

CAUSEWAY COAST & GLENS

LOCAL YOUTH DEVELOPMENT PLAN

2026 - 2029

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Introduction & Background

The Education Authority (EA) Local Youth Development Action Plan for 2026-2029 for Causeway Coast and Glens outlines the key targets to be achieved by the EA Youth Service, based on the Local Assessment of Need for 2026. This is delivered in accordance with the Department of Education (DE) Policy, 'Priorities for Youth.' The plan will be reviewed regularly, and progress will be reported in line with the Regional Youth Development Plan 2026-29 and the framework of the EA's Strategic Plan (2017-2027) and Corporate Business Plan.

The resources provided to the Education Authority Youth Service by the Department of Education are deployed in accordance with the local plan to achieve specific, policy led objectives, outputs, and outcomes. Key actions within this Local Area Youth Development Plan are informed by the Local Assessment of Need, Local Statistical Profiles, Regional Assessment of Need, and the Regional Youth Development Plan. The legislative and policy context for the Local Youth Development Plan is referenced within the Regional Youth Development Plan which can be found here.

By listening to and addressing the needs raised by young people and implementing their suggestions, youth services can play a vital role in creating a safer, more inclusive environment for all young people in the Area.

Vision Statement

Youth Services across the Causeway Coast and Glens will be inclusive, responsive, and future-focused where all young people enjoy equitable access to high-quality youth work and meaningful opportunities, regardless of geography or background. Youth Provision will be consistent and needs-led, delivered in partnership with statutory, voluntary, and community organisations, and enriched by the area's unique natural, cultural, and community assets.

Our work will be grounded in the values of equity, participation, innovation, accountability, evidence-informed practice, workforce empowerment and social action. We will invest in a skilled, motivated and well-supported workforce through clear roles, purposeful supervision and opportunities for professional development, enabling the delivery of impactful, youth-centred services.

Young people will be supported to shape their own futures through access to volunteering, leadership roles, social action initiatives and decision-making opportunities that build confidence, strengthen communities and foster active citizenship.

Strategic Approach for Youth Services – Causeway Coast and Glens

Considering the findings from the Regional and Local Assessment of Need including the legislative and policy context for youth work, there are 4 emerging strategic themes to inform the Local Youth Development Plan. Strategic themes are crucial as they provide a high-level framework for aligning efforts towards common goals and achieving the long-term objectives over the 3-year planning period. The themes below will act as a roadmap to guide decision making and the prioritisation of delivery across the Causeway Coast and Glens area.

Child and Young Person Centred

Youth services in Causeway Coast and Glens will be guided by a rights-based and equality-focused approach, placing young people's voices at the centre. Their lived experiences will shape priorities, and we will ensure they see how their input influences decisions, building trust, accountability, and meaningful engagement.

Delivering Services Based on Need and through Partnership

Youth services in Causeway Coast and Glens will be shaped by the needs of children and young people, delivered through a mix of statutory provision and targeted grant aid to the community and voluntary sector. Services will be inclusive, accessible, and responsive to local challenges, with strong partnerships ensuring young people have the support, opportunities, and voice they need to thrive.

Evidence Informed

In Causeway Coast and Glens, we are committed to collecting only essential data that demonstrates the impact of youth work. Our focus is on meaningful information that drives service improvement and keeps youth work responsive to local needs. Through research and collaboration, we aim to strengthen planning while simplifying processes, enabling youth workers to spend more time directly engaging with young people.

Empowering All our Staff

We will ensure youth workers in Causeway Coast and Glens have the training, skills, and resources needed to meet young people's evolving needs. By supporting professional development and access to current curriculum frameworks, we aim to deliver inclusive, high-quality youth work across both rural and urban communities.

2026-2029 Local Youth Development Plan

Success across the four key strategic themes in practice will look like:

1. Child and Young Person Centred	1.1 Processes within the Causeway Coast and Glens Area will capture the views of children and young people to inform planning and delivery of services on a quarterly basis.
	1.2 The Causeway Coast and Glens Local Youth Development Action Plan will respond to the changing assessed needs of children and young people, ensuring services remain relevant and impactful.
2. Delivering Services Based on Need and through relevant Partnerships	2.1 Accessible universal youth provision will be available for children and young people across the Causeway Coast and Glens area at the right time and at the right place based on available resources. Provide inclusive, accessible youth services across urban, rural and coastal communities, tailored to local need and context.
	2.2 Based on available resources (Youth Service funding and other earmarked funding) early intervention and thematic programmes will be delivered in Causeway Coast and Glens based on the assessed needs of children and young people to address barriers to learning, wellbeing, and participation.
	2.3 Develop and deliver, in partnership with other agencies and government departments, enhanced support for children and young people to meet assessed need in the Causeway Coast and Glens area. Collaborate with schools, colleges and agencies to support progression routes and pathways, living in safety and inclusion for all young people.
	2.4 Expand access to play, personal development and outdoor learning opportunities, especially in under-resourced and rural areas.
	2.5 Promote cultural relevance, equality and diversity through thematic and universal youth programmes.
3. Evidence Informed	3.1 In line with the Regional Youth Development Plan (RYDP) the Local Youth Development Plan (LYDP) will use a Benefits Realisation Framework (pages 9 and 10) to monitor and report on youth service delivery.

