

# ENGAGE

Youth Work Programme



The Executive  
Programme on  
Paramilitarism &  
Organised Crime



**ea**

Education  
Authority

**ENGAGE  
Information  
Pack**

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# Background to the Project

The Tackling Paramilitarism, Criminality and Organised Crime Programme is an ambitious, multi-disciplinary and transformational change programme working to deliver the NI Executive's priority of addressing the challenging issues associated with paramilitarism in Northern Ireland. The Programme is currently in its second phase (2021-2025). The overall aim of the Programme is to achieve *safer communities, resilient to paramilitarism, criminality and coercive control*. More information about the background to the Programme and Phase 1 can be found [here](#). This pack provides information for applying for the final year of the phase 2 programme which ends in March 2025.

The Youth Work Engage funding supports youth work organisations to engage directly with young people within communities who have been harmed by paramilitary groups and/or those who are most at risk of becoming involved in criminal gangs or risk-taking behaviour. Individual assessment of need identifies skill-based interventions delivered using trauma informed practices to develop programmes to increase the young people's resilience and awareness of risk factors. In line with the public health model these are considered secondary and tertiary interventions.

## Programme Values

As part of the wider Executive Programme on Paramilitarism and Organised Crime, it embeds and Executive-wide approach with all partners funded under the programme. The programme values are based on the additional commitments to Northern Ireland Ministerial Pledge of Office that were made under the Fresh Start Agreement. These are to:

1. Work collectively to achieve a society free of paramilitarism.
2. Support the rule of law unequivocally in work and deed and support all efforts to uphold it.
3. Challenge all paramilitary activity and associated criminality.
4. Call for, and work together to achieve, the disbandment of all paramilitary organisations and their structures.
5. Challenge paramilitary attempts to control communities.
6. Support those who are determined to make the transition away from paramilitarism.

Funding provided on behalf of the programme must be used by recipients in a manner that is consistent with and uploads these values.

## Target Delivery Areas

Outlined below are the targeted delivery areas for the Engage programme the Education Authority is seeking a voluntary partner to deliver the programme with.

Planning Area	Delivery Area
North Belfast	North Belfast Area 1 <ul style="list-style-type: none"> <li>• Newlodge, Ardoyne</li> </ul>
	North Belfast Area 2 <ul style="list-style-type: none"> <li>• Lower Shankill, Upper Shankill, Woodvale</li> </ul>
West Belfast	West Belfast <ul style="list-style-type: none"> <li>• Lower Falls, Twinbrook, Poleglass, upper Springfield, Turf Lodge, Ballymurphy</li> </ul>
Mid and East Antrim	Carrick and Larne <ul style="list-style-type: none"> <li>• Antville, Kilwaughter, Castlemara</li> </ul>
Ards and North Down	North Down <ul style="list-style-type: none"> <li>• Kilcooley, Clandeboyne and Conlig</li> </ul>
Derry and Strabane	Derry <ul style="list-style-type: none"> <li>• Waterside, Galliagh, Creggan, Brandywell</li> </ul>

# Engage Programme Outline

The Engage Programme is a targeted, tertiary level, positive youth development model, delivered by professionally qualified youth workers in the community to young people under the age of 25. The young people are identified as:

- Young people who have been victims of paramilitary/organised crime, violence, coercion and or exploitation
- Young people engaged in violence and criminality.
- Young people at risk of criminal exploitation

The Engage Model is intensive and implemented for a maximum of 12 months (until the end of March 2025), aimed at reducing the intensity as individual goals (short and longer term) are achieved. Individual work is the key method of delivery to meet the needs of the young person with small group work used to support the development of peer support/learning. The core elements of the model delivery is:

- Creation of safe spaces
- Use of Critical incident reviews
- Goal setting and review
- Providing opportunities
- Use of Reflection and skills development
- Rewards and recognition of success
- Practitioner coaching and supervision.
- Completion of Young Person Baselines and Exit Surveys

## Governance

It is important to note, that all programmes funded under the Executives Programme on Paramilitarism and Organised Crime (EPPOC) is subject to Cross-Executive governance and scrutiny to ensure oversight of all projects at a strategic level (overseen by the Head of the Civil Service. The Programme is also scrutinised externally by The Independent Reporting Commission (IRC), created under the Fresh Start Agreement to monitor progress on tackling paramilitary activity in Northern Ireland.

