



North & East Belfast

Local Youth Development Plan
2020-2023

INTRODUCTION

The Education Authority Local Youth Development Plan for 2020 - 2023 outlines the key targets to be achieved by the Education Authority Youth Service, based on the Local Assessment of Need 2020 – 2023 (North & East Belfast) and in accordance with Department of Education Policy.

There are a range of other policies which are key in the development of this plan and the Education Authority Youth Service including:

Priorities for Youth – Improving Young People’s Lives through Youth Work (2013)
The Children and Young Peoples Strategy 2019 – 2029 (2019)
The Children Services Cooperation Act (2015)
Community Relations Equality and Diversity Policy (2011) and CRED Addendum (2016)
Shared Education Act (2016)
Fresh Start Agreement (2014)
Rural Needs Act (2016)

The Plan is reviewed regularly and progress reported in line with the Education Authority Business Plan 2019 - 2029. The resources provided for the Youth Service by the Department of Education are deployed in accordance with the plan to achieve specific outputs and outcomes.

The Local Youth Development Plan is delivered by EA Registered Voluntary Youth Organisations and by the EA Statutory Youth Service. It is important to note, in accordance with policy, the voluntary sector is the preferred delivery agent; partnership work is promoted and utilised where there are significant benefits to the outcomes of children and young people. Specific targets for the statutory sector are included within the plan and youth work within schools is developed in conjunction with the EA School Development Service; where outcomes are assessed as needed and Youth Service is required to address barriers to learning.

In addition to the Local Youth Development Plan (North & East Belfast) the Education Authority Youth Service delivers local Youth Services outlined Local Area Youth Development Plans; which are provided across the 11 District Council Areas. Key actions within the Local Area Youth Development Plans are informed by both the Local Assessment of Need, Regional Assessment of Need and the Regional Youth Development Plan.

OVERVIEW OF PROVISION

Introduction

The Youth Service in the Belfast area is divided into two areas: North and East Belfast and South and West Belfast. Each area is managed by a Senior Youth Officer.

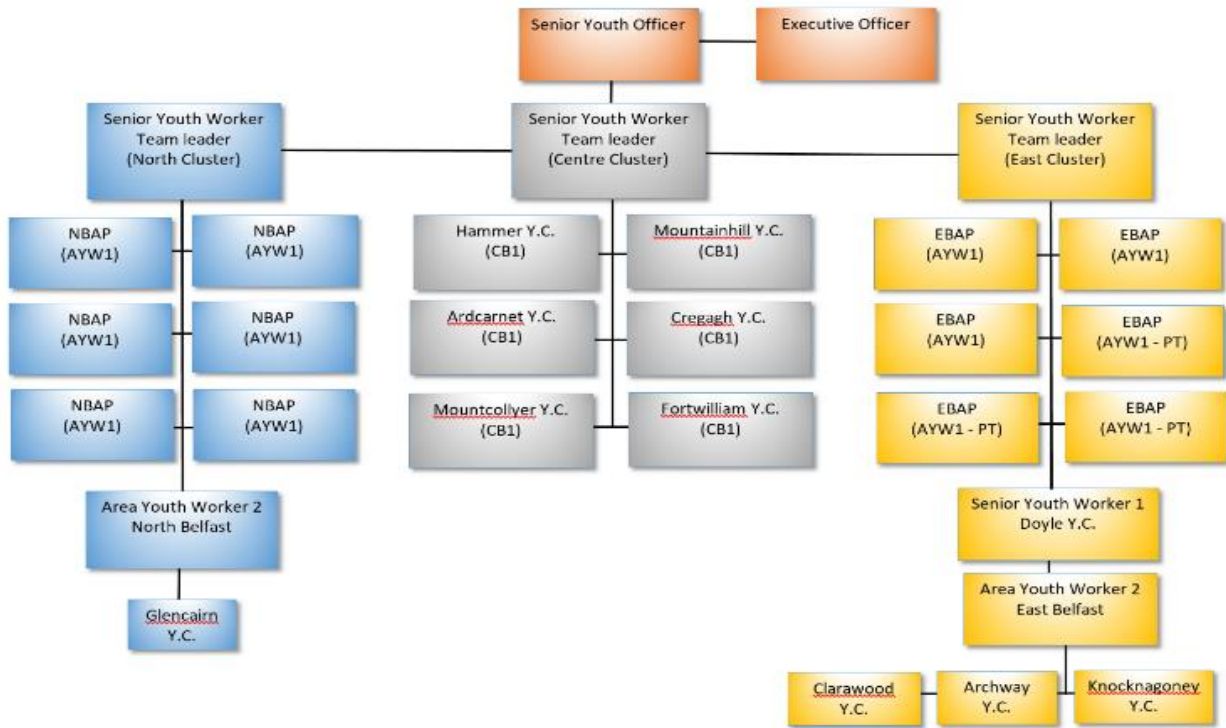
Youth Services in Belfast are constantly innovating to meet the present and emerging needs of young people. The current Education Authority Youth Service team in North & East Belfast comprises 21 full-time and 3 (18 Hour) staff supported by a team of Part time & Volunteer Youth Workers. There are also 5 large Voluntary Youth sector organisations providing Youth Services in this area receiving substantial funding from the EA. These are listed below:

