

Mid Ulster

Local Assessment of Need

2020 - 2023



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Introduction & Methodology

Introduction

The Department of Education (DE) invests approximately £34m in Youth Work in Mid Ulster to support and encourage children and young people to mature and reach their potential as valued individuals and responsible citizens. DE notes that effective Youth Work enables young people to identify their personal and social development needs and involves them in shaping the services designed to meet those needs to improve both their own skills and life chances in order to create a better future for themselves and their communities. Effective Youth Work therefore contributes to the DE vision of *every young person achieving to his or her full potential at each stage of his or her development*.¹

According to the National Youth Agency *Youth Work offers young people safe spaces to explore their identity, experience decision-making, increase their confidence, develop inter-personal skills and think through the consequences of their actions. This leads to better informed choices, changes in activity and improved outcomes for young people*.²

Youth Services in Mid Ulster are delivered by a range of diverse Groups and organisations, including Statutory, Voluntary, Uniformed and Church based, many of these are supported by grants from EA. These range from rural groups with small memberships to large urban organisations.

Youth provision is delivered directly to young people in a variety of settings including full-time and part-time youth centres, Outdoor Learning centres, Youth Work in schools as well as Outreach and Detached work and specialist programmes, particularly focussed on improving outcomes for young people and enhancing their inclusion and participation.

Youth Services in Mid Ulster are constantly innovating and evolving to meet the present and emerging needs of young people. Youth Work can be categorised broadly into two types, Generic and Targeted.

Generic Provision

Generalist youth provision ensures that supportive environments are made available to a significant proportion of young people throughout our communities. This allows them to enhance their personal skills, levels of motivation and general resilience and to help them to develop their ability to interact with other young people and adults.

Targeted Provision

Targeted provision seeks to address the direct impact of exclusion and marginalisation, addressing key themes of work, such as risk-taking health behaviour, sectarianism and racism, disaffection and low levels of attainment in school, whilst also focusing resources on specific groups of young people who are most marginalised, such as those young people in Section 75 groupings. The targeting of provision is aimed at meeting policy imperatives and ensuring that Youth Services are positioned to tackle the impact of economic and social deprivation, particularly as deprivation and exclusion affects the ability of young people to make the most of their life chances and general education.

Structured formal planning takes place throughout the service (regionally and locally) in order to effectively allocate staff and resources in response to policy priorities, DE targets and an objective assessment of needs.

¹ Department of Education, 2013, Priorities for Youth – Improving Young People’s Lives Through Youth Work, Department of Education, Bangor.

² <https://nya.org.uk/careers-youth-work/what-is-youth-work/>

Regional and local Planning, therefore, is part of a coherent planning framework established within EA Youth Services.

An Assessment of Need is the first phase of the process of informing the direction of a policy or strategy to support a particular group or issue. A systematic assessment of need ensures that decisions made are subjective and evidence based. The purpose of the Regional Assessment of Need is to identify the big picture in terms of the needs and inequalities facing children and young people and vulnerable groups whose needs are not currently being met and who experience poor educational, health or social outcomes. This needs assessment will identify unmet need, provide evidence of support, inform service planning and resource allocation ensuring improved outcomes and a reduction in inequalities.

This assessment of need therefore will assist the Education Authority Youth Service identify need, determine priorities, allocate resources and make organisational decisions and improvements. As the first phase of the planning process, it will involve collecting information about its target population, children and young people, decide what needs are being met and what resources exist, determine what needs are not being met and identify emerging need.

Understanding the needs of young people, demographic changes and the geographical differences in which they reside allows planners, managers and providers to ensure that the right services are available in the right place at the right time.

Methodology

Priorities for Youth maintains that the strategic planning and resourcing of Youth Work must address the assessed need for Youth Work interventions. Therefore an effective assessment of need is particularly critical given that Department of Education funded Youth Work must be set within the context of prioritised age ranges, priority groups and a clear definition of the need for targeted interventions, alongside an element of non-targeted provision that is assessed as needed.

Quantifying the needs of young people in Mid Ulster is a complex and difficult task. There is a clear variation and level of needs across the region, with some areas facing greater challenges than others. Mid Ulster is a large geographical area with broad ranging and diverse needs and issues.

A range of quantitative and qualitative research methods have been used to inform this Assessment of Need. The most up to date data and statistics from a range of government and statutory sources along with recent, relevant reports have been analysed and examined. An extensive consultation with young people and key stakeholders was also undertaken.

The information gleaned from the research has then been collated and analysed and the evidence gathered has been used to compile this report, highlighting the key issues and levels of need affecting young people in Mid Ulster.

Where possible quantitative and qualitative data has been used to inform this needs assessment. The information and data used in the assessment of need process came from a variety of sources, including the Mid Ulster Statistics and Research Agency (NISRA), the Police Service of Mid Ulster, the Department of Education, Health Trusts and other government and statutory statistics.

All the information used was publicly available as well as being objective and unambiguous. The datasets were also related to outcomes and had a clear focus on educational underachievement and disadvantage.

Within this document, assessed needs are set within a framework for planning that takes into account current government policy, in particular those identified by the Department of Education in its policy document, *Priorities for Youth*. The following are some of the key themes that have been identified, although this list is not exhaustive: demographics, deprivation, education, health and wellbeing, proximity to services and crime and disorder.

Desktop Research

The initial stages of the Regional Assessment of Need involved desktop research. This process included analysing existing assessment of needs models, both national and international, to gain an insight into good practice and assist in the design and development of the Education Authority Youth Service's Assessment of Need.

Desktop research was also used to gather and analyse qualitative information from a range of sources. These sources were generally from government departments or other statutory agencies. The information collected from these sources helped identify key priority areas of need within Mid Ulster. A review of recent, relevant literature was also undertaken. Evidence gathered from these documents and reports was used to support the original findings and helped inform the overall report.

Surveys

Stakeholders' voices, especially those of young people, are vitally important to both the Department of Education and the Education Authority in the design and delivery of Youth Service provision.

A survey focussing on the following six key areas of enquiry was designed for young people using Survey Monkey;

- Health and Wellbeing
- Learn and Achieve
- Good Relations
- Participation
- Inclusion, Diversity and Equality of Opportunity
- Living in Safety and Stability

The areas of enquiry were identified based on key policy directives such as the Programme for Government, Children and Young People's Strategy and Priorities for Youth. The areas of enquiry are also in line with existing practice areas in EA's internal Target Monitor.

A total of 1,505 young people in Mid Ulster responded to the survey. Young people from a range of statutory, local and voluntary youth groups involved in DE funded Youth Work participated. Young people not currently involved in Youth Services were also canvassed.

A similar survey based on the same areas of enquiry was designed and distributed to Youth Workers and Volunteers. There were 56 respondents to this survey. Youth Workers and Volunteers from a range of statutory, local and voluntary youth groups involved in DE funded Youth Work took part in the survey.

The survey responses were analysed and helped inform the Assessment of Need.

Stakeholder Engagement Event

The Education Authority Youth Service organised a local Stakeholder Engagement event under the theme of Young People and Inclusion. This took place on the 2nd December 2019 in Cookstown Youth Resource Centre, that represented the whole of the Mid Ulster area. The event was co-designed and delivered by young people. Along with young people, key stakeholders from a range of statutory, voluntary and community organisations, in particular section 75 and communities of interest. 64 attended and participated in this event. The findings from these stakeholder events have also been used to inform the Assessment of Need.

A further LAG and public consultation event was organised to address gaps in provision by showcasing the results of the local assessment of need gathered by both statistics, young people and staff surveys and addressing any areas for further development. This took place on Tuesday 7th January at Cookstown Youth Resource Centre. 28 people attended the event and results from this is contained throughout the paper.

Mid Ulster in Numbers

Mid Ulster in Numbers

- 52,818 children and young people live in Mid Ulster.
- 7,342 (13.9%) live in an area of deprivation.
- 34,860 (66%) live in a rural community.
- One in five young people have a mental health need. (10,564 young people).
- 929 young people identify as LGBTQ. (14-25).
- 8,702 are engaged in youth work.
- 6,881 (23%) of all pupils in Mid Ulster are eligible for Free School Meals.
- 5,714 (18.9%) of all pupils have a Special Educational Need or a Disability.
- 2,694 Newcomers attend schools in Mid Ulster.
- 214 Traveller children and young people attend schools in Mid Ulster.

Current Provision

Mid Ulster non targeted generic youth provision

Fermanagh & Omagh		
Type of Group	Total Count of groups	Registered Users
Controlled	4	611
Church based	23	2091
Community	23	2807
Uniformed	64	3068
Other	2	125
Total Provision	116	8702

Mid Ulster targeted youth provision

Post	Location	Geographical Areas of work
Senior Youth Worker 1	Cookstown Youth Resource Centre	Cookstown Town, Tullyhogue, Moneymore, Moortown, Ardboe, Dunamore, Kildress, Lissan, Ballysaggart, Killymeal & Dungannon
Area Youth Worker x2	Cookstown Youth Resource Centre	Cookstown and Town Centre project (1 night per week)
Senior Youth Worker 1	Dungannon Area Youth Office	Dungannon DEA – Dungannon Town Drumglass, Mullaghmore, Ballysaggart, Killymeal, Killyman, Moygashel, Coolhill, Moy
Area Youth Worker x2	Dungannon Area Youth Office	Coalisland South, Coalisland North, Coalisland West & Newmills
Senior Youth Worker 1	Magherafelt YC	Maghera/Draperstown/Magherafelt
Centre based Worker	Magherafelt YC	Magherafelt

Demographics

The Mid Ulster District Council was established on 1st April 2015. It is made up of the former Cookstown, Dungannon and Magherafelt District Council areas.

The estimated population of Mid Ulster Local Government District at 30 June 2016 was 145,389, of which 72,958 (50.2%) were male and 72,431 (49.8%) were female. More than one third of the total population of Mid Ulster District Council, 50,358, (34.6%) are aged 25 years or under. (NI average 33.3%).

Table 1 – Population by Age Bands 2014

Age	0 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years
Number of Young People	11,025	10,762	9,725	9,431	9,415

Chart 1 – Projected Population 2016 – 2025

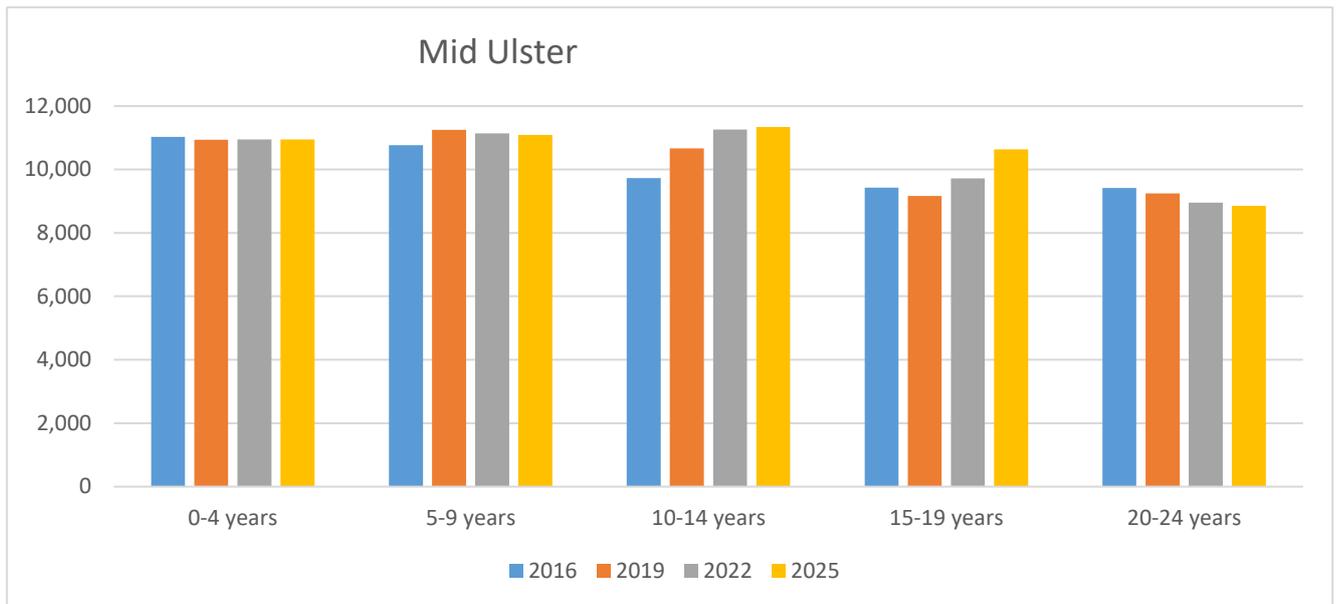


Table 2 – Projected Population 2016 – 2025

Age Groups	2016	2019	2022	2025
0-4 years	11,025	10,933	10,952	10,953
5-9 years	10,762	11,249	11,138	11,087
10-14 years	9,725	10,669	11,262	11,338
15-19 years	9,431	9,16	9,722	10,636
20-24 years	9,415	9,248	8,958	8,854

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

Counts and percentages of young people living in the 20% deprived SOAs using the NI Multiple Deprivation Measure. As can be seen in Table 3, although Mid Ulster is below the NI average for young people living in areas of deprivation, table 4 demonstrates the huge rural issue facing young people from the area which clearly identifies the need in the area. Staffing and resources are deployed to areas across the Mid Ulster district to address the issue of rurality and increase the opportunity for young people to participate in some form of youth provision.

Area	Aged 4-8	Aged 9-13	Aged 14-18	Aged 19-25	Total
Mid Ulster Young people	9697	9583	10141	13853	43274
Mid Ulster Young people living in deprived areas	1343	1278	1335	2038	5994
% of Mid Ulster Young people living in deprived areas	13.8%	13.3%	13.2%	14.7%	13.9%
N.I. Young people	113426	116079	126256	176168	531929
N.I. Young people living in deprived areas	27547	28057	31561	46770	133935
% of N.I. Young people living in deprived areas	24.3%	24.2%	25.0%	26.5%	25.2%

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

Area	Aged 4-8	Aged 9-13	Aged 14-18	Aged 19-25	Total
Mid Ulster Young people	9697	9583	10141	13853	43274
Mid Ulster Young people living in rural areas	6528	6424	6729	8901	28582
% of Mid Ulster Young people living in rural areas	67.3%	67.0%	66.4%	64.3%	66.0%
N.I. Young people	113426	116079	126256	176168	531929
N.I. Young people living in rural areas	41926	42988	44996	53401	183311
% of N.I. Young people living in rural areas	37.0%	37.0%	35.6%	30.3%	34.5%

Education

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

The table below shows the proportion of pupils achieving 5 or more GCSEs in schools located within Mid & Ulster for 2016/17 and for the two preceding years. The three year average percentage is shown for each school, listed in ascending order. Schools highlighted are the ones EA youth services are in delivering school based youth work programmes and addressing barriers to learning.

School Name	School Type	2016-17 % year 12 pupils achieving 5+ GCSEs grades A*-C (including equivalents)			3 Year Average
		2016-17	2015-16	2014-15	
St Joseph's College, Coalisland	Non-grammar	55.6	57.1	53.2	55.3
St Patrick's College, Dungannon	Non-grammar	71.7	74.2	48.3	64.7
Magherafelt High School	Non-grammar	73.5	62.1	60.6	65.4
Integrated College Dungannon	Non-grammar	61.2	73.7	64.2	66.4
Drumglass High School	Non-grammar	62.2	73.1	76.2	70.5
Cookstown High School	Non-grammar	79.5	72.7	71.9	74.7
Fivemiletown College	Non-grammar	87.3	71.2	67.7	75.4
Sperrin Integrated College	Non-grammar	81.3	81.3	75.7	79.4
St Pius X College	Non-grammar	86	81.6	87.4	85.0
Holy Trinity College	Non-grammar	89.9	88.5	84.2	87.5
St Ciaran's High School	Non-grammar	86.8	93.8	83.3	88.0
St Colm's High School, Draperstown	Non-grammar	92.3	88.3	87.9	89.5
Aughnacloy College	Non-grammar	100	87.5	87.9	91.8
St Patrick's College Maghera	Non-grammar	91.4	90.3	94.6	92.1
St Mary's College, Portglenone	Non-grammar	93.3	98.2	88.2	93.2
The Royal School, Dungannon	Grammar	96.2	97.1	98.1	97.1
St Joseph's Convent Grammar School, Donaghmore	Grammar	100	98.0	98.9	99.0
St Patrick's Academy, Dungannon	Grammar	97.9	99.0	100.0	99.0
Rainey Endowed School	Grammar	100	100.0	100.0	100.0
St Mary's Grammar School, Magherafelt	Grammar	100	100.0	100.0	100.0

(Source: Summary of Annual Examination Results, DE)

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

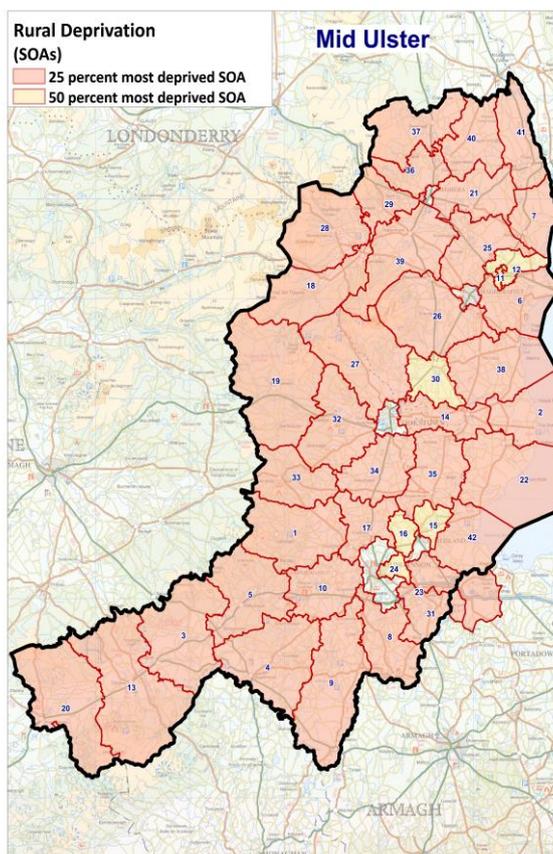
The results for Mid Ulster LGD are highlighted below, in comparison to other LGDs in the table below which compares the relative distribution of the 100 most deprived SOAs in Northern Ireland that are within each LGD, using:

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

Table 6 – Deprivation Comparisons by LGD

LGD	Count of SOAs	SOAs within 100 most deprived SOAs-MDM	%SOAs within 100 most deprived SOAs-MDM	SOAs within 100 most deprived SOAs-IDAC	%SOAs within 100 most deprived SOAs-IDAC
Antrim and Newtownabbey	72	1	1%	1	1%
Ards and North Down	86	3	3%	8	9%
Armagh, Banbridge and Craigavon	87	8	9%	7	8%
Belfast	174	50	29%	29	17%
Causeway Coast and Glens	72	3	4%	16	22%
Derry and Strabane	75	20	27%	15	20%
Fermanagh and Omagh	49	3	6%	5	10%
Lisburn and Castlereagh	67	0	0%	1	1%
Mid and East Antrim	65	3	5%	4	6%
Mid Ulster	59	1	2%	2	3%
Newry, Mourne and Down	84	8	10%	12	14%

RURAL DEPRIVATION MEASURE RANK AND GRAPH



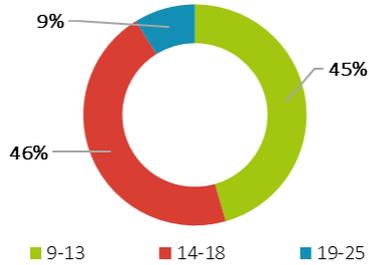
Reference	SOA	Rural Deprivation Measure Rank
1	Altmore	53
2	Ardboe	79
3	Augher	36
4	Aughnacloy	106
5	Ballygawley	107
6	Ballymaguigan	112
7	Bellaghy	168
8	Benburb	118
9	Caledon	57
10	Castlecaulfield	206
11	Castledawson_1	296
12	Castledawson_2	277
13	Clogher	40
14	Coagh	181
15	Coalisland North	356
16	Coalisland West and Newmills	262
17	Donaghmore	173
18	Draperstown	174
19	Dunnamore	6
20	Fivemiletown	155
21	Gulladuff	170
22	Killycolpy	80
23	Killyman	171
24	Killymeal	335
25	Knockcloghrim	141
26	Lecumpher	65
27	Lissan	10
28	Lower Glenshane_1	30
29	Lower Glenshane_2	62
30	Moneymore	238
31	Moy	218
32	Oaklands	59
33	Pomeroy	91
34	Sandholes	179
35	Stewartstown	161
36	Swatragh_1	123
37	Swatragh_2	24
38	The Loop	44
39	Tobermore	116
40	Upperlands	140
41	Valley	148
42	Washing Bay	143

Survey Headlines

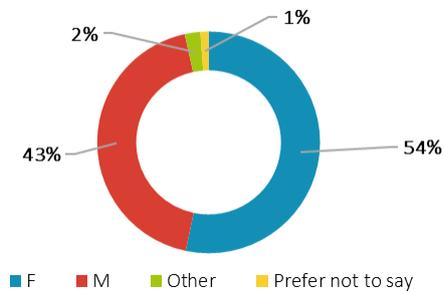
Survey of Need - Who Responded

Young People

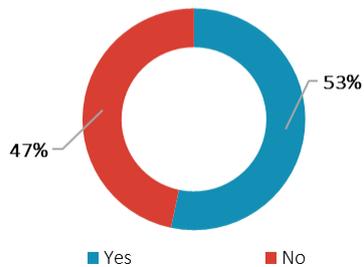
Age Category



What is your Gender?



