



**Inclusion, Diversity &
Equality of Opportunity**



Tutor Resource Pack

Inclusion, Diversity & Equality of Opportunity Accredited Youth Work Programme

Who is this pack for?

This pack is designed for those working with young people aged 14-18 years in a youth work setting, within both the statutory and voluntary sector. There are no academic requirements to deliver this accreditation however we suggest that tutors have relevant youth work delivery experience.

Why Inclusion, Diversity, & Equality of Opportunity?

The Youth Service Regional Assessment of Need (2020-23) identified Inclusion, Diversity, & Equality of Opportunity as one of the key themes for the Youth sector. Inclusion, diversity, and equality of opportunity are the basis of a fair and equitable society. Although there is a strong legislative framework which protects individuals and groups of people from discrimination, evidence suggests that inequalities persist. *“Whilst the majority of children and young people in Northern Ireland enjoy safe, happy and active lives, there are significant numbers of children and 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. In some cases, children and young people may face multiple discrimination”* (pg. 56-57). This programme aims to celebrate and embrace diversity, promote inclusive practices, remove barriers to participation, and ensure equality of opportunity.

What’s included and how is the pack used?

We advise that tutors read all pack contents before commencement of the programme.

Pack contents include:

- Assessment Plan
- Session plans
- PowerPoint slides
- Associated activity materials
- Participant baselines (Beginning and end)
- Participant booklets
- Assessment Record

The assessment plan provides an overview of learning outcomes, assessment criteria and suggested activities over ten 2-3-hour sessions.

Alongside the session plans, tutors are encouraged to avail of the PowerPoint slides for each session which include useful information, pictures, activity prompts and videos. Session plans reference all additional worksheets/ materials required for workshop activities.

Assessment

Participants should be provided with their booklets on Day 1 of the programme. **Please note that activities/ evidence methods listed in the booklet are not prescriptive. Encourage participants to showcase their learning in creative ways.** Assessment can incorporate a blend of assessment methodologies including, but not limited to:

- Pre and post baselines (self-assessment)
- Participant Workbook
- Observation records – Peer/ tutor/ other
- Witness statements – peer/ tutor/ other
- Recordings (Video and auditory)
- Imagery (Photographs, drawings, comic strips etc.)
- Journal/ diary
- Blog/ Vlog
- PowerPoint slides
- Role play
- Individual identification in group flipchart pages/ written work
- Checklist

These can be collated to produce a portfolio of evidence for every individual. We recommend participant booklets/ portfolios of evidence are kept with the tutor in the youth club for safe storage between sessions.

Existing accreditation frameworks which complement the learning outcomes covered within this programme include OCN Level 1 and OCN Level 2 in Diversity & Good Relations.

Tips for a more successful programme:

Use your own expertise and knowledge to add and/or amend the resource pack to suit the needs, interests, and abilities of your target group.

Apply for a small sum of funding to include educational visits, residentials, outdoor activities etc. These will add value for the young people, enhance experiential learning and aid relationship and trust development within the group.

Explore your local community and utilise existing resources or opportunities to add value to the programme.

Bring together young people from different cultures, traditions, and backgrounds, if possible.

Keep group sizes at a maximum of 20 participants and use syndicate group work throughout to allow for more in-depth and open discussion.

Always have at least 1-2 games/ energisers at hand to boost energy and enthusiasm within the group, when required.

Seek feedback after every session.

Acknowledgements

Boys & Girls Clubs would like to thank the Education Authority for funding this programme and we would also like to acknowledge the following sources which helped shape the contents of this pack:

- Together: Building a United Community

<https://www.eani.org.uk/tbuc>

- Good Relations Resource Pack (Education Authority, The Executive Office & T: BUC)

<file:///C:/Users/CiaraKearney/Downloads/EA%20Good%20Relations%20Programme%20Web.pdf>

- Equality & Human Rights Commission – Education Resources

<https://www.equalityhumanrights.com/en/lesson-plan-ideas>

- PennState Extension - Education Resources

<https://extension.psu.edu/more-diversity-activities-for-youth-and-adults>

- Therapist Aid – Values resources

<https://www.therapistaid.com/therapy-worksheets/values/none>

- California State University – Perception resources

<https://www.csus.edu/search/?q=perceptions>

- Operation Respect – Empathy resources

<https://operationrespect.org/classroom-lessons/>

We would also like to extend our sincere thanks to practitioners and young people from across the sector who contributed to the design, development, and production of resources.