- Ledley Hall Boys and Girls Club
- Holy Family Youth Centre
- New Lodge Youth Centre
- John Paul 11 Youth Centre
- Ardoyne Youth Centre

Overview of Provision North & East Belfast

Type of Group	Total number of groups	Average membership	Total membership
Controlled	7 Full time centres 4 Part time Centres 2 Area Projects	159	2,067
Church	12 East & 9 North Total = 21	156	3432
Voluntary / Community	5 Full Time Voluntary = 1 East & 4 North 29 Part Time Voluntary = 15 East & 14 North	166 (FT Only)	5644
Uniformed	46 East & 47 North Total = 93	47	4371

North and East Belfast Staff Team Structure



The local Youth Service team are supported by the Regional Team including, FLARE, Outdoor Learning Service, Participation, Inclusion, TBUC, START, CADI, International, EOTAS, Training and Planning and Monitoring teams.

EA Youth Service Areas for Action 2020-2023

Youth Work Priority: Raising Standards for All	
1.1	Delivering on Assessed Need
1.2	Proportionate Reporting on Youth Service Outcomes
1.3	Stakeholder Engagement & Research
1.4	Quality Assurance
1.5	Promotion of Service & Opportunities

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality	
2.1	Learning & Achieving
2.2	Living in Safety & Stability
2.3	Participation
2.4	Good Relations
2.5	Inclusion, Diversity & Equality of Opportunity
2.6	Health & Wellbeing

Youth Work Priority: Developing the Non-Formal Education Workforce	
3.1	Workforce Development
3.2	Practice Development & Support
3.3	Volunteer Development

Youth Work Priority: Transforming the Non-Formal Learning Environment	
4.1	Participative Structures
4.2	Development & Maintenance of EA Youth Estate

Youth Work Priority: Raising Standards for All			
Area of Action	Delivering on Assessed Need		
Why Are we doing this:	<ul style="list-style-type: none"> To ensure all services are delivered to meet the assessed needs of children and young people To ensure resource allocation is aligned with the needs of children and young people and aligned with policy 		
We will do this by:	<ul style="list-style-type: none"> Assessing the needs of children and young people aged 4-25 years Publishing a Regional Assessment of Need on a three-year cycle Publishing Regional and Local Youth Development Plans on a three-year cycle 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local Area Youth Development Plan for 2023-2026	<ul style="list-style-type: none"> Effective and co-ordinated local youth services Local delivery reflective of local needs 	Dec 2022	
Local Assessment of Need 2023-2026	<ul style="list-style-type: none"> A comprehensive assessment of need is completed to inform the EA Youth Service planning process 	Dec 2022	

