



# **Newry, Mourne and Down Division Action Plan 2018-2020**

## **6. Action Plan 2018-2020**

### **6.1 Introduction**

This section outlines the annual action plan for EA Youth Services in the Newry, Mourne and Down Council Area for the period September 2018 to March 2020. Moving forward, set within the context of current budget restrictions, there is a significant challenge for the EA Youth Service to build on the success of previous programmes. Youth work planning and practice will seek to be flexible and responsive to emerging needs and new policy directions during the life of this Plan.

**DE Priority: Raising Standards for All**

Area For Action	Outputs	Outcome	Measure/Target
<p><b>Planning</b></p>	<p>Area Plan for the Newry, Mourne and Down Division</p>	<p>Youth Service provision and resources delivered based on an assessment of need</p>	<ul style="list-style-type: none"> <li>• Local Area Assessment of Need developed, and disseminated by September 2018</li> <li>• Area Youth Development Plan developed, and disseminated by September 2018</li> <li>• SOAs in the top 25% most deprived areas will have access to professional youth work staff</li> <li>• 100% of controlled centres and youth workers meet the standards required for approval of the CDA</li> <li>• 100% of full-time voluntary youth clubs have an approved Service Level Agreement</li> </ul>
	<p>Stakeholder Consultations</p>	<p>Localised needs of young people identified</p>	<ul style="list-style-type: none"> <li>• Local Area Assessment of Need consultation with Local Advisory Group (LAG) annually</li> <li>• Each of two Youth Councils conducting a consultation event annually</li> <li>• Area Youth Development Plan consultation annually with LAG</li> </ul>
<p><b>Partnerships</b></p>	<p>Partnerships which complement Youth Service provision</p>	<p>Effective planning and reduced duplication of services</p>	<ul style="list-style-type: none"> <li>• 100% partnerships reviewed annually</li> <li>• Partnership Agreements completed with all Partner Organisations</li> </ul>

<b>DE Priority: Raising Standards for All</b>			
<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Support to part-time voluntary groups</b>	Registration of voluntary youth organisations	Voluntary sector youth organisations supported to deliver youth provision	<ul style="list-style-type: none"> <li>• Minimum of 8 new youth groups supported towards registration</li> <li>• Minimum of 4 new groups achieve standard for registration</li> <li>• 102 sponsored and registered groups supported through grant-aid, including Irish Medium youth groups</li> </ul>
<b>Quality Assurance</b>	Quality Assurance Framework	High quality youth provision	<ul style="list-style-type: none"> <li>• 100% controlled youth centres self-evaluating</li> <li>• 100% controlled F/T youth workers receive 6 supervision sessions</li> <li>• 100% controlled full-time controlled youth centres and youth workers receive minimum of 3 Practice support visits per year.</li> <li>• 100% of controlled units and workers to submit quarterly Target Monitor reports and statistical returns</li> </ul>

**DE Priority: Raising Standards for All**

Area For Action	Outputs	Outcome	Measure/Target
<p><b>Quality Assurance (Contd)</b></p>	<p>Moderation process</p>	<p>High quality youth provision  Inspection readiness</p>	<ul style="list-style-type: none"> <li>• 100% of controlled youth centres will receive at least 1 moderation visit per year</li> <li>• 100% voluntary full-time voluntary youth organisations receive 4 moderation visits per year</li> <li>• Action plan developed to address areas for improvement following moderation visit or ETI Inspection</li> </ul>
	<p>Quarterly reports</p>	<p>High quality youth provision</p>	<ul style="list-style-type: none"> <li>• 100% of controlled youth centres and youth workers will complete quarterly reports</li> </ul>
<p><b>Measurement of Youth Work Programmes</b></p>	<p>Measuring Outcomes Framework</p>	<p>Effective services delivered and reviewed  Impact of programme delivery recorded  Engagement levels of young people recorded and reflected on</p>	<ul style="list-style-type: none"> <li>• 100% of registered and controlled units to have completed NIYSA forms by end of February each year</li> <li>• 100% of controlled youth workers and youth centres to maintain evidence files recording the engagement of and outcomes for young people</li> <li>• 100% of full-time voluntary youth organisations to maintain evidence files recording the engagement of and outcomes for young people</li> </ul>

<b>DE Priority: Raising Standards for All</b>			
<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Generic Provision</b>	Generic provision for the generality of young people	The generality of young people have access to youth services	<ul style="list-style-type: none"> <li>• Each controlled youth centre will have a minimum of 30 young people in attendance each evening</li> <li>• Each controlled youth centre will have a minimum of 50 young people registered as members</li> </ul>
<b>Public Relations</b>	PR Articles & Events	Increased public awareness of Youth Service	<ul style="list-style-type: none"> <li>• 20 articles per year submitted for publication to local media</li> <li>• At least 10 articles to be published or available through digital media</li> <li>• Youth Service to be represented locally at 5 events per year</li> </ul>

