Tackling Paramilitarism Youth Work Programme

Development Plan Title	Ballymena/Ballymoney
Funding Start Date	1st June 2024
Funding End Date	31st March 2025

Council Area	Areas of Focus
Causeway Coast and Glens	The Glebe
	Dervock
	Carnany
Mid and East Antrim	Ballykeel

Funding Allocation (June 2024 – March 2025)

Heading	Total Value	Description
Staffing & Salaries	£39,691.14	Qualified Youth Worker
Programme Costs	£5,000	Activities and Accreditation
Management Fee	£4,469.11	Overheads and Capacity Building
Total Award Available	**£49,160.11**	

Successful Organisations will be required to submit a one-year action plan based on all outputs within this development and agree with EA target number of programmes and young people that will be engaged.

Youth Work Priority: Raising Standards for All			
Area of Action	**Stakeholder Engagement**		
Why are we doing this?	• To ensure the voice of children and young people and other key stakeholders inform the design and delivery of services • Young people and stakeholders want to be involved in the creation and design of services • To critically reflect on the planning and delivery of services		
We will do this by:	• Provision of local Stakeholder Engagement events • Providing opportunities to share good practice		

We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Effective Partnerships with Key Stakeholders, including; • **PSNI** • **YJA/Probation Board** • **Social Services** • **Schools** • **Community and Voluntary Sector** • **Education Authority**	• Enhanced planning • Improved coordination of services • Collaborative practice • Enhanced referral pathways for young people	2024/ 2025	

Youth Work Priority: Raising Standards for All			
Area of Action	**Proportionate Reporting on Youth Service Outcomes**		
Why are we doing this?	• To provide evidence of the impact of the programme on the lives of children and young people • To measure the success of delivery		
We will do this by:	• Monitoring programme targets through Key Performance Indicators • Monitoring Programme Outcomes		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Monthly Report to include one to one, outreach and group work reporting.	• Improved monitoring of service delivery locally and regionally • Improved monitoring and reporting on detached/outreach delivery • Improved monitoring and reporting on one-to-one delivery • Improved monitoring and reporting and monitoring of group work delivery • Improved Reporting on the Youth Work Outcomes • Improved Reporting on the DOJ Fresh Start Outcomes	Monthly	
Quarterly Reporting on Delivery Plan progress & Target Monitor	• Delivery plan quarterly update provided to EA with qualitative feedback on work completed to date • Updated Quarterly Target Monitor submitted to EA	Quarterly	
Annual Report on Delivery Plan and Target Monitor	• Annual report completed on the outcomes of the delivery plan • End of Year Target Monitor submitted to EA	Annually	
Quarterly Financial Monitoring	• Quarterly financial monitoring update provided to EA • Easement and reprofiling options considered by EA	Quarterly	
Case Studies	• Case study of practice delivery completed using the provided EA pro-forma • Increased evidence of impact of the TTP programme	Minimum 2 Per Annum (submitted every 6 months)	

Baseline (ENGAGE Young Person Survey provided by EA/QUB)	• Complete ENGAGE Start and Endpoint baseline with young people who participate in project	Ongoing with each participant	

Youth Work Priority: Raising Standards for All			
Area of Action	**Quality Assurance**		
Why are we doing this?	• Ensuring the delivery of quality services to children and young people • Develop action plans to improve service delivery • Foster a culture of continuous improvement and critical reflection		
We will do this by:	• Participating in proportionate monitoring and moderation visits by EA • Embedding a youth work quality assurance framework in the design and delivery of the programme		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Quality Assurance Framework	• Critical self-reflective practice embedded within the delivery of youth work practice	2 Per Annum	
Full Participation in EA Moderation Visits	• Improved service delivery	As per funding allocation	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Stability	
Area of Action	**Learning and Achieving**
Why are we doing this?	• To increase the educational attainment of children and young people • To provide learning opportunities, with relevant accreditation, for children and young people in non-formal education settings • To support children and young people to re-engage with education
We will do this by:	• The delivery of a programme of thematic youth work providing relevant accreditation • Delivery of the youth work in partnership with schools