Youth Work Priority: Raising Standards for All			
Area of Action	Proportionate Reporting on Youth Service Outcomes		
Why Are we doing this:	<ul style="list-style-type: none"> ● To provide evidence of the impact of youth work on the lives of children and young people ● To measure the success of EA Youth Service delivery 		
We will do this by:	<ul style="list-style-type: none"> ● Monitoring EA Youth Service targets through Key Performance Indicators (Appendix i, ii, iii, iv) ● Monitoring of the EA Youth Service Youth Work Outcomes for Young people ● Monitoring of the Local Area Youth Development Plan and CDA's 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Target Monitor	<ul style="list-style-type: none"> ● Effective Youth Service delivery based on reflective practice and emerging needs of children and young people 	Quarterly: Jun Sept Dec Mar	
Outcome Based Reporting	<ul style="list-style-type: none"> ● Effective Youth Service delivery based on reflective practice and emerging needs of children and young people 	Annually: Jun	
Generic Engagement Framework Reporting	<ul style="list-style-type: none"> ● Effective Youth Service delivery based on reflective practice and emerging needs of children and young people 	Annually: Jun	
Detached Engagement Framework Reporting	<ul style="list-style-type: none"> ● Effective Youth Service delivery based on reflective practice and emerging needs of children and young people 	Annually: Jun	

Youth Work Priority: Raising Standards for All			
Area of Action	Stakeholder Engagement & Research		
Why Are we doing this:	<ul style="list-style-type: none"> ● To ensure the voice of young people and other key stakeholders informs the design and delivery of services ● To critically reflect on the planning and delivery of services ● To assess the development of new or additional services based on need ● To ensure decisions are evidence based 		
We will do this by:	<ul style="list-style-type: none"> ● Provision of Local Advisory Groups ● Completion of research on key areas of inquiry based on assessed need ● Delivery of youth work conferences on key themes 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local Stakeholder Engagement	<ul style="list-style-type: none"> ● Emerging needs and trends in Youth Service provision explored & embedded 	2 per annum (June & Sept)	
Thematic Stakeholder Engagement	<ul style="list-style-type: none"> ● Emerging needs and trends in Youth Service provision explored & embedded 	Quarterly	
Thematic Youth Conference	<ul style="list-style-type: none"> ● Good youth work practice celebrated and embedded within planning processes 	Annually: 2021 2022 2023	

Youth Work Priority: Raising Standards for All			
Area of Action	Quality Assurance		
Why Are we doing this:	<ul style="list-style-type: none"> ● To ensure quality services are delivered to meet the needs of children and young people ● To develop action plans to improve service delivery for all children and young people ● To foster a culture of continuous improvement of and critical reflection on service delivery 		
We will do this by:	<ul style="list-style-type: none"> ● Proportionate monitoring & moderation of EA Funded Youth Work Practice ● Embedding the youth work quality assurance frameworks in the design and delivery of services and systems process 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Quality Assurance Framework for each unit	<ul style="list-style-type: none"> ● Critical self-reflective practice embedded within the delivery of youth work practice, promoting self-improvement 	2 per annum	
Moderation Process	<ul style="list-style-type: none"> ● KPI's for Youth Service measured and quality practice promoted 	1 per quarter per youth unit	
Case Studies and Models of good practice developed	<ul style="list-style-type: none"> ● Youth work delivery underpinned by evidence-based practice 	Ongoing	

Youth Work Priority: Raising Standards for All			
Area of Action	Promotion of Service and Opportunities		
Why Are we doing this:	<ul style="list-style-type: none"> • To ensure children and young people are aware of service opportunities available to them • To increase the participation of children and young people in service opportunities • To promote and celebrate the outcomes, benefits and impact of youth work in the lives of children and young people • Young people stated social media as the number one preference to receive information about service opportunities • To increase the visibility of services across government departments 		
We will do this by:	<ul style="list-style-type: none"> • Delivering a collaborative sectoral approach to the use of social media to inform young people of service opportunities • Delivery of case studies in youth work practice to share and inform the sector of good practice and outcomes • Development and delivery of media-based content of service opportunities • Development and delivery of a network of communication opportunities • Development of a Programme of Offer for young people providing pathways into and through service engagement 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local Promotional Action Plan	<ul style="list-style-type: none"> • Increased awareness of youth service and engagement of young people 	Annually (May)	
Local Programme of offer	<ul style="list-style-type: none"> • Effective communication and increased participation of children and young people 	Annually	
Examples and models of best practice	<ul style="list-style-type: none"> • Shared practice throughout the service 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality

