



Education Authority

Youth Service

**Local
Assessment of
Need**

2018 - 2020

North & East Belfast Division

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1. Introduction

On April 1st 2015 the existing educational structures in Northern Ireland were replaced with a single regional body, the Education Authority (EA), coinciding with the implementation of new local government structures. The new Education Authority took over all of the roles and responsibilities of the former Education and Library Boards (ELBs) and the Staff Commission.

The Department of Education (DE) is committed to implementing a coherent policy brief for Youth Work providing a clear focus, a new way of looking at planning, delivery and evaluation and a high quality service for young people with improved outcomes.

The EA delivers youth services directly to young people in a variety of settings such as full-time and part-time youth centres and outdoor education centres, as well as through outreach work and specialist programmes, particularly focussed on enhancing the inclusion and participation of young people. A significant proportion of youth work programmes also takes place in voluntary sector organisations, supported by grants from EA.

The structure of EA Youth Service delivery has also changed. The previous model was based on the legacy Education and Library Boards, whereby, there were 14 Youth Officers managing areas from the old 26 District Council areas.

Following restructuring, the new model sees the introduction of a coterminous delivery model based on the new Local Government Districts. There are now 9 Youth Officers managing the new eleven Council areas. Two Officers are based in Belfast, three Officers will service 2 new council areas and the remaining 4 will manage a Council area each. This new model ensures that each officer will manage an area with similar numbers of young people.

Structured formal planning takes place throughout the service in order to effectively allocate resources in response to policy priorities, DE targets and an objective assessment of needs. Area Planning is part of a coherent planning framework established within Youth Services.

The Area Plan describes the policy and local context for the service and summarises a needs assessment of the area. The Action Plan, the delivery model, will reflect DE policy and targets and will also articulate how the needs of the area will be addressed over the next three years.

EA has developed two strands to ensure the delivery of quality provision for young people; these are local services and regional services.

Local services aim to provide a universal service based on policy directives including Priorities for Youth, Community Relations Equality and Diversity (CRED) and Shared Education whilst aiming to provide a targeted service based on key priorities within an assessment of need. Local services aim to ensure the delivery of essential services by the voluntary and statutory sector and manage statutory provision in distinct geographical areas.

The head of service for local provision has responsibility for the effective engagement of children and young people in service design, delivery and evaluation of youth service. The head of service has overall responsibility for the leadership and management of strategic planning and quality assurance for local youth services across the EA.

As part of local services 9 senior youth officers (SYO) have been employed to manage the strategic development of the youth service in designated areas. The senior youth officers oversee the implementation of the area plan, monitors and moderates provision, and represents the EA on strategic partnerships.

Regional services are managed by a head of service with responsibility for the leadership and management of strategic planning and quality assurance for regional youth services across EA, as well as providing the relevant support for the delivery of youth work in line with key policy directives including Priorities for Youth, CRED and Shared Education

The head of service has responsibility for the design, delivery and evaluation of training and curriculum support services and the development of effective quality assurance systems. A key element of the role of the head of service is to ensure effective engagement with strategic partners including voluntary sector organisations.

2. Policy Context

Introduction

On April 1st 2015 the existing educational structures in Northern Ireland were replaced with a single regional body, coinciding with the implementation of new local government structures. The new Education Authority took over all of the roles and responsibilities of the former Education and Library Boards their Staff Commission and the Youth Council.

Established as a non-departmental public body in 1990, the Youth Council for Northern Ireland (YCNI) continues to advise DE, EA and other bodies on the development of the Youth Service; to encourage cross-community activity by the Youth Service; to encourage the provision of facilities for the Youth Service and facilities which are especially beneficial to young persons, and encourage and assist the co-ordination and efficient use of the resources of the Youth Service. In 2016 YCNI was conferred with an additional statutory function to encourage and facilitate shared education.

The policy landscape also changed following the 2016 Assembly elections. Northern Ireland had a new Minister for Education, a new Programme for Government and a series of high level strategies set for implementation from early 2017 which may have potential ramifications for Youth Services. There is also the impending UK exit from the European Union which may influence the focus and direction of Youth Services in the future.

Strategic planning within Youth Services must take account of this high level policy context alongside wider DE policies. The following sections are a brief outline of some of the key policy areas. It should however be remembered that the policy context is constantly evolving and subject to change.

Draft Programme for Government 2016-2021

The Programme for Government is the highest level strategic document of the Northern Ireland Executive, setting out the priorities that will be pursued by the Assembly and identifying the most significant actions it will take to address them.

The draft framework contains 14 strategic outcomes which touch on every aspect of government, including the attainment of good health and education, economic success and establishing confident and peaceful communities. The 14 outcomes are supported by 42 indicators which are clear statements for change and each indicator is accompanied by a measure largely derived from existing statistics.

The Draft Programme for Government will require a significant change in approach from that used by previous administrations and a key feature is its dependence on collaborative working between organisations and groups, whether in the public, voluntary or private sectors. Delivery of the programme will encourage working across boundaries and focusing on the outcomes rather than traditional departmental lines.

The DE will take the lead role on one of the Programme for Government outcomes, we give our children and young people the best start in life. There may be implications for DE funded Youth Provision to support this outcome. The greater impetus for collaborative working and the adoption

of outcomes based accountability, both of which are central features of the draft Programme for Government, may also have repercussions for the scope and approach of youth provision in future.

A Fresh Start: the Stormont Agreement and Implementation Plan (2015)

The Fresh Start Agreement provides a set of inter-related and high level proposals which seek to overcome some of the most challenging and intractable issues within Northern Ireland. One of the key issues addressed within A Fresh Start is that of legacy and the impact of paramilitary activity. Among the strategic actions to end paramilitarism, is a commitment to a cross-departmental programme to prevent vulnerable young people becoming involved in paramilitary activity. In 2016 the NI Executive published its *Action Plan on Tackling Paramilitary Activity, Criminality and Organised Crime*. The action plan states that the NI Executive should commission appropriate initiatives aimed at promoting lawfulness in schools and through youth work in communities.

DE developed initiatives to ensure that those schools and youth groups dealing with the effects of paramilitary activity on young people are appropriately trained to identify risk factors and to adopt a whole school or group approach to help deal with those challenges.

The Department of Education and the Executive Office will deliver Youth Intervention Programmes specifically targeted at vulnerable young people, including those most at risk of becoming involved in or affected by paramilitary activity, so that they can make a positive contribution to their communities. The expertise within the Youth Service, particularly its strong track record in transformative and developmental work with young people who have been exposed to paramilitary threat, interface violence and sectarianism, ensures that the Service can make a positive contribution in supporting these initiatives.

Department of Education

Although the work of the DE extends across many of the 14 Outcomes in the draft Programme for Government, its key area of focus lies within Outcome 14, which states that we give our children and young people the best start in life. DE will lead on the development of delivery plans for the following 4 indicators in the *Draft Programme for Government*:

- Indicator 11: Improve Educational Outcomes
- Indicator 12: Reduce Educational Inequality
- Indicator 13: Improve the Quality of Education
- Indicator 15: Improve Child Development

The *DE Corporate Plan for Education* will outline the strategic direction for DE and the wider education service and set out the key priorities and objectives during the period that it covers. The corporate Plan is developed from the draft Programme for Government and will follow once the draft Programme for Government has been agreed and published. Each year DE will develop an annual business plan setting out its commitments to delivering the corporate goals and strategic objectives contained in the Corporate Plan.

Department of Education Business Plan

The overarching DE vision is that all children and young people receive the best start in life to enable them to achieve their full potential at each stage of their development. The DE business plan reflects the key priorities and objectives during the 2016/17 financial year in support of the draft *Programme for Government Framework (2016-2021)*. The plan will be updated as and when the draft framework has been agreed and finalised. Currently DE's plan is set out under seven corporate goals:

- Improving the well-being of children and young people: Supporting the draft Indicator 15: Improve child development
- Raising standards for all which supports the draft Indicator 11: Improving educational outcomes
- Closing the performance gap, increasing access and equality: Supporting the draft Indicator 12: Reduce educational inequality
- Developing the education workforce which supports the draft Indicator 13: Improving the quality of education
- Improving the learning environment which supports the draft Indicator 13: Improving the quality of education
- Transforming the governance and management of education
- Discharging our corporate responsibilities effectively

Specific references to Youth Services in the 2016-2017 business plan include progression of the implementation of Priorities for Youth and development of the Network for Youth model.

Priorities for Youth

Priorities for Youth, published in October 2013, clearly sets out the positive contribution that Youth Services can play in achieving the DE's vision that every young person can achieve to his or her full potential at each stage of his and her development.

The policy affirms that youth work can, through various methodologies and in various settings, provide additional opportunities to support young people's learning and development and improve employability by re-engaging disadvantaged young people with education.

The policy also recognises that youth work has a major role to play as we continue to deal with the legacy of conflict, moving towards a shared and inclusive society, by equipping young people with the skills, attitudes and behaviours to recognise, understand and respect difference.

Priorities for Youth revised the overarching aims of youth work to reflect a closer alignment between Youth Work and education priorities, and presented the strategic aims of Youth Work as:

- To contribute to raising standards for all and closing the performance gap between the highest and lowest achieving young people by providing access to enjoyable, non-formal learning opportunities that help them to develop enhanced social and cognitive skills and overcome barriers to learning; and

- To continue to improve the non-formal learning environment by creating inclusive, participative settings in which the voice and influence of young people are championed, supported and evident in the design, delivery and evaluation of programmes.

The policy identified the following principles underpinning all aspects of youth work supported by DE:

- Participation in Youth Services is voluntary and should enable young people to develop the necessary knowledge, skills and abilities to tackle the issues that are important to them
- The active participation of young people should be fostered, supported and evident across all youth settings
- Equality and inclusion should be fundamental to planning and implementation and the values of equality, diversity and interdependence should be at the heart of Youth Work
- Young people, their families and the wider community should be involved in youth work in a meaningful way, with expectations managed within the resources available
- Young people should expect high quality services, which follow best practice including the highest standards of child protection
- Collaborative working between the voluntary, uniformed, faith-based and statutory sectors should play an important part in securing improved outcomes for young people and the continued commitment from the youth workforce, including volunteers
- The contribution of the volunteer workforce within the youth sector is invaluable and should be acknowledged, supported and celebrated
- Resources should be used to achieve priority outcomes for young people in the most cost effective way, according to best practice principles (public value)
- The needs of the young person should be the key focus at each stage of development
- Activities should be engaging, enjoyable and planned to deliver improved outcomes

Priorities for Youth directs that youth work must be planned in response to the assessed need, prioritised age ranges and other identified groups. It emphasises that strategic planning within Youth Services must reflect wider DE policy and that future Youth Provision will be consistent, transparent and allocated proportionate to the level of disadvantage experienced by young people.

Whilst the needs of specific groups of young people are prioritised, the policy is clear that general Youth Provision will also continue to be supported in line with the assessment of need.

Although the policy strives for closer alignment between DE funded youth work and the DE agenda, it also affirms that youth work can assist in the delivery of a range of other strategic outcomes such as the:

- Programme for Government;
- Children and Young People's 10 Year Plan;
- Play and Leisure Policy;
- Child Poverty Policy;
- Pathways to Success;
- Delivering Social Change; and

- Together: Building a United Community.

The policy acknowledges initiatives and funding opportunities available at European level, along with the need to build on co-operation between youth sectors on a north/south and east/west basis.

The policy also recognises and supports the shared values and principles in the 2011 *Concordat between the Voluntary and Community Sector* and the NI Executive and notes that DE is committed to working with partners in line with the Concordat. In turn, DE requires the EA and other arms-length-bodies to adhere to the values and principles of the Concordat when carrying out activities on its behalf.

In planning for youth provision, *Priorities for Youth* asserts that managers must take account of a range of high level education policies and services, such as CRED, Extended Schools, Full Service Schools, Education Other Than At School (EOTAS), Irish Medium Education, Special Education, Area Learning Communities and the Entitlement Framework.

Community Relations, Equality and Diversity (CRED) and CRED Addendum

The DE launched the CRED Policy for Youth Services and schools in March 2011. The aim of the CRED Policy was to contribute to improving relations between communities by educating children and young people to develop self-respect and respect for others by providing them, in formal and non-formal education settings, with opportunities to build relationships with those from different backgrounds and traditions within the resources available.

To assist the implementation of the CRED Policy, earmarked funding was provided to support capacity building for teachers and youth workers. This was designed to provide opportunities for young people to engage in meaningful activities, to develop resources and to establish a dedicated website to display and disseminate effective good practice. However this funding was withdrawn in March 2015.

In 2014/2015 DE undertook a formal review of the CRED policy to ensure that the policy was meeting its aims and objectives and to inform further development of the policy. The review findings confirmed that the policy was fit for purpose and largely effective in improving attitudes of children and young people towards those they perceived to be different, helping prepare them to take their place in an increasingly diverse society.

In September 2016 DE published the CRED Addendum. While the core CRED policy remains unchanged, the Addendum provides an updated set of commitments to be read in conjunction with the policy. The Addendum recognises the close relationship between the CRED, Shared Education, and *Priorities for Youth* policies. DE states that its arms-length bodies will assist educational partners in reflecting the aims, objectives and core values of the CRED policy within plans to progress Shared Education and *Priorities for Youth* in a holistic way.