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

Area For Action	Outputs	Outcome	Measure/Target
<p><b>School-based youth work</b></p>	<p>Transition programmes for pupils at Key Stage 2</p>	<p>Enhanced Personal Capabilities</p>	<ul style="list-style-type: none"> <li>• 10 transitions programmes delivered in targeted primary schools, involving a minimum of 200 pupils</li> </ul>
	<p>Programmes for pupils at Key Stage 3 to address educational underachievement</p>	<p>Enhanced Personal Capabilities</p>	<ul style="list-style-type: none"> <li>• KS 3 programmes run in 3 post primary schools in the Newry, Mourne and Down Division</li> <li>• 80% of pupils progress on a minimum of three of the seven outcomes</li> <li>• Minimum of 3 Peer Mentoring Programmes in 3 post primary schools, involving 45 peer mentors</li> <li>• 80% of peer mentors to receive accreditation</li> </ul>
	<p>Programmes for pupils at Key Stage 4 to address educational underachievement</p>	<p>Enhanced Personal Capabilities</p>	<ul style="list-style-type: none"> <li>• Certificate in Personal Effectiveness and Success delivered over 2 years at KS4 to minimum of 80 young people in 3 schools</li> <li>• More than 80% pupils progress against 3 of the 6 outcomes by June 2019</li> <li>• Minimum of 80% participants achieve equivalent to GCSE Grade B accreditation</li> </ul>

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

Area For Action	Outputs	Outcome	Measure/Target
<p><b>Health and Well-being</b></p>	<p>Gender Based Youth Work programmes</p>	<p>Improved Health and Well-Being</p>	<ul style="list-style-type: none"> <li>• 100% controlled youth workers will deliver at least 1 gender themed project with at least 12 young people each year</li> <li>• 100% controlled youth centres will take part in 1 gender focused event per year</li> </ul>
	<p>General Health and Well-Being programmes</p>	<p>Improved Health and Well-Being</p>	<ul style="list-style-type: none"> <li>• 100% of youth workers will deliver at least 2 health related projects with at least 24 young people per year</li> </ul>
	<p>Health and Well-Being programmes aimed at risk-taking behaviours</p>	<p>Improved Health and Well-Being</p>	<ul style="list-style-type: none"> <li>• 15 health programmes promoting healthy lifestyles delivered to a minimum total of 180 young people</li> </ul>
	<p>Positive mental health programmes</p>	<p>Improved Health and Well-Being</p>	<ul style="list-style-type: none"> <li>• 15 positive mental health programmes delivered to a minimum total of 180 young people</li> <li>• One Mental Health Youth Worker (EA FLARE Project) delivering positive mental health interventions in the Newry, Mourne and Down Division</li> </ul>



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

Area For Action	Outputs	Outcome	Measure/Target
<b>Health &amp; Wellbeing (Contd)</b>	Health and Well-Being programmes aimed at risk-taking behaviours, particularly Drugs and Alcohol	Improved Health and Well-being  Awareness of impact of Drugs and Alcohol	<ul style="list-style-type: none"> <li>• Resources collated/developed around e.g. Drugs &amp; Alcohol Misuse for use in youth clubs from September 2018</li> <li>• At least 10 programmes are delivered by Youth Workers annually</li> <li>• At least 5 Drugs and Alcohol programmes are delivered in an outreach setting for 12 young people per programme annually</li> </ul>
<b>Access to Services</b>	Rural Engagement programmes	Enhanced Personal Capabilities	<ul style="list-style-type: none"> <li>• Youth workers deliver at least 2 personal and social development programmes annually in a rural setting</li> <li>• 2 new Youth Forums to be established in rural settings by March 2019</li> <li>• Respond appropriately to the research report recommendations regarding the needs of rural young people (December 2018)</li> </ul>
<b>Targeted Provision in areas of Deprivation</b>	Outreach and Area Youth Workers' programmes	Improved relationship with others	<ul style="list-style-type: none"> <li>• 100% of Area Youth Workers will engage in project delivery with 60 targeted young people across 6 evening projects per year in addition to other targeted work in this plan</li> <li>• Each Controlled Outreach/Area Youth Worker's evening projects to have an average attendance of at least 10 young people</li> </ul>

