

# Tackling Paramilitarism Youth Work Programme

<b>Development Plan Title</b>	Lurgan
<b>Funding Start Date</b>	1 <sup>st</sup> June 2024
<b>Funding End Date</b>	31 <sup>st</sup> March 2025

Council Area	Areas of Focus
Armagh Banbridge and Craigavon	Drumgask
	Kilwikie

## Funding Allocation (June 2024 – March 2025)

Heading	Total Value	Description
Staffing & Salaries	£39,691.14	Qualified Youth Worker
Programme Costs	£5000	Activities and Accreditation
Management Fee	£4,469.11	Overheads and Capacity Building
<b>Total Award Available</b>	<b>£49,160.25</b>	

*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	<b>Stakeholder Engagement</b>		
<b>Why are we doing this?</b>	<ul style="list-style-type: none"> <li>• To ensure the voice of children and young people and other key stakeholders inform the design and delivery of services</li> <li>• Young people and stakeholders want to be involved in the creation and design of services</li> <li>• To critically reflect on the planning and delivery of services</li> </ul>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>• Provision of local Stakeholder Engagement events</li> <li>• Providing opportunities to share good practice</li> </ul>		
<b>We will deliver:</b> (Output)	<b>Outcomes</b> (Key Success Indicator)	<b>When</b> (Plan Year/s)	<b>Progress</b> (Colour Code and Narrative)
<b>Effective Partnerships with Key Stakeholders, including;</b> <ul style="list-style-type: none"> <li>• PSNI</li> <li>• YJA/Probation Board</li> <li>• Social Services</li> <li>• Schools</li> <li>• Community and Voluntary Sector</li> <li>• Education Authority</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced planning</li> <li>• Improved coordination of services</li> <li>• Collaborative practice</li> <li>• Enhanced referral pathways for young people</li> </ul>	2024/ 2025	

## Youth Work Priority: **Raising Standards for All**

Area of Action	<b>Proportionate Reporting on Youth Service Outcomes</b>		
<b>Why are we doing this?</b>	<ul style="list-style-type: none"> <li>To provide evidence of the impact of the programme on the lives of children and young people</li> <li>To measure the success of delivery</li> </ul>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>Monitoring programme targets through Key Performance Indicators</li> <li>Monitoring Programme Outcomes</li> </ul>		
<b>We will deliver:</b> (Output)	<b>Outcomes</b> (Key Success Indicator)	<b>When</b> (Plan Year/s)	<b>Progress</b> (Colour Code and Narrative)
<b>Monthly Report to include one to one, outreach and group work reporting.</b>	<ul style="list-style-type: none"> <li>Improved monitoring of service delivery locally and regionally</li> <li>Improved monitoring and reporting on detached/outreach delivery</li> <li>Improved monitoring and reporting on one-to-one delivery</li> <li>Improved monitoring and reporting and monitoring of group work delivery</li> <li>Improved Reporting on the Youth Work Outcomes</li> <li>Improved Reporting on the DOJ Fresh Start Outcomes</li> </ul>	Monthly	
<b>Quarterly Reporting on Delivery Plan progress &amp; Target Monitor</b>	<ul style="list-style-type: none"> <li>Delivery plan quarterly update provided to EA with qualitative feedback on work completed to date</li> <li>Updated Quarterly Target Monitor submitted to EA</li> </ul>	Quarterly	
<b>Annual Report on Delivery Plan and Target Monitor</b>	<ul style="list-style-type: none"> <li>Annual report completed on the outcomes of the delivery plan</li> <li>End of Year Target Monitor submitted to EA</li> </ul>	Annually	
<b>Quarterly Financial Monitoring</b>	<ul style="list-style-type: none"> <li>Quarterly financial monitoring update provided to EA</li> <li>Easement and reprofiling options considered by EA</li> </ul>	Quarterly	
<b>Case Studies</b>	<ul style="list-style-type: none"> <li>Case study of practice delivery completed using the provided EA pro-forma</li> <li>Increased evidence of impact of the TTP programme</li> </ul>	Minimum 2 Per Annum (submitted every 6 months)	

<b>Baseline (ENGAGE Young Person Survey provided by EA/QUB)</b>	<ul style="list-style-type: none"><li>• Complete ENGAGE Start and Endpoint baseline with young people who participate in project</li></ul>	Ongoing with each participant	
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**Youth Work Priority: Raising Standards for All**