The Addendum identifies a range of key issues and actions for DE and education partners. In terms of resourcing CRED work in the youth sector, it notes that the Regional Youth Development Plan will articulate how CRED related issues will be addressed. It also highlights that the Education Authority

and other delivery organisations will take account of the particular needs of those of differing sexual orientation, racial groups and disability.

The EA will identify priority areas for professional learning for practitioners and ensure voluntary youth organisations have the knowledge and skills to embed CRED through dissemination of good practice, training and mentor support.

Shared Education Act (NI) 2016

The Shared Education Act received Royal Assent in May 2016, and the purpose of the Act is to make legislative provision in relation to Shared Education. It provides a definition of Shared Education and confers a duty on DE to encourage, facilitate and promote Shared Education. The Act also confers a power on relevant arms-length bodies, including EA and YCNI to encourage and facilitate Shared Education.

The Act defines Shared Education as the education together of those of different religious belief, including reasonable numbers of both Protestant and Roman Catholic children or young persons and those who are experiencing socio-economic deprivation and those who are not. This form of education is secured by the working together and co-operation of two or more relevant providers. A relevant provider means a person providing education at a grant-aided school or services of any kind, including youth services, which provide educational benefit to children or young persons.

Shared Education means that the organisation and delivery of education must align to the following three principles:

- Meets the needs of and provides for the education together of learners from all Section 75 categories and socio-economic status
- Involves schools and other education providers of differing ownership, sectoral identity and ethos, management type or governance arrangements
- Delivers educational benefits to learners, promotes the efficient and effective use of resources, and promotes equality of opportunity, good relations, equality of identity, respect for diversity and community cohesion

The vision for Shared Education, articulated in the DE policy *Sharing Works (September 2015)* is for vibrant, self-improving shared education partnerships delivering educational benefits to learners, encouraging the efficient and effective use of resources, and promoting equality of opportunity, good relations, equality of identity, respect for diversity and community cohesion.

The policy reflects that equality and inclusion are key features of high performing education systems, and states that all children and young people should have the opportunity to be involved in Shared Education. The policy is therefore aimed at:

- Both statutory and voluntary early-years educational settings;
- Primary, post-primary and special schools; and
- Non-formal educational environments, such as statutory and voluntary Youth Work settings.

Rural Needs Act Northern Ireland 2016

Rural proofing is the process by which policies, strategies and plans are assessed to determine whether they have a differential impact on rural areas and, where appropriate, adjustments are made to take account of particular rural circumstances. Rural proofing has been a requirement for all government departments in Northern Ireland since 2002 and has been an integral part of the policy development process. In 2016, this commitment to rural proofing was strengthened with the introduction of the Rural Needs Act (Northern Ireland) 2016.

There are three main areas of responsibility for public authorities under the Act and these relate to the consideration of rural needs; monitoring and reporting on how the public authority has complied with this requirement; and co-operation and sharing of information with other public authorities.

DE Action Plan against Child Sexual Exploitation

The findings of the Marshall report into Child Sexual Exploitation were presented to Ministers of the NI Executive in 2014. In 2015 DE published an Education Action Plan in response to the Marshall Report which comprised 40 recommendations and associated actions, including eSafety advice and guidance to teachers and an eSafety zone within the C2k Exchange. Among the recommendations which may directly relate to the Youth Service are:

- DE should conduct a review of Youth Services that take account of the views of young people and aim to ensure that such provision is attractive and appropriate.
- DE should explore the possibilities for peer education and mentoring as a way of informing and supporting young people about CSE.
- DE should ensure that all Youth Workers should receive training to help them to inform and support young people who may be at risk of CSE and to identify and report safeguarding issues appropriately.

3. Current Delivery

Introduction

The Youth Service in North and East Belfast is constantly innovating in addressing its approach to meeting the consistent and emerging needs of young people. The EA provides a range of Youth Services directly to young people in a variety of settings such as full-time and part-time youth centres, as well as through area work and specialist programmes with particular focus on enhancing the inclusion and participation of young people. A significant proportion of youth work programmes take place in voluntary youth sector organisations, supported by funding from the EA Youth Service.

Generic and Targeted Youth Work

The provision of youth work can be categorised broadly into two types, generic and targeted.

- Generic youth provision ensures that supportive environments are made available to a significant proportion of young people throughout our communities. This allows them to enhance their personal skills, levels of motivation and general resilience and to help them to develop their ability to interact with other young people and adults.
- Targeted provision seeks to address the direct impact of exclusion and marginalisation, addressing key themes of work, such as risk-taking health behaviour, sectarianism and racism, disaffection and low levels of attainment in school, while also focusing resources on specific groups of young people that are most marginalised, such as those young people in Section 75 groupings. Such targeting of provision is aimed at meeting policy imperatives and ensuring that Youth Services are positioned to tackle the impact of economic and social deprivation, particularly as such deprivation affects the ability of young people to make most of their life chances and general education.

Whilst the Assessment of Need puts a particular focus on the needs and circumstances of specific groups, as defined by Priorities for Youth, it is important to emphasise the DE policy directive that universal or generic Youth Work will continue to be supported. Therefore, regardless of socio-economic or situational context, all children and young people have universal developmental needs which can be effectively supported by age-appropriate Youth Work provision in accordance with the Youth Work curriculum.

Central Theme

Youth Work: A Model for Effective Practice identified personal and social development as the central theme of Youth Work in Northern Ireland. The following diagram illustrates this as well as highlighting the core values and principles of Youth Work.¹

¹ Curriculum Development Unit, 2003, *Youth Work: A Model for Effective Practice*, CDU, Antrim.



The developmental needs of children and young people are not static and so the policy also directs that the focus of Youth Work activities should progress according to age, as follows:

- The focus for the age range 4-8 will be through general youth work provision linked to the youth work curriculum;
- For the age ranges 9-13 and 14-18 the focus will be on the provision of youth work activities, in line with the priority needs identified;
- For the 16+ age range, the focus will be on programmes that provide access to leadership/training opportunities or apprenticeships. Young people should also have access to recognised and/or accredited programmes to volunteer either within units or in the wider community;
- The focus for the age range 19-25 will be on issue based programmes or volunteering and leadership opportunities; and
- For the age range 22-25, the focus will be on those who are either in, or at risk of being in, the group of young people not in education, employment or training or those who have not yet accessed developmental or other educational opportunities and are unlikely to do so.

Youth Work Team

The North and East Belfast area has a vibrant voluntary sector made up of up of five full time youth centres, six significant part-time units as well as 135 registered part time units. The controlled youth work team consists of two Senior Youth Worker (Team Leaders), one designated in each district, who directly line manage nine full time youth centres and ten full time area youth work posts. The work is delivered further through the provision of three significant part time units.

The following table identifies the full and part time centres throughout the area:

Name of Youth Centre	Controlled/ Voluntary	Status	Full Time Staffing	Part Time Staffing
North Belfast				
Newlodge Youth Club	Voluntary	FT	1 x CBYW1	6 x PTYL
Holy Family Youth Club	Voluntary	FT	1 x SYW1	6 x PTYL
John Paul II Youth Club	Voluntary	FT	1 x SYW1	5 x PTYL
Ardoyne Youth Club	Controlled	FT	1 x SYW1	6 x PTYL
Mountainhill Youth Club	Controlled	FT	1 x CBYW1	6 x PTYL
Mountcollyer Youth Club	Controlled	FT	1 x CBYW2	5 x PTYL
Fortwilliam Youth Club	Controlled	FT	1 x CBYW1	8 x PTYL

Glencairn Youth Initiatives	Controlled	FT	1 x YSWIC	6 x PTYL
Hammer Youth Club	Controlled	FT	1 x CBYW1	6 x PTYL
Ballysillan YFC	Voluntary	PT	-	
Benview Youth Club	Voluntary	PT	-	
Deanby Youth Club	Voluntary	PT	-	
Streetbeat	Voluntary	PT	-	
Townsend Street	Voluntary	PT	-	
East Belfast				
Ledley Boys & Girls Club	Voluntary	FT	1 x CBYW1	36 x PT Hours
Doyle Youth Club	Controlled	FT	1 x SYW1	62 x PT Hours
Ardcarnett Youth Club	Controlled	FT	1 x AYW2	36 x PT Hours
Cregagh Youth Club	Controlled	FT	1 x CBYW1	36 x PT Hours
Walkway Community Centre	Voluntary	PT	-	30 x PT Hours
Archway Youth Club	Controlled	PT	-	49 x PT Hours
Knocknagoney Youth Club	Controlled	PT	-	24 x PT Hours
Clarawood Youth Club	Controlled	PT	-	30 x PT Hours

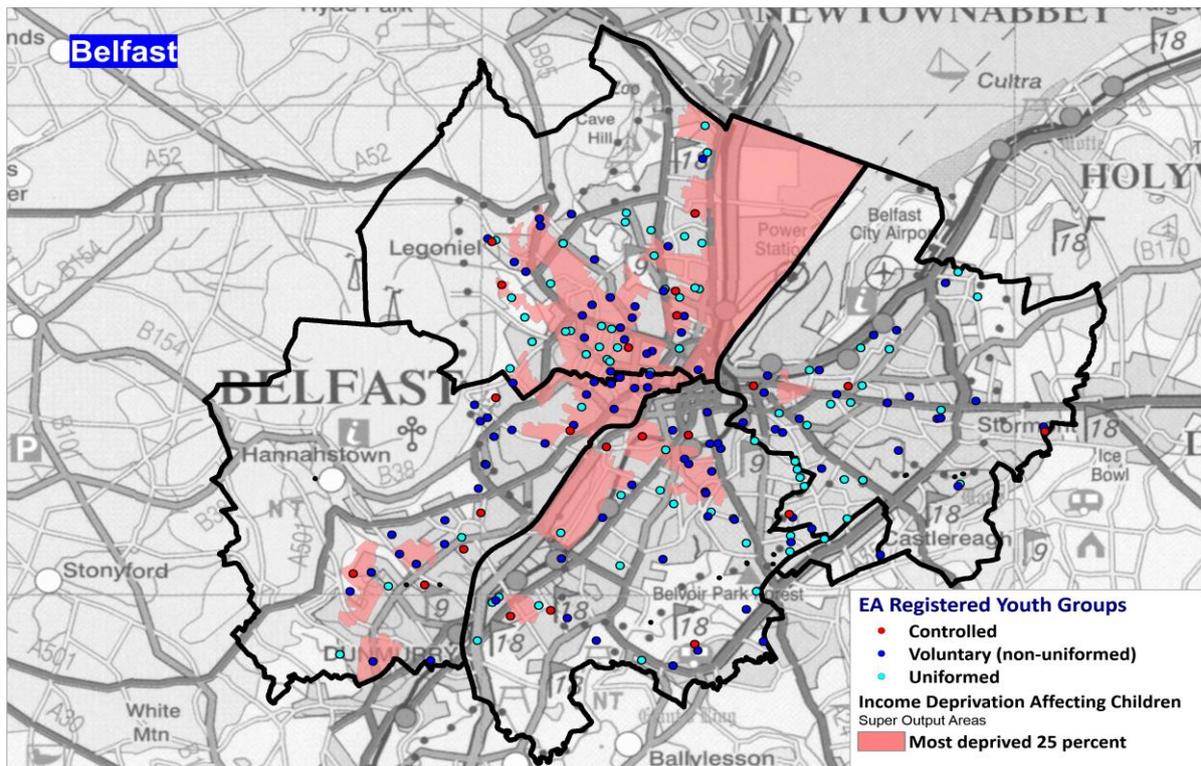
In addition to this, youth work in the North and East Belfast area also operates on an accreditation programme basis or on a detached basis. Examples of these types of provision include Inclusion work with young people from Section 75 groups through the Inclusion Unit, Outdoor Learning facilitated by a Peripatetic Outdoor Instructor, Community Relations, Equality and Diversity (CRED) programmes, statutory funded area based projects such as programmes for rural Youth Work and Outreach, Health programmes, Personal and Social Development programmes, Environmental projects, Inclusion schemes and Youth Intervention.

The following table identifies the full area based projects throughout the area:

Name of Youth Centre	Controlled/ Voluntary	Status	Full Time Staffing
North Belfast			
North Belfast Area Project	Controlled	FT	1 x SYW3 4 x AYW1
East Belfast			
Ledley Boys & Girls Club	Voluntary	FT	1 x CBYW1
East Belfast Area Project	Controlled	FT	1 x SYW3 3 x AYW1 (1 post is a job share) 18 x PT Hours

Members of staff have responsibility for providing appropriate youth services for designated areas or groups identified as being most in need to enhance opportunities that will raise educational standards. Staff members employed by EA complete an annual *Controlled Delivery Agreement (CDA)* and those from voluntary units complete a *Service Level Agreement (SLA)*. These agreements identify work that will be carried out throughout the year as identified in the area plan and aim to provide opportunities to address inequalities. This work will primarily focus on those

areas that fall into the top 25% of most deprived super output areas in Northern Ireland but will also support generic work.



Full-time centres are well placed to deliver programmes in designated areas and also to deliver generic youth work. EA Youth Services particularly target areas of economic and social deprivation which are normally in the top 25% most deprived in Northern Ireland and at groups identified as Section 75 or those most in need. These areas and groups will have access to a range of targeted youth services that will help young people enhance their personal skills and improve their levels of motivation and general resilience. The full-time team is supported in its delivery by both volunteers and part-time youth workers.