We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Accredited Programmes based on assessed Need	• Individuals have a sense of self-efficacy, hope for the future and of agency • Enhanced personal capabilities • Development of thinking skills, life skills, and work skills • Increased educational attainment • Improved engagement or reengagement with education	2024/ 2025	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Stability			
Area of Action	**Living in Safety & Stability**		
Why are we doing this?	• To ensure that young people are not perpetrators or victims of paramilitary attacks • To promote opportunities and experiences for active citizenship and leadership • To provide opportunities for children and young people to belong to and contribute within their communities of interest • To provide a safe learning environment		
We will do this by:	• Delivery of target programmes based on the living in safety & stability needs of children and young people, their peers and their siblings at risk of involvement in or influence by criminal gangs • Effective partnership working • Embedding the Circle of Courage model • Embedding mentoring programmes • Establishing Positive Peer Culture groups		

We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Mentoring (one to one) programmes through positive peer cultures and restorative action plans	• Individuals feel a sense of social connection and participate in society • Improved relationships with others • Enhanced personal capabilities • Development of thinking skills, life skills and work skills	2024/ 2025	
Programmes or projects on the themes of: • **Lawfulness** • **Child Sexual Exploitation** • **Child Criminal Exploitation** • **Social Media** • **Consent**	• Lawfulness is spoken about • Enhanced personal capabilities • Improved relationships with others	2024/ 2025	
Intervention Programmes (e.g Youth Intervention, RAPID, Youth Cultural Expressions)	• Individuals feel a sense of social connection and participate in society. • Reduction in risk taking behaviour • Reduction in tension in local communities • Improved sense of personal responsibility • Improved relationships with others	2024/ 2025	
Ongoing Outreach Youth Work	• Individuals feel a sense of social connection and participate in society	2024/ 2025	

	• Engagement with young people not accessing the programme • Young people maintain contact and access opportunities		
Detached and Outreach Response provision during times of heightened tension	• Individuals feel and act in accordance with sense of personal responsibility • Reduction in risk taking behaviour • Reduction in tension in local communities • Improved sense of personal responsibility • Improved relationships with others	2024/ 2025	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Stability			
Area of Action	**Participation**		
Why are we doing this?	• To enable children and young people to feel a sense of belonging and make a positive contribution to their society • To reduce barriers to participation in the programme • To provide effective volunteering opportunities for children and young people		
We will do this by:	• Delivering volunteering opportunities • Embedding the Circle of Courage model in youth services • Effective engagement with children and young people not currently accessing youth services		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Social Action Projects	• Individuals feel a sense of social connection and participate in society • There is permeating respect for the rule of law • Young people have a sense of local connection and participate in their community • Increased participative action • Active citizenship	2024/2025	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Stability			
Area of Action	**Health and Wellbeing**		
Why are we doing this?	• Children and young people have stated that they require support for their wellbeing • To meet the mental health needs of children and young people • To address inequalities within health and wellbeing of young people		
We will do this by:	• Delivering targeted programmes based on assessed need • Early intervention programmes • By embedding the Department of Education's Emotional and Health and Wellbeing Framework in all that we do		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Delivery of Health and Wellbeing programmes or projects, focused on the themes of: • **Harm Reduction** • **Positive Relationships** • **Positive Mental Health** • **Positive Physical Health** • **Gender Specific** • **Sexual Health Education** • **Bystander Approach**	• Individuals have self-efficacy, hope for the future and of agency • Improved health and wellbeing • Improved ability to make healthy choices • Greater awareness of health issues • Increased satisfaction with life • Resilience • Enhanced personal capabilities	2024/ 2025	