<b>Area of Action</b>	<b>Quality Assurance</b>		
<b>Why are we doing this?</b>	<ul style="list-style-type: none"> <li>• Ensuring the delivery of quality services to children and young people</li> <li>• Develop action plans to improve service delivery</li> <li>• Foster a culture of continuous improvement and critical reflection</li> </ul>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>• Participating in proportionate monitoring and moderation visits by EA</li> <li>• Embedding a youth work quality assurance framework in the design and delivery of the programme</li> </ul>		
<b>We will deliver:</b> (Output)	<b>Outcomes</b> (Key Success Indicator)	<b>When</b> (Plan Year/s)	<b>Progress</b> (Colour Code and Narrative)
<b>Quality Assurance Framework</b>	<ul style="list-style-type: none"> <li>• Critical self-reflective practice embedded within the delivery of youth work practice</li> </ul>	2 Per Annum	
<b>Full Participation in EA Moderation Visits</b>	<ul style="list-style-type: none"> <li>• Improved service delivery</li> </ul>	As per funding allocation	

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

<b>Area of Action</b>	<b>Learning and Achieving</b>		
<b>Why are we doing this?</b>	<ul style="list-style-type: none"> <li>• To increase the educational attainment of children and young people</li> <li>• To provide learning opportunities, with relevant accreditation, for children and young people in non-formal education settings</li> <li>• To support children and young people to re-engage with education</li> </ul>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>• The delivery of a programme of thematic youth work providing relevant accreditation</li> <li>• Delivery of the youth work in partnership with schools</li> </ul>		
<b>We will deliver: (Output)</b>	<b>Outcomes (Key Success Indicator)</b>	<b>When (Plan Year/s)</b>	<b>Progress (Colour Code and Narrative)</b>
<b>Accredited Programmes based on assessed Need</b>	<ul style="list-style-type: none"> <li>• Individuals have a sense of self-efficacy, hope for the future and of agency</li> <li>• Enhanced personal capabilities</li> <li>• Development of thinking skills, life skills, and work skills</li> <li>• Increased educational attainment</li> <li>• Improved engagement or reengagement with education</li> </ul>	2024/2025	

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

Area of Action	<b>Living in Safety &amp; Stability</b>		
<b>Why are we doing this?</b>	<ul style="list-style-type: none"> <li>• To ensure that young people are not perpetrators or victims of paramilitary attacks</li> <li>• To promote opportunities and experiences for active citizenship and leadership</li> <li>• To provide opportunities for children and young people to belong to and contribute within their communities of interest</li> <li>• To provide a safe learning environment</li> </ul>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>• Delivery of target programmes based on the living in safety &amp; stability needs of children and young people, their peers and their siblings at risk of involvement in or influence by criminal gangs</li> <li>• Effective partnership working</li> <li>• Embedding the Circle of Courage model</li> <li>• Embedding mentoring programmes</li> <li>• Establishing Positive Peer Culture groups</li> </ul>		
<b>We will deliver:</b> (Output)	<b>Outcomes</b> (Key Success Indicator)	<b>When</b> (Plan Year/s)	<b>Progress</b> (Colour Code and Narrative)
<b>Mentoring (one to one) programmes through positive peer cultures and restorative action plans</b>	<ul style="list-style-type: none"> <li>• Individuals feel a sense of social connection and participate in society</li> <li>• Improved relationships with others</li> <li>• Enhanced personal capabilities</li> <li>• Development of thinking skills, life skills and work skills</li> </ul>	2024/ 2025	
<b>Programmes or projects on the themes of:</b> <ul style="list-style-type: none"> <li>• Lawfulness</li> <li>• Child Sexual Exploitation</li> <li>• Child Criminal Exploitation</li> <li>• Social Media</li> <li>• Consent</li> </ul>	<ul style="list-style-type: none"> <li>• Lawfulness is spoken about</li> <li>• Enhanced personal capabilities</li> <li>• Improved relationships with others</li> </ul>	2024/ 2025	
<b>Intervention Programmes (e.g Youth Intervention, RAPID, Youth Cultural Expressions)</b>	<ul style="list-style-type: none"> <li>• Individuals feel a sense of social connection and participate in society.</li> <li>• Reduction in risk taking behaviour</li> <li>• Reduction in tension in local communities</li> <li>• Improved sense of personal responsibility</li> <li>• Improved relationships with others</li> </ul>	2024/ 2025	
<b>Ongoing Outreach Youth Work</b>	<ul style="list-style-type: none"> <li>• Individuals feel a sense of social connection and participate in society</li> </ul>	2024/ 2025	