Area of Action	Learning & Achieving		
Why Are we doing this:	<ul style="list-style-type: none"> ● To increase the educational attainment of children and young people ● To provide learning opportunities, with relevant accreditation, for children and young people in the non-formal education settings ● To support children and young people to re-engage with education 		
We will do this by:	<ul style="list-style-type: none"> ● The delivery of a programme of thematic youth work providing relevant accreditation ● Delivery of the youth work curriculum in partnership with schools ● Providing opportunities for apprenticeships in youth work targeting 18 – 25 year olds ● Developing effective cross-departmental partnerships and initiatives 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
School based youth work	<ul style="list-style-type: none"> ● Development of thinking skills, life skills and work skills ● Planning and problem solving 	Ongoing	
Accredited programmes	<ul style="list-style-type: none"> ● Development of thinking skills, life skills and work skills ● Planning and problem solving 	Ongoing	
Non-accredited programmes	<ul style="list-style-type: none"> ● Development of thinking skills, life skills and work skills ● Planning and problem solving 	Ongoing	
Youth Leadership programmes - Youth Working in Their Communities (YWIC)	<ul style="list-style-type: none"> ● Increased participative action and active citizenship ● Increased sense of belonging to community ● Positively influenced others, advocates on behalf of others or takes on a representative role 	Ongoing	
Life Skills Programmes	<ul style="list-style-type: none"> ● Enhanced personal capabilities ● Increased confidence and self-esteem 	Ongoing	
Employability Programmes	<ul style="list-style-type: none"> ● Development of thinking skills, life skills and work skills ● Planning and problem solving 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Living in Safety & Stability		
Why Are we doing this:	<ul style="list-style-type: none"> ● To promote opportunities and experiences for active citizenship and leadership ● To provide opportunities for children and young people to belong to and contribute within their communities of interest ● To provide a safe learning environment ● To ensure that young people are not perpetrators or victims of paramilitary attacks 		
We will do this by:	<ul style="list-style-type: none"> ● The delivery of a targeted programmes on key themes based on assessed need ● Effective partnership working ● Embedding the Circle of Courage within EA Funded Targeted Youth Services 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Detached Youth Work	<ul style="list-style-type: none"> ● Development of positive relationships with others ● Positive peer relationships ● Improved relationships with adults 	Ongoing	
Lawfulness Education in Schools (SYTES)	<ul style="list-style-type: none"> ● Enhanced personal capabilities ● Greater self-awareness 	Ongoing	
Intervention Programmes	<ul style="list-style-type: none"> ● Improved Health and Well-being ● Improved ability to make healthy choices 	Ongoing	
Risk-taking behaviour programmes	<ul style="list-style-type: none"> ● Improved Health and Well-being ● Improved ability to make healthy choices 	Ongoing	
Youth Engagement Programme	<ul style="list-style-type: none"> ● Improved Health and Well-being ● Improved ability to make healthy choices 	Ongoing	
Youth Volunteer Academy	<ul style="list-style-type: none"> ● Active Citizenship ● Employment, Education or Training 	Ongoing	
Pathway Programmes	<ul style="list-style-type: none"> ● Active Citizenship ● Employment, Education or Training 	Ongoing	
Anti-Bullying Programmes	<ul style="list-style-type: none"> ● Enhanced Personal Capabilities ● Increased confidence and self esteem ● Increased resilience 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality

