented locally at 4 events per years.

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity

Area For Action	Outputs	Outcome	Measure/Target
<p>School-based youth work</p>	<p>Transition programmes for pupils at Key Stage 2</p>	<p>Enhanced Personal Capabilities</p>	<ul style="list-style-type: none"> • 2 School based programmes • 30 young people engaged
	<p>Programmes for pupils at Key Stage 3 to address educational underachievement</p>	<p>Enhanced Personal Capabilities</p>	<ul style="list-style-type: none"> • KS 3 programmes run in 3 post primary schools in the Division • 80% of pupils progress on a minimum of three of the seven outcomes • Minimum of 2 Peer Mentoring Programmes in post primary schools, involving 30 peer mentors • Minimum 80% of peer mentors to receive OCNNI Level 1 accreditation
	<p>Programmes for pupils at Key Stage 4 to address educational underachievement</p>	<p>Enhanced Personal Capabilities</p>	<ul style="list-style-type: none"> • Certificate in Personal Success and Well Being delivered over 2 years at KS4 to minimum of 30 young people in 2 schools • More than 80% pupils progress against 3 of the 6 outcomes by June 2019 • Minimum of 80% participants achieve equivalent to GCSE Grade B accreditation

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity

Area For Action	Outputs	Outcome	Measure/Target
<p>Health and Well-being</p>	<p>Gender Based Youth Work programmes</p>	<p>Improved Health and Well-Being</p>	<ul style="list-style-type: none"> • 2 gender based projects delivered on key health & wellbeing issues in response to identified need • 2 programmes delivered to 24 young people by March 2019 and a further • 2 programmes delivered to 24 young people by March 2020
	<p>Health and Well-Being programmes / risking taking behaviour</p>	<p>Improved Health and Well-Being</p>	<ul style="list-style-type: none"> • 4 health and wellbeing programmes delivered to 50 young people by March 2019 and a further 8 health and well-being programmes delivered to 100 young people by March 2020 • One Mental Health Youth Worker (EA FLARE Project) delivering positive mental health interventions in the Ards & North Down Area.

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity

Area For Action	Outputs	Outcome	Measure/Target
Personal & Social Development	Personal and Social Development	Improved Health and Well-Being	<ul style="list-style-type: none"> • 4 personal and social development programmes delivered to 50 young people by March 2019 and a further 8 personal and social development programmes delivered to 100 young people by March 2020
Positive Behaviour	Programmes for young people at risk of being involved in criminal or anti-social behaviour	Improved relationships with others	<ul style="list-style-type: none"> • 2 programmes delivered to 24 young people by March 2019 and a further 3 programmes delivered to 36 young people by March 2020
	Programmes Addressing Risk Taking Behaviour	Improved relationships with others	<ul style="list-style-type: none"> • 2 programme delivered to 24 young people by March 2019 and a further 3 programmes delivered to 36 young people by March 2020
	Youth Intervention Programmes	Improved relationships with others	<ul style="list-style-type: none"> • 1 programme delivered to 15 young people by March 2019 and a further 2 programmes delivered to 30 young people by March 2020

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Area For Action	Outputs	Outcome	Measure/Target
<p>Promoting Lawfulness</p>	<p>Education in Lawfulness and other relevant programmes for the generality of young people in schools and youth settings</p>	<p>Lawfulness is spoken about Improved Health and Well-being</p>	<ul style="list-style-type: none"> • Resources collated/developed around eg. Lawfulness, Resilience, Drugs & Alcohol Misuse for use in youth clubs and in schools at KS3 from September 2018 • Youth Workers delivering lawfulness programmes to a minimum of 50 young people per area at KS2 & KS3 by March 2019 • Youth Workers in LTP Programme KS4 to deliver a Lawfulness module in 3 schools in the Ards and North Down area, to a minimum of 30 pupils by March 2019 • Full-time Youth Workers in Youth Centres and in outreach projects each delivering lawfulness programmes to 20 young people per programme annually