	<ul style="list-style-type: none"> <li>• Engagement with young people not accessing the programme</li> <li>• Young people maintain contact and access opportunities</li> </ul>		
<b>Detached and Outreach Response provision during times of heightened tension</b>	<ul style="list-style-type: none"> <li>• Individuals feel and act in accordance with sense of personal responsibility</li> <li>• Reduction in risk taking behaviour</li> <li>• Reduction in tension in local communities</li> <li>• Improved sense of personal responsibility</li> <li>• Improved relationships with others</li> </ul>	2024/2025	



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

<b>Area of Action</b>	<b>Participation</b>		
<b>Why are we doing this?</b>	<ul style="list-style-type: none"> <li>• To enable children and young people to feel a sense of belonging and make a positive contribution to their society</li> <li>• To reduce barriers to participation in the programme</li> <li>• To provide effective volunteering opportunities for children and young people</li> </ul>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>• Delivering volunteering opportunities</li> <li>• Embedding the Circle of Courage model in youth services</li> <li>• Effective engagement with children and young people not currently accessing youth services</li> </ul>		
<b>We will deliver: (Output)</b>	<b>Outcomes (Key Success Indicator)</b>	<b>When (Plan Year/s)</b>	<b>Progress (Colour Code and Narrative)</b>
<b>Social Action Projects</b>	<ul style="list-style-type: none"> <li>• Individuals feel a sense of social connection and participate in society</li> <li>• There is permeating respect for the rule of law</li> <li>• Young people have a sense of local connection and participate in their community</li> <li>• Increased participative action</li> <li>• Active citizenship</li> </ul>	2024/ 2025	

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

<b>Area of Action</b>	<b>Health and Wellbeing</b>		
<b>Why are we doing this?</b>	<ul style="list-style-type: none"> <li>• Children and young people have stated that they require support for their wellbeing</li> <li>• To meet the mental health needs of children and young people</li> <li>• To address inequalities within health and wellbeing of young people</li> </ul>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>• Delivering targeted programmes based on assessed need</li> <li>• Early intervention programmes</li> <li>• By embedding the Department of Education’s Emotional and Health and Wellbeing Framework in all that we do</li> </ul>		
<b>We will deliver: (Output)</b>	<b>Outcomes (Key Success Indicator)</b>	<b>When (Plan Year/s)</b>	<b>Progress (Colour Code and Narrative)</b>
<p><b>Delivery of Health and Wellbeing programmes or projects, focused on the themes of:</b></p> <ul style="list-style-type: none"> <li>• Harm Reduction</li> <li>• Positive Relationships</li> <li>• Positive Mental Health</li> <li>• Positive Physical Health</li> <li>• Gender Specific</li> <li>• Sexual Health Education</li> <li>• Bystander Approach</li> </ul>	<ul style="list-style-type: none"> <li>• Individuals have self-efficacy, hope for the future and of agency</li> <li>• Improved health and wellbeing</li> <li>• Improved ability to make healthy choices</li> <li>• Greater awareness of health issues</li> <li>• Increased satisfaction with life</li> <li>• Resilience</li> <li>• Enhanced personal capabilities</li> </ul>	2024/2025	

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

<b>Area of Action</b>	<b>Workforce Development</b>		
<b>Why are we doing this?</b>	<ul style="list-style-type: none"> <li>• To ensure youth work staff delivering the Tackling Paramilitarism Programme are trained to best respond to the current needs of children and young people</li> <li>• To ensure new affective approaches to address needs are adopted in service delivery</li> </ul>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>• By offering and participating in bespoke training programmes which develop the quality and impact of service delivery</li> </ul>		
<b>We will deliver:</b> (Output)	<b>Outcomes</b> (Key Success Indicator)	<b>When</b> (Plan Year/s)	<b>Progress</b> (Colour Code and Narrative)
Full Participation in Planned EA Engage Practitioners Forum	<ul style="list-style-type: none"> <li>• Improved health and wellbeing</li> <li>• Improved ability to make healthy choices</li> <li>• Greater awareness of health issues</li> <li>• Increased satisfaction with life</li> <li>• Resilience</li> <li>• Enhanced personal capabilities</li> </ul>	2024/ 2025  2 Forum Engagements & 1 Residential	