The key areas for action, detailed in this action plan begin to address the policy priorities identified through the analysis process. As the new policy for youth services is implemented, a new and revised approach to planning, delivery and evaluation of youth services has been initiated with the development of a Local Advisory Group (LAG) to support and guide the development and research for this plan. Despite the potential impact of structural and strategic changes in which EA Youth Services operate, all staff members are fully committed to the delivery of this plan and the provision of high quality services that will meet the needs of young people in the area.

In developing this action plan, an extensive needs assessment has been undertaken in conjunction with stakeholder engagement. The two district's annual action plans for the year 2016-2017 have also been evaluated and the successes and challenges of delivering them were identified. Reviews of current practice were also carried out to ensure that work being delivered was targeted at the most appropriate young people and in the most appropriate areas. These findings have informed the way in which youth services have been targeted to be delivered in the forthcoming plan.

Emerging issues identified from workshops held with staff and young people, as well as the research carried out on behalf of the service through the Northern Ireland Youth Survey highlighted the continued need for added opening of youth provision in targeted areas and the need to continue to address issues in particular addressing poor mental health, the misuse of substances, the risks associated with social media, negativity around future prospects and the need to establish positive relationships with others. This work will continue to be prioritised. This plan describes how youth service activities in the area will develop further inclusion work and extended provision in response to need.

Extended Provision

The Extended Provision Scheme is delivered by identified providers and seeks to increase access to youth club and youth provision, via longer opening times for centres or units operating within areas of disadvantage (top 25% MDM) and on interface areas (Priorities for Youth, para.4.8.6).

The following organisations are currently conducting extended provision programmes in the North Belfast area. Ardoyne Youth club, John Paul II Youth club, Holy Family Youth club and Newlodge Youth Club. In East Belfast there are three Extended Provision programmes, Short Strand Community Forum which operate out of Doyle Youth Club, Ledley Hall Boys and Girls Club and the Ballymac Friendship Trust.

The schemes make provision available outside the traditional times by extended late night opening on Friday and Saturday night, additional opening on Sunday and opening on evenings when the youth club would normally be unavailable.

Inclusion and CRED

Each professional Youth Worker and funded Voluntary full time organisation is required to conduct Inclusion projects in designated areas or with specified groups. Furthermore a scheme of assistance has been established to support Inclusion work to target communities of interest and those who may be at greater risk of social exclusion, marginalisation or isolation as they experience a combination of barriers to their learning.

All fulltime units in North Belfast have established partnerships whereby they facilitate cross community projects such as R-City, C.H.A.M.P.S, Friends forever and Y.W.I.C. take place. All these programmes are extremely high profile and have been recognised by various statutory partners as best practice. One additional factor is that all these projects have an international dimension which promotes the core values of youth work.

In East Belfast Doyle Youth Club and Ledley Hall are delivering excellent CRED Projects with St Colmcille's Parish Youth Group delivering an inclusion project. The East Belfast Area Project were successful in applying for both schemes and are using this work to further develop this work across the area, they then used this work to submit a successful T:BUC application last summer. Two further successful T:BUC applications were made partnering Clarawood Youth Club with St John Vianney Youth Club and Ardcarne Youth Club and Colin Youth Development Project.

An Inclusion Unit has been established across the Greater Belfast area. This unit includes 1 Senior

Youth Worker and 1 Specialist Youth Development Workers for Inclusion to implement the Inclusion Strategy across the area, developing the capacity of staff in the delivery of Inclusion programme as well as the delivery of training and innovative inclusion initiatives including disability awareness training, an inclusion youth forum, volunteer inclusion programmes, LGBT awareness training, personal development for asylum seekers and refugees and a range of programmes for young people with complex needs.

School Based Youth Work

Partnerships have been developed with a number of post-primary and special schools in the North and East Belfast area. The EA Youth Service introduced the schools based 'Learning Together Programme' in September 2014 and this year will see the roll out of that programme in two schools in the North and East Belfast area with staff members supporting the delivery in four further schools outside of the area.

The Learning Together Programme has been developed with other educational support services and is delivered in partnership with teachers in schools. The programme offers young people, who may be at risk of low achievement and disaffection, the opportunity to access supportive bespoke interventions within Key Stage 2 and Key Stage 3, to help them make best use of their education and in Key Stage 4 to obtain a qualification equivalent to a GCSE grade B. These programmes are designed to break down the barriers that some young people may face to learning and achieving.

From September 2018 youth workers will be facilitating this programme in Mercy College, Blessed Trinity, St Rose's High School, Breda Academy, Dundonald High School and Corpus Christi College.

Youth workers from North Belfast will continue to deliver the very successful programme of work that supports the LLW curriculum in Belfast Boys Model, Hazelwood College and Cedar Lodge.

Participation

As proposed in "Priorities for Youth" a Local Advisory Group (LAG) has been established during 2016/17. The LAG includes key stakeholders and young people from the North and East Belfast area and provides advice to support the development and implementation of local Youth Service provision via Area Youth Development Plans and influence the development of the Regional Youth Development Plan.

The Youth Advocacy Programme (YAP) supports young people become involved in the LAG through a programme to enhance the personal capabilities of participants to advocate for their peers and represent young people at a Planning and Service delivery level and fully participate in the LAG process.

In North Belfast participative structures include North Belfast youth forum, Lower North Belfast youth forum, each controlled unit has a senior members group, R-City young volunteers group and Youth Work in the Community (YWIC). In addition North Belfast area project facilitates an annual youth conference for all registered units were delegates from each unit set and agenda and debate and discuss the youth work issues impinging on themselves and the units they represent.

In East Belfast each controlled unit has a senior members group and the area team are identifying opportunities to develop participative structures both on a geographical and thematic basis. Doyle Youth Centre and Ledley hall both operate a junior and senior member participative structure with representation from Ledley Hall's senior youth committee present on the unit's management committee. The area team had been operating a youth forum until recently and now have plans to develop the area's first Youth Council.

Partnership working

EA Youth Service receives the major part of its funding from the Department of Education. However, the service has also developed key strategic partnerships to enable the securing of additional resources for the delivery of specific programmes and projects. Such partnerships, for example with the Department for Communities (DfC) and local district councils have strengthened the ability of the service to deliver innovative and highly creative projects for the most marginalised young people in our community.

Many of the detached work projects are supported by Belfast City Council and involve working in North Belfast Parks which has seen a hot spot for youth anti-social behaviour.

At a strategic level the EA Youth Service has representation on several multi-agency groups, including active involvement in the Peace 4 Partnership Board and the PCSP in Belfast council area. Upper North Interagency, Loughshore Community Action Project, Greater Shankill youth action zone, North Belfast locality planning and Greater Whitewell Community surgery are but a few of the partnerships EA staff are involved in. These partnerships range from advisory to joint working in terms of sharing resources and funding. There are other initiatives where EA youth service makes its resources and building available for registered groups and community use.

In East Belfast the youth service is represented on the District PCSP, the Inner East Neighbourhood Partnership and the Youth Practitioner Forum. The area team are very active in relation to developing joint working opportunities through the partners and communities together initiatives across East Belfast.

Youth Work through the Medium of Irish Language

Priorities for Youth makes specific reference to recommendation 18 of the Review of Irish Medium Education which states that The Department of Education should encourage and support informal opportunities for learning through the medium of Irish in the youth sector. Fóram na nÓg (Youth Forum) is the representative organisation for the Irish-Medium youth sector in Northern Ireland. The organisation seeks to develop the Irish Medium youth sector through co-operation with Youth Workers and volunteers, youth club committees, Irish language organisations, statutory organisations, government departments and, most importantly, young people themselves.

North Belfast has one registered small Irish medium unit 'Club Oige Mhachaire Bothain' based in the Marrowbone area on the Oldpark Road. The unit facilitates two evenings provision per week. East Belfast has no Irish medium units.

START Programme

The Fresh Start Agreement (November 2015) resulted in the Executive Action Plan in 2016, the aim of which is to tackle paramilitary activity, criminality and organised crime. The Executive Action Plan is a cross departmental programme of work, and the Tackling Paramilitarism Programme Board has tasked the Department of Education to take forward Action A4, which states that:

“The Executive should commission appropriate initiatives aimed at promoting lawfulness in schools and through youth work in communities.”

The Programme Board has identified eight areas which are particularly vulnerable to paramilitary activity, and where therefore there is a high risk of young people being drawn into paramilitary activity. Three of these areas fall within the North and East Belfast area:

- New Lodge and Greater Ardoyne.
- Shankill (upper and lower, and includes the Woodvale).
- The Mount - SOA(1) (2) and Ballymacarrett (2) and (3) in East Belfast.

The Education Authority has established the START Programme and has engaged Voluntary Youth Organisations to deliver projects in these areas.

4. Belfast LGD Needs Analysis

Demographics

The Belfast Local Government District was established on 1st April 2015, replacing the pre-existing Belfast Local Government District.

The estimated population of Belfast Local Government District (LGD) at 30th June 2016 was 285,689, of which 138,810 (48.6%) were male and 146,879 (51.4%) were female. More than one third of the total population of Belfast LGD, 114,610 (40.1%) were aged 25 years or under. (NI average 33.3%).

Table 1 – Population by Age Bands 2012

Age	0 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years
Number of Children	23,316	21,882	18,300	22,525	28,587

Chart 1 – Projected Population 2016 – 2025

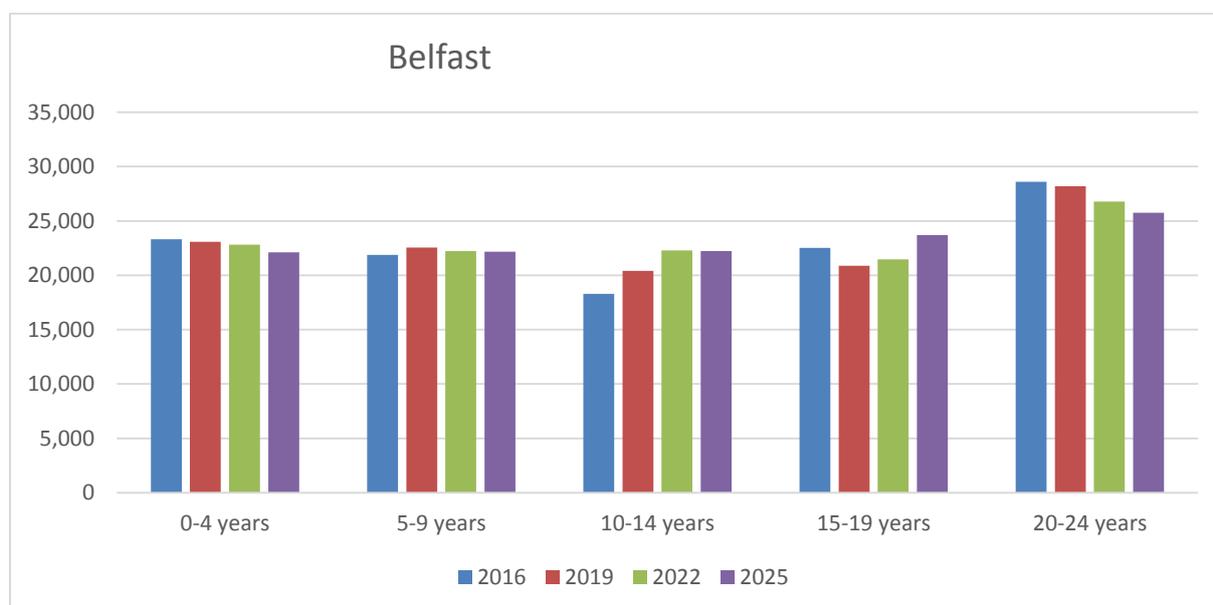


Table 2 – Projected Population 2016 – 2025

Age Groups	2016	2019	2022	2025
0-4 years	23,316	23,079	22,809	22,125
5-9 years	21,882	22,544	22,243	22,168
10-14 years	18,300	20,400	22,282	22,216
15-19 years	22,525	20,879	21,457	23,700
20-24 years	28,587	28,204	26,768	25,763