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Area For Action	Outputs	Outcome	Measure/Target
Access to Services	Rural Engagement programmes	Enhanced Personal Capabilities	<ul style="list-style-type: none"> • Area/Rural Outreach Youth Worker, 8 Areas identified for interventions. • 8 programmes delivered across Rural Ards and North Down by March 2020 to 96 young people by March 2020 • Respond appropriately to the research report recommendations regarding the needs of rural young people (December 2018)
Targeted Provision in area of Deprivation	Outreach programmes	Improved relationship with others	<ul style="list-style-type: none"> • 6 programmes delivered in Ards and North Down by March 2020 to 70 young people
	Extended Provision programmes	Improved relationships with others	<ul style="list-style-type: none"> • 1 Extended Provision programme in the Division, with an average sessional attendance of 30 young people
Inclusion	Inclusion programmes	Improved relationship with others	<ul style="list-style-type: none"> • 3 Inclusion programmes based on assessed need delivered by March 2019, and 3 further programmes during April 2019– March 2020

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Area For Action	Outputs	Outcome	Measure/Target
Inclusion (Contd)	Inclusion scheme aimed at promoting inclusive youth work projects	Improved relationship with others	<ul style="list-style-type: none"> • 3 Inclusion programmes based on assessed need delivered during April 2019– March 2020 • Minimum of one inclusion programme underpinned and supported by the regional Inclusion team
CRED / CRED Addendum	Community Relations, Equality and Diversity programmes	Positive engagement with others from diverse backgrounds	<ul style="list-style-type: none"> • 2 programmes based on assessed need delivered by March 2019, and 4 further programmes during April 2019– March 2020 • Minimum of 1 application to T:BUC Camps programme in 2019
Participation	Participative structures for young people	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 100% youth centres supporting a participative structure involving a minimum of 10 young people • 3 Youth Forums established involving minimum of 12 young people each • 3 Social Action Projects carried out by Youth Forums by March 2020

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity

Area For Action	Outputs	Outcome	Measure/Target
Participation (Contd)	Youth Council	Active Citizenship	<ul style="list-style-type: none"> • 1 strategic Youth Council for Ards & North Down responding to local council consultations and emerging youth needs, meeting monthly, and delivered in partnership with regional participation team. • 15 young people involved • 1 Social Action project by March 2019 and a further 3 projects by March 2020
	Small Grants Scheme	Increased Participative action	<ul style="list-style-type: none"> • Minimum of 2 applications to the small Grants Scheme
	Accredited/non accredited leadership programme for young people in participative structures	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • Minimum of 25 young people per Division completing a leadership programme • Minimum of 80% Youth council members complete modular training programme
CSE/eSafety/Child Protection	Child Sexual Exploitation Projects	Improved Health and Well-Being	<ul style="list-style-type: none"> • 1 Programme delivered to 12 young people by March 2019 and two further to 24 young people by March 2020
	Age appropriate Internet Safety programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> • 2 Programmes delivered to 12 young people by March 2019 with 4 further Programmes to 50 young people by during April 2019- March 2020

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Area For Action	Outputs	Outcome	Measure/Target
International Work	Deliver Global Service Learning Programme to young people.	Increased awareness of local and global issues	<ul style="list-style-type: none"> • 15 young people • 1 Global Service Learning Programme completed by March 2019
Summer intervention programmes	Youth Intervention Scheme	Improved relationships with others	<ul style="list-style-type: none"> • 4 Intervention Programmes delivered across Ards and North Down targeting key groups noted by during summer of 2019
	Summer Activities programmes	Improved relationships with others	<ul style="list-style-type: none"> • 6 summer activities programmes delivered across Ards and North Down during summer of 2019
Raising Aspirations	Employability programmes	Developing of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 2 OCNNI courses delivered to 20 young people per year • 10 young people complete OCN Music Performance as part of Camp Rock per year • 11 young people complete CADi Apprenticeship programme per year
	Residential	Enhanced Personal Capabilities	<ul style="list-style-type: none"> • 3 residential by March 2019 X 36 young people • 6 residential by March 2020 x 80 young people

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Area For Action	Outputs	Outcome	Measure/Target
Raising aspirations (Contd)	International programme	Active Citizenship	<ul style="list-style-type: none"> • Global Service Learning Programme delivered, underpinned and supported by the Regional International Team, involving minimum of 15 young people by March 2019
Outdoor Learning	Residential and non-residential outdoor learning opportunities for EA-registered youth groups and schools	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • Minimum of 1 programme is underpinned and supported by Regional Outdoor Peripatetic team. • Minimum of 80% of young people who complete programme achieve expected outcomes.
Training	Training for young people	Development of thinking skills, life skills and work skill	<ul style="list-style-type: none"> • 100% full-time youth centres conducting a minimum of one accredited programme for young people per year • Minimum of 70% of participants achieve accreditation