Do you live in a Rural Area?

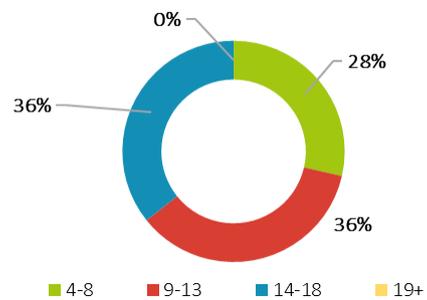


Participation

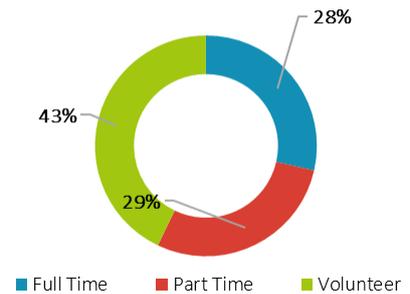


Youth Workers

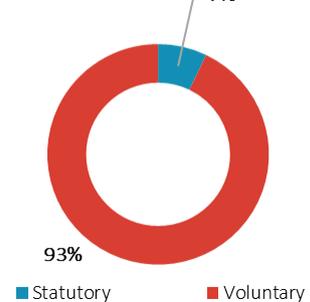
Age Category



Type of Worker

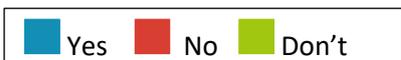
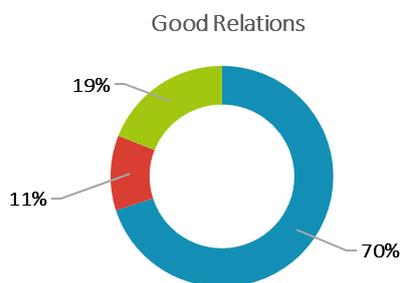
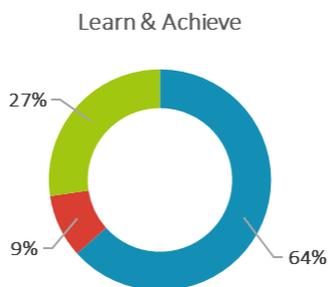
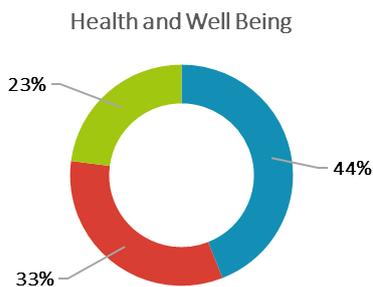


Sector

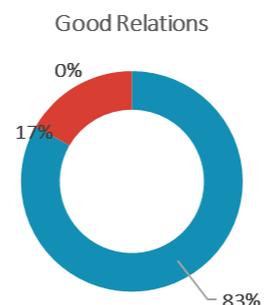
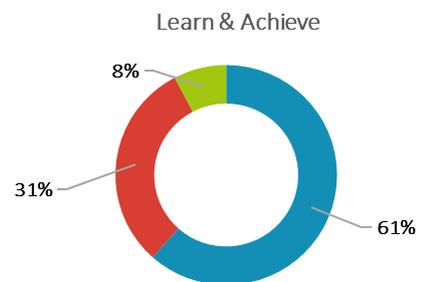
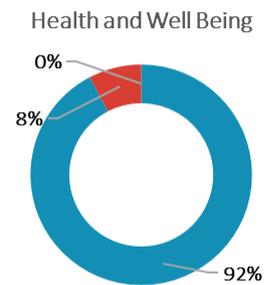


Survey of Need – Headline

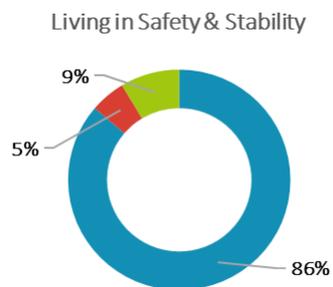
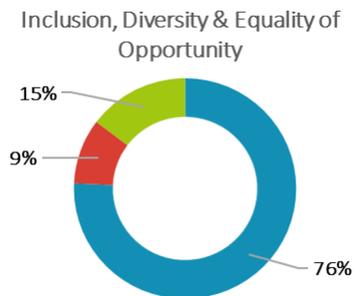
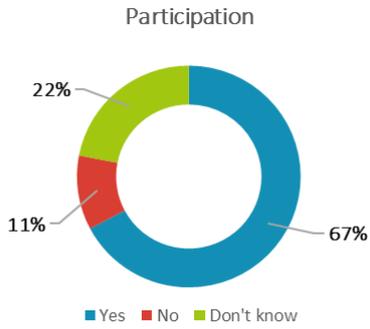
Young People



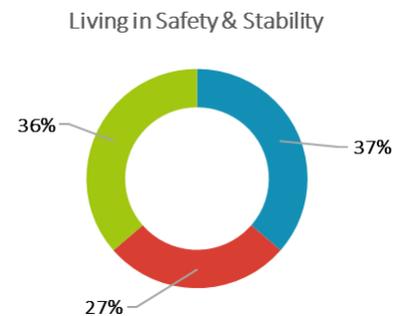
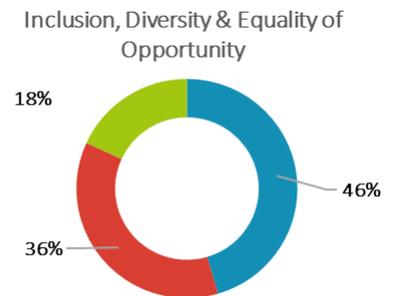
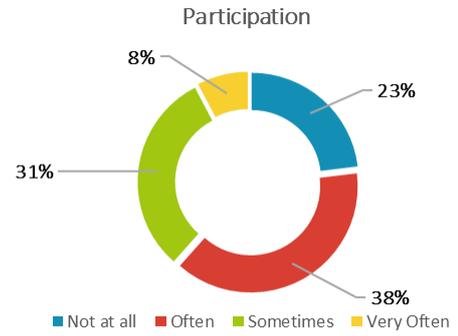
Youth Workers



Young People



Youth Workers



Health & Wellbeing

Area of Enquiry 1: Health and Wellbeing

Key Facts

- Male life expectancy in Mid Ulster is 79.4 years. (Mid Ulster 78.5). In the most deprived areas it is 77.3 years. (Mid Ulster 74.2).
- Female life expectancy in Mid Ulster is 82.7 years. (Mid Ulster 82.3). In the most deprived areas it is 82 years. (Mid Ulster 79.6).
- The standardised incidence rate for cancer in Mid Ulster is 559 per 100,000 population (Mid Ulster 596). In the most deprived areas it is 600 per 100,000 population. (Mid Ulster 689).
- The standardised admission rate for self-harm in Mid Ulster is 101 per 100,000 population. (Mid Ulster 154). In the most deprived areas it is 151 per 100,000 population. (Mid Ulster 290).
- The crude suicide rate in Mid Ulster is 12.8 per 100,000 population. (Mid Ulster 16.5). In the most deprived areas it is 19.7 per 100,000 population. (Mid Ulster 32.3).
- The standardised admission rate for drug related issues in Mid Ulster is 117 per 100,000 population. (Mid Ulster 202). In the most deprived areas it is 197 per 100,000 population. (Mid Ulster 408.4).
- The standardised admission rate for alcohol related issues in Mid Ulster is 507 per 100,000 population. (Mid Ulster 691). In the most deprived areas it is 897 per 100,000 population. (Mid Ulster 1,491).

- The teenage birth rate for Mid Ulster is 6.6 per 1,000 population. (Mid Ulster 9.5). In the most deprived areas it is 9.8 per population. (Mid Ulster 17.2).
- The proportion of Primary 1 pupils identified as obese or overweight is 21%. (Mid Ulster 21%). In the most deprived areas it is 22%. (Mid Ulster 36%).
- The proportion of Year 8 pupils identified as obese or overweight is 27%. (Mid Ulster 28%). In the most deprived areas it is 27%. (Mid Ulster 30%).

Why is this measure important?

The promotion of health and wellbeing and maintaining a healthy population is the basic goal of any society. According to the World Health Organisation, enjoying better health is central to human happiness and wellbeing. It can also make a significant contribution to economic progress, as healthy populations live longer, are more productive, and enjoy a better standard of living.³

Maintaining a healthy lifestyle is not just about being physically fit, it is also about being mentally and emotionally fit. Research has shown that enjoying a healthy lifestyle can improve one's physical appearance, increase one's lifespan, boost one's immunity against diseases as well as improving one's quality of life and mental and emotional health and wellbeing.⁴ Poor mental health is proven to affect children and young people's educational attainment and their ability to form positive relationships which in turn can lead to increasing isolation, sense of happiness and threaten their future opportunities and role in the community.

According to the Department for Children, Schools and Families a young person's health is an integral part of their emotional, mental, social and environmental development and wellbeing.⁵ It has also been

³ <https://www.who.int/hdp/en/>

⁴ <https://www.helpguide.org/articles/healthy-living/the-mental-health-benefits-of-exercise.htm>

⁵ http://www.earlyyearsrmatters.co.uk/wp-content/uploads/2011/03/eyfs_unique_child_health1.pdf

suggested that good health and wellbeing is central to a young person's effective learning and preparation for adult life and successful transition to adult life and independent living.

Good health cannot be taken for granted. There are certain things which are essential to ensure that good health is achieved and maintained. Health experts have highlighted that a balanced and nutritious diet, along with regular exercise and adequate rest and sleep are the key factors that can contribute to one's good health and mental and emotional wellbeing.

What are the factors that can negatively impact on a young person's health and wellbeing?

In general, health outcomes in Mid Ulster continue to improve thanks to advancements in medical science, improved social and economic conditions and investment in the healthcare system. However, there are a range of social determinants which are responsible for significant levels of unfair health inequalities. The World Health Organisation has described these as the conditions in which people are born, grow, work, live and age and the wider set of forces and systems shaping the conditions of their daily lives.⁶

Therefore, health inequalities are directly linked to one's social status and this may explain some of the growing inequalities that many vulnerable people and communities in Mid Ulster face in terms of their general health outcomes, their mental and emotional wellbeing and their life expectancy.

Vulnerable and marginalised groups of young people, including Children and Young People Looked After, those with Special Educational Needs or a disability, those from ethnic minorities, young carers, young people identifying as LGBTQ or those who have experienced adverse childhood experiences are also more likely to have poorer health outcomes than their peers.⁷ Within Mid Ulster significant numbers of young people fall into these groups. Poor health outcomes are also linked to poor educational outcomes.

⁶ https://www.who.int/social_determinants/en/

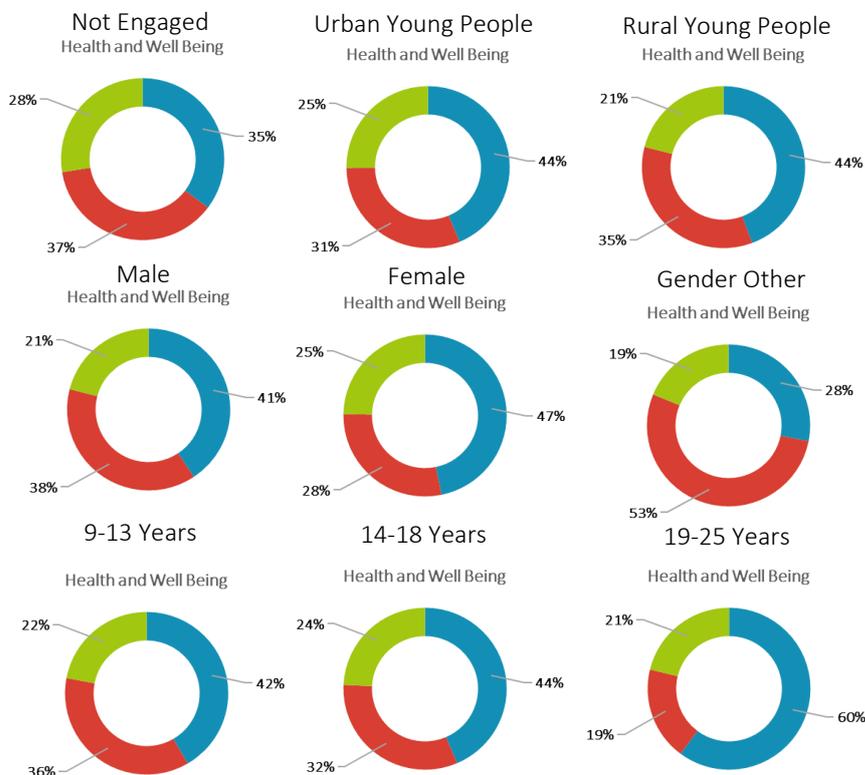
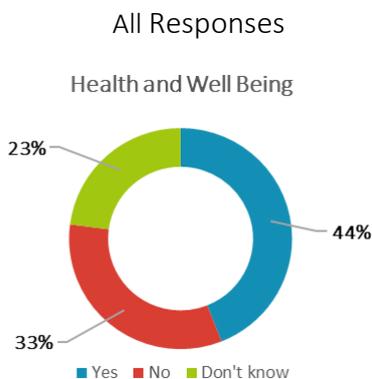
⁷ The Association of Young People's Health, 2019, Key Data on Young People 2019, AYPH, London.

Survey Findings – Health and Well Being

Yes No Don't Know

Young People

Is promoting positive Health & Wellbeing (mental, emotional or physical) something that Youth Services should offer to help and support young people?

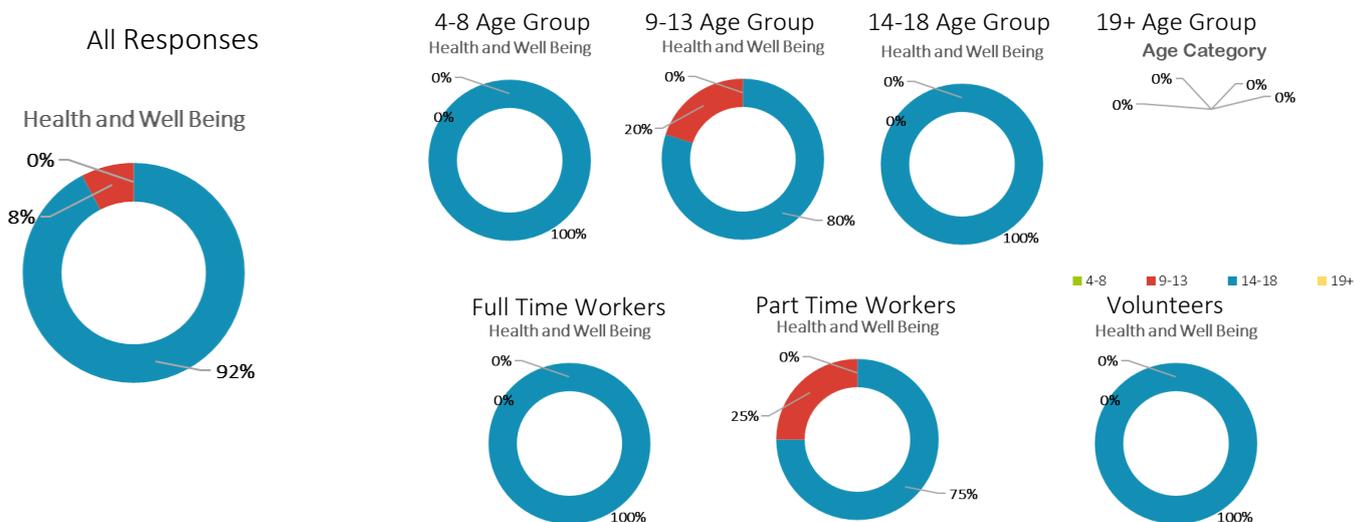


Key Trends:

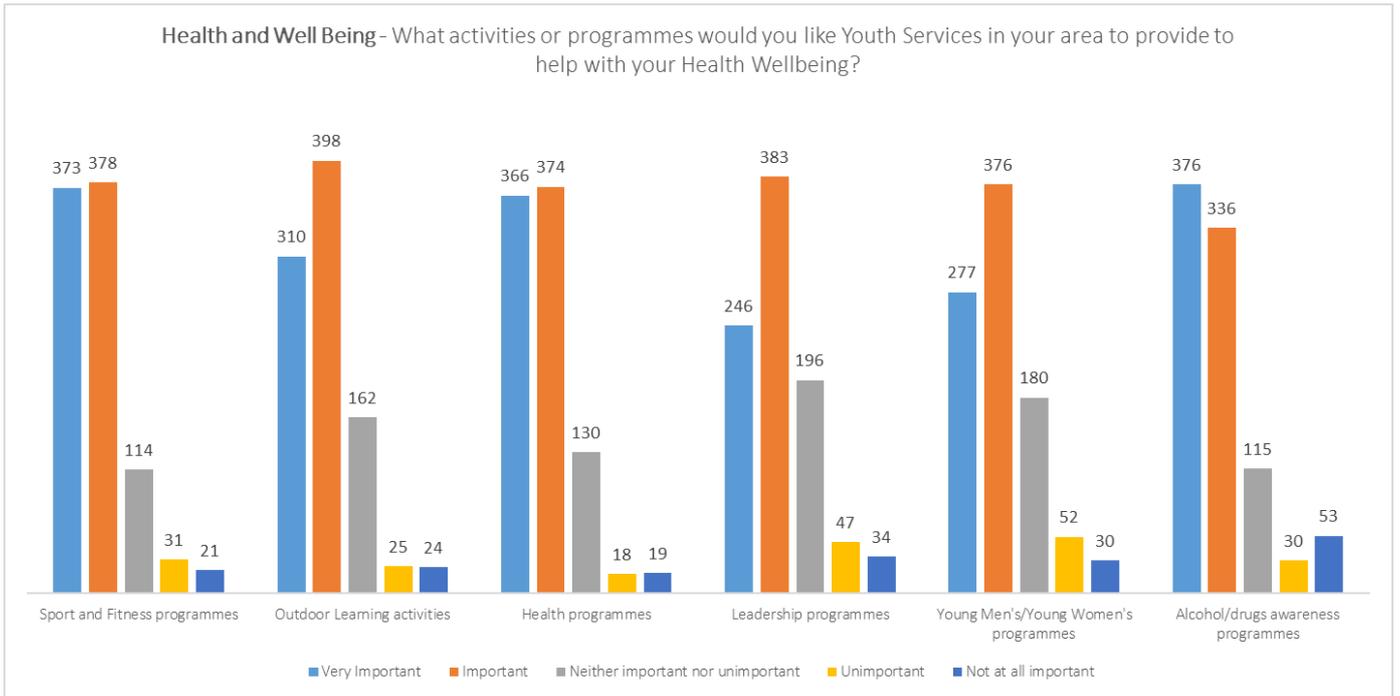
- ▶ Young males believed Sport and Health were the most important, whereas young females outdoor learning and Health were more important
- ▶ In the 9-13 age bands, Outdoor learning was the most important followed by Health. However, within the 14-18 age band,

Youth Workers

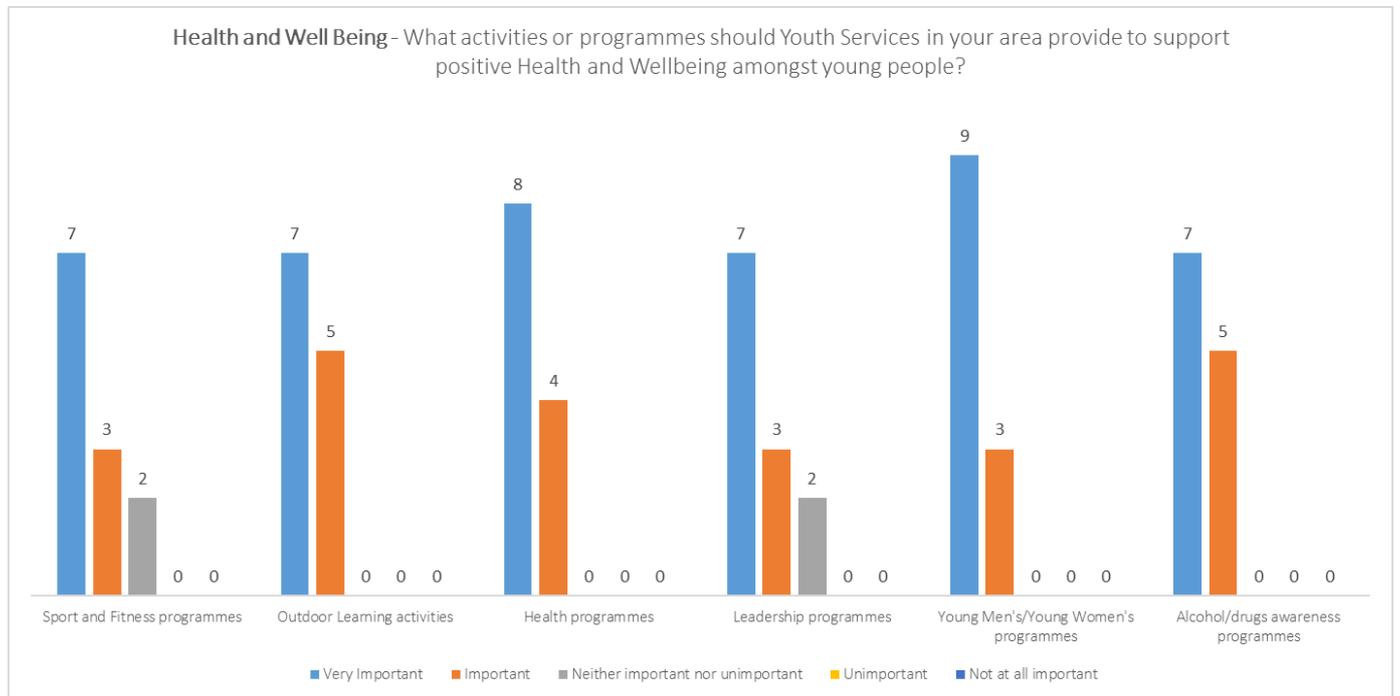
Is promoting positive Health & Wellbeing (mental, emotional or physical) something that Youth Services should offer to help and support young people?