Living in Safety & Stability (Cont.)			
Area of Action			
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Child Sexual Exploitation/Internet safety for children and young people	<ul style="list-style-type: none"> Improved Health and Well-being Increased satisfaction with life 	Ongoing	
Domestic violence programmes	<ul style="list-style-type: none"> Improved Health and Well-being Increased satisfaction with life 	Ongoing	
Mentoring	<ul style="list-style-type: none"> Improved Health and Well-being Increased satisfaction with life Improved ability to make healthy choices Development of positive relationships with others Positive peer relationships Improved relationships with adults 	Ongoing	
Bonfire Project	<ul style="list-style-type: none"> Positive engagement with young people during periods of high tension 	Annually March-August	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Participation		
Why Are we doing this:	<ul style="list-style-type: none"> ● To enable children and young people to feel a sense of belonging and make a positive contribution to their society ● To reduce barriers to participation in Youth Services ● To provide effective volunteering opportunities for children and young people ● To increase children and young people's engagement in generic/non-targeted youth provision ● Children and young people stated that environmental issues are important 		
We will do this by:	<ul style="list-style-type: none"> ● Delivering a suite of volunteer opportunities, focusing on service learning ● The delivery of effective, age specific youth work programmes in generic provision ● Embedding the Circle of Courage within EA Funded Targeted Youth Services ● Increasing opportunities for social action and service learning, locally and globally ● Effective engagement with children and young people not currently accessing Youth Services 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Youth Volunteering programmes - Youth Working in Their Communities (YWIC)	<ul style="list-style-type: none"> ● Increased participative action and active citizenship ● Increased sense of belonging to community. ● Positively influenced others, advocates on behalf of others or takes on a representative role 	Ongoing	
International programmes	<ul style="list-style-type: none"> ● Improved relationships with others ● Positive peer relationships ● Positive engagement with others from diverse backgrounds 	Ongoing	
Youth Centre Open nights	<ul style="list-style-type: none"> ● Improved relationships with others ● Positive peer relationships ● Positive relationships with adults 	Ongoing	
Engaging and creative generic programme for 4-13 year olds	<ul style="list-style-type: none"> ● Increased participation ● Improved relationships with others 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Participation (Cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Youth @ Play programme for 10-13 year olds	<ul style="list-style-type: none"> Increasing volunteering opportunities and accreditation for young people. Increasing engagement and participation 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Good Relations		
Why Are we doing this:	<ul style="list-style-type: none"> ● To enable children and young people from the PUL/CNR communities to build positive relationships ● To provide safe and welcoming spaces for children and young people 		
We will do this by:	<ul style="list-style-type: none"> ● The provision of thematic and good relations youth work ● Providing targeted youth work programmes and projects based on assessed need 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
CRED Programmes	<ul style="list-style-type: none"> ● Improved relationships with others ● Positive peer relationships ● Positive engagement with others from diverse backgrounds 	Ongoing	
TBUC	<ul style="list-style-type: none"> ● Improved relationships with others ● Positive peer relationships ● Positive engagement with others from diverse backgrounds 	Annually: April – February	
Shared Education Projects	<ul style="list-style-type: none"> ● Improved relationships with others ● Positive peer relationships ● Positive engagement with others from diverse backgrounds 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Inclusion, Diversity & Equality of Opportunity		
Why Are we doing this:	<ul style="list-style-type: none"> ● To ensure the needs of Section 75 children and young people are met ● To reduce barriers to participation within Services ● Young people clearly stated bespoke support was required 		
We will do this by:	<ul style="list-style-type: none"> ● Effective engagement with children and young people from within communities of interest ● By embedding CRED within practice ● Designing and delivering effective youth work programmes and projects 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Projects focused on: <ul style="list-style-type: none"> ● LGBTQ ● Looked After Children ● Young Carers ● Newcomer Young People ● Travellers ● Irish Medium ● Special Educational Needs 	<ul style="list-style-type: none"> ● Improved relationships with others ● Positive engagement with others from diverse backgrounds ● Respect for difference 	Ongoing	
Welcoming Youth Initiatives	<ul style="list-style-type: none"> ● Improved relationships with others ● Positive engagement with others from diverse backgrounds ● Respect for difference 	Ongoing	
Partnerships with specialist services	<ul style="list-style-type: none"> ● Improved relationships with others ● Positive peer relationships ● Positive engagement with others from diverse backgrounds 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Health & Wellbeing		
Why Are we doing this:	<ul style="list-style-type: none"> • Children and young people have stated that they require support for their wellbeing • The mental health needs of children and young people • To address inequalities within health and wellbeing of young people 		
We will do this by:	<ul style="list-style-type: none"> • Delivering targeted initiatives and programmes based on assessed need 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Health & Wellbeing Programmes	<ul style="list-style-type: none"> • Improved Health and Well-being • Improved ability to make healthy choices • Satisfaction with life/self 	Ongoing	
Outdoor Learning Activities	<ul style="list-style-type: none"> • Improved Health and Well-being • Improved ability to make healthy choices 	Ongoing	
Residential Projects or Camps	<ul style="list-style-type: none"> • Improved Health and Well-being • Improved ability to make healthy choices 	Ongoing	
Gender Specific Programmes	<ul style="list-style-type: none"> • Improved Health and Well-being • Improved ability to make healthy choices • Satisfaction with life/self 	Ongoing	
Tackling Alcohol & Drug use programmes	<ul style="list-style-type: none"> • Improved Health and Well-being • Improved ability to make healthy choices • Satisfaction with life/self 	Ongoing	
Gambling/debt awareness Programmes	<ul style="list-style-type: none"> • Improved Health and Well-being • Improved ability to make healthy choices • Satisfaction with life/self 	Ongoing	