## Practice Delivery Forum

The Education Authority will facilitate practice delivery forum engagements to support the delivery of the Engage Programme including reflection on delivery and sharing of practice. During the funding period Engage Practitioners from successful organisations will be required to:

- Attend and participate in two Practitioner Forum meetings between statutory and voluntary delivery teams.
- Attend and participate in a planned residential which provides various facilitators supporting the knowledge and reflection around Engage delivery.

## Education Authority Tackling Paramilitarism Advisory Group

The Education Authority has an established an Advisory group with members representing both the voluntary and statutory youth work sector, Department of Justice, Department of Education and Schools. The aim of the Advisory group is:

- To provide advice on the implementation and development of Education Authority Youth Intervention programmes to help inform decision-making made by the Education Authority within the framework, priorities and budget agreed with the Executive Programme Board.
- To provide advice on the effective deployment of resources and optimise partnership work across the statutory and voluntary sectors.

## Delivery Expectations

### Service Delivery

Delivery expectations are outlined within the published development plan. Successful organisations will be required to submit a one-year action based on all the outputs within the development plan. This will include agreement with the Education Authority on the agreed target number of programmes and young people that will be engaged.

### Engage+

The Education Authority commissioned independent research through Queen's University Belfast. This research evaluated Engage delivery through baseline data from young people and in-depth interviews across 15 engage sites. Responses to the baseline were compared to assess changes, understand observed changes, their implications for the programme and identified the following recommendations to improve the delivery:

- Standardising the Engage program to increase the likelihood of participants receiving consistent support that aligns with the elements contributing significantly to desired changes.
- Introducing the concept of "Engage+" as a refined iteration of the program targeting children and young people particularly vulnerable to violence and its harms, as opposed to those on the periphery or living in communities with elevated violence.
- Proposed targeted, tertiary-level positive youth development model delivered by qualified youth workers to young people under the age of 25 at risk of violence, criminality, and exploitation.
- Emphasis on relationship building and one-on-one interaction (mentoring) informed by evidence-based strategies and strengths-based approaches to support young people in a goal-oriented manner.
- Outcomes are monitored throughout the intervention, with progress leading to reduced intensity of support and signposting to more appropriate services.

Organisations will be required to deliver in line with addressing these recommendations as part of the delivery model.

## Budget Allocations

Exact availability of funding per award is outlined on the cover page of each funding opportunity Development Plan. Outlined below is how these costs were established for the opportunity. This benchmarking and establishment of costs has been applied to both voluntary and statutory delivery through the Education Authorities Business Case for the programme.

### Staffing and Salaries

Staff salaries for the programme will be provided to each successful organisation based on the number of JNC Qualified posts for the delivery of the targeted area. This will be based on the top

salary point of that JNC grade and pay settlement as published by the Education Authority, which will also include employers' national insurance contributions and pensions contribution in line with Education Authority's contractual arrangements.

### Programme Costs

All statutory and voluntary delivery of the programme will include a programme budget cost per Area Youth Worker of £5,000.

### Management Costs

In addition, the established salaries and programme costs noted above, the Education Authority will provide a 10% management cost based on the total of these costs per project to all successful voluntary youth organisations. This can be used where applicable to cover organisation administration costs, overheads and mileage associated with the programme.

### Submission of Costs as Part of Your Application

Whilst the Education Authority will provide the detailed breakdown of these costs per development plan, it will be for the voluntary organisation to determine how they apportion their costs across Staffing/Salaries, Programme Costs and Overheads. **It will however remain a requirement that the number of established posts and grades are achieved as part of the funding award for delivery.**

**Submitted costs will not form part of the assessment, however any application more than the noted available funding will not be considered. Budgets are based on a 1 June 2024 – 31 March 2025 delivery.**

## Reporting Expectations

### Benefits Realisation Reporting

The Programme's overall aim is:

- Safer communities, resilient to paramilitarism, criminality and coercive control.

### End Benefits

There are two end benefits. These are longer term, measurable, strategic changes. Progress on these will be conditioned by success realising the four intermediary benefits below. Progress also depends on a number of strategic factors and dependencies beyond the programme's direct control.