Young People



Youth Workers



Young People's Summary of Narrative Responses

- Young people wanted access to mental health, suicide awareness and mindfulness programmes.
- Relationships, sexual health and awareness programmes were also important to young people.
- Young people talked about early intervention, the importance of youth clubs and the value of talking and listening.
- The consequences of taking drugs and alcohol was a clear message from the young people. They were keen to participate in health based programmes exploring these issues.
- Art, drama and creative arts programmes were put forward as potential areas for support.
- Young people also identified the importance of their voices being heard in the development of programmes to support the health concerns they had.

Youth Workers' Summary of Narrative Responses

- Youth Workers and Volunteers were keen for the Statutory sector to work in partnership with the Voluntary and Community sector in designing and delivering appropriate health based programmes.
- Young people's mental and emotional health were key concerns identified by Youth Workers and Volunteers and they wanted to develop programmes of support that were accessible and relevant.
- Social media, resilience, sexual health and relationships were also highlighted as ongoing issues for young people.
- It was also suggested that generalist Youth Work and early intervention was an important part of addressing these issues.
- Sexual Health and Health and Fitness projects should be encouraged ensuring young people were less dependent on their mobile phones and internet.

Discussion

Key trends of local consultation:

- Young males believed Sport and Health were the most important, whereas young females outdoor learning and Health were more important
- In the 9-13 age bands, Outdoor learning was the most important followed by Health. However, within the 14-18 age band, Leadership and Single identity programmes were the most important youth service followed by Health and sport.

Increasingly the health and wellbeing outcomes of children and young people in Mid Ulster need to be considered in its broadest sense, emphasising mental and social health, as well as physical aspects of health. Children and young people participating at a series of stakeholder engagement events hosted by EA Youth Services recognised that the issues affecting their health and wellbeing were complex and multi-faceted. It is surprising therefore that less than half of all respondents to the survey (44%) stated that they would want Youth Services to help them with their health and wellbeing. For those not engaged in Youth Services the figure was 33%.

However, as young people grow older, they appear to become more aware that health and wellbeing is an important aspect of their lives. For the young people aged 9-13 only 39% stated this was something Youth Services could help them with, however 50% of 14-18 year olds and 60% of 19-25 year olds noted that Youth Services could support their health and wellbeing needs. The overwhelming majority of Youth Workers and Volunteers (99%) suggested that Youth Services should be promoting positive health and wellbeing to support young people.

Physical active lifestyle has direct and indirect health benefits, especially for children and young people, by preventing obesity, reducing the risk of disease, promoting good mental health and resilience and establishing healthy lifestyles that may be continued into adulthood. We will continue to provide Sport and fitness programmes and outdoor learning activities for young people as this registered highly with all respondents to the survey, particularly those aged 9-13, illustrating that young people understand the importance of an active lifestyle to their overall general health and wellbeing.

An affordable healthy diet is also essential for good health and staff across the area will provide healthy advice and guidance, along with healthy eating workshops and healthy snacks during activities if required to continue to promote healthy lifestyles. This will lead to improvements in health and education outcomes. At the same time, childhood obesity levels in Mid Ulster continue to rise, and this trend is most prevalent in deprived communities. This can also have a negative impact on a young person's general health and mental wellbeing, now and in the future.

At a local consultation event young people recognised that body image was associated with physical and mental health issues and could impact on their confidence and self-worth. Many young people also highlighted the role that social media played in portraying the '*perfect body*' which impacted negatively on young people, especially girls. Young people reported that they were keen to participate on programmes dealing with internet safety and cyber bullying.

At a recent stakeholder engagement event young people recognised that there were a range of contributory factors that can lead to poor diet and nutrition, such as family circumstances, parental working arrangements, the level of family income and the lack of skills in the preparation and cooking of food.

Mental illness is the single largest cause of ill health and disability in Mid Ulster. One in five children and young people will have a mental health need at any one time and the symptoms of a mental illness are distinct from those of adults.⁸

Young people with mental health problems are more likely to engage in risk taking activity and alcohol and drug misuse. Among the determinants of poor mental health include socio-economic pressures, gender discrimination, social isolation, an unhealthy lifestyle, bullying and the risk of violence.⁹ It is interesting to note that access to health programmes was the most important support that young people wanted Youth Services to provide. It should also be recognised that the older age groups (14-18 and 19-25) placed greater emphasis on accessing Drug and Alcohol programmes which are clearly linked to mental health issues. Youth Workers and Volunteers indicated that the most beneficial programmes for young people in terms of their health and wellbeing were Health programmes and Drug and Alcohol programmes.

The most common mental health problem affecting children and young people are severe and persistent behavioural problems.¹⁰ Children and young people from low-income families are four times more likely to experience mental health issues than those from higher income families.¹¹ Young people from the LGBTQ

⁸ Betts, J. & Thompson, J. (2017), Mental Health in Mid Ulster, Mid Ulster Assembly, Belfast.

⁹ <https://www.who.int/en/news-room/fact-sheets/detail/mental-health-strengthening-our-response>

¹⁰ Green, H. et al. (2005) The mental health of children and young people in Great Britain 2004, Basingstoke, Palgrave.

¹¹ Morrison Gutman, L., Joshi, H., Parsonage, M. & Schoon, I. (2015) Children of the new century: mental health findings from the Millenium Cohort Study, London, Centre for Mental Health.

community are more likely to have suicidal thoughts and are three times more likely to have made a suicide attempt at some point.¹²

Other vulnerable groups such as young carers, children and young people looked after, young parents and NEET young people also display disproportionately higher levels of poor mental health.¹³

The Youth Service Action Plan will address the priority of *Health and Wellbeing*, through educational programmes that target specific areas of risk-taking health behaviour, to promote and enhance personal resilience, healthy decision-making and wellbeing and lead to a positive impact on the educational achievements of young people living in areas of deprivation. Increasingly, health and wellbeing among children and young people needs to be considered in its broadest sense, emphasising mental and social health as well as physical aspects of health. The consultation results show that body image, confidence and mental health featured highly in the issues facing young people.

Addressing health issues such as smoking, alcohol and drug misuse and sexual health has been an integral part of Youth Work. Increasingly, Youth Services are developing additional programmes and activities around physical activity, healthy eating, obesity, body image and mental health to counter the challenges facing young people today. These programmes are designed so that young people are emotionally and physically healthy and resilient to cope with the demands of adolescence and making the transition into adulthood.

¹² Statham, H., Jaclva, V. & Daly, I. (2012), *The School Report: The experiences of gay young people in Britain's schools in 2012*, London, Stonewall.

¹³ https://www.centreformentalhealth.org.uk/sites/default/files/2018-09/CentreforMentalHealth_ChildrenYoungPeople_Factsheet.pdf

Learn & Achieve

Area of Enquiry 2: Learn & Achieve

Key Facts

- In 2017/2018, 80.4% of year 12 pupils from Antrim & Newtownabbey achieved 5 or more GCSEs at In 2017/2018, 88.1% of year 12 pupils from Mid Ulster achieved 5 or more GCSEs at grades A*-C or equivalent. (NI Average 86%).
- In 2017/2018, 75% of year 12 pupils from Mid Ulster achieved 5 or more GCSEs at grades A*-C or equivalent including English and Maths. (NI Average 71.8%).
- 5,714 pupils (18.9%) in Mid Ulster have a Special Educational Need. (NI Average 23%).
- 6,881 pupils (23%) in Mid Ulster are eligible for Free School Meals. (NI Average 29.2%).
- 15,056 (49.7%) pupils attend schools in the Mid Ulster area that have been designated as rural. (NI Average 25.5%).
- 2,694 Newcomer children and young people attend schools in the Mid Ulster area.
- The most recent figures reveal that 671 Looked After Children were supported by the Northern Health and Social Care Trust and 547 Looked After Children were supported by the Southern Health and Social Care Trust.

Why is this measure important?

Education is not just about being able to read, write and count. Education is key to one's personal and professional success and provides various types of knowledge and skills. Education is also a basic human right and is a significant factor in the development of young people, communities and nations.

Education can have a transformational impact on the lives of children and young people. Education is a positive factor in ensuring that young people thrive, learn and achieve allowing them to enjoy a prosperous and rewarding life.

What are the factors that can negatively impact on a young person's ability to learn and achieve?

increased among all young people over the last number of years, however, there remains a tail of underachievement which is prevalent among vulnerable groups, including those living in deprived areas, having a Special Educational Need or disability, being a young person Looked After, being a Newcomer, being a Carer, coming from the Travelling Community or another minority group and being from a Section 75 group. This list is not exhaustive, however, failure to address the gap in educational attainment from these groups will ensure that vulnerable young people will continue to face a future with limited opportunities and greater social and economic challenges.

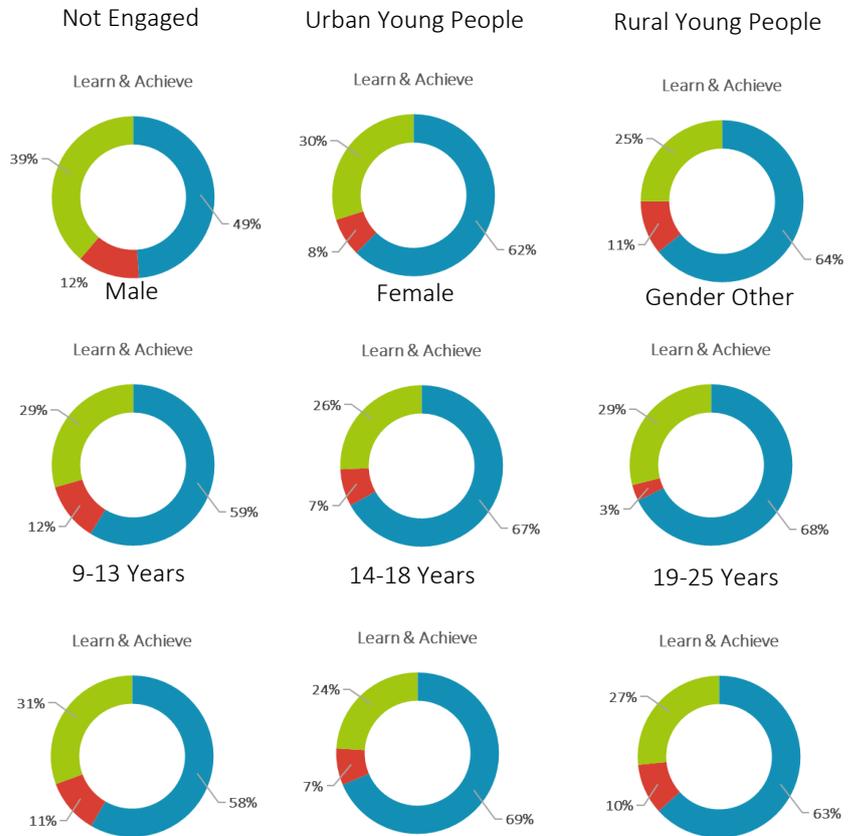
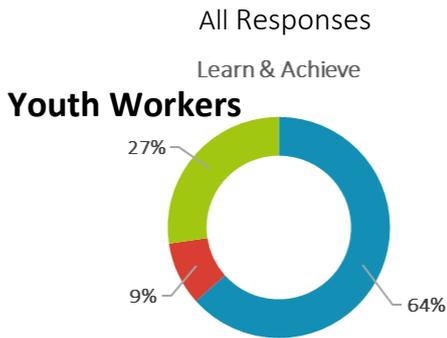
Within Mid Ulster, the vast majority of young people achieve and succeed at school. However, there are groups of vulnerable young people who are at risk of failing to fulfil their potential either as a result of their social context, an educational need or their experiences and attitudes towards the formal education system.

Survey Findings – Learn & Achieve

■ Yes
 ■ No
 ■ Don't Know

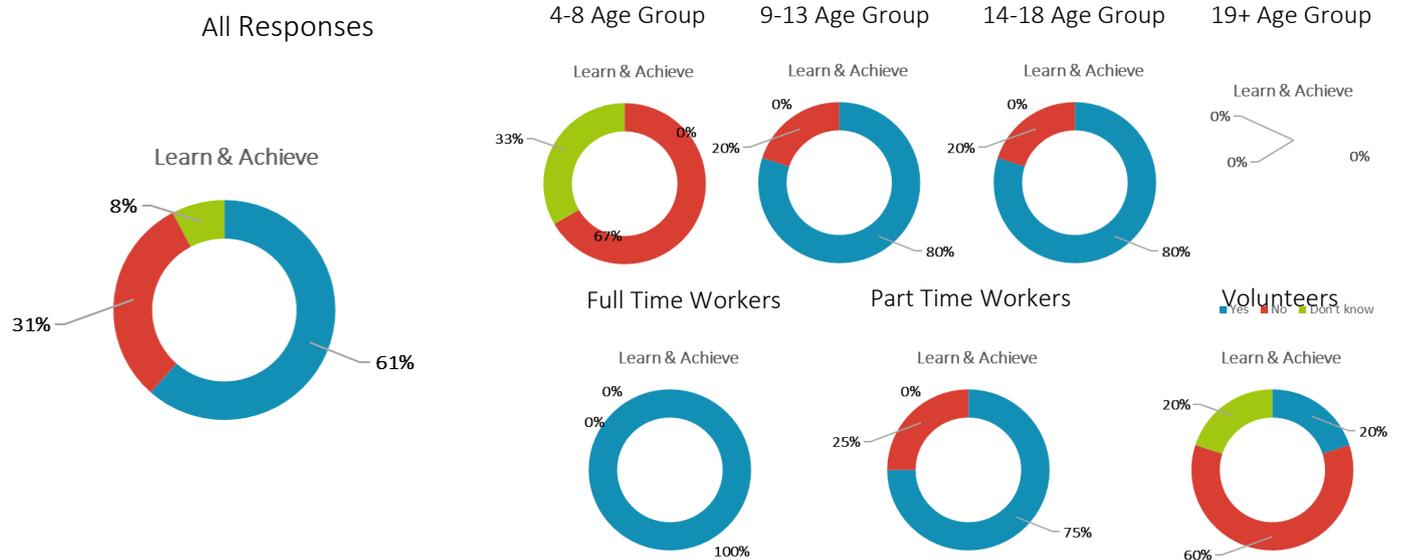
Young People

Do Youth Services in your area provide young people with opportunities to learn and take part in new experiences?

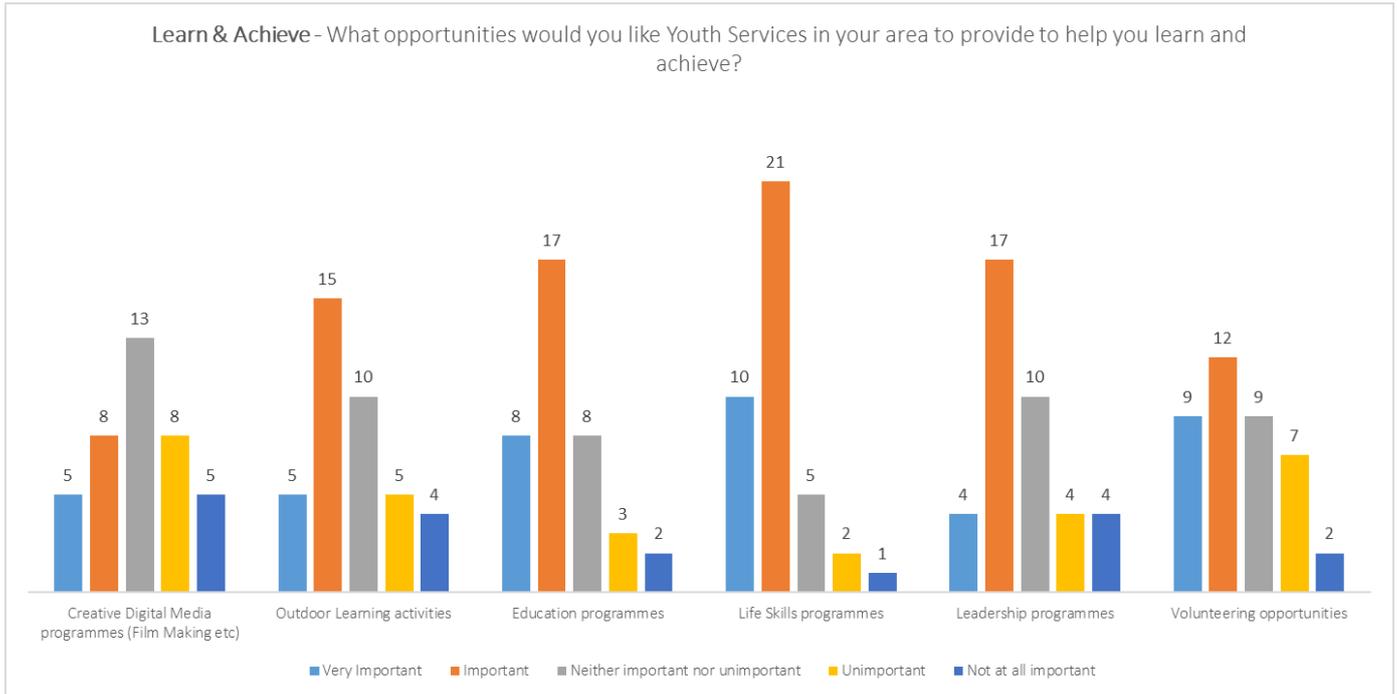


Youth Workers

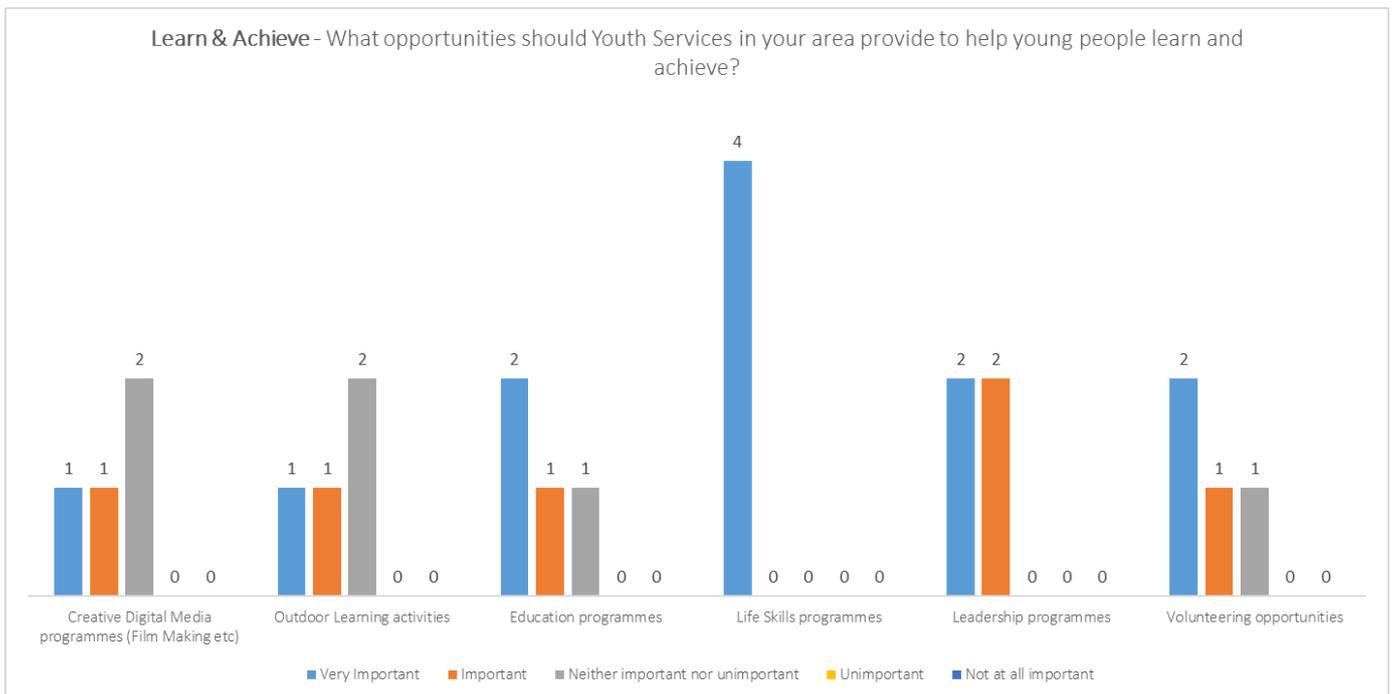
Do Youth Services in your area provide young people with opportunities to learn and take part in new experiences?