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	Workforce Development		
Why Are we doing this:	<ul style="list-style-type: none"> ● To support staff to deliver quality youth work practice and service provision ● To provide support systems for staff delivering youth work ● To ensure proportionate accountability arrangements for youth work practice ● To support staff to evaluate work effectively, measure and evidence learning outcomes, and demonstrate the positive impacts of their practice 		
We will do this by:	<ul style="list-style-type: none"> ● Delivering practice support ● Delivering support and supervision ● Continuous training updates on essential requirements 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Coherent Training Route	<ul style="list-style-type: none"> ● Staff trained in organisational policy & practices 	Ongoing	
EA Trainee Youth Support Worker Scheme	<ul style="list-style-type: none"> ● Increased skill base of young adults to provide enhanced quality youth work ● Enhanced accreditation and identified pathways provided 	Ongoing	
Thematic training based on assessed need and including: <ul style="list-style-type: none"> ● Anti-bullying ● Drug & Alcohol ● Wellbeing ● Sexual Health ● Detached work ● Street work Protocols Training ● ACES ● ICT ● SEN ● Reflective Practice 	<ul style="list-style-type: none"> ● Staff trained to address and meet emerging needs of young people 	As Required	

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	Practice Development & Support		
Why Are we doing this:	<ul style="list-style-type: none"> ● To support staff to deliver quality youth work practice and service provision ● To provide support systems for staff delivering youth work ● To ensure proportionate accountability arrangements for youth work practice ● To support staff to evaluate work effectively, measure and evidence learning outcomes, and demonstrate the positive impacts of their practice 		
We will do this by:	<ul style="list-style-type: none"> ● Delivering practice support ● Delivering support and supervision ● Continuous training updates on essential requirements 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Supervision & Support	<ul style="list-style-type: none"> ● Staff including volunteers feel valued, deliver effective youth work and good practice is recognised 	2 Per Quarter	
Staff Care	<ul style="list-style-type: none"> ● Increased resilience and well-being of staff 	As required	
Practice Support for individuals and teams	<ul style="list-style-type: none"> ● Supported and enhanced youth work practice ● Areas for development addressed 	As required	

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	Volunteer Development		
Why Are we doing this:	<ul style="list-style-type: none"> ● To recruit and retain volunteers ● To support volunteers to deliver youth work practice and provision ● To support volunteers to evaluate youth work effectively ● To recognise and celebrate the contribution of volunteers to youth work ● To provide support systems for volunteers in youth work delivery 		
We will do this by:	<ul style="list-style-type: none"> ● Delivering an effective recruitment and retention strategy ● Annually hosting an event to recognise the contribution of volunteers in youth work delivery ● Providing volunteer pathways to a youth work career 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Volunteer Recognition events	<ul style="list-style-type: none"> ● Local recognition of volunteer contribution to youth work 	Annually May	
Volunteer Development	<ul style="list-style-type: none"> ● Increased participation and satisfaction levels of youth work volunteers 	Ongoing	

