



Lisburn & Castlereagh District

Area Action Plan 2018-2020

DE Priority: Raising Standards for All

Area For Action	Outputs	Outcome	Measure/Target
Planning	Area Plan for the Lisburn and Castlereagh Area	Youth Service provision and resources delivered based on an assessment of need	<ul style="list-style-type: none"> Local Area Assessment of Need developed, and disseminated by September 2018 Area Youth Development Plan developed, and disseminated by September 2018 SOAs in the top 25% most deprived areas will have access to professional youth work staff 100% of controlled centres and youth workers meet the standards required for approval of the CDA
	Stakeholder Consultations	Localised needs of young people identified	<ul style="list-style-type: none"> Local assessment of need, drawing on findings of Regional Assessment of Need, local consultation and engagement with LAG 1 LAG reinstated by end of September 2018
Partnerships	Partnerships which complement Youth Service provision	Effective planning and reduced duplication of services	<ul style="list-style-type: none"> 100% partnerships reviewed by March 2020 Memoranda of Understanding completed with Partner Organisation
Support to part-time voluntary groups	Registration of voluntary youth organisations	Voluntary sector youth organisations supported to deliver youth provision	<ul style="list-style-type: none"> Registered groups maintained by grant aid 3 new youth groups supported towards registration

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Quality Assurance	Quality Assurance Framework	High quality youth provision	<ul style="list-style-type: none"> • 100% controlled youth centres self-evaluating • 100% controlled F/T youth workers receive 6 supervision sessions per year • 100% of controlled units and workers to submit quarterly Target Monitor reports and statistical returns
	Moderation process	High quality youth provision Inspection readiness	<ul style="list-style-type: none"> • 100% controlled units, centres /worker receive a minimum of 1 moderations by March 2019 and a further minimum during April 2019 – March 2020 • 100% controlled units/workers receive a minimum of 2 practice support visits by March 2019 and a further minimum of 3 during April 2019-March 2020 • Action plan developed to address areas for improvement following moderation visit or ETI Inspection
	Quarterly reports	High quality youth provision	<ul style="list-style-type: none"> • 100% controlled units/worker return quarterly reports

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Measurement of Youth Work Programmes	Measuring Outcomes Framework	<p>Effective services delivered and reviewed</p> <p>Impact of programme delivery recorded</p> <p>Engagement levels of young people recorded and reflected on</p>	<ul style="list-style-type: none"> • 100% controlled units/workers reporting on outcomes for each programme by March 2019 and during April 2019 – March 2020 • Evidence base collated by 100% of controlled units workers • 100% controlled units/worker complete Engagement Framework • 100% of full-time controlled and voluntary youth organisations to maintain evidence files recording the engagement of and outcomes for young people
Generic Provision	Generic provision for the generality of young people	The generality of young people have access to youth services	<ul style="list-style-type: none"> • Each controlled youth centre will have a minimum of 40 young people in attendance each evening • Each controlled youth centre will have a minimum of 80 young people registered as members • 100% full-time controlled youth centres will operate minimum of 5 evenings per week

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Area For Action	Outputs	Outcome	Measure/Target
Public Relations	PR Articles& Events	Increased public awareness of Youth Service	<ul style="list-style-type: none">• 20 articles per year submitted for publication to local media• At least 10 articles to be published or available through digital media• Youth Service to be represented locally at 5 events per year

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

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<p>School-based youth work</p>	<p>Transition programmes for pupils at Key Stage 2</p>	<p>Enhanced Personal Capabilities</p>	<ul style="list-style-type: none"> • 2 transitions programmes delivered in targeted primary schools, involving a minimum of 30 pupils by March 2020
	<p>Programmes for pupils at Key Stage 3 to address educational underachievement</p>	<p>Enhanced Personal Capabilities</p>	<ul style="list-style-type: none"> • KS 3 programmes run in 4 post primary schools in the Area • 80% of pupils progress on a minimum of three of the seven outcomes • Minimum of 2 Peer Mentoring Programmes in post primary schools, involving 30 peer mentors • Minimum 80% of peer mentors to receive OCNNI Level 1 accreditation
	<p>Programmes for pupils at Key Stage 4 to address educational underachievement</p>	<p>Enhanced Personal Capabilities</p>	<ul style="list-style-type: none"> • Certificate in Personal Success and Well Being delivered over 2 years at KS4 to minimum of 40 young people x 3 schools • More than 80% pupils progress against 3 of the 6 outcomes by June 2019 • Minimum of 80% participants achieve equivalent to GCSE Grade B accreditation
<p>Health and Well-being</p>	<p>Gender Based Youth Work programmes</p>	<p>Improved Health and Well-Being</p>	<ul style="list-style-type: none"> • 3 Gender based projects delivered around health & wellbeing involving 36 young people involved