- People and communities are safe from the harm caused by paramilitarism.
- Safer communities, resilient to paramilitarism, criminality and coercive control

### Intermediary benefits

There are four intermediary benefits which are shorter term measurable changes which if realised and added together, demonstrate progress towards realising the two End Benefits. These are:

- People feel Safer.
- Protective Factors increase.
- Community Resilience increases
- Attitudinal change improves.

This project will focus on **Protective Factors**, a public health approach to violence reduction that aims to reduce the risk factors and increase the protective factors for individuals at risk. This benefit is about increasing the number and efficacy of individual protective factors that protect individuals from paramilitary involvement and harm.

## Reporting Frequency and Method

You will be required to complete:

- An annual income and expenditure form by 30th April 2025
- Provide a quarterly income and expenditure monitoring form.
- Receive an EA financial verification visit annually.

Throughout the programme delivery period successful organisations will be required to:

- Complete an Education Authority Target Monitor
- Complete a monthly summary report.
- Receive Education Authority Moderation visits in line with funding allocation.
- Provide a minimum of 2 case studies annually.
- Use the baseline tool devised by Education Authority Youth Service/Queens University Belfast with young people at the beginning and end of the process.

## Application and Assessment

### Selection and Award

Organisations who meet the Eligibility Criteria (Essential) will progress to application assessment under the criteria outlined below. The assessment criteria will be used to score each application and based on merit (top score to lowest score).

### Eligibility Criteria (Essential)

Applicant organisations must meet the criteria below to be eligible to apply and be in receipt of this funding.

	Criterion	Assessment & Minimum Grade Required
1	<b>Currently in Receipt of either or both Local Area Based or Local Project Funding for the 2024-2025 period.</b>	Education Authority will base this on the information we already hold on file for your organisation. Organisations not in receipt either funding for 2024-2025 will not progress to assessment
2	<b>Be a registered and verified Local Voluntary Youth Organisation with the Education Authority which includes as part of verified status that your organisation has:</b> <ul style="list-style-type: none"><li>• <b>Safeguarding and Child Protection Policies that meet the requirements outlined for the scheme (<a href="#">see requirements here</a>)</b></li><li>• <b>Organisation Governance Arrangements in place to meet the requirements of Bonafede status (<a href="#">see requirements here</a>)</b></li></ul>	Education Authority will base this on the information we already hold on file for your organisation.
3	<b>Total Application costs in line with published available award</b>	Total budget costs submitted do not exceed the published value of the award.



	Criterion	Assessment & Minimum Grade Required
		Applications in excess of this value will not be considered for assessment

**Application Assessment**

All applicants will be required to provide a response and evidence to the following questions. Each of your questions will be assessed against the established assessment criteria outlined to apply a score which will be totalled. Applicants are required to score at least “Meets Requirements” across all questions to be considered for award. All applicants will be required to answer all assessment questions:

- Phase 2 Programme Exit Strategy March 2025
- Mainstreaming Learning
- Strength Based Approach
- Reflective Practice

Detailed Assessment and Scoring Criteria tables are available on the following pages per question.

## Phase 2 Programme Exit Strategy March 2025

This funding cycle of phase 2 of the Engage Programme will end in March 2025. Detail how will you safely bring the programme to an end for staff, children and young people. (Maximum 750 Words)

Mark	DESCRIPTION	Score Range
Excellent	An Excellent Response outlines: <ul style="list-style-type: none"> <li>• Comprehensive Safeguarding Steps</li> <li>• Detailed Planning</li> <li>• Stakeholder Management</li> <li>• Legacy and Sustainability of the programme</li> </ul>	31-40
Good	A Good Response has: <ul style="list-style-type: none"> <li>• A Focus on Safeguarding</li> <li>• Includes a Closure Plan</li> <li>• Acknowledges steps to support stakeholders.</li> <li>• Mentions Future Impact opportunity beyond the programme</li> </ul>	21-30
Meets Requirements	A Meets Requirements Response <ul style="list-style-type: none"> <li>• Briefly acknowledges the importance of safety during closure but lacks specifics.</li> <li>• Vaguely Mentions Closure of the programme.</li> <li>• Provides a general statement about ending the programme without a clear plan.</li> <li>• Mentions Ignores Stakeholders</li> <li>• Vaguely articulates future impact beyond the programme</li> </ul>	11-20
Failed to Address	Failed to address the question	0-10

*Applicants Require a minimum of 11 marks for their application to be considered.*