Young People

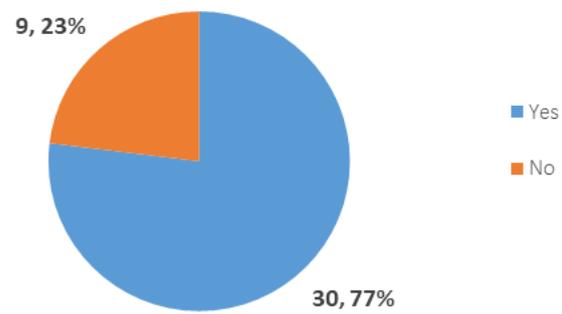


Youth Workers



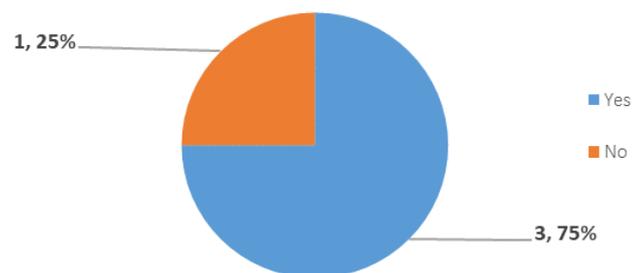
Young People

Learn & Achieve - I would like these programmes to be accredited?



Youth Workers

Learn & Achieve - Do you think these programmes should be accredited?



Young People's Summary of Narrative Responses

- Young people recognised that they needed additional support to help them develop their employability skills, communication skills and prepare them for adulthood and the world of work.
- Alternative education programmes were proposed to support those struggling with the formal curriculum delivered by Youth Services.
- There was an increasing focus on programmes on art, music, drama, creative arts and home economics being delivered in a Youth Work setting.
- Young people also wanted education programmes delivered to support their mental health and resilience.
- They also requested more support for the LGBTQ+ community as well as other vulnerable groups.

Youth Workers' Summary of Narrative Responses

- Young people should be provided with opportunities that prepare them for the world of work. Youth Workers suggested greater access to employability and vocational programmes and more opportunities to volunteer and take on leadership roles.
- Early intervention, building relationships with young people and youth club availability were key to supporting young people in the long term.
- Availability to social action, active learning, outdoor learning and citizenship opportunities were important issues highlighted by Youth Workers and Volunteers.
- They also saw the importance of developing programmes around climate issues, the environment and recycling.

Discussion

Key Trends:

- Both age groups (9-13 & 14-18) state that Life skills programmes, outdoor learning and education programmes are the 3 most popular areas for youth services to consider under Learning and Achieving.
- Creative digital media programmes was the least important factor across the area, however, rural young people found this to be more important than young people from an urban area.
- 79% young people responded by saying Accreditation should be a key focus.

At our recent stakeholder event children and young people stated that the formal education system does not always meet or is responsive to their needs and learning styles. They also identified a number of barriers to their learning and achieving, including the school environment, exam stress, and a lack of support from teachers. Young people also reflected that programmes delivered by Youth Services encouraged learning and these were interactive, engaging and interesting. It is clear from the survey and ongoing internal research that certain groups of young people learn and achieve better outcomes in a Youth Work setting, where they feel more supported and Youth Workers understand them and how they learn best.

Failure to provide appropriate opportunities for these young people will limit their career opportunities and lead to future social and economic isolation. Almost two-thirds of survey respondents (64%) reported that they wanted Youth Services to provide them with opportunities to learn and take part in new experiences. However, for those not engaged in Youth Services this figure was significantly lower, 49%, and for those identifying as gender other it was 68%.

The majority of Youth Workers and Volunteers noted that Youth Services should provide new opportunities for young people to learn and take part in new experiences.

There is a clear social dimension to educational underachievement. Statistics from DE reveal that young people in receipt of Free School Meals are more than twice as likely to leave school without any substantive qualifications. There is also a significant attainment gap between young people with a Special Educational Need or a Disability and their non-SEN peers.

In effect, a significant number of young people are being left behind. Consequently, it is interesting to note that the vast majority of respondents (79%) were keen to participate in programmes delivered by Youth Services that provided them with a qualification or an accreditation of some kind. This corresponds with findings from a recent engagement event where young people wanted Youth Services to provide qualifications that were accessible, meaningful and would meet their career and life opportunities. Youth Workers and Volunteers also agreed (75%) that programmes with accreditation offered greater value and were more practical for young people in the long term.

Therefore, it is interesting to report that young people from all age groups stated that life skills programmes were the most important in terms of them successfully transitioning into adulthood and the world of work. Understandably, those aged 19-25 placed greater emphasis on the importance of life skills programmes. Volunteering opportunities and educational programmes also ranked highly among all young people. Life-skills programmes, Leadership programmes and Volunteering opportunities were the most common programmes put forward by Youth Workers and Volunteers to help young people learn and achieve and make the transition into the world of work.

Youth Services are ideally placed to contribute to the reduction of barriers of young people learning and achieving and can potentially increase educational attainment among the most vulnerable young people and minority groups. Not all young people learn the same way and informal learning methodologies appeal to those who are failing in the formal education environment.

The Education Authority Youth Service will seek to address underachievement by targeting young people within specific schools, to provide resources and educational programmes, in partnership with the schools, such as *Wider Key Skills*, transitions programmes, accredited and non-accredited courses.

Good Relations

Area of Enquiry 3: Good Relations

Key Facts

- There were a total of 2,456 incidences of hate crime recorded in Mid Ulster between April 2018 and March 2019.
 - Racist incidences 1,095 (Mid Ulster 49 incidences).
 - Homophobic incidences 287 (Mid Ulster 6 incidences).
 - Sectarian incidences 891 (Mid Ulster 115 incidences).
 - Disability incidences 97 (Mid Ulster N/A).
 - Faith/Religion incidences 46 (Mid Ulster N/A).
 - Transphobic incidences 40 (Mid Ulster N/A).
- 2,694 Newcomer children and young people attend schools in Mid Ulster.
- 5,714 children and young people have a Special Educational Need or a disability.
- 214 Traveller pupils attend schools in Mid Ulster.
- According to the Office of National Statistics, 4.2% of young people in the UK aged 16-24 identify as either Lesbian, gay or bisexual. In Mid Ulster this equates to approximately 725 young people.
- In 2018/19 4,175 young people participated in 123 T:BUC camps programmes.

Why is this measure important?

Good relations is said to exist where there is a high level of dignity, respect and mutual understanding and an absence of prejudice, hatred, hostility or harassment.¹⁴

In the Mid Ulster area, Good Relations is about promoting better relationships between people from different political, religious and racial backgrounds, tackling sectarianism and racism and promoting cultural diversity and inclusion. Good relations seeks to promote mutual understanding, positive cross-community relations and respect for cultural traditions. The good relations strategy in Mid Ulster is about instilling the values of fairness, equality and respect and improving the quality of life for everyone who lives here.

What are the factors that can negatively impact on Good Relations in Northern Ireland?

Following years of conflict, Mid Ulster and in particular Mid Ulster has made great strides towards maintaining a normal, peaceful society. Despite this, there are still a number of factors which ensure that community tensions, polarisation and segregation remain. Politics in Mid Ulster are polarised and many people in Mid Ulster experience some forms of residential, educational, environmental and social segregation.

There are still many single identity areas in Mid Ulster that encounter legacy issues and experience sectarianism. Mid Ulster also has significant numbers of interface areas where inter-community tensions exist. These areas often have weak community infrastructure and young people growing up in these areas are more likely to have lower educational attainment, poor career opportunities and engage in anti-social behaviour. Mid Ulster now has a much more diverse population. There are growing numbers living here who were born outside Mid Ulster, growing numbers of people identifying as LGBTQ, especially young people and other marginalised or Section 75 groups who are subject to bullying, racism and intolerance.

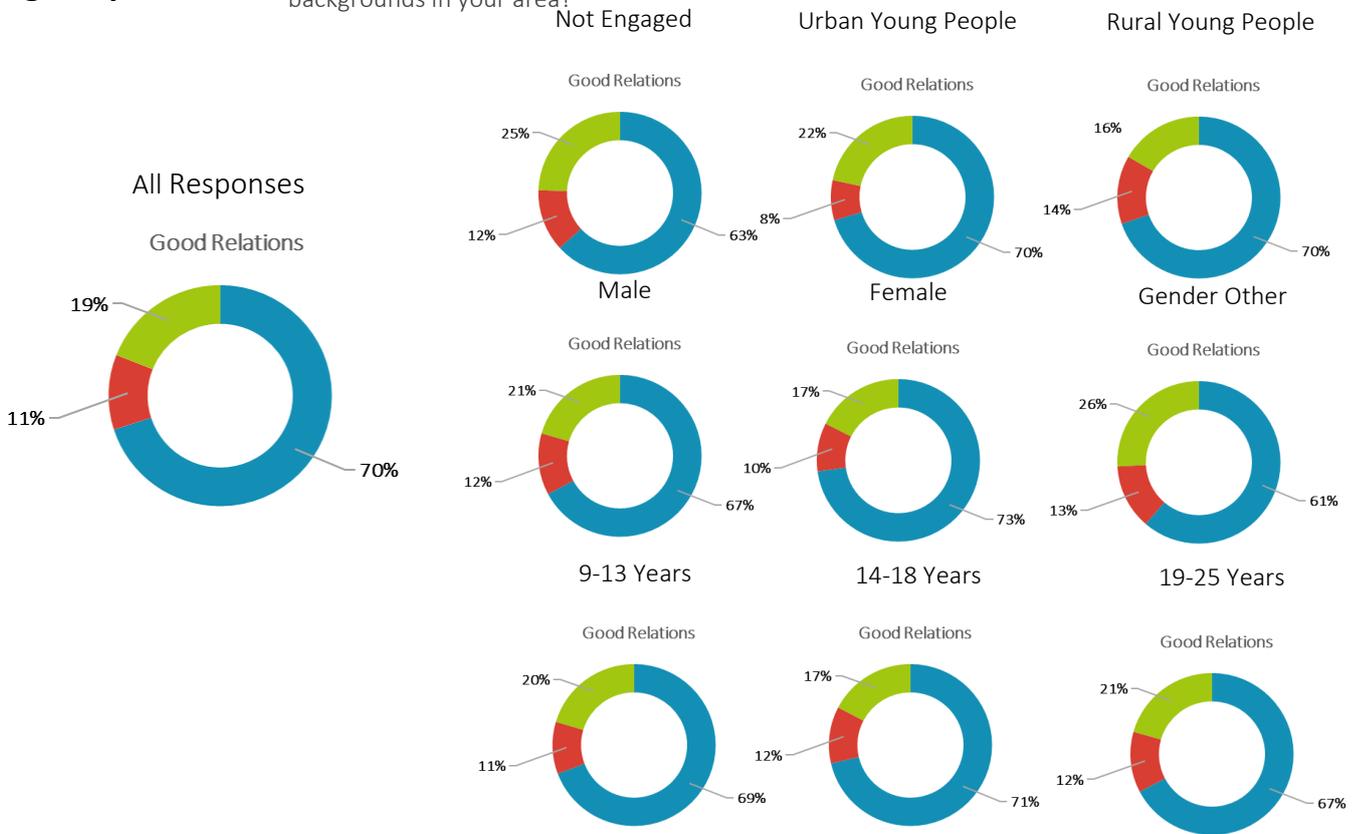
¹⁴ Equality Commission for Mid Ulster.

Survey Findings – Good Relations

Yes No Don't Know

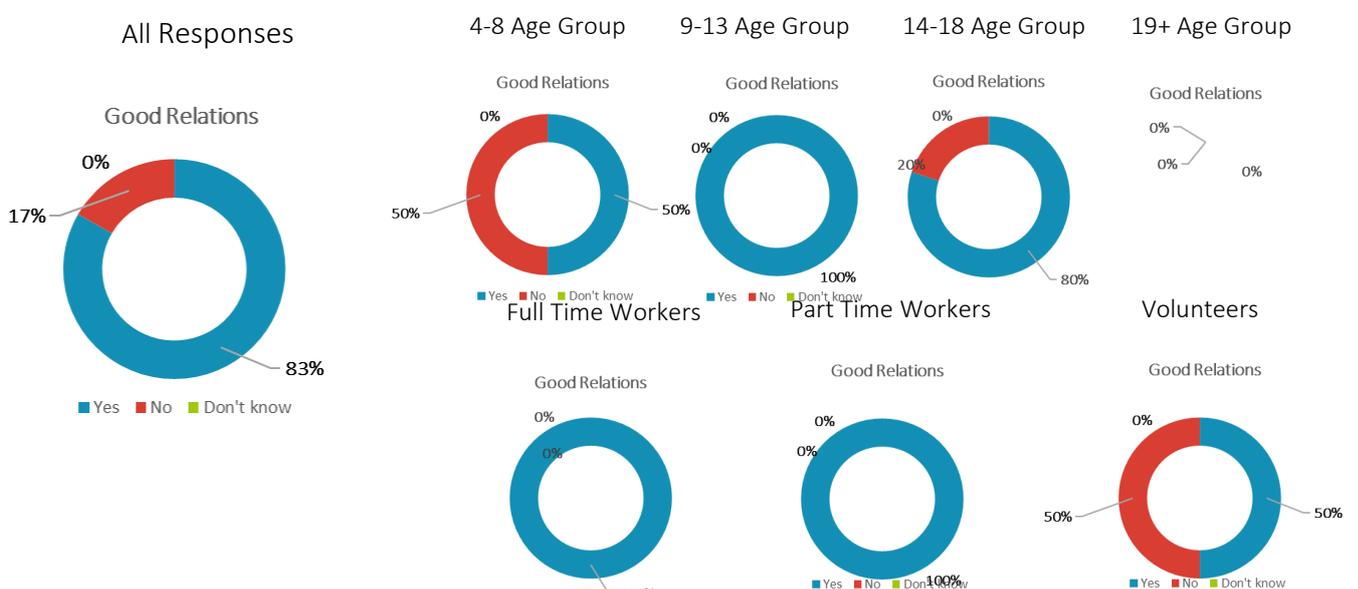
Young People

Do young people have opportunities to meet, learn and socialise with people from different backgrounds in your area?



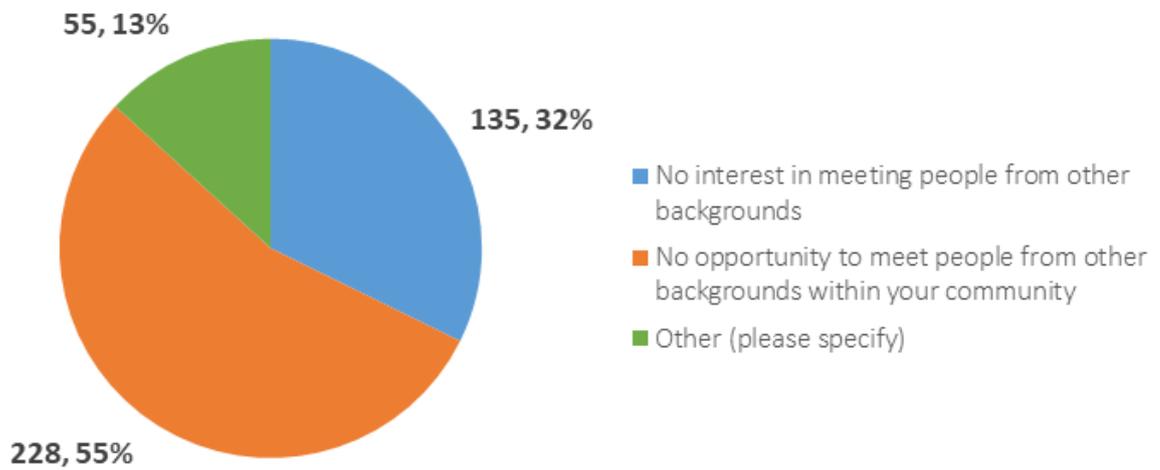
Youth Workers

Do young people have opportunities to meet, learn and socialise with people from different backgrounds in your area?



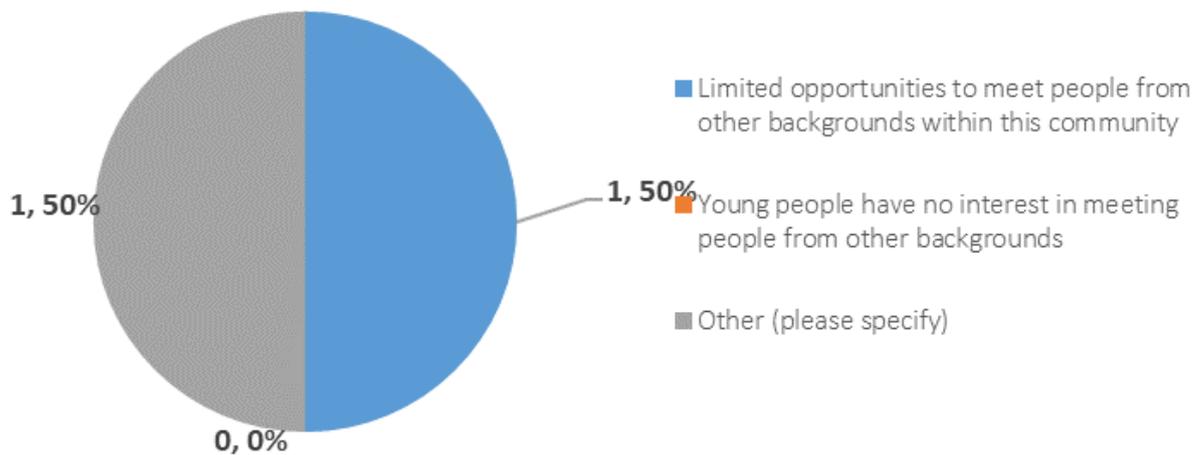
Young People

Good Relations - Reason you believe why you do not have these opportunities?