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

<b>Area of Action</b>	<b>Practice Development &amp; Support</b>		
<b>Why are we doing this?</b>	<ul style="list-style-type: none"> <li>To ensure youth work staff and are trained best to respond to the needs of children and young people</li> </ul>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>Delivering practice support</li> <li>Delivering support and supervision</li> <li>Continuous training updates on essential requirements</li> </ul>		
<b>We will deliver:</b> (Output)	<b>Outcomes</b> (Key Success Indicator)	<b>When</b> (Plan Year/s)	<b>Progress</b> (Colour Code and Narrative)
<b>Support and Supervision</b>	<ul style="list-style-type: none"> <li>Staff feel valued, deliver effective youth work and good practice</li> </ul>	Minimum 2 per quarter per fulltime staff member	
<b>Facilitated critical self-reflective practice</b>	<ul style="list-style-type: none"> <li>Self-care support in place for staff</li> <li>Improved practice</li> </ul>	Minimum of 2 per quarter or as required	

## Youth Work Priority: Transforming the Non-Formal Learning Environment

Area of Action	<b>Participative Structure</b>		
Why are we doing this?	<ul style="list-style-type: none"> <li>● To enhance the voice of children and young people in delivery of services</li> <li>● To enhance the role children and young people have in the decision-making process</li> <li>● Children and young people should be able to express their views and feelings on those issues that affect them</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>● Delivery and development of a youth voice structure to meet the needs of children and young people</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Youth Voice	<ul style="list-style-type: none"> <li>● Young people's voice is included in programme planning</li> <li>● Active Citizenship</li> <li>● Increased Participative Action</li> <li>● Services designed and based on assessed need</li> </ul>	Ongoing	

# Key Performance Indicators (KPIs)

KPI Description	Performance Measure
Moderation	<p><b>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:</b></p> <ul style="list-style-type: none"> <li>• Up to £30,000 per annum funding - 1 moderation per annum</li> <li>• £30,001 – £60,000 per annum funding 2 moderations per annum</li> <li>• £60,001 - £80,000 per annum funding 3 moderations per annum</li> <li>• £80,001 or more per annum funding 4 moderations per annum</li> </ul>
Financial Verification	<ul style="list-style-type: none"> <li>• Complete an annual income and expenditure form by 30th April 2021</li> <li>• Provide a quarterly income and expenditure monitoring form</li> <li>• 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.</li> </ul>
Reporting	<ul style="list-style-type: none"> <li>• Complete an EA Target Monitor on agreed outcomes monthly</li> <li>• Complete a monthly summary report</li> <li>• Provide a minimum of 2 case studies annually using the case study template provided by EA</li> </ul>
Participation	<p><b>Delivery of all outputs within the timeframe provided within the specification providing evidence upon request to EA during Moderation Visit(s) which demonstrates:</b></p> <ul style="list-style-type: none"> <li>• Target numbers of programmes are provided to the targeted numbers of young people</li> <li>• 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.</li> <li>• Evidence of use of the baseline tool devised by EA youth Service with young people at the beginning and end of the process</li> </ul>
Raising Standards	<p><b>Delivery of all outputs within the timeframe provided within the specification providing evidence upon request to EA/During Moderation Visit(s) which demonstrates:</b></p> <ul style="list-style-type: none"> <li>• Target number stakeholder engagement events per annum are provided</li> <li>• Target number of celebration and feedback events per annum are provided</li> <li>• A Quality Assurance Framework/System is in place</li> <li>• Minimum 75% satisfaction rating from service users carried out at least once per annum and provided to EA in a report</li> <li>• Satisfactory ETI inspection reports (if subject to an inspection)</li> </ul>
Developing the non-Formal Education Workforce	<p><b>Delivery of all outputs within the timeframe provided within the specification providing evidence upon request to EA/During Moderation Visit(s) which demonstrates:</b></p> <ul style="list-style-type: none"> <li>• Evidence of Support and Supervision</li> </ul>
Improving the non-formal Learning Environment	<p><b>Delivery of all outputs within the timeframe provided within the specification providing evidence upon request to EA/During Moderation Visit(s) which demonstrates:</b></p> <ul style="list-style-type: none"> <li>• Target number of Participative Structures are provided to the targeted numbers of young people (if applicable to the specification)</li> <li>• The CRED Policy and practice is in place within the organisation.</li> </ul>