Table 3 - Number and Percentage of Young People Living in Deprived Areas

LGD 2014	Aged 4-8	Aged 9-13	Aged 14-18	Aged 19-25	Total
Antrim & Newtownabbey YP	8892	8810	9239	12887	39828
Antrim & Newtownabbey YP living in Deprived Areas	2524	2399	2580	3943	11446
% Antrim & Newtownabbey YP living in Deprived Areas	28.4	27.2	27.9	30.6	28.7
Armagh, Banbridge & Craigavon YP	13445	13092	13804	18325	58666
Armagh, Banbridge & Craigavon YP living in Deprived Areas	1208	1080	1175	1793	5256
% Armagh, Banbridge & Craigavon YP living in Deprived Areas	9.0	8.2	8.5	9.8	9.0
Belfast YP	18621	19261	22438	42080	102400
Belfast YP living in Deprived Areas	10664	11062	12822	19733	54281
% Belfast YP living in Deprived Areas	57.3	57.4	57.1	46.9	53.0
Causeway Coast & Glens YP	8533	9228	9860	13552	41173
Causeway Coast & Glens YP living in Deprived Areas	1592	1681	1792	2517	7582
% Causeway Coast & Glens YP living in Deprived Areas	18.7	18.2	18.2	18.6	18.4
Derry & Strabane YP	9575	10523	11812	14631	46541
Derry & Strabane YP living in Deprived Areas	4942	5463	6369	8692	25466
% Derry & Strabane YP living in Deprived Areas	51.6	51.9	53.9	59.4	54.7
Fermanagh & Omagh YP	7466	7785	8252	9851	33354
Fermanagh & Omagh YP living in Deprived Areas	877	863	908	1204	3852
% Fermanagh & Omagh YP living in Deprived Areas	11.7	11.1	11.0	12.2	11.5
Lisburn & Castlereagh YP	8151	8378	9092	11026	36647
Lisburn & Castlereagh YP living in Deprived Areas	368	326	375	514	1583
% Lisburn & Castlereagh YP living in Deprived Areas	4.5	3.9	4.1	4.7	4.3
Mid & East Antrim YP	8210	8225	9155	11456	37046
Mid & East Antrim YP living in Deprived Areas	1333	1191	1341	2163	6028
% Mid & East Antrim YP living in Deprived Areas	16.2	14.5	14.6	18.9	16.3
Mid Ulster YP	9697	9583	10141	13853	43274
Mid Ulster YP living in Deprived Areas	1343	1278	1335	2038	5994
% Mid Ulster YP living in Deprived Areas	13.8	13.3	13.2	14.7	13.9
Newry, Mourne & Down YP	11689	12056	12852	16096	52693
Newry, Mourne & Down YP living in Deprived Areas	2018	2117	2230	3164	9529
% Newry, Mourne & Down YP living in Deprived Areas	17.3	17.6	17.4	19.7	18.1
North Down & Ards YP	9147	9138	9611	12411	40307
North Down & Ards YP living in Deprived Areas	678	597	634	1009	2918
% North Down & Ards YP living in Deprived Areas	7.4	6.5	6.6	8.1	7.2
Northern Ireland YP	113426	116079	126256	176168	531929
Northern Ireland YP living in Deprived Areas	27547	28057	31561	46770	133935
% Northern Ireland YP living in Deprived Areas	24.3	24.2	25.0	26.5	25.2

Table 4 - Number and Percentage of Young People Living in Rural Areas

LGD 2014	Aged 4-8	Aged 9-13	Aged 14-18	Aged 19-25	Total
Antrim & Newtownabbey YP	8892	8810	9239	12887	39828
Antrim & Newtownabbey YP living in Rural Areas	1658	1820	1858	1922	7258
% Antrim & Newtownabbey YP living in Rural Areas	18.6	20.7	20.1	14.9	18.2
Armagh, Banbridge & Craigavon YP	13445	13092	13804	18325	58666
Armagh, Banbridge & Craigavon YP living in Rural Areas	5942	5668	5965	7191	24766
% Armagh, Banbridge & Craigavon YP living in Rural Areas	44.2	43.3	43.2	39.2	42.2
Belfast YP	18621	19261	22438	42080	102400
Belfast YP living in Rural Areas	0	0	0	0	0
% Belfast YP living in Rural Areas	0.0	0.0	0.0	0.0	0.0
Causeway Coast & Glens YP	8533	9228	9860	13552	41173
Causeway Coast & Glens YP living in Rural Areas	4257	4655	4759	5953	19624
% Causeway Coast & Glens YP living in Rural Areas	49.9	50.4	48.3	43.9	47.7
Derry & Strabane YP	9575	10523	11812	14631	46541
Derry & Strabane YP living in Rural Areas	4007	4451	4723	5161	18342
% Derry & Strabane YP living in Rural Areas	41.8	42.3	40.0	35.3	39.4
Fermanagh & Omagh YP	7466	7785	8252	9851	33354
Fermanagh & Omagh YP living in Rural Areas	5654	5885	6240	7199	24978
% Fermanagh & Omagh YP living in Rural Areas	75.7	75.6	75.6	73.1	74.9
Lisburn & Castlereagh YP	8151	8378	9092	11026	36647
Lisburn & Castlereagh YP living in Rural Areas	2588	2658	2740	2915	10901
% Lisburn & Castlereagh YP living in Rural Areas	31.8	31.7	30.1	26.4	29.7
Mid & East Antrim YP	8210	8225	9155	11456	37046
Mid & East Antrim YP living in Rural Areas	3021	3001	3279	3848	13149
% Mid & East Antrim YP living in Rural Areas	36.8	36.5	35.8	33.6	35.5
Mid Ulster YP	9697	9583	10141	13853	43274
Mid Ulster YP living in Rural Areas	6528	6424	6729	8901	28582
% Mid Ulster YP living in Rural Areas	67.3	67.0	66.4	64.3	66.0
Newry, Mourne & Down YP	11689	12056	12852	16096	52693
Newry, Mourne & Down YP living in Rural Areas	6585	6738	6914	8316	28553
% Newry, Mourne & Down YP living in Rural Areas	56.3	55.9	53.8	51.7	54.2
North Down & Ards YP	9147	9138	9611	12411	40307
North Down & Ards YP living in Rural Areas	1686	1688	1726	1995	7095
% North Down & Ards YP living in Rural Areas	18.4	18.5	18.0	16.1	17.6
Northern Ireland YP	113426	116079	126256	176168	531929
Northern Ireland YP living in Rural Areas	41926	42988	44996	53401	183311
% Northern Ireland YP living in Rural Areas	37.0	37.0	35.6	30.3	34.5

Northern Ireland Multiple Deprivation Measures (NIMDM)

The Northern Ireland Multiple Deprivation Measure was published in November 2017, identifying small area concentrations of multiple deprivation across Northern Ireland. The results are presented by small areas known as Super Output Areas (SOAs). Northern Ireland is divided into 890 of these SOAs which are ranked according to deprivation using seven domains, or distinct types which in composite form is known as the Multiple Deprivation Measure. These are:

- Income Domain
- Employment Domain
- Health Deprivation and Disability Domain
- Education, Skills and Training Domain
- Access to Services Domain
- Living Environment Domain
- Crime and Disorder Domain

The following tables illustrate some of the levels of deprivation that exist in the North Belfast divisional area, detailing the levels of deprivation at SOA level for all domains (or types of deprivation) followed by those indicators (data selected to compose each domain) selected that are of most relevance to children and young people. These focus on income related deprivation, educational attainment and characteristics and crime. The map at the end of this document shows the 25% and 50% most deprived SOAs in North Belfast.

The results for all Belfast LGD are highlighted below, in comparison to other LGDs in the table below which compares the relative distribution of the 100 most deprived SOAs in Northern Ireland that are within each LGD, using:

1. The NI Multiple Deprivation Measure.
2. The Income Deprivation Affecting Children sub-domain (a constituent of the Income Domain).

Table 5- Deprivation Comparisons by LGD

LGD	Count of SOAs	SOAs within 100 most deprived SOAs- MDM	%SOAs within 100 most deprived SOAs- MDM	SOAs within 100 most deprived SOAs- IDAC	%SOAs within 100 most deprived SOAs- IDAC
Antrim and Newtownabbey	72	1	1%	1	1%
Ards and North Down	86	3	3%	8	9%
Armagh, Banbridge and Craigavon	87	8	9%	7	8%
Belfast	174	50	29%	29	17%
Causeway Coast and Glens	72	3	4%	16	22%
Derry and Strabane	75	20	27%	15	20%
Fermanagh and Omagh	49	3	6%	5	10%
Lisburn and Castlereagh	67	0	0%	1	1%
Mid and East Antrim	65	3	5%	4	6%
Mid Ulster	59	1	2%	2	3%

LGD	Count of SOAs	SOAs within 100 most deprived SOAs- MDM	%SOAs within 100 most deprived SOAs- MDM	SOAs within 100 most deprived SOAs- IDAC	%SOAs within 100 most deprived SOAs- IDAC
Newry, Mourne and Down	84	8	10%	12	14%

Super Output Areas

The tables below show each SOA in North and East Belfast in rank order for MDM. Red shading indicates a rank (between 1-890), placing that SOA in the 25% most deprived in Northern Ireland. Green shading indicates a rank within the most deprived 50%.

North Belfast

SOA	Divisional Office	MDM Rank	SOA	Divisional Office	MDM Rank
Water Works_2	North	2	Chichester Park_1	North	122
Ardoyne_2	North	4	Bellevue_2	North	123
New Lodge_2	North	7	Glencairn_2	North	136
Woodvale_1	North	8	Cliftonville_3	North	150
Ardoyne_3	North	9	Legoniel_1	North	161
Woodvale_2	North	12	Ballysillan_2	North	268
Water Works_1	North	15	Fortwilliam_2	North	298
Ardoyne_1	North	16	Bellevue_3	North	315
Woodvale_3	North	17	Highfield_2	North	343
Shankill_2	North	18	Chichester Park_2	North	377
Crumlin_2	North	21	Legoniel_3	North	386
Crumlin_1	North	24	Ballysillan_3	North	433
New Lodge_1	North	25	Castleview_3	North	463
Shankill_1	North	28	Cliftonville_2	North	515
New Lodge_3	North	32	Highfield_1	North	522
Duncairn_1	North	49	Chichester Park_3	North	559
Duncairn_2	North	53	Bellevue_1	North	570
Water Works_3	North	56	Fortwilliam_3	North	611
Highfield_3	North	60	Fortwilliam_1	North	685
Glencairn_1	North	87	Castleview_2	North	711
Legoniel_2	North	88	Cavehill_2	North	736
Cliftonville_1	North	98	Cavehill_1	North	819
Ballysillan_1	North	109	Cavehill_3	North	848
Castleview_1	North	119			

East Belfast

SOA	Divisional Office	MDM Rank	SOA	Divisional Office	MDM Rank
Ballymacarrett_3	East	40	Sydenham_2	East	627
The Mount_2	East	64	Cherryvalley_3	East	640
Ballymacarrett_2	East	78	Lower Braniel	East	641
The Mount_1	East	80	Bloomfield_2	East	656
Ballymacarrett_1	East	95	Orangefield_1	East	667
Woodstock_3	East	96	Downshire	East	687
Woodstock_2	East	128	Belmont_2	East	747
Bloomfield_1	East	139	Ballyhackamore_1	East	811
Island_1	East	140	Orangefield_3	East	813
Woodstock_1	East	155	Ballyhackamore_2	East	823
Bloomfield_3	East	215	Orangefield_2	East	834
Cregagh	East	241	Knock_3	East	841
Tullycarnet	East	248	Stormont_1	East	866
Sydenham_1	East	318	Cherryvalley_1	East	873
Island_2	East	350	Stormont_3	East	876
Knock_1	East	384	Gilnahirk	East	877
Belmont_3	East	401	Knock_2	East	882
Sydenham_3	East	456	Cherryvalley_2	East	885
Ballyhackamore_3	East	601	Stormont_2	East	889
Upper Braniel	East	614	Belmont_1	East	890
Lisnasharragh	East	615			

Neighbourhood Renewal

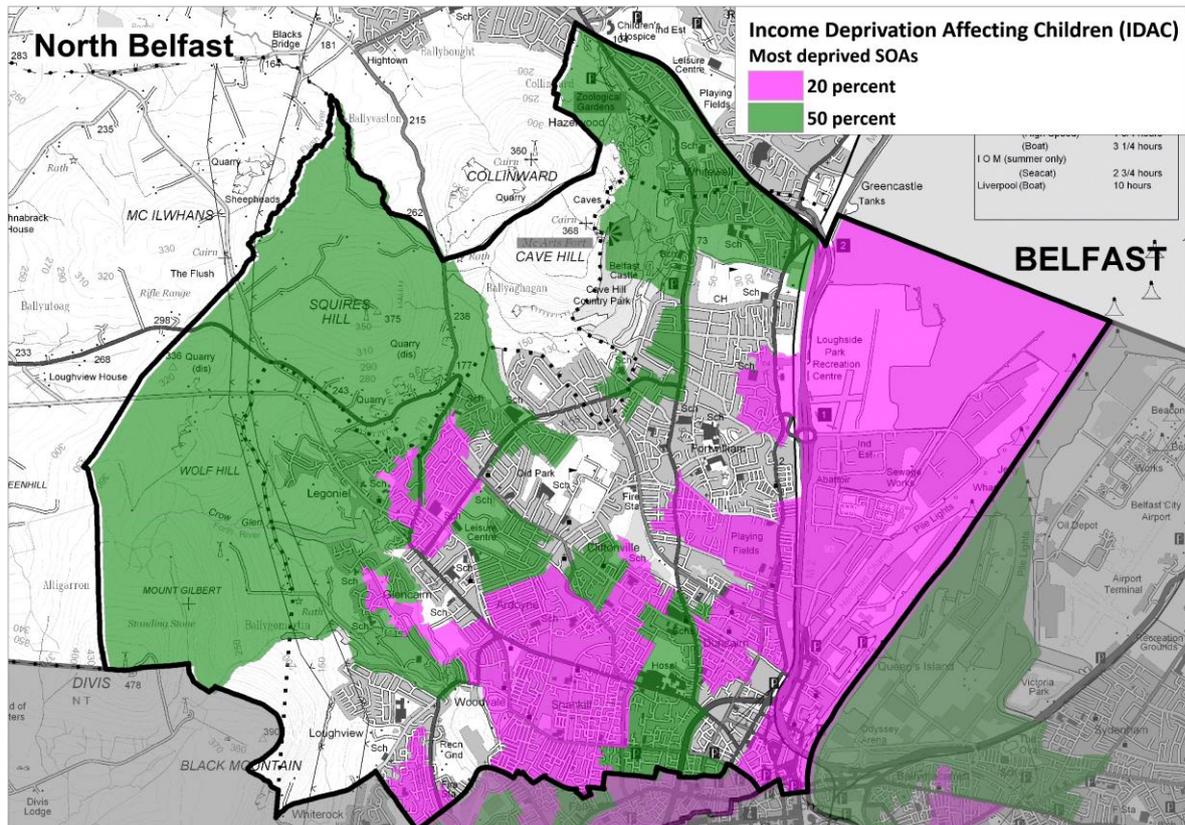
Neighbourhood renewal is a cross government strategy and aims to bring together the work of all government departments in partnership with local people to tackle disadvantage and deprivation in all aspects of everyday life.