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

<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Targeted Provision in areas of Deprivation (Contd)</b>	Extended Provision Programmes	Improved relationships with others	<ul style="list-style-type: none"> <li>• Sustain and maintain 5 extended provision projects operating in the Newry, Mourne and Down area</li> </ul>
<b>Inclusive youth work</b>	Inclusion Programmes	Improved relationship with others	<ul style="list-style-type: none"> <li>• 100% of controlled youth centres and youth workers will each deliver at least 1 Inclusion programme with a minimum of 10 young people from a community of interest per year</li> <li>• Minimum of one inclusion programme underpinned and supported by the regional Inclusion team</li> </ul>
	Inclusion scheme aimed at promoting inclusive youth work projects	Improved relationship with others	<ul style="list-style-type: none"> <li>• Minimum of 4 programmes funded through Inclusion scheme for a minimum of 10 young people completing per project</li> </ul>

<b>DE Priority: Closing the gap between the highest and lowest performers, improving access and equity</b>			
<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>CRED / CRED Addendum</b>	Community Relations, Equality and Diversity programmes	Positive engagement with others from diverse backgrounds	<ul style="list-style-type: none"> <li>• Minimum of 5 CRED programmes delivered involving a minimum of 15 young people per programme</li> <li>• Minimum of 5 applications for TBUC funding per annum from units in the Division, involving a minimum of 90 young people</li> </ul>
<b>Participation</b>	Participative structures for young people	Increased participative action	<ul style="list-style-type: none"> <li>• 100% of youth centres to establish a participative structure for young people by October 2018</li> </ul>
	Youth Councils in operational in both the Newry and Downpatrick areas	Active Citizenship	<ul style="list-style-type: none"> <li>• 2 Youth councils operating in the Division meeting on fortnightly basis</li> <li>• Each Youth Council to complete an active citizenship project, with minimum 10 young people delivering per year</li> <li>• One strategic Youth Council for Newry, Mourne &amp; Down Division responding to local council consultations and emerging youth needs, meeting monthly, and delivered in partnership with regional participation team.</li> </ul>

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

<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Participation (Contd)</b>	Accredited/non accredited leadership programme for young people in participative structures	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> <li>• Minimum of 25 young people within Division completing a leadership programme</li> <li>• Minimum of 80% Youth council members complete modular training programme</li> </ul>
	Participative opportunities for individual young people	Increased participative action	<ul style="list-style-type: none"> <li>• 12 young people per year will participate in the YAFTA awards programme as part of the planning group and assessment panel</li> </ul>
	Small Grants Scheme	Increased participative action	<ul style="list-style-type: none"> <li>• Minimum of four applications to the Small Grants Scheme</li> </ul>
<b>CSE/eSafety/Child Protection</b>	Child Sexual Exploitation Projects	Improved Health and Well-Being	<ul style="list-style-type: none"> <li>• 3 controlled youth centres and all area youth workers will deliver an age-appropriate issue based programme focussed on Child Sexual Exploitation with at least 10 young people per year</li> </ul>
	Age appropriate Internet Safety programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> <li>• 100% of controlled youth centres will each deliver an age-appropriate internet safety programme with all young people who access internet on-site</li> </ul>

<b>DE Priority: Closing the gap between the highest and lowest performers, improving access and equity</b>			
<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Summer intervention programmes</b>	Youth Intervention Scheme	Improved relationships with others	<ul style="list-style-type: none"> <li>• 8 summer intervention applications targeting at least 160 young people per year</li> </ul>
	Summer activities programmes	Improved relationships with others	<ul style="list-style-type: none"> <li>• Minimum of 5 x 4 week summer activities programmes for young people aged 6-10 involving a minimum of 250 young people</li> </ul>
<b>Raising aspirations</b>	International programmes	Active Citizenship	<ul style="list-style-type: none"> <li>• 2 international programmes, underpinned and supported by the Regional International Team, delivered with a total minimum of 20 young people by 2020</li> </ul>
	Employability programmes	Developing of thinking skills, life skills and work skills	<ul style="list-style-type: none"> <li>• 15 young people complete OCN Music Performance as part of Camp Rock (April-December 2019)</li> <li>• 20 young people complete OCN as part of CADi per year (April-December 2019)</li> </ul>
	Residential	Enhanced Personal Capabilities	<ul style="list-style-type: none"> <li>• 30 residential programmes for a minimum of 15 young people per residential by April 2020</li> </ul>
<b>Outdoor Learning</b>	Residential and non-residential outdoor learning opportunities for EA-registered youth groups and schools	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> <li>• Minimum of 1 programme is underpinned and supported by Regional Outdoor Peripatetic team.</li> <li>• Minimum of 80% of young people who complete programme achieve expected outcomes.</li> </ul>

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

<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Training</b>	Training for young people	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"><li>• 100% full-time youth centres conducting a minimum of one accredited programme for young people per year</li><li>• Minimum of 70% of participants achieve accreditation</li></ul>