Youth Work Priority: Transforming the Non-Formal Learning Environment			
Area of Action	Participative Structures		
Why Are we doing this:	<ul style="list-style-type: none"> • To enhance the voice of children and young people in delivery of services • To enhance the role children and young people have in the decision making process • To provide modern high-quality youth work provision to effectively meet the needs of children and young people 		
We will do this by:	<ul style="list-style-type: none"> • Delivery and development of youth voice structures that meet the needs of children and young people • Delivery of Local Advisory Groups 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local Advisory Group	<ul style="list-style-type: none"> • Increased participative action • Improved communication between young people and adults 	As Required	
Local Voice Participative Structures	<ul style="list-style-type: none"> • Positively influenced others, advocates on behalf of others or takes on a representative role • Increased participative action 	Ongoing	
Youth Voice	<ul style="list-style-type: none"> • Young people's voice is included in community planning 	Ongoing	

Youth Work Priority: Transforming the Non-Formal Learning Environment			
Area of Action	Development & Maintenance of EA Youth Estate		
Why Are we doing this:	<ul style="list-style-type: none"> ● To provide modern high-quality provision to effectively meet the needs of children and young people ● To ensure that the principles of the CRED policy are embedded in the non-formal learning environment ● To ensure the EA Youth Estate is safely maintained 		
We will do this by:	<ul style="list-style-type: none"> ● Developing an annual capital and minor works plan ● Developing a Welcoming Youth Strategy and Guidance 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Health & Safety Audits	<ul style="list-style-type: none"> ● Youth Service capital estate is fit for purpose 	Annually	

LIST OF APPENDICES

Appendix i -	Abbreviations	Page 24
Appendix ii -	Progress Indicators	Page 25
Appendix iii -	EA Youth Service Report Card	Page 26
Appendix iv -	Youth Work Outcomes Framework	Page 27
Appendix v -	Youth Work Engagement Framework	Page 28
Appendix vi -	Youth Work Outreach/Detached Engagement Framework	Page 29

Appendix i - Abbreviations

C2k	Classroom 2000
CADi	Creative Arts & Digital Innovation
CNR	Catholic/Nationalist/Republican
CRED	Community Relations Equality & Diversity
CSE	Child Sexual Exploitation
DE	Department of Education
DoJ	Department of Justice
EA	Education Authority
EOTAS	Education Other Than At School
ETA	Exceptional Teaching Arrangements
ETS	Education Technology Service
KPI	Key Performance Indicator
PCSP	Policing and Community Safety Partnerships
PfY	Priorities for Youth
PHA	Public Health Agency
PSNI	Police Service of Northern Ireland
PUL	Protestant/Unionist/Loyalist
T:BUC	Together: Building a United Community
SEN	Special Educational Need

Appendix ii - Progress Indicators

Descriptor	Circumstances for use
Achieved (Green)	When action/target has been completed in full
In Progress (Amber)	When action/target is in progress and will be achieved within target timeline
In Progress (Orange)	When action/target is in progress and will likely to be achieved but with some delay
Not achieved (Red)	When action/target was not achieved as part of an in-year or annual target and cannot be revised or carried forward. This might include, for example, situations where a target is no longer relevant or appropriate
Planned (Blue)	When target is planned, not yet started but will be achieved within timeline

Appendix iii - EA Youth Service Report Card

Priorities for Youth

Priorities for Youth has clear links to the following population level outcomes that the DE has requested the EA report on for DE funded Youth Work:

Draft Programme for Government

Outcome 9: We are a shared society that respects diversity

Outcome 14: We give our children and young people the best start in life

Children and Young People’s Strategy 2019 - 2029

Outcome 1: Children and young people are physically and mentally healthy

Outcome 3: Children and young people learn and achieve

Outcome 4: Children and young people live in safety and stability

Outcome 6: Children and young people make a positive contribution to society

Outcome 8: Children and young people live in a society in which equality of opportunity and good relations are promoted

EA Youth Service Annual Report Card

How much did we do?	How well did we do it?
No. of programmes delivered with young people No. of young people engaged with youth services (by age band) No. of referrals from other EA services No. of young people volunteering within the youth project No. of practice support visits	% of young people report improvement against one of the Youth Service Outcomes Framework % of young people who are satisfied with service % of moderations rated good or above
<p style="text-align: center;">Is anyone better off?</p> <p style="text-align: center;">No.% of young people gaining accreditation (barriers to learning outcomes) No.% of young people progressing to expected stage on engagement framework (positive engagement outcomes) No. % of young people making progress against Youth Service outcomes</p>	