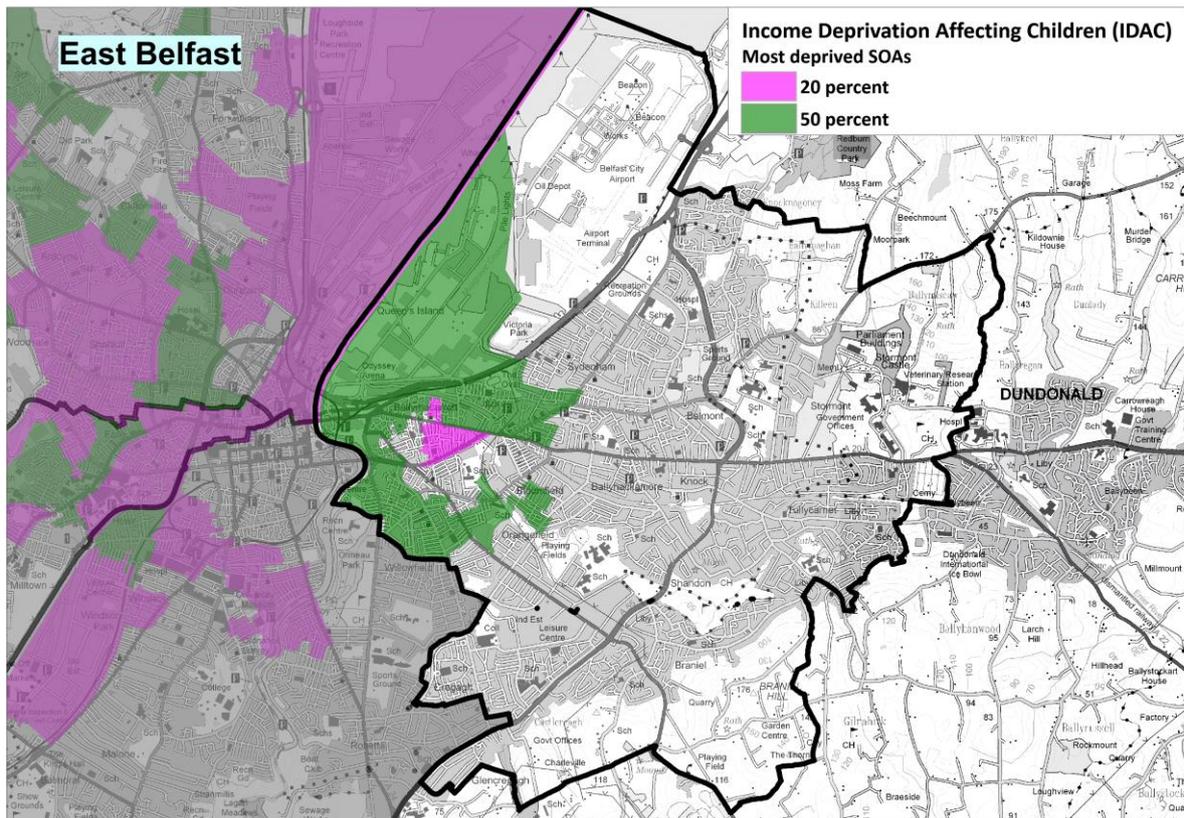
Neighbourhoods in the most deprived 10% of wards across Northern Ireland were identified using the Noble Multiple Deprivation Measure. There are 15 such areas in Belfast, six of which are in North and East Belfast. These are Crumlin/Ardoyne, Greater Shankill, Inner North Belfast, Legoniel, Upper Ardoyne/Ballysillan and Inner East Belfast.

Neighbourhood partnerships have been established in each neighbourhood renewal area as a vehicle for local planning and implementation. Each neighbourhood partnership includes representatives of key political, statutory, voluntary, community and private sector stakeholders. Together, they have developed long term visions and action plans designed to improve the quality of life for those living in the area. The EA youth service is an integral partner within the Belfast neighbourhood renewal areas.

The following maps indicate the Income Deprivation Affecting Children (IDAC) in South and West Belfast. The areas shaded pink indicate that the Super Output Areas are in the 25% most deprived in Northern Ireland and those shaded green are within the 50% most deprived.

The IDAC term refers to the proportion of the population aged 15 and under living in households whose equivalised income is below 60% of the NI median within each SOA.





Stakeholder Engagement

In October 2017 the EA Youth Service undertook an online survey tool to establish what key stakeholders views are in terms of issues that young people are facing and how best to tackle them. The views were sought from young people aged 9-13 years and 14-25 years, parents and guardians and youth work staff.

The survey was administered electronically through Survey Monkey. This included young people from a range of controlled, voluntary and community youth groups involved in DE funded youth work as well as many non-service users. The questionnaire used both closed and open ended statements and questions to gather qualitative and quantitative information from stakeholders.

The table below provides a summary of the responses by each key stakeholder group.

Stakeholder Category	North Belfast	East Belfast
Responses from 9-13 year olds	<ul style="list-style-type: none"> • Racism • Physical Health • Bullying 	<ul style="list-style-type: none"> • Bullying • Mental Health
Issues of Concern	<ul style="list-style-type: none"> • Making Positive Relationships • Nutrition/Diet 	<ul style="list-style-type: none"> • Making Positive Relationships • Physical Health • Anti-social Behaviour • Racism
Responses from 9-13 year olds	<ul style="list-style-type: none"> • Sport • Outdoor Education 	<ul style="list-style-type: none"> • Outdoor Education • Residential

Activities to address the Issues of Concern	<ul style="list-style-type: none"> • Community Relations Work • Personal & Social Development Projects • Awareness Raising • Residential 	<ul style="list-style-type: none"> • Sport • Drop In Services • Late Night Opening • Awareness Raising
Responses from 14-25 year olds Issues of Concern	<ul style="list-style-type: none"> • Mental Health • Suicide • Drugs Misuse / Legal Highs • Bullying • Making Positive Relationships • Self Harm 	<ul style="list-style-type: none"> • Mental Health • Making Positive Relationships • No Place to Hang Out • Drugs Misuse / Legal Highs • Preparation for Work • Lack of Confidence
Responses from 14-25 year olds Activities to address the Issues of Concern	<ul style="list-style-type: none"> • Lifeskills Training • Late Night Opening • Qualifications • Residential • Personal & Social Development Projects • Careers/Employability Skills 	<ul style="list-style-type: none"> • Residential • Weekend Opening • Lifeskills Training • Qualifications • Late Night Opening • Community Relations Work

Feedback from Youth Workers

In addition to the consultations with young people a survey was carried out with youth workers across Northern Ireland. In Belfast 76 youth work staff and volunteers completed the survey. Sixteen (31.6%) were employed in the statutory sector and twenty two (68.4%) came from the voluntary sector. Youth workers were asked to identify the top six issues facing young people in and these are presented below:

1. Alcohol
2. Mental Health
3. Body Image
4. Drugs/Legal Highs
5. Careers
6. Smoking

When asked about activities and programmes they want to provide for young people in their area the youth work respondents ranked programmes/activities as follows:

1. Qualifications
2. Personal and Social Development
3. Outdoor Education
4. Awareness Raising
5. Events
6. Drop in

It is noteworthy that the feedback from the youth workers both contain risky health practices,

smoking and alcohol that does not feature on the lists from the young people. This may be explained by the perception held of both stakeholder groups towards smoking and drinking alcohol with young people normalising these issues as safe.

The response to these issues sees a closer alignment from the youth work staff to the lists provided by the 14-25 age group and may therefore indicate that some work is required into building more links to the younger age group to ensure that youth work interventions designed for them are more suited to their needs.

Education

Whilst the majority of young people in Northern Ireland achieve and succeed at school, other vulnerable young people are at risk of failing to fulfil their potential, either as a result of their social context, an additional educational need or their experiences and attitudes towards the formal education system. In such cases, these young people may find it difficult to adapt to the prescribed curriculum, therefore, this group of young people require an education that can meet their particular needs. It has also been suggested that failure to provide opportunities for these young people to increase their capacities could potentially lead to social exclusion.

Youth work is designed to complement the formal education system and the DE recognised that it plays an important role by encouraging learning in a non-formal setting and by developing young people's personal, social and other key life skills and understanding.

Priorities for Youth, DE's policy document, noted that non-formal education in the form of Youth Work is an important aspect of the education system as it encourages young people's participation, allowing them to engage or re-engage in positive learning within a non-formal setting. Priorities for Youth also placed a greater emphasis on the needs of disadvantaged children and young people, as well as those for whom youth work can provide a valuable link with formal education to increase their life chances in areas such as future employment and training opportunities.

Therefore, effective youth work can help young people overcome barriers to learning by providing further opportunities to gain qualifications, to volunteer and to develop a range of skills and attributes that will improve their life outcomes as individuals and as contributors to their local community and the wider economy. Youth work in Northern Ireland offers a diverse range of programmes which are valued by young people as they both complement and enhance the learning provided through formal schooling.

The education system in Northern Ireland has been characterised by a significantly higher gap in achievement as compared with the rest of the UK. On one hand many young people achieve a high degree of academic success, however, significant numbers of young people fail to achieve to their fullest potential. Therefore, youth services are ideally placed to meet the needs of vulnerable young people through a broad range of programmes and activities in a variety of settings, allowing young people to share with and learn from each other.

Youth work also contributes to the Northern Ireland Executive's Draft Programme for Government's vision for young people that they should be healthy, fulfil their potential, respect diversity and have improved educational outcomes.

Educational attainment: 5+ GCSE A*-C, (2016/17 and over 3 years)

The table below shows the proportion of pupils achieving 5 or more GCSEs in schools located within the North and East Belfast area for 2016/17 and for the two preceding years. The three year average percentage is shown for each school, listed in ascending order.

DE Ref.	School Name	School Type	2016-17 % year 12 pupils achieving 5+ GCSEs grades A*-C (including equivalents)			3 Year Average
			2016-17	2015-16	2014-15	
1210021	Belfast Model School For Girls	Non-grammar	43.7	45.8	35.0	41.5
1230104	Mercy College Belfast	Non-grammar	86.5	41.9	59.6	62.7
1210014	Ashfield Girls' High School	Non-grammar	73.7	59.6	61.5	64.9
1210022	Belfast Boys' Model School	Non-grammar	70.4	75.4	56.9	67.6
1210015	Ashfield Boys' High School	Non-grammar	78.9	79.8	68.0	75.6
1260269	Hazelwood College	Non-grammar	87.5	87.2	79.3	84.7
1420020	Campbell College	Grammar	86.7	89.2	91.1	89.0
1410315	Bloomfield Collegiate	Grammar	96.1	95.9	96.0	96.0
1420030	St Malachy's College, Belfast	Grammar	100	98.0	94.4	97.5
1410079	Grosvenor Grammar School	Grammar	96.9	99.4	98.7	98.3
1420028	Belfast Royal Academy	Grammar	100	98.1	97.1	98.4
1420089	Strathearn School, Belfast	Grammar	100	100.0	99.1	99.7
1420082	Dominican College, Belfast	Grammar	99.3	100.0	100.0	99.8
4420259	Our Lady and St Patrick's College	Grammar	100	100.0	100.0	100.0
1230321	Blessed Trinity College	Non-grammar				
	Belfast Average					87.7
	Northern Ireland Average					84.6

Educational attainment: 5+ GCSE A*-C including English & Maths, (2016/17 and over three years)

The table below shows the proportion of pupils achieving 5 or more GCSEs including English and maths in schools located within the North and East Belfast area for 2016/17 and for the two preceding years. The three year average percentage is shown for each school, listed in ascending order.