**DE Enabling Goal: Developing the non-formal Education Workforce**

<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Workforce Development</b>	Staff Development Part-Time Staff Generic	Workforce Development needs identified and addressed	<ul style="list-style-type: none"> <li>• 100% of new staff and volunteers to complete induction process</li> </ul>
	Staff Development Part-Time youth workers and volunteers	Enhanced and increased skills for part-time youth workers & Volunteers	<ul style="list-style-type: none"> <li>• Training Needs Analysis submitted annually to inform regional Training Calendar for part-time youth workers and volunteers</li> <li>• Minimum of 80% Controlled Part-Time staff to attend unit-based training</li> <li>• 50% volunteers to complete EA Youth Support Worker Qualification or Adult Trainee Leader Course within first year of service</li> <li>• 80% satisfaction rate for all training courses</li> <li>• Minimum 80% volunteers in controlled youth centres complete unit-based training</li> </ul>
<b>Volunteering</b>	Accreditation for young volunteers	Volunteers feel valued by the Education Authority	<ul style="list-style-type: none"> <li>• A minimum of 40 volunteers will gain accreditation through Millennium Volunteers per year</li> <li>• 1 accredited pilot “Trainee Youth Worker” Scheme aimed at 12 young people aged 18-25</li> </ul>

**DE Enabling Goal: Developing the non-formal Education Workforce**

Area For Action	Outputs	Outcome	Measure/Target
<b>Volunteering (contd)</b>	Adult Volunteering	Effective services delivered	<ul style="list-style-type: none"> <li>• 3 controlled youth centres will recruit volunteers in line with EA staff recruitment policy</li> <li>• Full-time professionally qualified Youth Workers will recruit and manage at least 2 volunteers and co-deliver programmes with at least 1 volunteer</li> </ul>
	Volunteer Recognition Events	Volunteers feel valued by the Education Authority	<ul style="list-style-type: none"> <li>• One volunteer recognition event for volunteers in the NMD Division per year, supported by the regional officer</li> <li>• Minimum of 50 volunteers to attend the regional hub's volunteer event</li> </ul>
<b>Induction training</b>	Induction training for all EA youth work staff	Effective services delivered	<ul style="list-style-type: none"> <li>• 100% of new staff complete staff induction on commencement</li> <li>• 100% youth work staff complete Child Protection induction training</li> <li>• 100% of staff complete Moving Ahead with CRED within first 6 months.</li> <li>• 100% of staff complete Introduction to Youth Work within first 6 months.</li> <li>• Basic First Aid Training courses completed by a minimum of 10 participants</li> </ul>



<b>DE Enabling Goal: Developing the non-formal Education Workforce</b>			
<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Youth Support Worker Training</b>	Youth Work training course	Developing of thinking skills, life skills and work skills	<ul style="list-style-type: none"> <li>• 1 x Youth Support Worker Qualification course completed with support of Regional Training Team.</li> </ul>

<b>DE Enabling Goal: Improving the Non-Formal Learning Environment</b>			
<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Facility Management</b>	Budget Monitoring	Effective management of EA Youth Service resources  Value for money ensured	<ul style="list-style-type: none"> <li>• All budgets maintained within limits</li> <li>• All budgets reviewed quarterly</li> <li>• Audit of Youth centres in accordance with amount of funding and EA policy and procedures</li> </ul>
<b>Risk Management</b>	Educational Visits	Youth Service activities thoroughly risk assessed	<ul style="list-style-type: none"> <li>• Approval for all Educational Visits to sought using the official forms and procedures</li> <li>• All Educational Visits will be risk assessed</li> <li>• Educational Visits submitted and approved within agreed timescales</li> </ul>
	Health and Safety Audits	Our young people are safe  Our staff are safe	<ul style="list-style-type: none"> <li>• 100% of Controlled Youth Work settings implement safeguarding policies</li> <li>• 100% of controlled Units adhere to all Health and Safety regulations</li> </ul>

**DE Enabling Goal: Transforming Governance and Management of Non-Formal Education**

<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Management</b>	Local Advisory Groups in each Division	Effective local engagement with stakeholders  Increased accountability for the Service	<ul style="list-style-type: none"> <li>• Minimum of 4 Local Advisory Group meetings per year</li> </ul>
<b>Securing External Funding</b>	Additional resources for delivery	Increased funding for programmes	<ul style="list-style-type: none"> <li>• A minimum of £200k achieved from external funders per annum</li> </ul>
<b>Participation</b>	Participation of young people in the Local Advisory Group	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> <li>• 1 Youth Advocacy Panel, involving a minimum of 13 young people per Local Council Area</li> <li>• Youth Advocacy Panel members to attend Local Advisory Group meetings per quarter</li> <li>• 1 Conference/Planning event organized by the Youth Advocacy Panel per annum</li> <li>• Minimum of 13 young people completing a programme of capacity-building and training</li> <li>• 100% Youth Advocacy Panel members to attend regional Network for Youth event annually</li> </ul>