## Mainstreaming Learning

At the end of the funding period how will you mainstream practice and learning. (Maximum 750 Words)

Mark	DESCRIPTION	Score Range
Excellent	<p>An Excellent Response Outlines:</p> <ul style="list-style-type: none"> <li>• Integration Strategies for learning from the programme into practice</li> <li>• Provides sustainable approaches mainstream learning</li> <li>• Ensure knowledge sharing happens</li> <li>• Embeds evaluation and measurement tools</li> </ul>	31-40
Good	<p>A good response:</p> <ul style="list-style-type: none"> <li>• Mentions areas for integration.</li> <li>• Considers acknowledges sustainable to mainstream learning</li> <li>• Provide and outline of knowledge sharing:</li> <li>• Considers Basic Evaluation</li> </ul>	21-30
Meets Requirements	<p>A meets requirements response:</p> <ul style="list-style-type: none"> <li>• Recognises the areas for integration by limited implementation strategies</li> <li>• Limited sustainable mainstream of learning options</li> <li>• Limited outline of knowledge sharing:</li> <li>• Completed evaluation of work</li> </ul>	11-20
Failed to Address	Failed to address the question	0-10

*Applicants Require a minimum of 11 marks for their application to be considered.*

## Strength Based Approach

Detail how your organisation uses Strength Based Approaches in your delivery when working with young people at risk. (Maximum 500 Words)

Mark	DESCRIPTION	Score Range
Excellent	<p>Excellent response that meets the requirements. Evident from response that the organisation uses Strength Based Approaches in their:</p> <ul style="list-style-type: none"> <li>• Acknowledge and embeds learning into delivery in line with the Engage+ Model and findings.</li> <li>• Mission Statement or Vision</li> <li>• Workforce Development</li> <li>• Engagement with Key Stakeholders</li> <li>• In the programmes delivered with children and young people</li> <li>• In its communication, including social media.</li> <li>• And provides evidence of how they build on strengths within them</li> <li>• local community to provide excellent services for children and young people.</li> </ul>	31-40
Good	<ul style="list-style-type: none"> <li>• Acknowledge and embeds learning into delivery in line with the Engage+ Model and findings.</li> <li>• A good response that meets the requirements. Evident that the organisation reflects the values of a Strength Based Approach with evidence of them being embedded with staff and programmes delivered to children and young people.</li> <li>• Application of the Engage+ Model</li> </ul>	21-30
Meets Requirements	<ul style="list-style-type: none"> <li>• Acknowledge and embeds learning into delivery in line with the Engage+ Model and findings.</li> <li>• Response demonstrates an understanding of Strength Based Approaches with evidence that it is within elements of youth work programmes</li> <li>• Application of the Engage+ Model</li> </ul>	11-20
Failed to Address	<ul style="list-style-type: none"> <li>• Failed to address the question</li> </ul>	0-10

*Applicants Require a minimum of 11 marks for their application to be considered.*

## Reflective Practice

Detail how your organisation delivers reflective practice in youth work. (Maximum 500 Words)

Mark	DESCRIPTION	Score Range
Excellent	<ul style="list-style-type: none"> <li>Excellent response that meets the requirements. Response indicates a strong understanding critical self-reflective practice and the contribution it makes to improving practice delivery and staff.</li> <li>Evidence indicates that reflective practice is core and recurring feature of service delivery with support mechanism in place.</li> </ul>	31-40
Good	<ul style="list-style-type: none"> <li>A good response that meetings the requirements. Response indicates evidence of evidence of reflective practice which contributes to the development of service delivery and staff</li> </ul>	21-30
Meets Requirements	<ul style="list-style-type: none"> <li>Meets requirements. The response indicates evidence of an understanding of reflect practice but lack detail on how this is embedded within the organisation or leads to improvement of service or development of staff</li> </ul>	11-20
Failed to Address	<ul style="list-style-type: none"> <li>Failed to address the question</li> </ul>	0-10

*Applicants Require a minimum of 11 marks for their application to be considered.*

### Application Timeline

The Education will release and assess applications to the following timeline:

Action	Dates/Times
Open call for applications	14 May 2024
Application Support Workshops*	17 – 21 May 2024
Application Close	28 May 2024
Assessment of Applications	29 – 30 May 2024
Notification of Award	31 May 2024

*\*Dates and venues will be posted on social media and made available for online sign up*