DE Ref.	School Name	School Type	% year 12 pupils achieving 5+ GCSEs grades A*-C (including equivalents) including GCSE English and GCSE maths			3 Year Average
			2016-17	2015-16	2014-15	
1230104	Mercy College Belfast	Non-grammar	40.4	23.3	31.6	31.8
1210021	Belfast Model School For Girls	Non-grammar	33.8	35.6	32.8	34.1
1210014	Ashfield Girls' High School	Non-grammar	44.4	37.6	43.3	41.8
1210022	Belfast Boys' Model School	Non-grammar	48.1	43.8	38.0	43.3
1210015	Ashfield Boys' High School	Non-grammar	45	49.5	36.0	43.5
1260269	Hazelwood College	Non-grammar	51.8	48.7	42.1	47.5
1420020	Campbell College	Grammar	82.5	82.7	86.6	83.9
1410315	Bloomfield Collegiate	Grammar	95.1	95.9	93.1	94.7
1410079	Grosvenor Grammar School	Grammar	94.4	96.9	97.4	96.2
1420030	St Malachy's College, Belfast	Grammar	99.4	97.3	92.5	96.4
1420028	Belfast Royal Academy	Grammar	99	97.2	96.6	97.6
1420089	Strathearn School, Belfast	Grammar	97.3	100.0	99.1	98.8
1420082	Dominican College, Belfast	Grammar	99.3	99.3	100.0	99.5
4420259	Our Lady and St Patrick's College	Grammar	100	100.0	99.5	99.8
1230321	Blessed Trinity College	Non-grammar				
	Belfast Average					76.5
	Northern Ireland Average					70.3

The tables above show a clear divide between the achievement of pupils in non-grammar and grammar schools across North and East Belfast. With the exception of Hazelwood, who scored higher than the Northern Ireland average but less than the Belfast average for 5 GCSEs not including English and Maths, all non-grammar schools score less than the Northern Ireland average. It is also possible to correlate this to pupils from areas of deprivation. The table below also demonstrates that those schools have a higher than average number of pupils entitled to free school meals.

Free School Meal Entitlement, by post-primary school (2017/18)

DE Ref.	School Name	School Type	Total Pupils	% Pupils Entitled to FSM
1420020	Campbell College	Grammar	922	2.5
4420259	Our Lady and St Patrick's College	Grammar	1286	5.0
1420089	Strathearn School, Belfast	Grammar	778	5.1
1410079	Grosvenor Grammar School	Grammar	1080	10.5
1420028	Belfast Royal Academy	Grammar	1461	15.7
1410315	Bloomfield Collegiate	Grammar	700	17.7
1420082	Dominican College, Belfast	Grammar	1001	22.1

1420030	St Malachy's College, Belfast	Grammar	1094	23.6
1210015	Ashfield Boys' High School	Non-grammar	740	44.1
1210014	Ashfield Girls' High School	Non-grammar	691	44.9
1260269	Hazelwood College	Non-grammar	954	58.4
1210022	Belfast Boys' Model School	Non-grammar	997	59.0
1230321	Blessed Trinity College	Non-grammar	1271	59.9
1210021	Belfast Model School For Girls	Non-grammar	946	61.3
1230104	Mercy College Belfast	Non-grammar	450	70.0
	Belfast Average			43.0
	Northern Ireland Average			28.4

Special Educational Needs

Special Educational Needs (SEN) can be broken down into two categories, SEN with a Statement which sets out a young person's needs and the additional support they should have and SEN without a Statement which identifies pupils with less severe educational needs.

The table below highlights the number of young people attending post primary schools in North and East Belfast who have been identified as having special educational needs. This data needs to be taken into consideration when planning for youth provision to ensure that barriers facing young people with special educational needs can be addressed.

Special Educational Needs Pupils, by post-primary school (2017/18)

De Ref.	School Name	School Type	Total Pupils	% Pupils SEN
1410079	Grosvenor Grammar School	Grammar	1080	5.6
1420028	Belfast Royal Academy	Grammar	1461	7.9
1410315	Bloomfield Collegiate	Grammar	700	7.9
1420082	Dominican College, Belfast	Grammar	1001	9.1
1420089	Strathearn School, Belfast	Grammar	778	12.9
4420259	Our Lady and St Patrick's College	Grammar	1286	17.1
1260269	Hazelwood College	Non-grammar	954	23.8
1420020	Campbell College	Grammar	922	25.7
1210015	Ashfield Boys' High School	Non-grammar	740	36.4
1210021	Belfast Model School For Girls	Non-grammar	946	37.2
1210014	Ashfield Girls' High School	Non-grammar	691	38.6
1420030	St Malachy's College, Belfast	Grammar	1094	39.8
1210022	Belfast Boys' Model School	Non-grammar	997	48.1
1230321	Blessed Trinity College	Non-grammar	1271	48.9

1230104	Mercy College Belfast	Non-grammar	450	49.3
	Northern Ireland Average			21.8
	Belfast Average			28.9

Health & Wellbeing

Health outcomes in Northern Ireland continue to improve thanks to advancements in medical knowledge, improved social conditions and investment in the healthcare system. However, these improvements mask a widening gap in health outcomes between the wealthiest and most deprived communities. The Royal College of Nursing (RCN) noted that a child born into a home with well-educated and financially secure parents has a greater chance of living longer, without disease and disability than a child born to parents who are not.

The World Health Organisation (WHO) defined health inequalities as the differences in health determinants between different population groups. These differences are considered inequitable when they are either unfair or unavoidable. Poor health outcomes are also linked to education. The Centre on Society and Health pointed out that poor health not only results in lower educational attainment it can also cause educational setback and interfere with schooling.

The Association for Young People's Health have identified some social determinants which can have a negative impact on a young person's health and physical well-being; these include some of the following:

- Poverty and deprivation
- Maltreatment and neglect
- Parental mental health problems or addiction
- Long term health conditions of parents or self
- Family disruption, or pressures of caring for others
- Bullying and social media issues
- Peer problems, relationship stresses, or pressures from substance use
- Pressures on body confidence

In North Belfast the NIMDM figures clearly show that health deprivation is rife across the area. 11 super output areas are in the top 5% most deprived, a further 18 are in the top 25% most deprived with 12 more making it into the top 50% most deprived super output areas. In fact only 6 super output areas are not in the top 50% areas out of a total of 47.

In East Belfast 2 super output areas are in the top 5 % most deprived areas, a further 12 areas make it into the top 25% and another 11 are in the top 50%. In total 16 out of the 41 areas are not viewed as priority areas under health and well-being.

This information further corroborates the information supplied by the young people in the NI Youth Survey which indicated mental and physical health as an issue of concern. EA funder provision clearly has a role to play in this field.

Young People Living at Interface Areas

Interface area is a name given in Northern Ireland to areas where segregated Catholic /Nationalist/Republican and Protestant /Unionist/Loyalist residential neighbourhoods meet. Many of these areas have clearly defined intersections or “peace walls”. The divisional area has 12 physical interfaces but the area is permeated with the invisible peace lines often defined by a flag on a lamp post or a mural on a wall.

Research has found that there are greater risks facing young people living in interface areas including alcohol and drug use, mental health problems, aggression, conduct problems including antisocial behaviour and problems with authority figures.

5. Priority Areas for Action

Taking consideration of the assessment of need and consultation responses the EA Youth Service intends to bring forward the following areas for action in the North and East areas of Belfast. For ease of reference to the important areas contained within *Priorities for Youth* the areas will be listed under the DE priority areas.

DE Priority: Raising Standards for All

Planning/Assessment of Need

It is important that all youth work delivered by EA Youth Service has been considered on the basis of value for money and addressing the identified needs of young people. This is necessary at both the strategic and operational levels within youth service.

Quality Assurance/Self Evaluation

The Youth Service has a responsibility to ensure the continuous improvement of delivery and youth work provision. To achieve this EA Youth Service has established a coherent and robust evaluation framework designed to demonstrate the impact of the provision on young people. This will be further complemented by the introduction of the generic outcomes for youth work which are currently in draft format.

All youth units in receipt of youth service funding are expected to maintain a self-evaluation framework that monitors the outputs and outcomes of their work. This framework should be linked to their SLA/CDA and be available for inspection. Quality assurance is then carried out by the Senior Youth Officer in the form of moderation and the collection of annual reports, statistical returns and the target monitor. This is supported by the Senior Youth Worker (Team Leader) team who provide supervision and practice support to the controlled units.

Voluntary Sector Delivery

There are many part time units throughout the North and East Belfast area and this plan will aim to continue to support the invaluable work that each of them does through assistance offered by grant aid. The regional delivery service will further support them through support on governance and training.

Generic Youth Provision

Generic youth work activities will continue to be provided by both voluntary and controlled providers. This provision is aimed at engaging young people right across the area with a view to increase engagement levels and providing access to young people to wider targeted work both in issue based work and in relation to increasing participation.

Public relations

Stakeholder feedback also states that youth services need to connect more within the communities they work in and with other agencies. Social media has provided many voluntary youth service units with a very cost effective method to achieve high levels of engagement with the public, the

controlled sector is currently developing a social media policy that hopefully will give them the same access to it.

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

Addressing low educational attainment

Understanding and targeting the key barriers to learning for young people should act as the key driver to all work undertaken by EA funded youth services. The needs assessment paints a difficult picture for many young people in North and East Belfast. All non-grammar schools are performing below the Northern Ireland average (in relation to the DE's target of five GCSEs at grades A* - C and also when including English and Maths), have a higher average of pupils entitled to FSM and a higher percentage of SEN pupils.

Youth services can play a key role in schools by addressing those issues that are acting as a barrier to achievement and to assist with this the youth service have identified a key resource for youth work staff. The Learning Together Programme (LTP) delivers both accredited and non-accredited programmes in targeted schools where attendance levels are below average and young people are underachieving, therefore requiring support to achieve. These programmes will be continued in order to maintain and support this valuable link with formal education to increase the life chances of young people in areas such as future employment and training opportunities.

It is also essential that this lens is applied to all other youth work opportunities offered by EA funded targeted provision. Leadership training, an introduction to other training pathways that lead into different types of employment, opportunities to take part in social action projects, arrange events and volunteering all can help young people develop the skills and attributes that will improve their ability to achieve in the formal education and contribute to their local communities.

Health and Wellbeing

Research indicates that young people living in disadvantaged areas are more likely to endure health deprivation, disability or suffer mental health issues. The NIMDM figures support this research. Young people themselves have further identified that health and wellbeing work is required through the NI Youth Survey. What they have developed further is that this work needs to include a range of health and wellbeing projects that cover mental health, self-esteem, physical health and addressing the risk factors and behaviours that contribute to poor health choices by young people.

EA funded youth services in North and East Belfast will offer a range of projects that will address this issue and cover such topics as resilience, child sexual exploitation, preventing bullying, gender specific projects, mental wellbeing, physical wellbeing, healthy eating and awareness raising projects dealing with risky health choices, in particular substance misuse.

Flare Programme

The Education Authority Youth Service has developed, in partnership with the Public Health Agency (PHA), an innovative support service for young people (Year 11-25 years old) experiencing poor

mental health. The model is a development of the effective Young Men's Support Project, operated since 2010. Extensive health service research and evidence has established the need for such a regional service to improve young people's mental health and well-being. Poor mental health is proven to affect young people's educational attainment, ability to form positive relationships thus increasing isolation, sense of happiness, and threat to their future opportunities and meaningful role in the community and economy.

One youth workers will be based in the Belfast Trust region, one with a remit to support the Belfast area delivering youth work practice based support service for young people experiencing mental issues or impacted by suicide. The project offers outreach support, out of hours cover and individual mentoring and motivational support.

Tackling Paramilitarism and Promoting Lawfulness

The EA START Programme has engaged voluntary youth organisations in three areas of North and East Belfast (New Lodge and Greater Ardoyne; Shankill (upper and lower, and includes the Woodvale); The Mount - SOA(1) (2) and Ballymacarrett (2) and (3) in East Belfast) to deliver interventions for young people most vulnerable to influence or violence by paramilitary groups and organised criminal gangs. Each organisation has received funding for programme costs and to employ a Youth Outreach Worker in the area. These workers will work with the following groups of young people:

- **Core Group (Intervention)** - The primary target group for the Youth Outreach Worker is those young people in their area of operation who are most at risk of influence or coercive control by paramilitaries and organised criminal gangs. The intervention will be a long-term engagement with low numbers of young people, with very high quality delivery. It will involve 1-1 work, family support, peer mentoring, life coaching, advocacy on their behalf with those who want to harm them, as well as with Juvenile Liaison Officers in the PSNI, liaison with statutory agencies with whom the young person is already engaged (eg Social Services, PBNI, Youth Justice Agency) and referral to other providers who can meet their needs (eg NIACRO Aspire Programme).
- **Siblings, friendship groups and peer groups of the Core Group above in the areas above (Prevention)** - This will involve working with bigger numbers, but the expectation is for high quality delivery. Family intervention, education, health, personal and social development, awareness raising, school liaison, parental engagement, peer education and diversionary activity are some of the methods to be employed.

EA Youth Workers in North and East Belfast Division will deliver programmes which will contribute to a respect for the law, and address risk factors which could put young people at risk of influence by paramilitary groups or organised criminal gangs, working with the generality of young people in youth centres/projects and schools (Education) across the Education Authority. This will involve education and awareness-raising. There will be high numbers involved in this action, which will be run out in six schools across North and East Belfast as one of the modules in the Education Authority's Learning Together Programme aimed at Key Stage 4 (Year 11 & 12).

In addition Youth workers will deliver programmes in their youth work setting and in schools at Key Stage 3 on Lawfulness, policing and justice, as well as life skills such as resilience, positive mental

health, drugs and alcohol awareness and relationships to name a few, which will address the key risk factors for young people becoming influenced by paramilitary groups or criminal gangs.

Promoting Positive Behaviour

Being involved in criminal activity when young will have a negative impact on later life chances, Young offenders are less likely to achieve educationally, their employment prospects are limited and they are more likely to reoffend as young people and offend as adults. Statistics from the Youth Justice Agency Northern Ireland (2014) reveal that there were 645 Juvenile Justice Centre Transactions, 199 Young People in Custody, 1,563 Youth Justice Service Referrals and 873 Young People Involved with Youth Justice Services. It would be reasonable to infer that the majority of young people coming into contact with the Youth Justice Agency are from areas of high deprivation as evidenced by the Crime & Disorder Domain.