Outcomes Framework

INDIVIDUAL	GROUP, COMMUNITY, SOCIETY CONTEXT
<p>Enhanced Personal Capabilities</p> <ul style="list-style-type: none"> • Greater self-awareness • Increased confidence and self-esteem • Empathy • Resilience • Managing feelings <p>Improved Health and Well-being</p> <ul style="list-style-type: none"> • Increased satisfaction with life • Greater awareness of health issues (sexual/physical) • Improved ability to make healthy choices (reduction in risk-taking behaviours / reduced substance misuse) <p>Development of thinking skills, life skills and work skills</p> <ul style="list-style-type: none"> • Decision-making • Planning and problem solving • Leadership and communication • Creativity 	<p>Improved relationships with others</p> <ul style="list-style-type: none"> • Improved ability to work with others (teamwork) • Positive peer relationships • Improved relationships with adults • Positive engagement with others from diverse backgrounds • Greater respect for difference <p>Increased participative action</p> <ul style="list-style-type: none"> • Increased sense of belonging to community • Improved communication between young people and adults • Positively influenced others, advocates on behalf of others or takes on a representative role <p>Active Citizenship</p> <ul style="list-style-type: none"> • Volunteering (local and international) • Increased awareness of local and global issues • Employment, Education or Training

The Engagement Framework

Categories of Engagement	Indicators of Engagement		
	Intensity and commitment of engagement	Distance travelled for children and young people	Children and young people's influence in decision making
Contact	<ul style="list-style-type: none"> Attends, e.g. to meet friends and takes part in social, creative, recreational or sport activity 	<ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Well-being Positive relationships with others 	<ul style="list-style-type: none"> Makes personal decisions on participation in activities designed by others
Engagement	<ul style="list-style-type: none"> Engages in, short term, group programmes Makes new relationships 	<ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Well-being Developed thinking, life &/or work skills Positive relationships with others 	<ul style="list-style-type: none"> Contributes to decision making with others relating to a specific programme or activity
Active Participation	<ul style="list-style-type: none"> Participates in planned, long term, group work programme with youth work outcomes 	<ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Well-being Developed thinking, life &/or work skills Positive relationships with others Increased Participation 	<ul style="list-style-type: none"> Actively involved in assessing needs, decision making, planning and problem solving either around a single activity or within the club, unit or project generally
Maximising potential	<ul style="list-style-type: none"> Participates in the design and/or delivery of programmes or activities for self and others, including evaluation Acts in a leadership role Involved in the unit/club/project to their maximum ability 	<ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Well-being Developed thinking, life &/or work skills Positive relationships with others Increased Participation Active Citizenship 	<ul style="list-style-type: none"> Positively influences others, advocates on behalf of others Takes on a representative role within and/or beyond the your club, unit or project e.g. in governance arrangements or as part of a local or regional youth council or forum

Outreach and Detached Engagement Framework

		Indicators of Engagement		
		Intensity and commitment of engagement	Distance travelled for children and young people	Children and young people's influence in decision making
Categories of Engagement	in conversation	<ul style="list-style-type: none"> Engages in purposeful conversations with outreach/detached youth worker. Typically 1-3 contact meetings within the outreach/detached setting. 	<ul style="list-style-type: none"> Enhanced Personal Capabilities 	<ul style="list-style-type: none"> Makes personal decisions on participation in purposeful conversations with the outreach/detached youth worker.
	developing contact	<ul style="list-style-type: none"> Engages in, short term, personal and social development activities within the outreach/detached setting. Typically 4 or more contact meetings/sessions within the detached setting or participation on a project within the outreach setting. 	<ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Well-being 	<ul style="list-style-type: none"> Makes personal decisions to participate in short-term outreach and detached activities based on relationship building and needs assessment.
	referral	<ul style="list-style-type: none"> Needs assessment based on contact within the outreach/detached setting. 	<ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Well-being 	<ul style="list-style-type: none"> Makes personal decisions to participate in referral activities based on needs assessment.