



West & South Belfast

Local Youth Development Plan
2020-2023

INTRODUCTION

The Local Youth Development Plan for 2020 - 2023 for South and West Belfast outlines the key targets to be achieved by the Education Authority Youth Service, based on the Local Assessment of Need 2020 – 2023 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.

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 South and West Belfast area 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. A significant proportion of Youth Work programmes take place in voluntary youth sector organisations, supported by funding from the EA Youth Service.

Youth Work Team

The South and West Belfast Youth Work team consists of 25 full-time youth workers and 2 team leaders in the controlled and voluntary sector with responsibility for the delivery of services in the area. There are 7 full time controlled and 8 full time voluntary centres in the South and West Belfast Area. In addition, there are 7 controlled part time units, 5 voluntary part time units and 64 registered units.

The following table identifies full time and part time youth centres and staff numbers:

Name of Youth Centre	Controlled/ Voluntary	Full/ Part Time	Staffing
Colin Youth Development Centre	Controlled	FT	1 SYW1
Stevenson YC	Controlled	FT	1 CBYW1
Belvoir YC	Controlled	FT	1 CBYW2
Nubia YC	Controlled	FT	1 CBYW1
Charter YC	Controlled	FT	1 YSWIC
St Agnes' YC	Controlled	FT	1 YSWIC
Matt Talbot YC	Controlled	FT	1 CBYW1
Saints YC	Voluntary	FT	1 CBYW1
Holy Trinity YC	Voluntary	FT	1 SYW1
Clonard YC	Voluntary	FT	1 SYW1
St Teresa's YC	Voluntary	FT	1 SYW1
Glen Parent Youth Group	Voluntary	FT	1 SYW1
St Peter's Immaculata YC	Voluntary	FT	1 SYW1
St John Vianney YC	Voluntary	FT	1 CBYW1
Rosario YC	Voluntary	FT	1 CBYW1
Willowbank YC	Controlled	PT	1 YSWIC
St Michaels YC	Controlled	PT	1 YSWIC
Finaghy YC	Controlled	PT	1 YSWIC
Suffolk YC	Controlled	PT	1 YSWIC
Donegall Pass YC	Controlled	PT	1 YSWIC
Taughmonagh YC	Controlled	PT	1 YSWIC
St Johns YC	Voluntary	PT	1 YSWIC
Lynkd @ Fleming Fulton School	Voluntary	PT	1 YSWIC
St Malachy's YC	Voluntary	PT	1 YSWIC
Newhill YC	Voluntary	PT	1 YSWIC
Divis Youth Project	Voluntary	PT	1 YSWIC

The following table identifies full time area based projects and their staffing numbers:

Name of Youth Project	Controlled/ Voluntary	Full/ Part Time	Staffing
Colin Detached Project	Controlled	Full Time	1 AYW1
Lagmore Area Project	Controlled	Full Time	1 AYW1

West Belfast Area Project	Controlled	Full Time	4 AYW1
		Part Time	1 AYW1
South Belfast Area Project	Controlled	Full time	4 AYW1 1 YSWIC

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

Extended Provision

The Extended Provision Scheme is targeted at identified providers in areas ranked in the top 25% Multiple Deprivation Measure. The scheme seeks to increase access to youth club and youth provision and to prioritise access to and longer opening times for centres or units operating within areas of disadvantage and on or near interface areas (Priorities for Youth, para.4.8.6).

The following organisations are currently facilitating Extended Provision programmes in this area Youth Initiatives, Nubia YC, St John Vianney YC, Holy Trinity YC, St Malachy’s YC, Annadale Haywood Residents Association, Clonard Monastery YC, Corpus Christi YC, Divis Youth Project, Matt Talbot YC, St Peter’s Immaculata YC, and St John’s YC.

This funding has enabled centres to offer additional provision with many now operating late at night and at the weekend. Detached work has increased significantly as a result of the funding and many workers have had a notable impact in ensuring the safety of children and young people at times when they are deemed to be very vulnerable or at risk of becoming involved in risk taking behaviours.

Youth Work in Schools (including primary schools)

Partnerships have been developed with a number of primary, post-primary and special schools in the South and West Belfast area. The EA Youth Service introduced a schools programme, ‘Learning Together’ in September 2014 in several schools in Northern Ireland. 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. Youth workers are facilitating this programme in Malone College and All Saints College.

Inclusion

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.

Participation

As laid out in “Priorities for Youth” each youth club or area project must provide participative opportunities for young people. In youth centres/clubs, these take the form of structures such as members’ committees, and young people serving on the Management Committee of voluntary youth organisations.