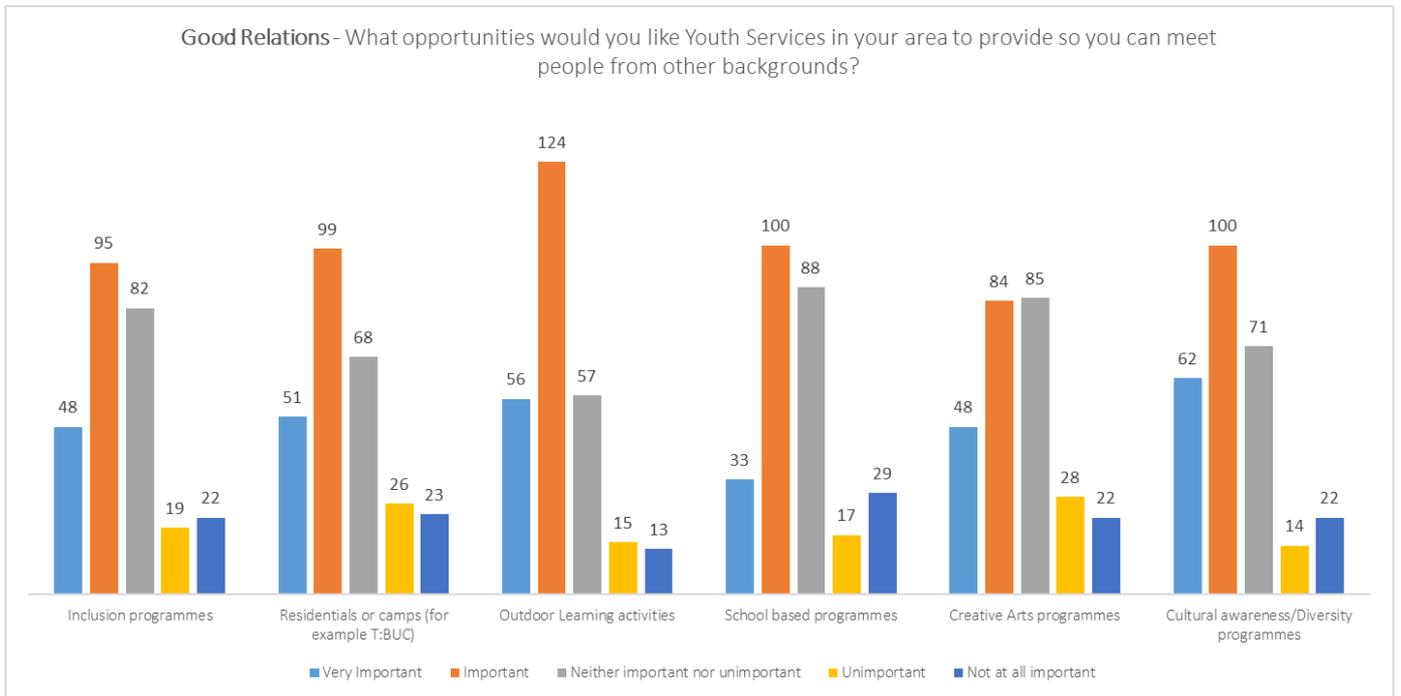


Youth Workers

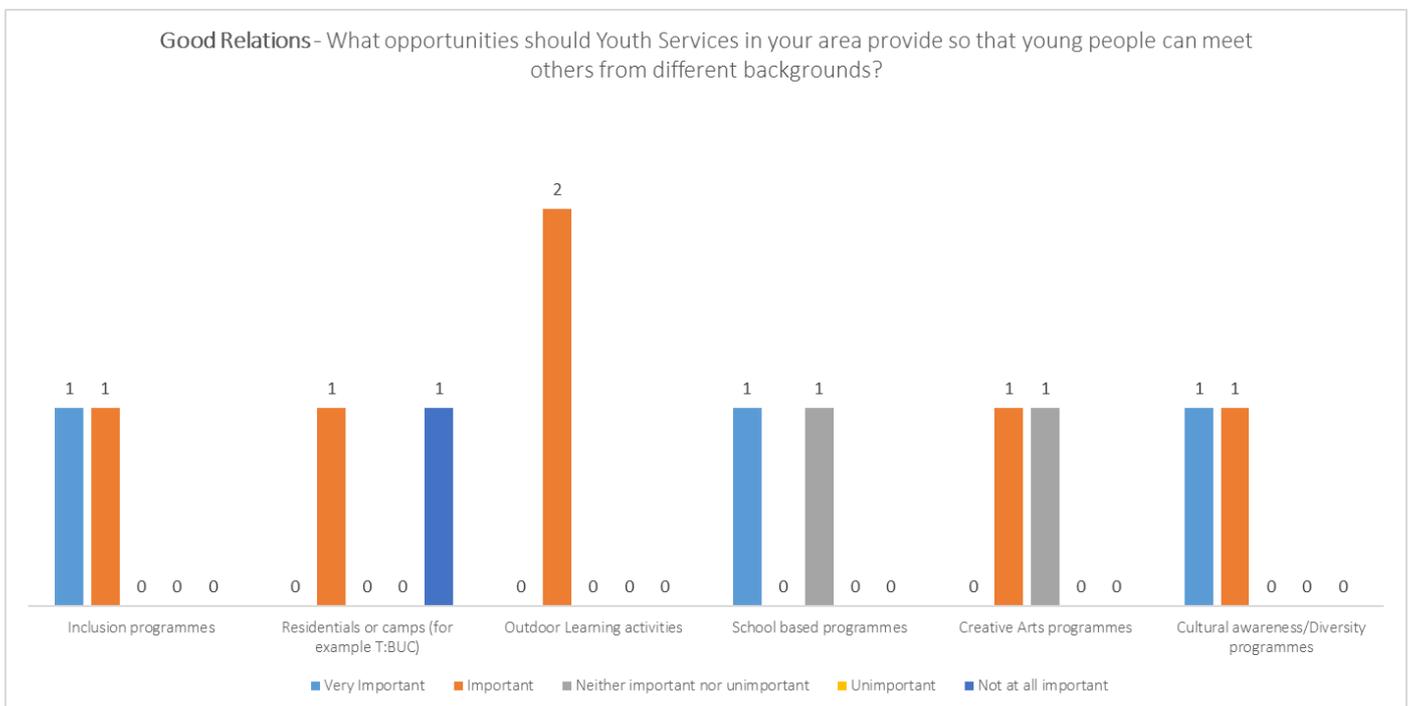
Good Relations - Reason you believe why Young People do not have these opportunities?



Young People



Youth Workers



Young People's Summary of Narrative Responses

- Young people wanted access to diversity and inclusion programmes that helped them have a better understanding of other cultures and beliefs as well as allowing them to question their own cultural identity.
- They were keen to explore issues around Special Educational Needs, Disability and hidden Disability.
- Programmes to support LGBTQ groups were also proposed.
- Young people also believed that International programmes would provide a greater insight into aspects of Good Relations.

Youth Workers' Summary of Narrative Responses

- Youth Workers and Volunteers suggested partnership working with schools or Shared Education programmes to deliver Inclusion and Diversity programmes.
- International, residential and thematic based programmes were other suggestions they proposed to support Good Relations among young people.
- More work focussing on Special Educational Needs and Disability and discrimination in these areas was proposed.

Discussion

Key Trends:

- 70% of young people feel they have varying opportunities to meet, socialise and learn about other young people from different backgrounds.
- 14-18 year olds feel cultural awareness backgrounds are the most important factor to build good relations, however 9-13 year olds feel this should be done through outdoor learning programmes and activities. Inclusion programmes was also an important area for consideration.
- Both are groups, male, female, rural and urban young people felt that school based programme were the least important means of developing cultural awareness.

The Mid Ulster Executive's strategy, Together Building United Communities (T:BUC) promotes good relations in Mid Ulster that challenges sectarianism and racism and other forms of intolerance and celebrates cultural diversity and finds ways for everyone to live, study, work and socialise together without feeling threatened. The T:BUC Strategy, reflects the Executive's commitment to improving community relations and continuing the journey towards a more united and shared society.

Statistics from the Executive Office report that 70% of young people in Mid Ulster had been involved in projects with other schools, 60% had shared classes and 48% had shared sports facilities or equipment. However, less than half of all young people (46%), believe that relations between Catholics and Protestants were better than they were five years ago.

The vast majority of respondents to the Youth Service survey, 70%, noted that they had opportunities to meet, learn and socialise with young people from different backgrounds in their own area. However, for those not engaged with Youth Services the figure was only 55% and for those identifying as gender other the figure was 60%. Three quarters of Youth Workers and Volunteers (75%) supported the view that young people had opportunities to meet, learn and socialise with young people from different backgrounds in their area. This is interesting given that the majority of young people live and are educated separately, however in the last number of years many young people have benefitted from participation in T:BUC camps.

Of those young people responding to why they did not interact with young people from different backgrounds, 32% had no interest in meeting people from other backgrounds whilst more than half had no opportunity to meet people from other backgrounds within their community, reflecting the segregated nature of Northern Irish society. A high proportion of Youth Workers and Volunteers (83%) supported this view suggesting that young people had limited opportunities to meet people from other backgrounds within their community.

Mid Ulster has become a much more culturally diverse place in recent years. However, in the last number of years racist hate crimes have exceeded sectarian hate crimes. A recent Mid Ulster Life and Times Survey highlighted increasing levels of intolerance among people in Mid Ulster and the 18-24 year old age group were the most intolerant.¹⁵ At a recent engagement event young people supported the view that Youth Services could provide safe spaces for young people and promote inclusion and embrace and celebrate difference.

The most favoured programmes identified by young people to improving Good Relations were Outdoor Learning Activities, Cultural Awareness and Diversity programmes and Residential or Camps, highlighting existing provision. At a stakeholder event young people also wanted more access to International programmes to meet need in this area. Youth Workers and Volunteers reported that Cultural Awareness and Diversity programmes, Inclusion programmes and Residential and Camps were the best ways to improve Good Relations among young people.

Other marginal groups also experience intolerance and prejudice. For example, the LGBTQ community have complained that they have been subjected to political and social intolerance, where their rights have been denied and not respected. For many within this community, discrimination and prejudice begins in school and many young people have complained of bullying and harassment. The vast majority of young people identifying as gender other reported that they would like to see Cultural Awareness or Diversity programmes delivered by Youth Services to meet their needs or raise awareness of their particular issues.

Youth Service key actions will be in partnership with key partners, Cara Friend and the Rainbow Project, can support the delivery in rolling out awareness and educational programmes, whilst supporting individual and groups of youth people who require the additional support in dealing with any issues on LGBT&Q.

Additionally, developing initiatives with young people around Community Relations, Equality and Diversity allows them to **develop the skills, attitudes and behaviours that enable them to value and respect difference and engage positively with it.** CRED programmes will be delivered by all Youth Workers through their CDA/SLA; these programmes will continue to be delivered and developed to increase the participation of socially excluded young people, with a particular focus on the increased inclusion of young people from Section 75 groups.

¹⁵ <https://www.amnesty.org.uk/blogs/belfast-and-beyond/northern-irelands-increasing-problem-racism>

Participation

Area of Enquiry 4: Participation

Key Facts

- The overall attendance figures for schools in Mid Ulster in 2017/18 was 95.2%. (Northern Ireland 94.2).
- 4,069 pupils were suspended from schools in Northern Ireland in 2017/18. (3,199 male pupils (78.6%), 870 female pupils (21.4%).
- Approximately 7,300 children and young people from Mid Ulster live in a deprived area.
- Approximately 31,600 children and young people from Mid Ulster live in a rural area.
- 2,694 Newcomer children and young people attend schools in the Mid Ulster.
- 214 Traveller children and young people attend schools in Mid Ulster.
- Whilst there are no specific numbers for Mid Ulster, the most recent figures reveal that 671 Looked After Children were supported by the Northern Health and Social Care Trust and 547 Looked After Children were supported by the Southern Health and Social Care Trust. Some of these children and young people live and attend schools in the Mid Ulster.
- According to the Office of National Statistics, 4.2% of young people in the UK aged 16-24 identify as either Lesbian, gay or bisexual. In Mid Ulster Ireland this equates to approximately 725 young people.
- From January-March 2019 there were 20,000 young people (aged 16-24) in Northern Ireland who were not in education, employment or training (NEET). This represents 10.2% of all young people aged 16-24.
- 8,702 children and young people from Mid Ulster were registered with a youth group in 2017/18.

Why is this measure important?

Participation is the process whereby children and young people can influence decisions about their lives and directly contribute to decisions that affect them. Participation enhances children and young people's personal, social and political development and provides practical experiences and teaches them how to behave responsibly.¹⁶

Participation can stimulate an awareness of wider societal issues that can negatively affect their local communities. As well as giving young people a voice, youth service supports active participation and ensures that young people are valued within their own communities and are part of the decision making process that can bring about solutions to the challenges they face.

Participation comes in many forms from attending school or a youth centre, involvement in social activities and clubs, playing sport, music or cultural activities as well as youth leadership, volunteering and peer mentoring. Meaningful participation can enhance a young person's sense of belonging, connectedness and feeling of being valued, which can contribute to positive mental health.¹⁷

¹⁶ <https://www.niccy.org/media/1330/niccy-advice-benefits-of-engagement-with-children-and-young-people-dec-14.pdf>

¹⁷ <http://mypeer.org.au/design-implementation/youth-participation-2/benefits-of-youth-participation/>

What are the factors that can negatively impact on a young person's participation?

Research indicates that there are substantial barriers to participation for certain groups of children and young people, particularly the most marginalised and vulnerable.¹⁸

The reasons are many and varied. In some cases there may be a lack of Youth Services or other adequate local alternatives in a community. Young people may be disaffected from schools and fail to engage in education and will therefore lack the necessary skills to engage in wider society.

lack motivation and confidence to participate.

¹⁸Holdsworth, R. Stokes, H. Blanchard, M. & Mohamed, M. 2006, Civic Engagement and Young people in the city of Melbourne, Australian Youth Research Centre, University of Melbourne.

Survey Findings – Participation

■ Yes
 ■ No
 ■ Don't Know

Do you have opportunities to take part in Youth Services in your area?

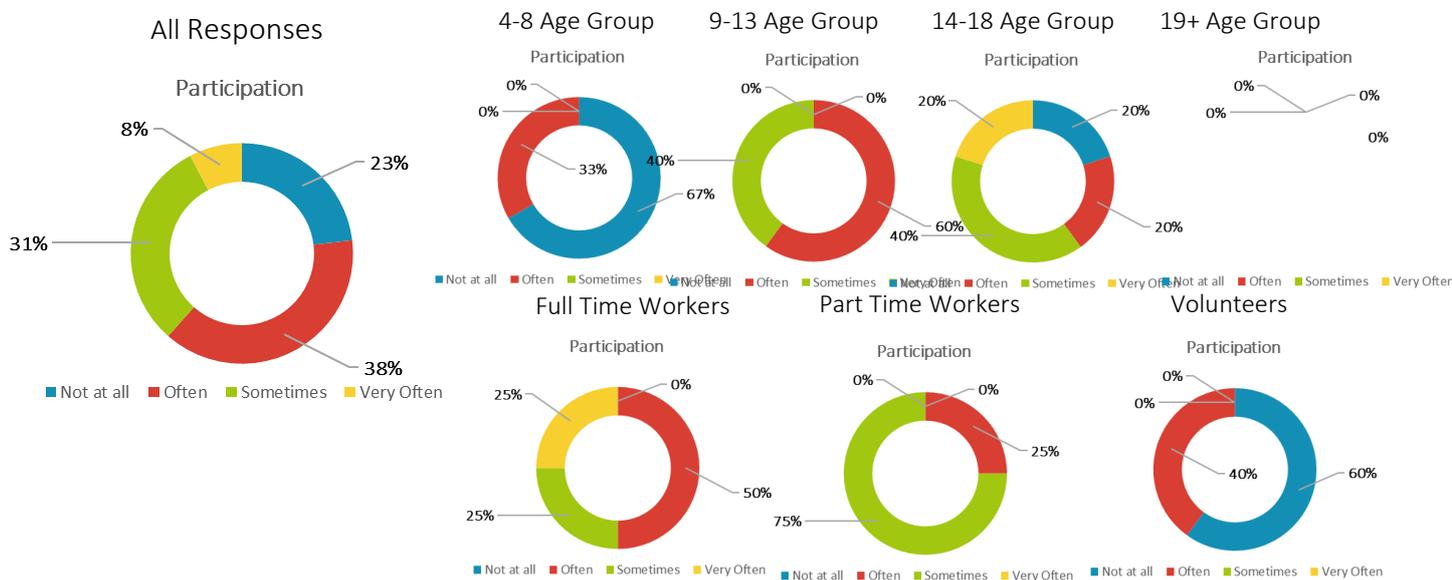
Young People



■ Not at all
 ■ Often
 ■ Sometimes
 ■ Very Often

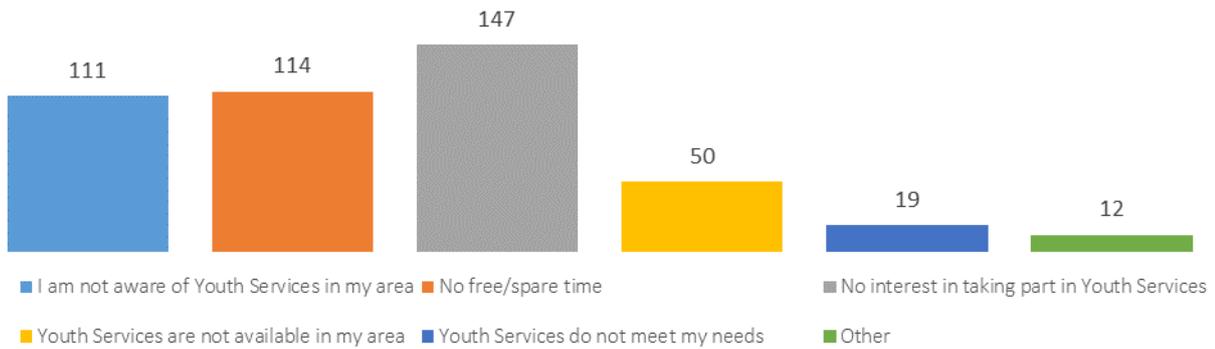
Youth Workers

Please rate how often young people in your area have opportunities to participate in Youth Services



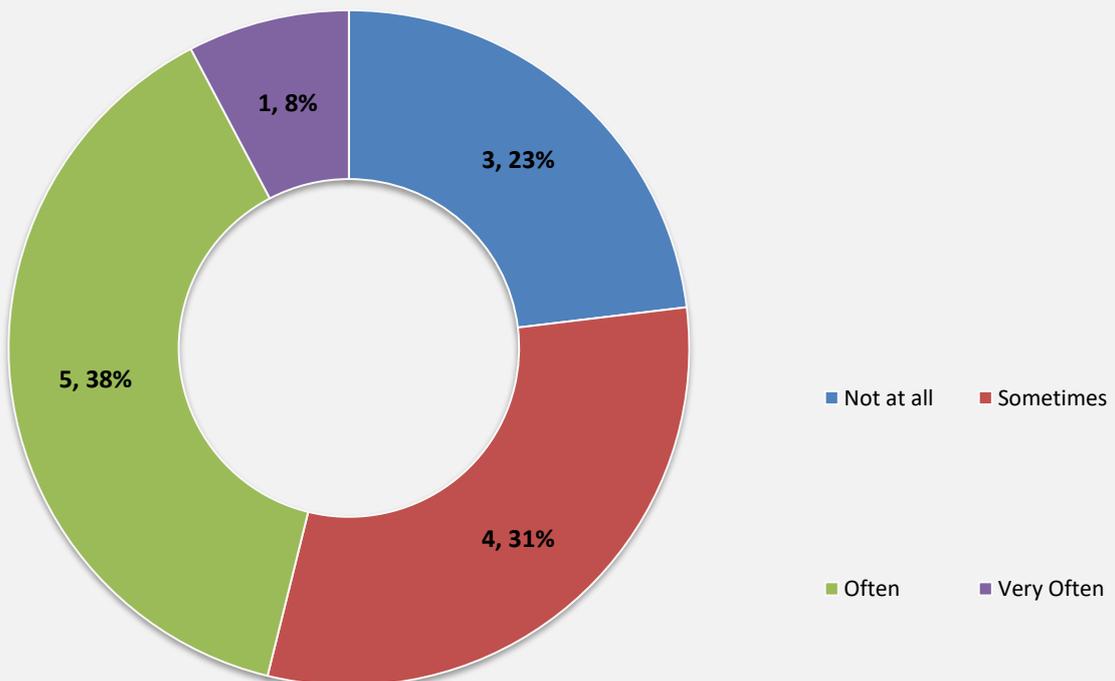
Young People

Participation - Reason you believe you do not have opportunity to take part in Youth Services in your area?