Youth Work Priority: **Developing the Non-Formal Education Workforce**

Area of Action	**Workforce Development**
Why are we doing this?	● **To ensure youth work staff delivering the Tackling Paramilitarism Programme are trained to best respond to the current needs of children and young people** ● **To ensure new affective approaches to address needs are adopted in service delivery**
We will do this by:	● **By offering and participating in bespoke training programmes which develop the quality and impact of service delivery**

We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Full Participation in Planned EA Engage Practitioners Forum	• Improved health and wellbeing • Improved ability to make healthy choices • Greater awareness of health issues • Increased satisfaction with life • Resilience • Enhanced personal capabilities	2024/ 2025 2 Forum Engagements & 1 Residential	

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	**Practice Development & Support**		
Why are we doing this?	● To ensure youth work staff and are trained best to respond to the needs of children and young people		
We will do this by:	● Delivering practice support ● Delivering support and supervision ● Continuous training updates on essential requirements		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Support and Supervision	• Staff feel valued, deliver effective youth work and good practice	Minimum 2 per quarter per fulltime staff member	
Facilitated critical self-reflective practice	• Self-care support in place for staff • Improved practice	Minimum of 2 per quarter or as required	

Youth Work Priority: Transforming the Non-Formal Learning Environment			
Area of Action	**Participative Structure**		
Why are we doing this?	● To enhance the voice of children and young people in delivery of services ● To enhance the role children and young people have in the decision-making process ● Children and young people should be able to express their views and feelings on those issues that affect them		
We will do this by:	● Delivery and development of a youth voice structure to meet the needs of children and young people		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Youth Voice	• Young people's voice is included in programme planning • Active Citizenship • Increased Participative Action • Services designed and based on assessed need	Ongoing	

Key Performance Indicators (KPIs)

KPI Description	Performance Measure
Moderation	**Maintain a minimum level of "Satisfactory" Moderation visits carried out by an EA Officer. Moderation visits will be carried out by EA on the following frequency dependent on funding:** • Up to £30,000 per annum funding - 1 moderation per annum • £30,001 – £60,000 per annum funding 2 moderations per annum • £60,001 - £80,000 per annum funding 3 moderations per annum • £80,001 or more per annum funding 4 moderations per annum
Financial Verification	• Complete an annual income and expenditure form by 30th April 2021 • Provide a quarterly income and expenditure monitoring form • Receive an EA financial verification visits annually and maintain a minimum level of "Satisfactory" for the period of the funding. N.B. follow up financial verifications maybe required where concerns are noted.
Reporting	• Complete an EA Target Monitor on agreed outcomes monthly • Complete a monthly summary report • Provide a minimum of 2 case studies annually using the case study template provided by EA
Participation	**Delivery of all outputs within the timeframe provided within the specification providing evidence upon request to EA during Moderation Visit(s) which demonstrates:** • Target numbers of programmes are provided to the targeted numbers of young people • Evidence that young people referred to the programme are assessed using the Assessment Tool within the "Vulnerable and Valuable: Working with at risk children and young people" framework. • Evidence of use of the baseline tool devised by EA youth Service with young people at the beginning and end of the process
Raising Standards	**Delivery of all outputs within the timeframe provided within the specification providing evidence upon request to EA/During Moderation Visit(s) which demonstrates:** • Target number stakeholder engagement events per annum are provided • Target number of celebration and feedback events per annum are provided • A Quality Assurance Framework/System is in place • Minimum 75% satisfaction rating from service users carried out at least once per annum and provided to EA in a report • Satisfactory ETI inspection reports (if subject to an inspection)
Developing the non-Formal Education Workforce	**Delivery of all outputs within the timeframe provided within the specification providing evidence upon request to EA/During Moderation Visit(s) which demonstrates:** • Evidence of Support and Supervision
Improving the non-formal Learning Environment	**Delivery of all outputs within the timeframe provided within the specification providing evidence upon request to EA/During Moderation Visit(s) which demonstrates:** • Target number of Participative Structures are provided to the targeted numbers of young people (if applicable to the specification) • The CRED Policy and practice is in place within the organisation.