Youth Workers will seek Youth Intervention funding in order to decrease tension and Anti-Social Behaviour in targeted areas during the summer period. Work will be specifically carried out in interface areas, where there is the likelihood of heightened tensions and unrest during the summer.

The youth work team in North and East Belfast will continue to develop partnerships with a number of significant agencies who seek to reduce criminal and risk taking behaviours. This includes continued representation on the local DPCSP.

EA funded services will facilitate projects and programmes which seek to address with young people the risks and dangers associated with negative behaviour whilst seeking out initiatives which reward positive behaviour.

Controlled units should have an annual award or recognition night for members. Units should maintain a display board or utilise ICT to highlight and promote individual or group successes and promoting good behaviour should be an essential ingredient of the public relations and social media outputs for the unit.

Tackling Isolation and Access to Services

North and East Belfast is an urban area which has many essential services in close proximity. However there are multiple factors which may impinge on how accessible a service may be. A significant number of young people living on the interfaces have reported through an EA survey of 11,000 young people across the region that believe they are excluded from services due to their community background. Young people have also identified the need for the services to operate later at night and at weekends.

The Education Authority has received additional funds in recent years from the Department of Education to increase access to mainstream youth services in disadvantaged areas, and at interface areas. This funding aimed to provide additional access to the Youth Service and was targeted at areas ranked in the top 25% for Multiple Deprivation.

The Extended Provision Scheme sought to make youth provision available at times when,

traditionally, it had not been open to young people. The Scheme provided resources for extended late night opening on Friday; and/or opening on Saturday and/or Sunday nights, as well as opening on evenings when the youth club would be normally unavailable and during school holidays. This scheme will continue to operate in both North and East Belfast.

Embedding CRED, Inclusion and Shared Spaces

The Belfast assessment of needs has indicated that there is a growing number of newcomer families that are living and working in the community. With each hate crime carried out against these families the feelings of isolation and fear continue to grow. Racism has been highlighted as the number one issue for concern for 9-13 year olds in North Belfast.

The barriers which young LGBT people face in school including homophobic bullying, school staff not adequately trained to tackle homophobia, a curriculum which does not recognise the existence of LGBT young people and education structures which are not empowering of young people. Several studies of LGBT young people point to profound emotional and mental health issues. In addition health risk behaviour and mental health issues were substantially higher among transgender survey respondents.

EA funder youth work must continue to support these vulnerable groups regardless of faith, ability, ethnicity, sexuality, gender or political opinion and provide awareness to all young people of the benefits of a diverse society. This will be achieved by ensuring all EA funded projects are engaging in projects that allow young people to develop the skills, attitudes and values that promote a respect for difference. Furthermore EA funded projects will ensure that their venues and services are open and inclusive to all and that any barrier to participating with the youth service is removed.

This area plan will also support youth providers to develop projects that can deliver on a regionally funded basis, in particular T:BUC summer camps, Shared Education and youth work through the medium of the Irish Language.

Raising aspirations

The key target will be to raise aspirations to build young people's confidence so that they may have enhanced opportunities to improve their social mobility. This will be achieved via an open and honest relationship youth workers have with young people and will allow for realistic and tailored responses by focusing on opportunities for travel. The North Belfast area has a strong record of facilitating international projects. Therefore the area team will continue to facilitate regional, national and international programmes including visits which seek to raise aspirations and broaden young people's horizons. This expertise will be shared to the services in East Belfast to help develop this work there.

EA funded services will facilitate projects which seek to increase global awareness, active citizenship and the learning and development of new skills. Particular focus should be on positively influencing and advocating on behalf of others.

Outdoor Learning

The Education Authority has completed a review and public consultation on its residential and outdoor education services, and is now undertaking the transformation of the newly named “Outdoor Learning Service” (OLS). The out workings of the transformational process is leading to the consolidation of four outdoor learning centres (OLC) across the region, namely Gortatole, Shannaghmore, Delamont and Woodhall. Three Outdoor Learning Day Centres in Conlig, Armagh and Ballycastle will cater for groups seeking non-residential outdoor activity, and two self-catering centres, Corick Residential Centre in Co. Tyrone and Ballyhome Residential Centre in Co Antrim are available for EA-registered groups to book. The final strand in the OLS sees the appointment of 10 Peripatetic Outdoor Learning Instructors to deliver services locally across the region.

Allocation of staff/resources

Key resources will be allocated to those wards in the top 25% areas of Multiple Deprivation within the North and East Belfast area to ensure that young people most in need will have increased access to youth provision. There is a need for further youth service development in areas consistently identified as some of the most deprived in Northern Ireland.

Programmes in these areas will focus on targeted interventions, including personal and social development opportunities which aim to address key themes of work, such as risk-taking health behaviour, disaffection and low levels of attainment in school.

DE Enabling Goal: Developing the Educational Workforce

Leadership and Volunteering

A coherent training for leadership route has been developed for part time workers and volunteers offering mandatory and optional training programmes providing a pathway from induction through to principles and practice. This pathway will be implemented in all cases in controlled units. This plan will also see the roll out of YWIC from North Belfast into East Belfast and all controlled units will either nominate young volunteers to participate in this very successful project or facilitate their own volunteer development project.

Youth Service staff has collaborated with Volunteer Now to register young people for the Millennium Volunteer Award and all controlled units supporting young people should offer opportunities which enable young people to attain the highest level possible.

The North and East Belfast youth work team actively promote and facilitate volunteering development opportunities, which is highly evident in youth centres where young people volunteer with younger groups and are trained yearly to deliver summer schemes/programmes in the centres. This will be further developed across the area to improve the confidence, skills and knowledge of young people and contribute positively to their employability.

Workforce Development

The EA has implemented a Youth Service Workforce Development Strategy 2018-2021 which will

enable managers, youth workers and volunteers to articulate the value of the service and celebrate its educational achievements; evaluate their work effectively; support the active and meaningful participation of young people in various youth work settings and provide ongoing and specialist training for specifically identified needs.

A Trainee Youth Support worker programme has been designed to ensure that young people are qualified and eligible to apply for available Youth Support Worker posts as they arise. They are encouraged to continue as Volunteers in their locality with ongoing support from their centre/project supervisors.

DE Enabling Goal: Improving the Learning Environment

Participation

Currently in the North and East Belfast area there are many young people currently involved youth forums, senior members committees as well as other aspects of the decision making process. EA funded services must continue facilitate programmes and projects which seek to increase youth participation as a result each fulltime controlled unit must have a participative structure.

The progression for these young people will then be promoted through the development of two Youth Councils in the area that will assist in representing the authentic voice for young people both with the EA Youth Service but also as a consultative body to other statutory partners.

Participation will continue to be a key priority with resources and support to ensure that Youth Councils are developed with a focus on a membership that includes young people from marginalised backgrounds and from Section 75 groups in order to ensure a broad representation.

The Small Grants Programme is a key action in the Department of Education's policy document, "Priorities for Youth - improving young people's lives through youth work" (2013). The programme has been set-up to allow young people to administer grants to other young people, and aims to strengthen the participation of young people as decision-makers within the local and wider community. Participation within the Small Grants Programme context is about young people taking part in projects which have been planned by young people for young people. It's what they decide to do, when, where and how.

The Small Grants Programme is open to groups of young people aged 4 through to 25 who are part of an Education Authority Youth Service (EA-YS) registered / funded group, and grants of £300 - £1500 are available.

Facility Management

Effective youth work is facilitated by the provision of safe and youth friendly environments. Controlled workers will regularly update the SYO on the current state of facilities in which they are delivering youth provision. This will be further maintained by regular building inspections and ensuring the effectiveness of building supervisors and caretaking staff.

Capital Development

Funding is available for capital projects and currently in the North and East Belfast area the Senior Youth Officer will be reviewing the feasibility of three major capital bids to upgrade or build a better estate for the youth service.

DE Enabling Goal: Transforming Education Management

Local Advisory Group

The youth service will ensure that it has the ability to connect to its key stakeholders in North and East Belfast through the establishment of two Local Advisory Groups. These group will allow young people, staff members, voluntary youth providers and statutory and educational partners to advise the Senior Youth Officer on emerging issues and play a role in the monitoring of the delivery of the area plan. A review of the pilot LAGs is to be completed which will advise the future direction of the group.

Youth Advocacy Programme

To assist the young people involved in the process two Youth Advocacy Projects will be established and supported by youth work staff. This programme aims to build the capacity of the young people to ensure that they are active participants in the LAG process.

Securing External Funding

Making successful applications to external funding opportunities ensures additional benefits to young people engaged with the youth service. Controlled workers in North and East Belfast have proven successful in targeting small pots of funding in the past and this practice will continue as it develops networking and collaboration with other service providers.

The Senior Youth Officer will review all opportunities for external funding with the Senior Youth Worker Team Leaders and develop a strategy to secure significant additional resources to support youth service delivery in the North and East areas of Belfast.

7. Appendices

Appendix i – Governance Framework

Planning & Monitoring

- Application of the Education Authority Youth Service registration for voluntary youth groups
- Administration of the Education Authority grants and schemes of assistance, such as Irish Medium, T: BUC Camps and Youth Intervention for local voluntary and controlled youth groups
- Service Level Agreements (Voluntary Sector) and Controlled Delivery Agreements (Controlled Sector) with all full-time units and youth workers
- Quality Assurance of units who receive significant funding and all full-time workers through scheduled moderations and annual reviews
 - Less than £10,000 received – no moderation required
 - £10,000 or over but less than £30,000 received – 1 moderation per annum
 - £30,000 or over but less than £80,000 received – 2 moderations per annum
 - £80,000 or over received – 4 moderations per annum
- Quarterly reporting of agreed targets
- Response to Education Training Inspectorate inspection recommendations within 6 weeks of an inspection report

Standards of Service Delivery

- Implementation of agreed procedures for maintaining worker evidence files
- Implementation of agreed procedures for project work

Management and Development of Staff

- Training and development opportunities for all full-time staff in both the controlled and voluntary sector based on an annual training needs assessment through a full-time and part-time training calendar
- Key staff to participate in a minimum of four training and development opportunities annually
- 6 weekly supervision and annual appraisal will all controlled staff
- Implementation of JNC Circular no. 183 (Working patterns, TOIL and Overnight Allowance

Managing Risk & Finance

- All workers to be vetted and complete Child Protection Induction Training
- Continuous monitoring of child procedures by all youth units and staff
- 100% of all Educational visit forms approved within the allocated timeframe
- Budgetary risk management and control procedures implemented in all units
- Health and safety policies and procedures adhered to at all times
- Management and monitoring of finances to ensure that resources continue to be used effectively, efficiently and equitably

Appendix ii – Units in North Belfast

Youth Group	Town	Postcode	EA Area	
VOLUNTARY YOUTH UNITS				
1	112TH SCOUT GROUP	BELFAST	BT15 4HS	North Belfast
2	115TH BELFAST COMPANY BOYS BRIGADE	BELFAST	BT13 3NG	North Belfast
3	119TH BELFAST BROWNIES	BELFAST	BT14 6PN	North Belfast
4	119TH BELFAST GIRL GUIDE UNIT	BELFAST	BT14 6PN	North Belfast
5	119TH RAINBOW GUIDES	BELFAST	BT14 6PN	North Belfast
6	120TH BELFAST BOYS BRIGADE	BELFAST	BT13 7AH	North Belfast
7	13TH JENNYMOUNT GIRLS BRIGADE	BELFAST	BT15 3DH	North Belfast
8	168TH ST ANDREWS GUIDING ORGANISATIONS	BELFAST	BT13 3SG	North Belfast
9	16TH SEAVIEW PRESBYTERIAN GIRLS BRIGADE	BELFAST	BT15 3PZ	North Belfast
10	17TH "B" BELFAST GIRL GUIDING COMPANY	BELFAST	BT13 3GD	North Belfast
11	21ST C BELFAST BROWNIE UNIT	BELFAST	BT13 2BL	North Belfast
12	21ST C BELFAST GUIDE COMPANY	BELFAST	BT13 2BL	North Belfast
13	21ST C BELFAST RAINBOW UNIT	BELFAST	BT13 2BL	North Belfast
14	222ND ST MARYS PARISH GIRLS BRIGADE	BELFAST	BT14 7GB	North Belfast
15	22ND BELFAST COMPANY BOYS BRIGADE	BELFAST	BT13 3BU	North Belfast
16	230TH METROPOLITAN TABERNACLE GIRLS BRIGADE	BELFAST	BT15 4HS	North Belfast
17	33RD BELFAST BOYS BRIGADE	BELFAST	BT14 8AA	North Belfast
18	41ST BELFAST GUIDES	BELFAST	BT13 3AF	North Belfast
19	42ND BALLYGOMARTIN GIRLS BRIGADE	BELFAST	BT13 3NF	North Belfast
20	45TH BELFAST SCOUT GROUP	BELFAST	BT14 7JH	North Belfast
21	48TH BELFAST SCOUT GROUP	BELFAST	BT13 1NT	North Belfast
22	50TH BELFAST SCOUT GROUP	BELFAST	BT13 3SH	North Belfast
23	53RD BELFAST COMPANY BOYS BRIGADE	BELFAST	BT13 3NP	North Belfast
24	54TH BELFAST BOYS BRIGADE	BELFAST	BT13 1FT	North Belfast
25	57TH "B" BELFAST BROWNIES	BELFAST	BT14 7ED	North Belfast
26	57TH "B" BELFAST GUIDES	BELFAST	BT14 7ED	North Belfast
27	58TH BELFAST COMPANY BOYS BRIGADE	BELFAST	BT15 3HE	North Belfast
28	59TH GREENCASTLE METHODIST GIRLS BRIGADE	BELFAST	BT36 7ES	North Belfast
29	69TH CAVEHILL METHODIST GIRLS BRIGADE	BELFAST	BT15 5BT	North Belfast