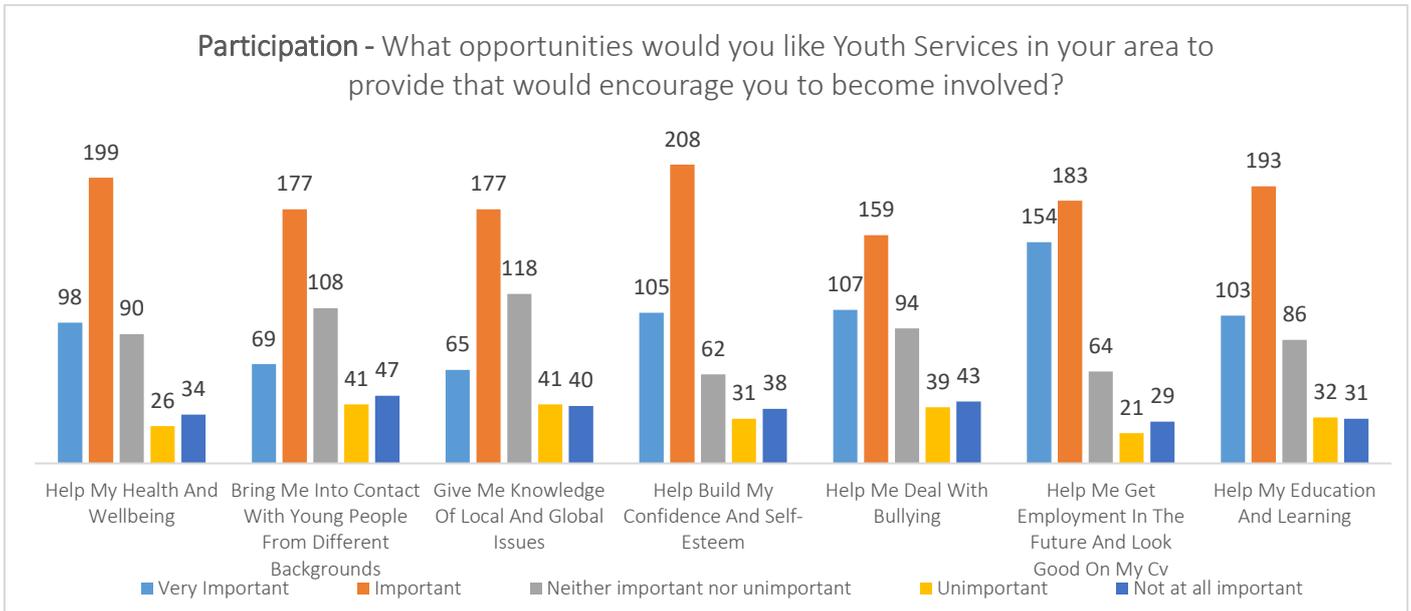


Youth Workers

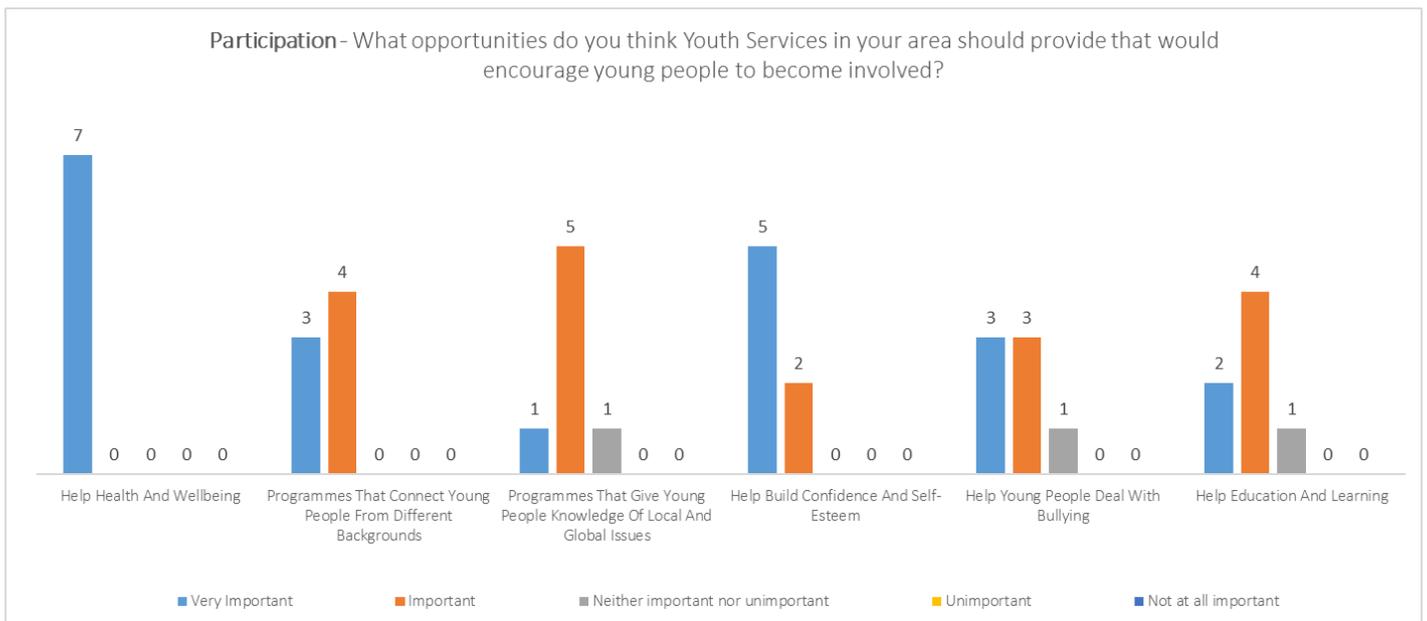
Please rate how often young people in your area have opportunities to participate in Youth Services.



Young People



Youth Workers



Young People's Summary of Narrative Responses

- Young people valued participating in youth clubs, however, in some instances they were critical of opening times and lack of a weekend service or at times when they felt they needed it most.
- Some young people did not participate due to a lack of one to one support.
- Some failed to participate due to a lack of self-confidence and feelings of social anxiety.
- Young people also recognised that those with additional needs or were vulnerable or from a minority group required more information and support in how they could access Youth Services.
- Afternoon or after school activities would allow some young people to participate, particularly those from rural areas.
- Young people from rural areas also complained that Youth Services were not always available in their area.

Young People's Summary of Narrative Responses

- Youth Workers and Volunteers noted that Youth Services did not always meet the physical and learning needs of some young people, which was a barrier to participation.
- Family and social circumstances and being from a vulnerable or minority group were also put forward as barriers to participation in Youth Services and society as a whole.
- Young people in urban areas had difficulty accessing services because they did not live in an area of high social need, despite having particular needs themselves.
- Young people were not always consulted about provision in their area and this put some off participating.
- Rural isolation was also a major barrier to participation.

Discussion

Key Trends:

- Over 1/3 of the young people who took part in the survey were not aware of the youth services in their areas.
- The top 3 trending areas for consideration were helping young people with employability and job skills, building their confidence and self-esteem and programmes that will help their education. Youth work staff response in this area highlighted the same top 3 areas for consideration.
- 9-13 year olds believe that confidence and health was the most important overall whereas 14-18 year olds believed CV building and employability along with education was the most important for them.

More than two-thirds of survey respondents stated that they had an opportunity to take part in Youth Services in their area. There was no discernible difference in terms of age or gender, however, only 41% of those not engaged in Youth Services and 60% of those identifying as gender other reported that they did not have opportunities to take part in Youth Services. More than two-thirds of Youth Workers and Volunteers (69%) stated that young people in their area had opportunities to participate in Youth Services.

Of those young people not accessing Youth Services, 29% reported that Youth Services did not meet their needs, 27% noted that Youth Services were not available in their area and 4% claimed they were not aware of Youth Services in their area.

The survey results highlighted that young people would like to see Youth Services provide support through programmes that helped them obtain employment in the future, programmes that will help with their confidence and self-esteem and also programmes that supported their education and health and wellbeing. Youth Workers and Volunteers suggested that programmes to develop their confidence and self-esteem, health and wellbeing programmes and education and learning programmes were most likely to encourage young people to become involved in Youth Services.

However, there are significant numbers of young people in Mid Ulster for whom participating in wider society is not an option. Many of these young people will face barriers and challenges that their peers take for granted. Some such as Newcomers may face language and cultural barriers, young carers may not be able to participate due to other commitments, disabled young people may have accessibility problems, homeless young people and young people from deprived areas may face financial barriers and rural young people may face challenges with transport and lack of digital infrastructure. Interestingly, 68% of rural young people stated that Youth Services were available to them. This is despite internal EA research which reported rural young people feeling isolated and lacking access to services. It is also important to recognise that social isolation and marginalisation can be interpreted differently depending on geography or cultural environment.

The majority of young people at a local engagement event noted that Youth Services catered for all learning styles, however some young people were reluctant to participate in learning opportunities either at school or with Youth Services due to low self-esteem, lack of self-confidence, anxiety or a fear of failure.

The survey revealed that a high proportion of young people stated that they would like to participate in programmes that would improve their confidence and self-esteem. This again highlights the value of Youth Work and the impact it can have on a young person's life and future outcomes.

Through consultations with young people it has become evident that young people want to participate in wider society. It was recognised that Youth Services are ideally placed to provide young people with a platform to have their voices heard and responded to through Local Advisory Groups, Youth Councils and other civic events and fora. Many suggested that this form of participation should be continued and expanded upon. It was also reported that participation in wider society would improve their overall life chances, career opportunities and general health and wellbeing.

Participation will continue to be a key priority for the Youth Service Team with resources and support from a dedicated worker to ensure that Youth Councils and Rural Youth Forums are integral to the Mid Ulster area with a new focus on broadening the membership to include young people from marginalised backgrounds and from Section 75 groups in order to ensure true representation.

Inclusion, Diversity & Equality of Opportunity

Area of Enquiry 5: Inclusion, Diversity and Equality of Opportunity

Key Facts

- Whilst there are no specific numbers for Mid Ulster, the most recent figures reveal that 671 Looked After Children were supported by the Northern Health and Social Care Trust and 547 Looked After Children were supported by the Southern Health and Social Care Trust. Some of these children and young people live and attend schools in the Mid Ulster.
- 2,694 Newcomer children and young people attend schools in Mid Ulster.
- 5,714 children and young people have a Special Educational Need or a disability.
- According to the Office of National Statistics, 4.2% of young people in the UK aged 16-24 identify as either Lesbian, gay or bisexual. In Mid Ulster this equates to approximately 725 young people.
- In April-June 2019 there were 20,000 young people (aged 16-24) in Northern Ireland who were not in education, employment or training (NEET). This represents 10.2% of all young people aged 16-24.
- According to the Simon Community there are at least 6,000 homeless young people across Northern Ireland. (Homeless can mean living in unsuitable and unstable accommodation).

Why is this measure important?

Inclusion ensures that all children and young people regardless of their background are able to fully participate and access opportunities in all aspects of their lives. This is about ensuring that children and young people have access to services and resources that are accessible, safe and welcoming to all and that do not leave anyone behind.

Diversity is the term used to describe the incredible range of human differences. It includes, but is not limited to, age, race, ethnicity, gender, sexual orientation, social class, disability, religion or belief, national origin, and political beliefs. Diversity is about taking account of differences between people and groups of people and placing a positive value and celebrating these differences.

Equality is not about treating everybody the same. It is about treating everybody fairly.¹⁹ Equality of opportunity ensures that all children and young people have an equal chance to participate fully in society and to take up opportunities and have an equal chance to reach their potential and be the best that they can be.

What are the factors that can negatively impact on a young person experiencing prejudice and discrimination?

Whilst the majority of children and young people in Mid Ulster enjoy safe, happy and active lives, there are significant numbers of young people who experience discrimination and prejudice or face barriers because of their age, gender, race, ethnicity, religion, sexual orientation, disability or even where they live.

Children and young people experiencing prejudice and discrimination are less likely to feel part of a group and participate. Those most likely to encounter discrimination will include some of the following groups:

¹⁹ <http://www.cwvys.org.uk/wp-content/uploads/2014/06/HB-Equalities.pdf>

Children and Young People Looked After, those with a Special Educational Need or a Disability, Newcomers or those from a minority ethnic group, young Carers, young people identifying as LGBTQ and young people excluded from school or at risk of exclusion. This also includes rural young people and socially isolated.

Survey Findings – Inclusion, Diversity and Equality of Opportunity

■ Yes
 ■ No
 ■ Don't Know

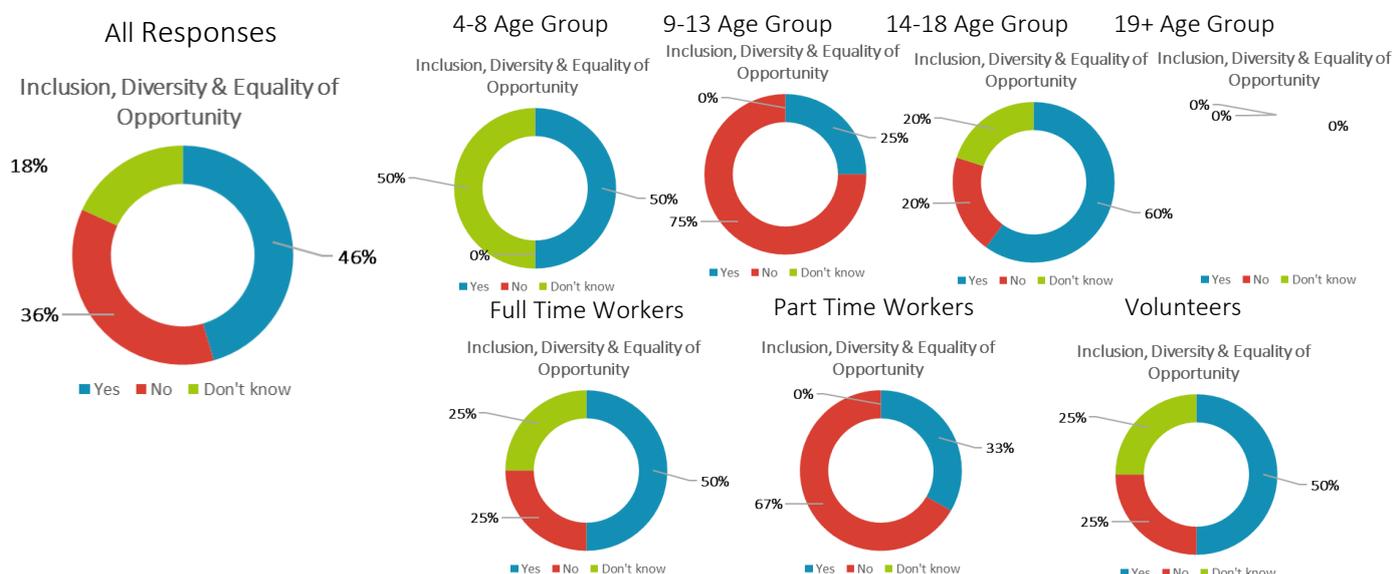
Young People

Young people in your area have the same opportunities in life and are treated the same as other young people?



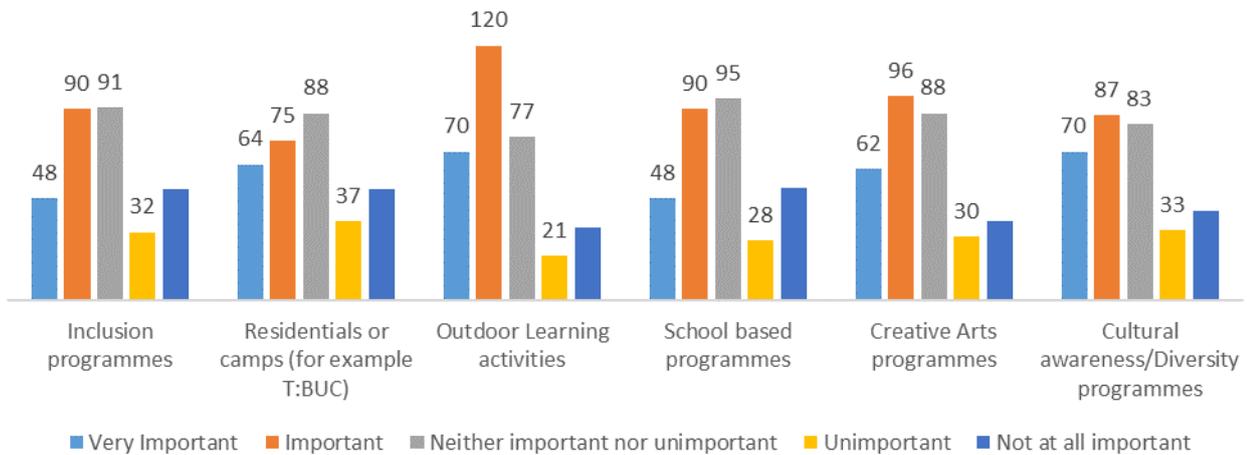
Youth Workers

Young people in your area have the same opportunities in life and are treated the same as other young people?



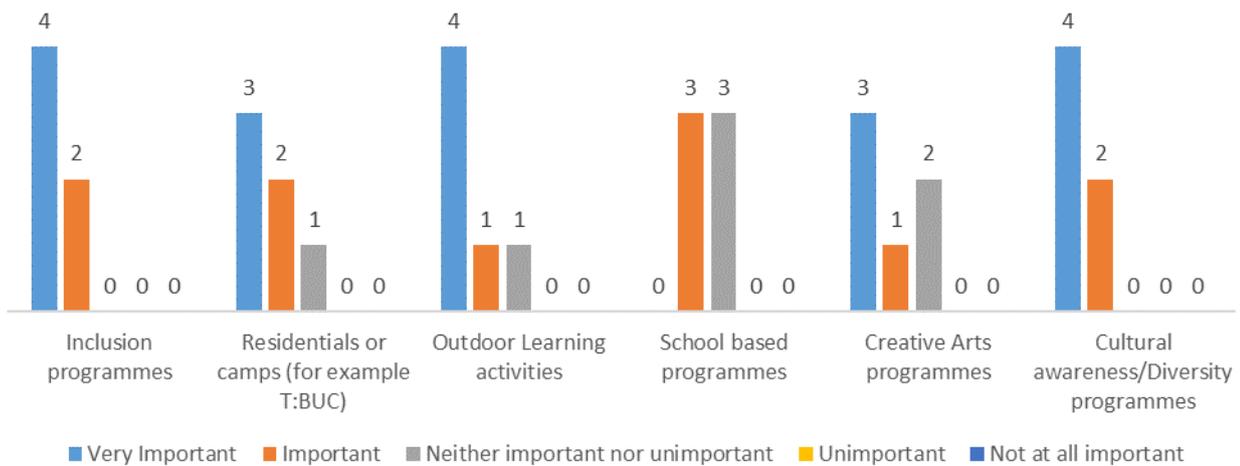
Young People

Inclusion, Diversity & Equality of Opportunity - What opportunities would you like Youth Services in your area to provide so you can feel more included?