Progression routes for young people who wish to become more engaged in participative structures are provided through Youth Councils. The young people participating in these will become involved in an agenda of local democracy, lobbying, consultation with statutory bodies, and consulting their peers.

“Priorities for Youth” also demands that a Local Advisory Group (LAG) is established in each Division. The LAG includes key stakeholders and young people from the South and West 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. A programme of capacity building and training is provided for the young people to advocate for their peers and represent young people at a Planning and Service delivery level and fully participate in the LAG process.

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. In Belvoir an effective partnership has been developed with Lisburn and Castlereagh City Council in the development of a Youth Council offering young people a voice in decision making.

At a strategic level the EA Youth Service has representation on several multi-agency groups, including the PCSP and 4 District PCSP’s in Belfast council area. Examples in the South and West Belfast area include the Colin Neighbourhood Partnership, Inner South Belfast Neighbourhood Partnership Education and Youth Sub Group and Family Support Hubs.

Irish Medium

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.

In the South and West Belfast area the following groups are supported to facilitate youth work through the medium of Irish Language: Glor na Mona, Cumann Oige an Ghleanna, Cumann Oige na Bhfal and Cumann Oige Uachtar Chluanai. Glor na Mona also supports Cumann Oige Ui Dhochartaigh which is based in North Belfast. A total of 462 young people attend EA funded Irish Medium youth provision in Belfast which is just over 25% of the pupil population of Irish Medium schools.

Young People from the Travelling Community

The Travelling Community in Northern Ireland represents the second largest ethnic minority group. It is estimated that there are 1,400 members of the Travelling Community living in Northern Ireland. The issues facing Irish Travellers are often linked to social exclusion, disadvantage and discrimination. The vast majority of Travellers hold no formal qualifications, and 92% have no qualification equivalent to or higher than GCSEs. The Equality Commission noted that young people from the Traveller Community and Roma children have some of the lowest levels of attainment of all equality groups. There are also significantly higher levels of non-attendance at school and almost non-existent attendance at Further or Higher Education. DE in 2011 established a taskforce to review the educational needs of Traveller children. The taskforce identified six core issues which act as negative barriers for Travellers in terms of their education: These include the following, access, attendance, integration and segregation, resourcing, evaluation and partnership.

Young Travellers regularly encounter discrimination in a number of ways, such as, denial of access to services and verbal and physical abuse, purely on the basis of their identity as Travellers. Combined with the effects of indirect discrimination, which can affect access to health services, education and employment, many young Travellers also feel socially unaccepted, inferior to other young people, anxious about their identity and have low self-esteem.

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"> ● Reviewing available data/trends ● Assessing the needs of children and young people aged 4-25 years ● Publishing a Local Assessment of Need on a three-year cycle ● Publishing a Local Youth Development Plan on a three-year cycle 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local Assessment of Need 2023-2036	<ul style="list-style-type: none"> ● A comprehensive assessment of need is completed to inform the EA Youth Service planning process 	Dec 2022	
Local Youth Development Plan 2023-2026	<ul style="list-style-type: none"> ● EA Youth Services are planned and based on the assessed needs of children and young people. 	Jan 2023	

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 Advisory Group Meetings	<ul style="list-style-type: none"> ● Young People and other key stakeholders inform the design and delivery of youth services. 	Quarterly	
Thematic stakeholder engagement events	<ul style="list-style-type: none"> ● Emerging needs and trends in Youth Service provision explored and embedded 	Bi Annually	
Thematic Youth Conference	<ul style="list-style-type: none"> ● Young people involved in recognising and celebrating good practice 	Annually	

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)
Moderation of Service Delivery	<ul style="list-style-type: none"> KPI's for Youth Service measured and quality practice promoted. 	1 per quarter per youth unit	
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	
Performance Management Processes	<ul style="list-style-type: none"> Improved Youth Service delivery for children and young people 	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	