30	6TH BELFAST SCOUT GROUP	BELFAST	BT15 5EP	North Belfast
31	76TH NORTH BELFAST SCOUT GROUP	BELFAST	BT14 6PN	North Belfast
32	77TH WEST BELFAST SCOUT GROUP	BELFAST	BT13 3QF	North Belfast
33	78TH BELFAST SCOUT GROUP	BELFAST	BT15 3BP	North Belfast
34	78TH WEST KIRK GIRLS BRIGADE	BELFAST	BT13 2BL	North Belfast
35	92ND BELFAST COMPANY BOYS BRIGADE	BELFAST	BT14 6NB	North Belfast
36	93RD BOYS BRIGADE	BELFAST	BT13 3GE	North Belfast
37	99TH BELFAST COMPANY BOYS BRIGADE	BELFAST	BT13 3AF	North Belfast
38	ARDOYNE YOUTH CLUB	BELFAST	BT14 7EJ	North Belfast
39	ARDOYNE YOUTH ENTERPRISES	BELFAST	BT14 7EJ	North Belfast
40	ASHTON COMMUNITY TRUST/NEW LODGE YOUTH CENTRE	BELFAST	BT15 2FX	North Belfast
41	BALLYSILLAN YOUTH FOR CHRIST	BELFAST	BT14 8HU	North Belfast
42	BALLYSILLAN YOUTH GROUP	BELFAST	BT14 8AA	North Belfast
43	BELFAST CITY MISSION SHORE ROAD YOUTH CLUB	BELFAST	BT15 4HR	North Belfast
44	BENVIEW COMMUNITY CENTRE	BELFAST	BT14 8HD	North Belfast
45	BOYS' BRIGADE BELFAST BATTALION	BELFAST	BT1 4NR	North Belfast
46	CLUB OIGE MHACHAIRE BOTHAIN	BELFAST	BT14 6QR	North Belfast
47	DEANBY YOUTH CLUB	BELFAST	BT14 7HG	North Belfast
48	DENMARK STREET COMMUNITY CENTRE	BELFAST	BT13 1ED	North Belfast
49	EGLINTON YOUTH CLUB	BELFAST	BT14 6RB	North Belfast
50	GLENBANK YOUTH CLUB	BELFAST	BT14 8BJ	North Belfast
51	HOLY FAMILY GUIDE UNIT	BELFAST	BT15 3AR	North Belfast
52	HOLY FAMILY YOUTH CENTRE	BELFAST	BT15 3AP	North Belfast
53	IMMANUEL PRESBYTERIAN YOUTH FELLOWSHIP	BELFAST	BT13 1GA	North Belfast
54	JOHN PAUL II YOUTH CLUB	BELFAST	BT14 7FN	North Belfast
55	LIGONIEL IMPROVEMENT ASSOCIATION	BELFAST	BT14 8DT	North Belfast
56	LIVING HOPE	BELFAST	BT13 1SD	North Belfast
57	LOWER OLDPARK COMMUNITY ASSOCIATION	BELFAST	BT14 6EN	North Belfast
58	MANOR ST/CLIFTONVILLE COMMUNITY GROUP	BELFAST	BT14 6EA	North Belfast
59	MARROWBONE YOUTH CLUB	BELFAST	BT14 6QR	North Belfast
60	NORTH BELFAST DISTRICT EXPLORERS	BELFAST	BT14 6PN	North Belfast
61	NORTH BELFAST YOUNG LIFE	BELFAST	BT13 1FT	North Belfast
62	SEAVIEW EVERY GIRLS RALLY	BELFAST	BT15 3NB	North Belfast
63	ST COLUMBAS GIRLS BRIGADE COMPANY	BELFAST	BT13 3NG	North Belfast

64	ST PATRICKS GUIDE UNIT	BELFAST	BT15 2EN	North Belfast
65	ST VINCENT DE PAUL GIRL GUIDES	BELFAST	BT14 8DP	North Belfast
66	STAR NEIGHBOURHOOD CENTRE	BELFAST	BT15 2FS	North Belfast
67	STREETBEAT YOUTH PROJECT	BELFAST	BT13 3BS	North Belfast
68	VINE CENTRE	BELFAST	BT14 7AA	North Belfast
69	WELCOME EVANGELICAL CHURCH	BELFAST	BT13 3JH	North Belfast
Youth Group		Town	Postcode	EA Area
CONTROLLED YOUTH UNITS				
1	Hammer Youth Club	BELFAST	BT12 5NS	North Belfast
2	Glencairn Youth Initiative	BELFAST	BT12 6AL	North Belfast
3	Mountainhill Youth Club	BELFAST	BT12 6JZ	North Belfast
4	Newlodge Youth Centre	BELFAST	BT12 7HA	North Belfast
5	Mountcollyer Youth Club	BELFAST	BT13 1SH	North Belfast
6	Inclusion and Diversity	BELFAST	BT13 3TH	North Belfast
7	Fortwilliam Youth Centre	BELFAST	BT14 8DT	North Belfast

Appendix iii – Units in East Belfast

Youth Group		Town	Postcode	EA Area
VOLUNTARY YOUTH UNITS				
1	109TH BELFAST BOYS BRIGADE COMPANY	BELFAST	BT6 9SA	East Belfast
2	10TH BELFAST SCOUT GROUP	BELFAST	BT4 3BW	East Belfast
3	111TH ORANGEFIELD BROWNIES	BELFAST	BT5 6BH	East Belfast
4	114TH BELFAST GUIDES	BELFAST	BT4 1EX	East Belfast
5	119TH BOYS BRIGADE COMPANY	BELFAST	BT5 4RS	East Belfast
6	11TH BELFAST SCOUT GROUP SCOUTING IRELAND	BELFAST	BT4 3JB	East Belfast
7	11TH BELFAST VENTURE SCOUTS SCOUTING IRELAND	BELFAST	BT4 3JB	East Belfast
8	137TH ST BRENDAN'S RAINBOW, BROWNIES & GUIDES	BELFAST	BT4 1QE	East Belfast
9	148TH GIRLS BRIGADE	BELFAST	BT4 2NR	East Belfast
10	15TH CREGAGH METHODIST GIRLS BRIGADE	BELFAST	BT6 9EQ	East Belfast
11	216TH CHURCH OF GOD GIRLS BRIGADE	BELFAST	BT4 2NN	East Belfast
12	233RD GROVE BAPTIST GIRLS BRIGADE	BELFAST	BT5 4RQ	East Belfast
13	24TH BELFAST COMPANY BOYS' BRIGADE	BELFAST	BT5 5DW	East Belfast
14	25TH BELFAST COMPANY BOYS' BRIGADE	BELFAST	BT6 9EQ	East Belfast
15	26TH SCOUT GROUP	BELFAST	BT6 9GB	East Belfast
16	27TH SCOUT GROUP BELFAST	BELFAST	BT5 7NU	East Belfast
17	29TH NI GIRLS' BRIGADE COMPANY	BELFAST	BT6 9FB	East Belfast
18	30TH BELFAST BOYS' BRIGADE	BELFAST	BT5 6BH	East Belfast
19	333RD CASTLEREAGH PRESBYTERIAN GIRLS BRIGADE	NEWTOWNARDS	BT6 9SA	East Belfast
20	37TH BELFAST SCOUTS	BELFAST	BT6 9LS	East Belfast
21	3RD ST BRENDAN'S SCOUT GROUP (BELFAST EAST)	BELFAST	BT4 1QE	East Belfast
22	4TH BELFAST SCOUTS	KNOCK, BELFAST	BT5 6JH	East Belfast
23	6.30 CLUB	CASTLEREAGH	BT6 9SA	East Belfast
24	63RD BELFAST BOYS BRIGADE COMPANY	BELFAST	BT5 7PY	East Belfast
25	66TH SCOUT GROUP	BELFAST	BT6 9ER	East Belfast
26	69TH "B" BELFAST GUIDES	BELFAST	BT5 5DW	East Belfast

27	69TH BLOOMFIELD BROWNIES	BELFAST	BT5 5DW	East Belfast
28	76TH BELFAST BOYS BRIGADE	BELFAST	BT6 9FB	East Belfast
29	79TH BOYS BRIGADE COMPANY	BELFAST	BT4 2NL	East Belfast
30	7TH SYDENHAM METHODIST GIRLS BRIGADE	BELFAST	BT4 1QD	East Belfast
31	82ND BELFAST BOYS BRIGADE	BELFAST	BT5 4NS	East Belfast
32	83RD NI GIRLS BRIGADE	DUNDONALD	BT16 2AN	East Belfast
33	89TH BELFAST BROWNIES, KNOCK METHODIST	BELFAST	BT5 6LA	East Belfast
34	93RD BELFAST BROWNIES	BELFAST	BT6 9ER	East Belfast
35	93RD GIRLS BRIGADE	BELFAST	BT5 6BH	East Belfast
36	94TH BELFAST BOYS BRIGADE	BELFAST	BT5 5AE	East Belfast
37	95TH GIRLS BRIGADE	BELFAST	BT5 5AB	East Belfast
38	9TH BELFAST SCOUTS & SYDENHAM EXPLORERS	BELFAST	BT4 1QD	East Belfast
39	ACTION DEAF YOUTH (NIDYA)	BELFAST	BT4 2LS	East Belfast
40	BALLYMAC FRIENDSHIP TRUST	BELFAST	BT4 1BP	East Belfast
41	BELFAST COMMUNITY CIRCUS SCHOOL	BELFAST	BT1 2LG	East Belfast
42	BRANIEL YOUTH CLUB	BELFAST	BT5 7PX	East Belfast
43	BRIGHT LIGHTS YOUTH DRAMA	BELFAST	BT6 9EX	East Belfast
44	CASTLEREAGH FELLOWSHIP BELFAST	BELFAST	BT6 0ET	East Belfast
45	COLMCILLE YOUTH	BELFAST	BT4 3JB	East Belfast
46	DUNDONALD SEA CADETS	BELFAST	BT4 2EZ	East Belfast
47	GILNAHIRK PRESBYTERIAN CHURCH YOUTH COUNCIL	BELFAST	BT5 7QP	East Belfast
48	HARMONY COMMUNITY TRUST	STRANGFORD	BT30 7NZ	East Belfast
49	HELPING HANDS AUTISM SUPPORT GROUP BELFAST	BELFAST	BT5 7GE	East Belfast
50	KNOCK DROP-IN/KNOCK JUNIOR YOUTH CLUB/KPC YOUTH	BELFAST	BT5 6JH	East Belfast
51	LEDLEY HALL BOYS & GIRLS CLUB	BELFAST	BT5 4SW	East Belfast
52	NEMESIS SPECIAL NEEDS YOUTH CLUB	BELFAST	BT5 6JH	East Belfast
53	SHORT STRAND COMMUNITY FORUM	BELFAST	BT5 4EQ	East Belfast
54	ST ANDREWS PRESBYTERIAN CHURCH YOUTH CLUB	BELFAST	BT6 0LT	East Belfast
55	ST BERNADETTE'S SCOUT & GUIDE COMPANY BELFAST	BELFAST	BT6 0JS	East Belfast
56	ST BERNADETTE'S YOUTH CLUB BELFAST	BELFAST	BT6 0LU	East Belfast
57	ST COLMCILLES GUIDE UNIT	BELFAST	BT4 3JB	East Belfast
58	ST FINNIANS YOUTH COUNCIL	BELFAST	BT6 9LF	East Belfast
59	ST JOHNS YOUTH COUNCIL	BELFAST	BT5 6AB	East Belfast

	ORANGEFIELD			
60	STORMONT PRESBYTERIAN YOUTH	BELFAST	BT4 3HH	East Belfast
61	SYDENHAM METHODIST YOUTH	BELFAST	BT4 1QD	East Belfast
62	TULLYCARNET YOUTH PROJECT	BELFAST	BT5 7GE	East Belfast
63	WALKWAY COMMUNITY ASSOCIATION	BELFAST	BT5 5DH	East Belfast
64	WANDSWORTH COMMUNITY ASSOCIATION	BELFAST	BT4 3FF	East Belfast
65	YOUTH INITIATIVES EAST BELFAST	BELFAST	BT4 1EW	East Belfast
66	2ND EAST BELFAST RANGER GUIDE UNIT	BELFAST	BT5 7LA	East Belfast
Youth Group		Town	Postcode	EA Area
CONTROLLED YOUTH UNITS				
1	Archway Youth Club	BELFAST	BT10 0BY	East Belfast
2	Doyle YC	BELFAST	BT11 8JF	East Belfast
3	Ardcarnet Youth Centre	BELFAST	BT11 9EH	East Belfast
4	Cregagh Youth Centre	BELFAST	BT11 9LT	East Belfast