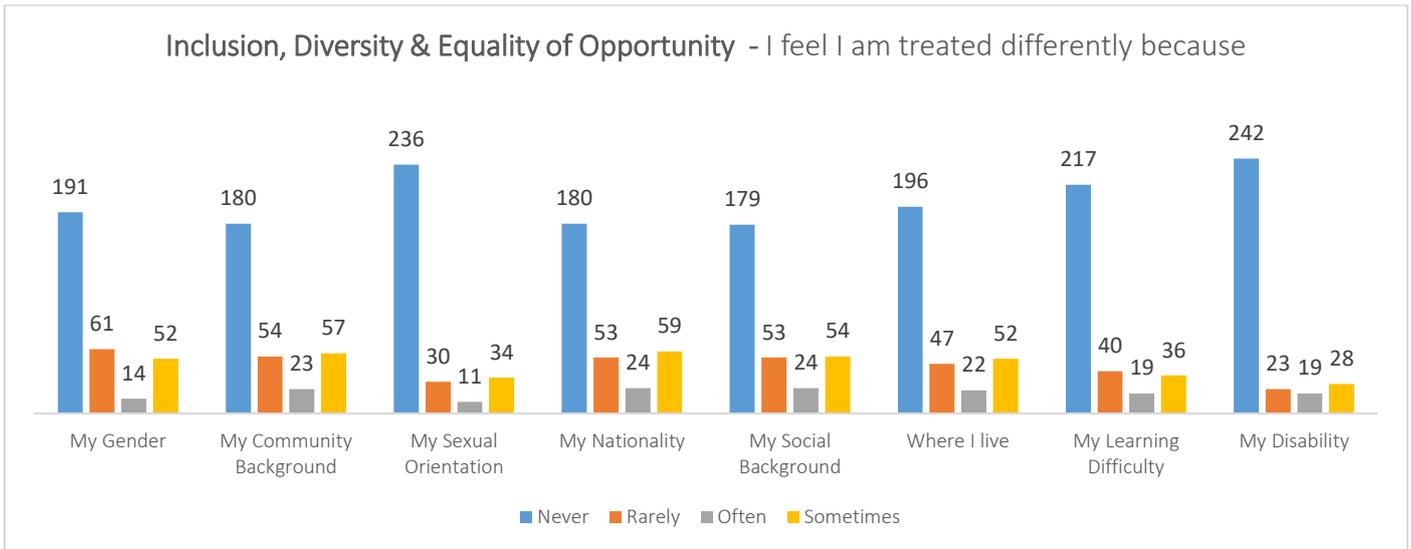


Youth Workers

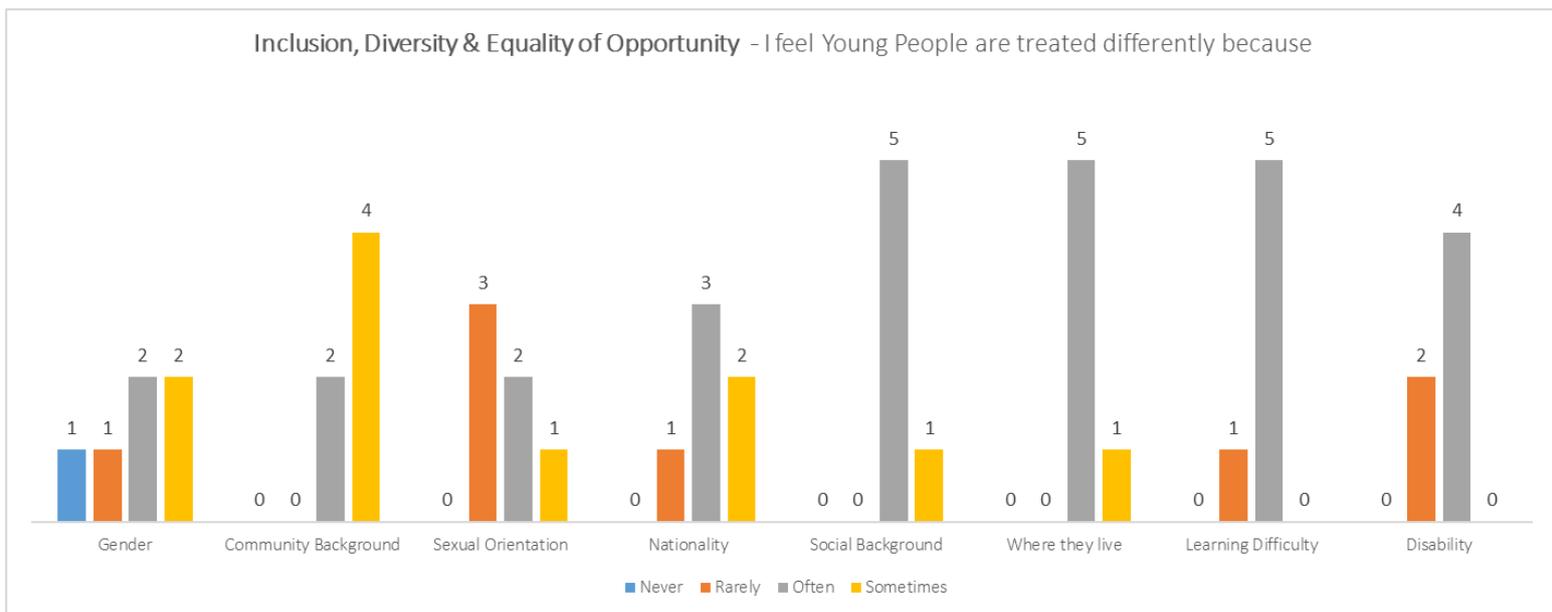
Inclusion, Diversity & Equality of Opportunity - What opportunities should Youth Services in your area provide so young people can feel more included?



Young People



Youth Workers



Young People's Summary of Narrative Responses

- Young people believed they were not included and felt different for a variety of reasons, including their social and community background, their ethnicity, religion, gender, the language they spoke or the fact that were a member of a vulnerable group.
- Some young people suggested they were bullied and intimidated because of their appearance and felt they were given limited support to positively express themselves.
- Other young people believed their poor mental health or having a learning difficulty were barriers to them feeling included.
- Some suggested that Youth Services should widen the scope and range of Inclusion and Diversity programmes they deliver.
- Young Carers and other vulnerable young people noted that their opportunities to be included were restricted due to their circumstances and the opinions of their peers.

Young People's Summary of Narrative Responses

- Youth Workers and Volunteers suggested developing more advanced Inclusion and Diversity programmes to challenge the increasing issues that young people were experiencing.
- There was a perception among some Youth Workers and Volunteers that the most vulnerable in society continue to be marginalised.
- It was proposed that Social Action and Civic Engagement programmes and also programmes targeting the most vulnerable be introduced to support all young people in this area.

Discussion

Key Trends:

- Gender, community background and nationality where the top 3 areas young people felt they were treated differently “sometimes” and “often” treated differently because of their learning difficulties.
- Residential / camps, inclusion programmes and outdoor learning were the 3 most important factors for young people as a means of support and delivery under this area of enquiry

The Education Authority is committed to preventing discrimination, eliminating prejudice, promoting inclusion and celebrating diversity. As an organisation we encourage staff and the children and young people we work with to have respect for themselves and others. EA deliver services that recognise and build upon the strengths of the children and young people in our care from all cultures, religions, gender, age, sexual orientation, ability and backgrounds, in ways that meet their needs and help them to achieve their full potential.

However, there are marginalised groups of vulnerable young people in our society who experience discrimination and do not have the same levels of opportunity to access education or the curriculum, Youth Services or other activities because of their particular situation, such as race, gender, religion, disability or where they live.

At a recent stakeholder engagement event (2nd December 2019), participants noted that among the specific groups that are currently excluded were homeless young people, young Carers, young parents and LGBTQ young people. It was also suggested that a lack of Irish Medium provision was a barrier for some young people feeling included in some areas across Mid Ulster.

Stakeholders also noted that some of the barriers that young people faced in terms of being able to participate, included, transport, lack of facilities, access to centres, language and communication, caring responsibilities and a lack of money.

Almost three quarters of all respondents to the survey (76%) noted that they had the same opportunities in life as others and were treated the same. However, for those not engaged with Youth Services the figure was 73% and for those identifying as gender other the figure was 71%. This highlights that some vulnerable groups believe they do not feel included or have the same opportunities as others. It is interesting to note that only 46% of Youth Workers and Volunteers believed that young people in their area had the same opportunities in life and were treated the same as others.

For those young people who believed they were not treated the same as others the reasons given were because of where they lived or their social and community backgrounds. Interestingly, Youth Workers and Volunteers identified the same reasons as the young people. This appears to indicate that many feel discriminated against because of where they live and the disadvantages they face in their daily lives and within their communities.

Participants at the stakeholder engagement event noted that in rural areas there was a lack of facilities and access to services for young people to come together and promote inclusion, especially with young people from Section 75 groups.

Young people reported that in order to address some of their concerns around Inclusion, Diversity and Equality of Opportunity that they would most like to engage in Outdoor Learning activities, Cultural Awareness and Diversity programmes and Residentials or Camps.

Both young people and Youth Workers noted that it was important to work with young people in the design of programmes to meet their needs in this area. It was also noted that young people felt safe to explore these issues in a Youth Work setting.

Increase participation for young people that falls under the above heading by targeting provision, networking with agencies such as STEP Programme, migrant's forums etc. also a strategy developed to include young people within our centres and breaking down the barriers, by making youth centres more inclusive and / or exclusive for young people from an ethnic minority background.

Living in Safety & Stability

Area of Enquiry 6: Living in Safety and Stability

Key Facts

- Approximately 7,300 (13.9%) young people live in the most deprived areas of Mid Ulster. (NI average 25.2%).
- Approximately 31,600 (66%) young people in Mid Ulster live in a rural community. (NI average 34.5%).
- Whilst there are no specific numbers for Mid Ulster, the most recent figures reveal that 671 Looked After Children were supported by the Northern Health and Social Care Trust and 547 Looked After Children were supported by the Southern Health and Social Care Trust. Some of these children and young people live and attend schools in the Mid Ulster.
- The most recent figures reveal that there were 1,951 domestic abuse incidences in Mid Ulster. (Northern Ireland 31,531).
- The total number of movements within the Juvenile Justice Centre for Mid Ulster in 2017/18 was 29. (Northern Ireland 582).
- In 2017/18 a total of 7,715 days of custody was provided by the Juvenile Justice Centre in Northern Ireland.
- The total number of individual young people in custody in 2017/18 was 167 for Northern Ireland. (139 in 2016/17)
- In April - June 2019 there were 20,000 young people (aged 16-24) in Northern Ireland who were not in education, employment or training (NEET). This represents 10.2% of all young people aged 16-24.

Why is this measure important?

A young person's early life experiences shape who they are and can potentially inform their life-long learning and health. A recent study noted that children thrive in stable and nurturing homes and environments where they know what to expect and feel that their relationships, health and safety are secure.²⁰ To develop to their full potential, children and young people require safe and secure housing, a balanced diet, access to medical care, secure relationships with parents and guardians, including nurturing and responsive parenting and high-quality learning opportunities at home and in school.²¹

What are the factors that can negatively impact on a young person living safely and securely?

Adverse childhood experiences can have a detrimental effect on a child or young person's personal and social development. As well as having negative consequences for the individual it can also impact on other young people in local communities. A recent study noted that a negative home environment can lead to a series of problems, including among others, poor language development, deficit in school readiness, later behavioural problems and mental health issues.²²

There are a number of risk factors such as socio-economic, demographic, environmental and cultural influences which can directly impact on a young person.

²⁰ <https://ifstudies.org/blog/how-instability-affects-kids>

²¹ Sanderson, H., & Huerta, S. (2013), The Negative Effects of Instability on Child Development: A Research Synthesis, The Urban Initiative, Washington.

²² http://www.urbanchildinstitute.org/sites/all/files/databooks/TUCI_Data_Book_VII_2012.05_family.pdf

These range from instability in terms of parenting, their home environment, lack of a male role model, education and employment and can include negative transitions which they may experience, such as family relationships, including divorce or remarriage, moving home and school, neglect and witnessing or being the victims of domestic abuse. Other consequences include, isolation, being bullied, homelessness, stigmatisation and social exclusion.

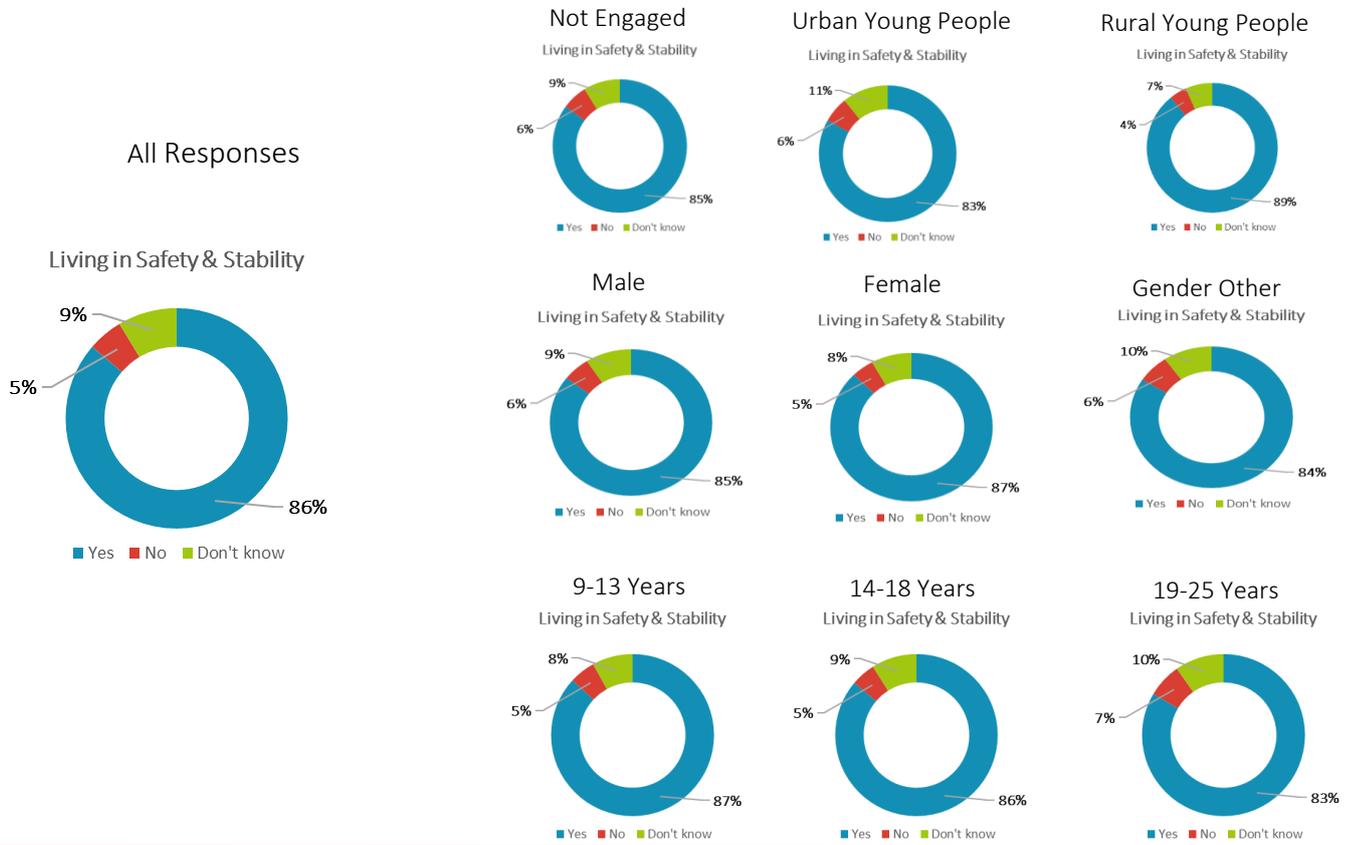
Children and young people from Section 75 groups are those at most risk of not living safely and securely. There are large numbers of these children and young people throughout Mid Ulster.

Survey Findings – Living in Safety and Stability

Yes No Don't Know

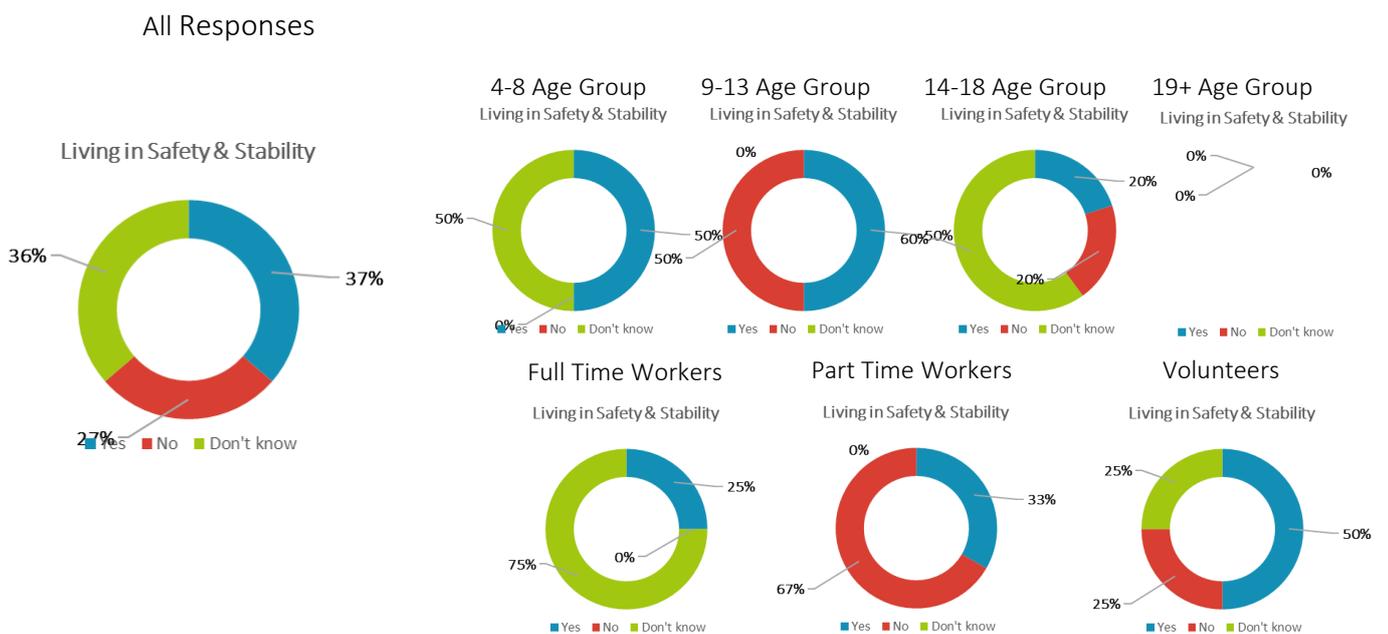
Young People that you work with feel safe in their own community?

Young People

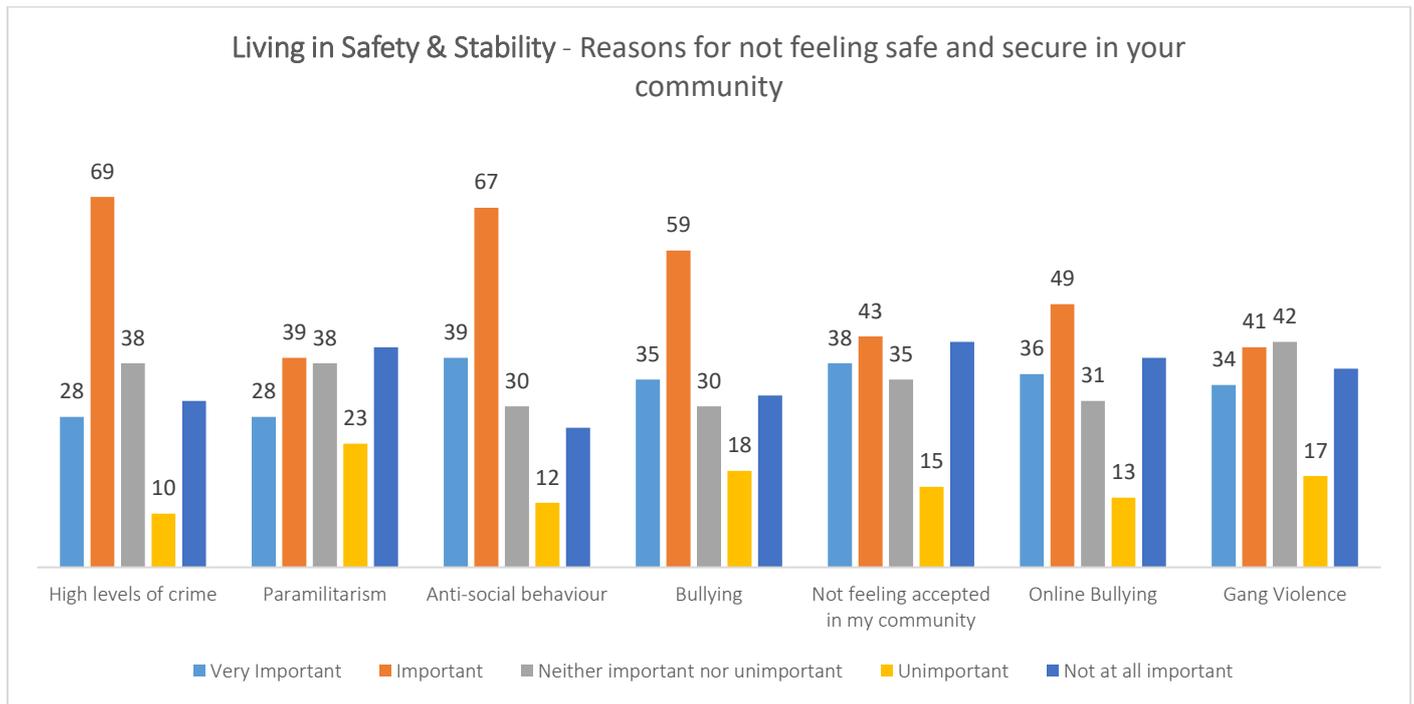


Youth Workers

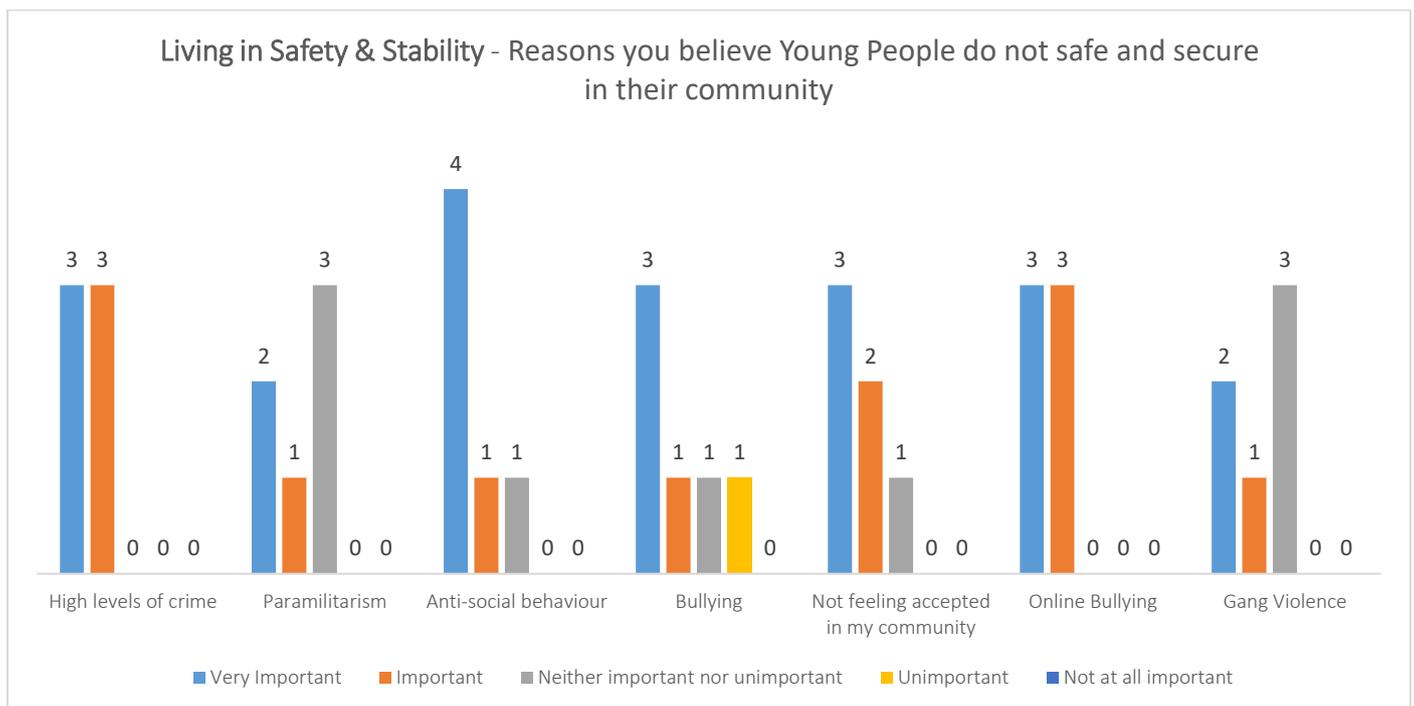
Young People that you work with feel safe in their own community?