DE Enabling Goal: Developing the non-formal Education Workforce			
Area For Action	Outputs	Outcome	Measure/Target
Workforce Development	Staff Development Part-Time Staff Generic	Workforce Development needs identified and addressed	<ul style="list-style-type: none"> • Training needs analysis completed by 100% of key staff
	Staff Development Part-Time youth workers and volunteers	Enhanced and increased skills for part-time youth workers & Volunteers	<ul style="list-style-type: none"> • 100% of PT Staff complete a minimum of 2 training and development opportunities
Volunteering	Accreditation for young volunteers	Volunteers feel valued by the Education Authority	<ul style="list-style-type: none"> • A minimum of 20 volunteers will gain accreditation through Millennium Volunteers per year • 1 accredited pilot "Trainee Youth Worker" Scheme aimed at 12 young people aged 18-25
	Adult Volunteering	Effective services delivered	<ul style="list-style-type: none"> • 6 Adult Volunteers recruited and inducted per annum
	Volunteer Recognition Events	Volunteers feel valued by the Education Authority	<ul style="list-style-type: none"> • One volunteer recognition event for volunteers in the Ards & N. Down Division per year, supported by the regional officer • Minimum of 50 volunteers to attend the regional hub's volunteer event

DE Enabling Goal: Developing the non-formal Education Workforce			
Area For Action	Outputs	Outcome	Measure/Target
Induction Training	Induction training for all EA youth work staff	Effective services delivered	<ul style="list-style-type: none"> • 100% of new staff complete staff induction on commencement • 100% youth work staff complete Child Protection induction training • 100% of staff complete Moving Ahead with CRED within first 6 months. • 100% of staff complete Introduction to Youth Work within first 6 months. • Basic First Aid Training courses completed by a minimum of 10 participants
Youth Support Worker Training	Youth Work Training Course	Developing of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 1 x Youth Support Worker Qualification course completed with support of Regional Training Team.

DE Enabling Goal: Improving the Non-Formal Learning Environment			
Area For Action	Outputs	Outcome	Measure/Target
Facility Management	Budget Monitoring	Effective management of EA Youth Service resources Value for money ensured	<ul style="list-style-type: none"> • Financial review at each quarterly meeting • Full spend for each unit
Risk Management	Educational Visits	Youth Service activities thoroughly risk assessed	<ul style="list-style-type: none"> • All paperwork for Educational Visits is completed within necessary timeframes. • Quarterly review of Educational Visit paperwork
	Health and Safety Audits	Our young people are safe Our staff are safe	<ul style="list-style-type: none"> • 100% of EA facilities undertake a Health and Safety self-assessment

DE Enabling Goal: Improving the Non-Formal Learning Environment			
Area For Action	Outputs	Outcome	Measure/Target
Participation	Participation of young people in the Local Advisory Group through the Youth Advocacy Panel	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 1 Youth Advocacy Panel, involving a minimum of 13 young people per Local Council Area • Youth Advocacy Panel members to attend Local Advisory Group meetings per quarter • 1 Conference/Planning event organized by the Youth Advocacy Panel per annum • Minimum of 12 young people completing a programme of capacity-building and training
Capital Programme	Capital funding to develop Youth Service buildings in the Ards & North Plan Area	Fit for purpose facilities	<ul style="list-style-type: none"> • Identify an improvement programme for EA facilities that will enhance and extend curriculum opportunities for young people in areas of social need
Facilities Management	Health & Safety Audits	<p>Our young people are safe</p> <p>Our staff are safe</p>	<ul style="list-style-type: none"> • 100% of EA facilities undergo a Health and Safety Audit

DE Enabling Goal: Transforming Governance and Management of Non-Formal Education			
Area For Action	Outputs	Outcome	Measure/Target
Stakeholder Engagement	Local Advisory Groups in Area	Effective local engagement with stakeholders Increased accountability for the Service	<ul style="list-style-type: none"> • Minimum of 4 Local Advisory Group meetings per year
Securing External Funding	Additional resources for delivery	Enhanced provision	<ul style="list-style-type: none"> • Minimum of 5k additional resources secured during April 2019 – March 2020
Participation	Participation of young people in the Local Advisory Group	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 1 Youth Advocacy Panel, involving a minimum of 13 young people per Local Council Area • Youth Advocacy Panel members to attend Local Advisory Group meetings per quarter • 1 Conference/Planning event organized by the Youth Advocacy Panel per annum • Minimum of 13 young people completing a programme of capacity-building and training • 100% Youth Advocacy Panel members to attend regional Network for Youth event annually