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)
Youth Work in schools	<ul style="list-style-type: none"> • Reduced barriers to Learning, increased outcomes, opportunities for accreditation. 	Ongoing	
Accredited programmes	<ul style="list-style-type: none"> • Enhanced educational outcomes for young people based on assessed need. 	Ongoing	
Life skills Programmes	<ul style="list-style-type: none"> • Development of thinking skills, life skills and work skills • Enhanced personal capabilities 	Ongoing	
Leadership Programmes- e.g Youth working in their communities(YWIC)	<ul style="list-style-type: none"> • Enhanced outcomes for young people, increased pathways for personal development and youth leadership 	Ongoing	
Creative Digital Media programmes	<ul style="list-style-type: none"> • Young people experience alternative methods to learning. • Improved relationships with others 	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)
Youth intervention	<ul style="list-style-type: none"> Participation by young people in planned and targeted programmes during periods of high tension. 	Annually June-August	
Bonfire Project	<ul style="list-style-type: none"> Positive engagement with young people during periods of high tension 	Annually March-August	
Detached Youth Work	<ul style="list-style-type: none"> Positive engagement with others Supporting young people at risk 	Ongoing	
Lawfulness Education for young people in schools and youth settings	<ul style="list-style-type: none"> Enhanced curriculum for young people. 	Ongoing	
CSE Education Programmes	<ul style="list-style-type: none"> Reduction of risk taking behaviours associated with CSE including online environments. 	Ongoing	
Anti-Bullying Awareness Programmes	<ul style="list-style-type: none"> Increased resilience and improved health and wellbeing 	Ongoing	
Partnership working with other statutory providers- BCC, Youth Justice, PSNI, DPCSP's	<ul style="list-style-type: none"> Increased communication and engagement enhancing outcomes for young people 	Ongoing	

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)
Opportunities for young people to volunteer Millennium Volunteers	<ul style="list-style-type: none"> • Increased personal capabilities and employability opportunities 	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 @ 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	
International programmes	<ul style="list-style-type: none"> • Increased participation and opportunities for young people to engage within a global context including social action and service learning. 	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)
T:BUC Camps programmes	<ul style="list-style-type: none"> • Positive engagement and improved relationships with others 	Annually April-February	
Cultural Awareness/ Diversity Programmes	<ul style="list-style-type: none"> • Increased awareness and celebration of positive cultural identity 	Ongoing	
Shared Education projects	<ul style="list-style-type: none"> • Inclusive shared spaces and programmes for young people within youth services. 	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)
Inclusion and diversity programmes in schools and youth service facilities	<ul style="list-style-type: none"> ● Increased participation and increased understanding of others 	Ongoing	
Support to: <ul style="list-style-type: none"> ● LGBTQ Young people ● Young people with SEN or disabilities ● Newcomer Children 	<ul style="list-style-type: none"> ● Increased sense of belonging and increased participation. ● Increase in inclusive youth work opportunities. ● Increased access to provision. 	Ongoing	
Support to young people from the Travelling Community	<ul style="list-style-type: none"> ● Increased access to provision ● Improved relationships with others 	Ongoing	
Supporting Youth Work through the medium of Irish	<ul style="list-style-type: none"> ● Increased access and effective pathways for Irish speakers within youth work 	Ongoing	
Support to Newcomer Children	<ul style="list-style-type: none"> ● Increased sense of belonging and increased participation leading to enhanced pathways 	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 & fitness Programmes	<ul style="list-style-type: none"> • Improved physical and mental Health & Wellbeing 	Ongoing	
Drug and alcohol education programmes	<ul style="list-style-type: none"> • Increased knowledge of associated health risks • Improved health and wellbeing 	Ongoing	
Positive Relationships Programmes	<ul style="list-style-type: none"> • Improved relationships with others & increased resilience leading to improved health and well being 	Ongoing	
Positive Mental health initiatives	<ul style="list-style-type: none"> • Improved mental wellbeing for young people leading to increased personal capabilities and social inclusion 	Ongoing	
Gambling education programmes	<ul style="list-style-type: none"> • Increased knowledge of associated health risks • Improved health and wellbeing 	Ongoing	
Outdoor Learning programmes	<ul style="list-style-type: none"> • Improved health and well being • Increased participation in youth services 	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 ensure youth work staff including volunteers are trained to best respond to the current needs of children and young people • To recognise and celebrate the contribution of staff to youth work practice • To ensure succession planning to meet service delivery needs 		
We will do this by:	<ul style="list-style-type: none"> • The delivery of accredited and non-accredited training for youth work staff based on assessed need • Providing professional accreditation routes 		
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 	As required	
Non-Accredited Staff Training	<ul style="list-style-type: none"> • Increased skill base of youth work staff to provide enhanced quality youth work 	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 	<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 	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)
Volunteers Development	<ul style="list-style-type: none"> ● Increased participation and satisfaction levels of youth work volunteers 	Ongoing	
Local Volunteer Recognition events	<ul style="list-style-type: none"> ● Local recognition of volunteer contribution to youth work 	Annually May	

Youth Work Priority: Transforming the Non-Formal Learning Environment

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 and thematic Voice 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	

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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.