Young People



Youth Workers



Young People's Summary of Narrative Responses

- The main reason young people gave for not feeling safe in their own community was drug use and the increasing availability of drugs in their areas.
- This in turn led to anti-social behaviour and increased levels of crime in local communities.
- Some young people reported that the lack of a police presence made them feel less secure whilst other young people noted that a police presence led some to become involved in risk taking behaviours.
- It was noted that living in a segregated community ensured one did not feel safe all the time.
- Paramilitarism was mentioned by some young people as a growing concern and many were fearful of their influence on local communities.
- Some young people also felt unsafe and afraid of being bullied because of their appearance or background.

Young People's Summary of Narrative Responses

- Youth Workers and Volunteers also identified drug usage and its availability as an issue in some communities, especially among vulnerable young people.
- Rioting, organised fights and interface tensions were all growing areas for concern.
- Police behaviours in certain areas were also reported as issues which need to be addressed.
- Young people also feel threatened because they are different and there was a feeling that Youth Services could be providing more programmes to support these vulnerable young people.
- Community tensions and segregation continue both in rural and urban areas.

Discussion

Key Trends:

- 86% of young people feel safe in their own community – 14% still feel unsafe!!
- Females feel less safe than males.
- 9-13 age range feeling more unsafe than 14-18 year olds.
- Anti-social behaviour is the most important factor for all age ranges for not feeling safe in their communities, however, females feel that online bullying and bullying in general are also very important factors for not feeling safe.
- Gang violence and Paramilitarism is the least important factor across all age ranges.

Rural young people feel more strongly to the fact that they feel less safe due to bullying (inc online bullying) where as urban young people also feel that they are not being accepted in their community is also a very important factor to them

Of those young people who responded to the survey the vast majority, (81%), reported that they felt safe in their own community. The only discernible difference being among those who identified as gender other with only 70% feeling safe in their own community and also not feeling accepted in their community. Only 55% of Youth Workers and Volunteers noted that the young people that they worked with felt safe in their own community.

The principle reasons given by young people for not feeling safe were anti-social behaviour, bullying and online bullying and high levels of crime. Youth Workers and Volunteers also noted that these were the most common reasons given for young people not feeling safe in their own community.

Young people who experience bullying are more likely to miss school or attend a youth centre, feel safe, happy or achieve, be healthy and are less likely to make a positive contribution to their community.

Young people at an engagement event suggested that some of the reasons why anti-social behaviour and crime occurred was due to easy access to alcohol and drugs, lack of a police presence, poor lighting and limited CCTV and Youth Centres not being open at weekends or when they were needed most. Young people discussed the possibility of a multi-agency approach, including the voice of young people, to tackle these issues and the importance of accountability from all stakeholders and partners was stressed. It is also important to note that children and young people reported that youth centres were places where they felt safe.

Young people at an engagement event (December 2019) recognised the growing concerns young people had around child sexual exploitation and supported the development of new digital resources and programmes to help young people develop virtual resilience, including good digital and social media habits and a better understanding of their online presence.

Paramilitarism is a reality for some areas within Mid Ulster and also a growing threat to children and young people, particularly those from the most deprived communities where they exert the greatest control.

Young people recognised and supported the work of Youth Services in delivering Lawfulness programmes to support these vulnerable young people at challenging times in their lives.

Staff, young people and parents to be educated on CSE. School based programmes on CSE and cyber bullying will also take place, along with education awareness sessions in centres and area youth workers. Close links to NSPCC & Barnardo's.

Sectarianism was highlighted as a significant issue for young people which indicates a need to provide opportunities for young people to build relationships with those of different backgrounds and traditions to impact on sectarianism.

Establishing Areas for Action

Establishing Areas for Action

Youth Work Priorities

Priorities for Youth outlines five key areas for the planning and delivery of Youth Services:

- Raising Standards for All.
- Closing the Performance Gap, Increasing Access & Equality.
- Developing the Non-Formal Education Workforce.
- Improving the Non-Formal Learning Environment.
- Transforming Governance and Management of Non-formal Education.

Arising from the objective assessment of needs across the three council areas and consideration of stakeholder views, the Education Authority Youth Service is proposing to take forward the following areas for action within the Mid Ulster Division. The areas for action are grouped under the Department of Education's core objectives

Raising Standards for All

Area of Action: Delivering on Assessed Need

Key resources will be allocated to those wards in the top 25% areas of Multiple Deprivation within the Mid Ulster area to ensure that young people most in need will have increased access to youth provision. There is a need for further youth service development in areas consistently identified as some of the most deprived in Northern Ireland. Programmes in these areas will focus on targeted interventions, including personal and social development opportunities which aim to address key themes of work, such as risk-taking health behaviour, disaffection and low levels of attainment in school.

In order to address the issues facing young people in rural areas the youth service has developed a network of part-time and sponsored youth groups who are supported in their delivery by an area youth worker. These workers will engage with young people in rural areas where they are at, therefore alleviating issues of accessibility and transport. The Youth Service aims to engage young people experiencing rural isolation through Outreach and Area Workers Youth Workers across the Mid Ulster Area. These workers are vital to engage young people experiencing social isolation through the development of educational/personal development programmes, responsive to the needs of young people in areas where there is little or no provision. This work also involves building capacity in communities to sustain youth provision through the development of community workers or young volunteers.

The Education Authority has received additional funds, in recent years, from the Department of Education to increase access to mainstream youth services in disadvantaged areas, with priority given to interface areas. This funding aimed to provide additional access to the Youth Service and was targeted at areas ranked in the top 25% for Multiple Deprivation. After schools programmes and twilight hour programmes also established to meet the needs of local young people in areas where access to local services is very limited.

Area of Action: Proportionate Reporting on Youth Service Outcomes

In line with Priorities for Youth, Youth Services should establish clear outputs that will provide evidence of the impact of Youth Work on the lives of children and young people, measure success, and provide a proportionate reporting framework reflective of funding and service delivery.

Area of Action: Stakeholder Engagement and Research

Youth Services must ensure the voice of young people remains present in shaping and planning services to meet the needs of all young people. This assessment of need has also identified the need for more in-depth research within each area of enquiry with a particular focus of identifying how Youth Services can effectively address the need in delivery. This area of action should also safeguard and ensure decisions are evidence based and critically reflect on the planning and delivery of services.

Area of Action: Quality Assurance

The Youth Service has a coherent and robust evaluation framework, to ensure continuous improvement of delivery and youth work provision. Youth Workers use a variety of tools to monitor and evaluate units/programmes, gathering information regarding quantitative data (outputs) and qualitative data (outcomes and evaluations). The primary emphasis of evaluation is to measure the impact of the programme on young people with reference to the *generic outcomes for youth work*²³.

Evidence is maintained by Youth Work staff in the form of files, which are assessed on an ongoing basis. Quality assurance is carried out by Senior Youth Officers and Senior Youth Worker/Team Leaders via staff supervision, moderation of youth work delivery, practice support, collation of statistical returns and the completion of a target monitor.

Area of Action: Promotion of Service and Opportunities

Stakeholder engagement identified the need to improve how youth service advertise and promote the service. Surveys undertaken with Youth Workers revealed that the best way to encourage more young people to become involved in Youth Services was through social media. It is clear there is a need to further utilise the media, in ways that are attractive to young people. Presently, this is only possible through submission to the EA communications department, therefore all staff use the media to advertise their programmes/units.

Closing the Performance Gap, Increasing Access and Equality

To ensure a greater focus on service delivery this assessment of need recommends that under this priority there are six areas of action informed by the areas of enquiry. The outputs that Youth Services will deliver to meet the needs of children and young people under the six areas of action are:

Health and Wellbeing

Young people living in disadvantaged areas are more likely to endure health deprivation, disability or suffer mental health issues. These vulnerable young people are more likely to be absent from school which will negatively impact on their educational attainment. Increasingly, health and wellbeing among children and young people needs to be considered in its broadest sense, emphasising mental and social health as well as physical aspects of health. The survey results show that body image, confidence and mental health featured highly in the issues facing young people.

Addressing health issues such as smoking, alcohol and drug misuse, physical activity and sexual health has been an integral part of Youth Work.

²³ The generic outcomes for Youth Work have been developed by the Youth Service Sectoral Partnership Group (YSSPG)

In response to the Assessment of Need, Youth Workers in Mid Ulster will develop additional programmes and activities around exam stress, healthy eating, body image and mental health to counter the challenges facing young people today. These programmes will be designed so that young people are emotionally and physically healthy and resilient to cope with the demands of adolescence and making the transition into adulthood.

Risk taking behaviour is a particular concern that will be addressed, particularly in view of Assessment of Need research findings and raised awareness of the issues associated with Child Sexual Exploitation. The Youth Service Action Plan will address this through educational programmes that target specific areas of risk-taking health behaviour, to provide opportunities for young people to participate in engaging activities that develop their personal, social and emotional skills to promote and enhance personal resilience, healthy decision-making and wellbeing and lead to a positive impact on the educational achievements of young people living in areas of deprivation.

Flare Programme – Regional Support to local delivery

The Education Authority Youth Service has developed, in partnership with the Public Health Agency (PHA), an innovative support service for young people (Year 11-25 years old) experiencing poor mental health. The model is a development of the effective Young Men's Support Project, operated since 2010. 1 x Youth Worker will be based in the Southern trust region to support the Mid Ulster division delivering youth work practice based support service for young people experiencing mental issues or impacted by suicide. The project offers outreach support, out of hours cover and individual mentoring and motivational support.

Learning and Achieving

Failure to address the gap in education attainment ensures that young people from the most deprived areas and those from the vulnerable Section 75 groups identified in *Priorities for Youth* will face a future with fewer opportunities and greater challenges. In order to address the gap between the highest and lowest achieving young people there is a clear need to tackle the root causes of educational disadvantage and barriers to learning through interventions in both the formal education sector and in the non-formal Youth Service settings.

Youth Services therefore are ideally placed to contribute to the reduction in barriers to learning through personal and social development programmes, focusing on outcomes such as enhanced personal capabilities, improved health and well-being, the development of thinking skills, life skills and work skills, improved relationships with others, increased participative action and active citizenship. This, alongside the availability of accredited and non-accredited programmes in the youth setting can potentially increase educational attainment among the most vulnerable young people and minority groups.

Youth Work can help young people succeed in education and allow them to continue to participate in learning in a non-formal education setting. Success for many of these vulnerable young people will not be through the traditional formal school system but rather in a Youth Work setting which provides both academic and vocational opportunities which are engaging and challenging and meet the needs of the most vulnerable young people. Educational Attainment at Key Stages 3 and 4 is improving in Northern Ireland, however there is a tail of underachievement which is prevalent among vulnerable groups, including those with Special Educational Needs, young people from the Travelling Community and pupils entitled to Free School Meals.

When surveyed, some young people discussed how the formal education system has failed them and did not support them to fulfil their full potential. Many spoke about how Youth Work provided life changing

opportunities for them.

The Youth Service “Learning Together Programme” (LTP), delivers both accredited and non-accredited programmes in targeted schools where attendance levels are below average and young people are underachieving, therefore requiring support to achieve. These programmes will be continued in order to maintain and support this valuable link with formal education to increase the life chances of young people in areas such as future employment and training opportunities.

Youth Work methodologies will be utilised within LTP as appropriate to re-engage and support young people with education, particularly those who are facing particular barriers to learning, or who could potentially disengage from mainstream education. There is also a need to develop and deliver training and leadership opportunities to young people in youth centres and youth programmes to help them to overcome barriers to learning by providing further opportunities to gain qualifications, to volunteer and to develop a range of skills and attributes that will improve their life outcomes as individuals and as contributors to their local community and the wider economy.

As Mid Ulster is an area with above average numbers of pupils identified as having Special Educational Needs, there is a clear need to develop programmes to assist the formal Education sector with supporting these young people and to also provide educational opportunities outside of the formal environment.

Good Relations

Changes in the demography of the population of Northern Ireland have resulted in a more diverse school population. Given the numbers of newcomer pupils and young travellers there is clearly a need for work around cultural awareness and diversity and to support young people in relation to Community Relations, equality and diversity, taking account of different faiths, cultures, ethnicities, disabilities and sexual orientations in delivery.

Sectarianism was highlighted as an issue for young people and the need for interventions is backed up through the number of recorded hate crimes in the North West. This indicates a need to provide opportunities for young people to build relationships with those of different backgrounds and traditions. Developing initiatives with young people around Community Relations, Equality and Diversity allows them to develop the skills, attitudes and behaviours that enable them to value and respect difference and engage positively with it. CRED programmes will be delivered by all Statutory Youth Workers through their CDA/SLA.

Participation

Many young people engaging in youth services express their interest in actively participating in decision making. The current Youth Councils / local voices that operate in Mid Ulster are extremely active groups, participating in many consultations with Youth Service and other Statutory Partners.

Participation will continue to be a key priority for the Youth Service Team with resources and support to ensure that Youth Councils are sustained with a continued focus on broadening the membership to include young people from marginalised backgrounds and from Section 75 groups in order to ensure a broad representation. Rural Youth Forums will be developed to ensure rural representation and all statutory units will have participative structures in place for their members.

Inclusion, Diversity and Equality of Opportunity

All statutory youth work staff will deliver inclusive youth work programmes for young people with support from the regional service. In addition the Inclusion Funding scheme provides grant aid to groups to develop work that promotes inclusion and inclusive youth work practice.

Through consultation with key stakeholders an Inclusion Strategy has been developed in order to underpin the Service's commitment to the engagement of disadvantaged and vulnerable young people who are at a greater risk of exclusion. The Strategy sets out a series of actions to remove barriers to participation and to enable young people to achieve their full potential.

Living in Safety & Stability

Youth Workers in Mid Ulster will deliver programmes which will contribute to a respect for the law, and address risk factors which could put young people at risk of influence by paramilitary groups or organised criminal gangs. The Education Authority's Learning Together Programme aimed at Key Stage 4 (Year 11 & 12), as well as workshops for Key Stage 3 on lawfulness, policing and life skills such as resilience, positive mental health and employability will be delivered in the main by local youth workers and teachers in schools across the region.

The numbers of young people in the Mid Ulster area that are involved with Youth Justice Services are higher than the national average with 10% of all cases coming from the district.

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

Developing the Non-Formal Education Workforce

Area of Action: Workforce Development

The EA has implemented a Youth Service Workforce Development Strategy 2018-2021 which will enable managers, youth workers and volunteers to articulate the value of the service and celebrate its educational achievements; evaluate their work effectively; support the active and meaningful participation of young people in various youth work settings and provide ongoing and specialist training for specifically identified needs.

EA has funded through the voluntary sector a Professional Studentship scheme aimed at creating a professional workforce and the development of professional competence resulting in an improved service for young people. A Trainee Youth Support worker programme has been designed to ensure that young people are qualified and eligible to apply for available Youth Support Worker posts as they arise. They are encouraged to continue as Volunteers in their locality with ongoing support from their centre/project supervisors.

Area of Action: Practice Development and Support

Youth Services should establish outputs that ensure support is in place for staff to deliver quality Youth Work practice and provide support systems and processes for staff. This area should also develop outputs that will ensure staff are supported to evaluate Youth Work effectively, measure and evidence learning outcomes and demonstrate the positive impacts of their practice.

Area of Action: Volunteer Development

Volunteering has become a long term focus of the Youth Service Team with a number of statutory workers

developing programmes which allow young people the opportunity to volunteer. This focus on volunteering was validated in the regional stakeholder survey with young people identifying it as an initiative to improve youth services.

A coherent training route has been developed for part time workers and volunteers offering mandatory and optional training programmes providing a pathway from induction through to principles and practice.

Youth Service staff have collaborated with *Volunteer Now* to register young people for the *Millennium Volunteer Award*. The Mid Ulster Youth Service Team actively promote and facilitate volunteering development opportunities, which is highly evident in youth centres where young people volunteer with younger groups and are trained yearly to deliver summer schemes/programmes in the centres. This will be further developed across the area to improve the confidence, skills and knowledge of young people and contribute positively to their employability.

Improving the Non-Formal Learning Environment

Area of Action: Participative Structures

The voice of young people in the design and delivery of services is a key feature of Youth Work. This is embedded within the Priorities for Youth policy. This area of action should develop outputs that ensure the meaningful role and voice of young people in the design and delivery of services and the decision making process with the goal of providing a modern, high quality provision that effectively meets the needs of children and young people.

Area of Action: Development & Maintenance of EA Youth Estate

EA should continue to modernise its estate within the statutory capital allocation to provide a safe and welcoming environment that will effectively enable the service to meet and address the needs of children and young people.

Consideration should also be given to outputs under this action that ensure the environment reflects the principles outlined in the CRED policy to ensure Youth Work environments promote a culture and ethos of inclusion.

Area of Action: Digital Transformation of Youth Service

As outlined in Priorities for Youth, Youth Services should continue to develop its ICT infrastructure to enable the digitalisation of services to reduce administration and bureaucracy and improve reporting and decision making. Youth Services should consider all systems and processes that can be provided online using a digital first focus not digital only.

Transforming Governance and the Management of Non-Formal Education

Area of Action: Funding Scheme for Voluntary Youth Organisations

As outlined in Priorities for Youth, Youth Services should fully implement the New Funding scheme arrangements for regional and local voluntary youth organisations and ensure it effectively meets the needs of children and young people.

Summary of Recommend Areas of 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	Health and Wellbeing
2.2	Learn and Achieve
2.3	Good Relations
2.4	Participation
2.5	Inclusion, Diversity & Equality of Opportunity
2.6	Living in Safety and Stability

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
4.3	Digital Transformation of Youth Service

Youth Work Priority: Transforming Governance and the Management of Education	
5.1	Funding Scheme for Voluntary Youth Organisation

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