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Area For Action	Outputs	Outcome	Measure/Target
Health & Wellbeing (Contd)	Health and Well-Being programmes / risk taking	Improved Health and Well-Being	<ul style="list-style-type: none"> • 4 health and wellbeing programmes delivered to 50 young people by March 2019 and a further 8 health and well-being programmes delivered to 100 young people by March 2020 • One Mental Health Youth Worker (EA FLARE Project) delivering positive mental health interventions in the Lisburn & Castlereagh Area
Personal & Social Development	Personal and Social Development	Improved Health and Well-Being	<ul style="list-style-type: none"> • 4 personal and social development programmes delivered to 50 young people by March 2019 and a further 8 personal and social development programmes delivered to 100 young people by March 2020
Positive Behaviour	Programmes for young people at risk of being involved in criminal or anti-social behaviour	Improved relationships with others	<ul style="list-style-type: none"> • 1 programme delivered to 12 young people by March 2019 and a further 2 programmes delivered to 24 young people by March 2020
	Programmes Addressing Risk Taking Behaviour	Improved relationships with others	<ul style="list-style-type: none"> • 1 programme delivered to 12 young people by March 2019 and a further 2 programmes delivered to 24 young people by March 2020
	Youth Intervention Programmes	Improved relationships with others	<ul style="list-style-type: none"> • 1 programme delivered to 15 young people by March 2019 and a further 2 programmes delivered to 30 young people by March 2020

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Promoting Lawfulness	Education in Lawfulness and other relevant programmes for the generality of young people in schools and youth settings	Lawfulness is spoken about Improved Health and Well-being	<ul style="list-style-type: none"> Resources collated/developed around eg. Lawfulness, Resilience, Drugs & Alcohol Misuse for use in youth clubs and in schools at KS3 from September 2018 Youth Workers delivering lawfulness programmes to a minimum of 50 young people per area at KS2 & KS3 by March 2019 Youth Workers in LTP Programme KS4 to deliver a Lawfulness module in 3 schools in the Lisburn & Castlereagh area, to a minimum of 30 pupils by March 2019
Tackling Isolation	Rural Engagement programmes	Enhanced Personal Capabilities	<ul style="list-style-type: none"> 8 Areas identified for interventions. 8 programmes delivered across Rural Lisburn and Castlereagh by March 2020 to 96 young people
Targeted Provision in areas of Deprivation	Outreach programmes	Improved relationship with others	<ul style="list-style-type: none"> 100% of Area Youth Workers will engage in project delivery with 30 targeted young people Each Controlled Outreach/Area Youth Worker's evening projects to have an average attendance of 10 young people
	Extended Provision programmes	Improved relationships with others	<ul style="list-style-type: none"> 2 Extended Provision programmes in the Lisburn/Castlereagh area, with a minimum nightly attendance of 30 young people.

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

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Area For Action	Outputs	Outcome	Measure/Target
<p>Participation (Contd)</p>	<p>Youth Council</p>	<p>Active Citizenship</p>	<ul style="list-style-type: none"> • 2 Youth councils operating in the Division meeting weekly • One strategic Youth Council for Causeway Coast & Glens Division responding to local council consultations and emerging youth needs, meeting monthly, and delivered in partnership with regional participation team. • Each Youth Council to complete an active citizenship projects, with minimum 10 young people delivering per year
	<p>Small Grants</p>	<p>Increased participation action</p>	<ul style="list-style-type: none"> • Minimum of 2 applications to the small Grants Scheme
	<p>Accredited/non accredited leadership programme for young people in participative structures</p>	<p>Development of thinking skills, life skills and work skills</p>	<ul style="list-style-type: none"> • 15 young people achieve training by March 2019
	<p>Participative opportunities for individual young people</p>	<p>Increased participative action</p>	<ul style="list-style-type: none"> • 3 entries per year in the Oscars Programme

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Area For Action	Outputs	Outcome	Measure/Target
CSE/eSafety/Child Protection	Child Sexual Exploitation Projects	Improved Health and Well-Being	<ul style="list-style-type: none"> • 1 Programme delivered to 12 young people by March 2019 and two further to 24 young people by March 2020
	Age appropriate Internet Safety programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> • 2 Programmes delivered to 12 young people by March 2019 with 4 further Programmes to 50 young people by during April 2019- March 2020
Summer intervention programmes	Youth Intervention Scheme	Improved relationships with others	<ul style="list-style-type: none"> • 4 Intervention Programmes delivered across Lisburn & Castlereagh targeting key groups noted by during summer of 2019
	Summer Activities programmes	Improved relationships with others	<ul style="list-style-type: none"> • 6 summer activities programmes delivered across Lisburn & Castlereagh during summer of 2019
Raising aspirations	Employability programmes	Developing of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 2 OCNNI courses delivered to 24 young people per year • 10 young people complete OCN Music Performance as part of Camp Rock (April-December 2019) • 20 young people complete OCN as part of CADi per year (April-December 2019)

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Area For Action	Outputs	Outcome	Measure/Target
<p>Raising Aspirations (Contd)</p>	<p>Residentials</p>	<p>Enhanced Personal Capabilities</p>	<ul style="list-style-type: none"> • 3 residentials by March 2019 involving a total of 36 young people • 6 residentials by March 2020 with a total of 80 young people
	<p>International programmes</p>	<p>Active Citizenship</p>	<ul style="list-style-type: none"> • 1 international programme, underpinned and supported by the Regional International Team, delivered with a total minimum of 20 young people by 2020
<p>Outdoor Learning</p>	<p>Residential and non-residential outdoor learning opportunities for EA-registered youth groups and schools</p>	<p>Development of thinking skills, life skills and work skills</p>	<ul style="list-style-type: none"> • Minimum of 1 programme is underpinned and supported by Regional Outdoor Peripatetic team. • Minimum of 80% of young people who complete programme achieve expected outcomes.
<p>Training</p>	<p>Training for young people</p>	<p>Development of thinking skills, life skills and work skills</p>	<ul style="list-style-type: none"> • 100% full-time youth centres conducting a minimum of one accredited programme for young people per year • Minimum of 70% of participants achieve accreditation

DE Enabling Goal: Developing the non-formal Education Workforce			
Area For Action	Outputs	Outcome	Measure/Target
Workforce Development	Staff Development Part-Time Staff Generic	Workforce Development needs identified and addressed	<ul style="list-style-type: none"> • Training needs analysis completed by 100% of key staff
	Staff Development Part-Time youth workers and volunteers	Enhanced and increased skills for part-time youth workers & Volunteers	<ul style="list-style-type: none"> • 100% of PT Staff complete a minimum of 2 training and development opportunities
Volunteering	Accreditation for young volunteers	Volunteers feel valued by the Education Authority	<ul style="list-style-type: none"> • A minimum of 30 volunteers will gain accreditation through Millennium Volunteers per year • 1 accredited pilot “Trainee Youth Worker” Scheme aimed at 12 young people aged 18-25
	Adult Volunteering	Effective services delivered	<ul style="list-style-type: none"> • 6 full-time professionally qualified Youth Workers will manage and co-deliver with at least 1 volunteer
	Volunteer Recognition Events	Volunteers feel valued by the Education Authority	<ul style="list-style-type: none"> • One volunteer recognition event for volunteers in the Lisburn & Castlereagh Division per year, supported by the regional officer • Minimum of 50 volunteers to attend the regional hub’s volunteer event

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

DE Enabling Goal: Improving the Non-Formal Learning Environment			
Area For Action	Outputs	Outcome	Measure/Target
Facility Management	Budget Monitoring	Effective management of EA Youth Service resources Value for money ensured	<ul style="list-style-type: none"> • All budgets maintained within limits • All budgets reviewed quarterly • Audit carried out at all Youth centres once per year
Risk Management	Educational Visits	Youth Service activities thoroughly risk assessed	<ul style="list-style-type: none"> • Approval for all Educational Visits to be sought using the official forms and procedures • All Educational Visits will be risk assessed
	Health and Safety Audits	Our young people are safe Our staff are safe	<ul style="list-style-type: none"> • 100% of Controlled Youth Work settings implement safeguarding policies • 100% of controlled Units adhere to all Health and Safety regulations
Capital Programme	Capital funding to develop Youth Service buildings in the Lisburn and Castlereagh Area	Fit for purpose facilities	<ul style="list-style-type: none"> • Identify an improvement programme for EA facilities that will enhance and extend curriculum opportunities for young people in areas of social need

DE Enabling Goal: Transforming Governance and Management of Non-Formal Education			
Area For Action	Outputs	Outcome	Measure/Target
Stakeholder Engagement	Local Advisory Groups in each Division	Effective local engagement with stakeholders Increased accountability for the Service	<ul style="list-style-type: none"> • Minimum of 4 Local Advisory Group meetings per year
Securing External Funding	Additional resources for delivery	Enhanced provision	<ul style="list-style-type: none"> • Minimum of £20K accessed from external funders
Participation	Participation of young people in the Local Advisory Group	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 1 Youth Advocacy Panel, involving a minimum of 13 young people per Local Council Area • Youth Advocacy Panel members to attend Local Advisory Group meetings per quarter • 1 Conference/Planning event organized by the Youth Advocacy Panel per annum • Minimum of 13 young people completing a programme of capacity-building and training • 100% Youth Advocacy Panel members to attend regional Network for Youth event annually