	3.2 Use a Benefits Realisation Framework and Regional Youth Development Plan research to evaluate and report on youth service impact.
	3.3 Pilot innovative programmes and use feedback to inform future planning and delivery. Utilise toolkits, data and research findings to support continuous improvement.
	3.4 Embed environmental sustainability and green economy skills through youth-led initiatives and outdoor learning.
 **4. Empowering All Our Staff**	4.1 Strengthen recruitment, retention and recognition of volunteers in line with the Education Authority Youth Work Volunteer Strategy.
	4.2 Develop a skilled, local workforce through targeted training aligned with the Education Authority Workforce Development Strategy. Build capacity for green economy skills and sustainability leadership among staff and volunteers.
	4.3 Empower young people through structured volunteering, social action and leadership pathways.

Youth Service Delivery Model - Model for Effective Practice

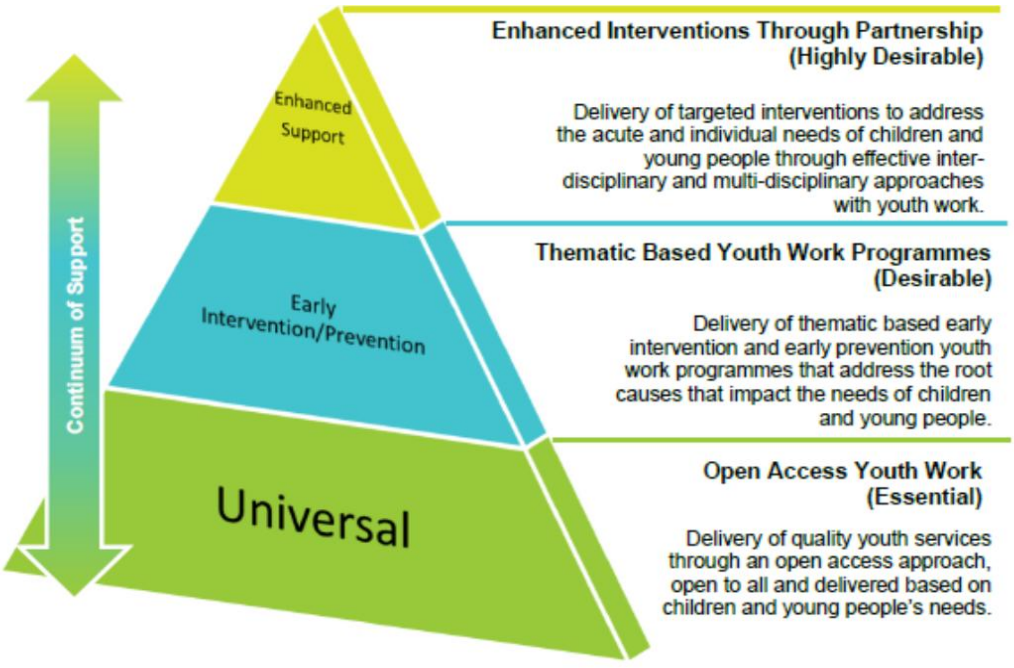
The Youth Service Delivery Model for Causeway Coast and Glens assumes a Public Health approach (see Part 1a below) which is structured around three tiers: Universal, Early Intervention and Prevention and Enhanced Support. Universal services are prioritised and delivered locally with Early Intervention and Enhanced Support provided, where resources and partnerships allow. The model recognises overlap between tiers where effective universal provision can reduce the need for targeted interventions. Youth Services will lead at the Universal level and collaborate across tiers to ensure continuity of support for young people. This framework is complemented by the Stretch Goal (see Part 1b below) which outlines aspirational service delivery across all tiers.

The delivery model recognises that there is overlap between the three tiers. Effective universal work will deliver youth work outcomes to children and young people that mitigate the need for specific or dedicated early intervention or prevention work. This model, when accompanied with the Stretch Goal, provides how this overlap will be achieved.

Youth provision will ensure that young people are supported as they transition through the model. As a guide, it is expected that Youth Services will take the lead at the Universal Tier and act as key partners and actively support young people at the Early Intervention/Prevention and Enhanced Support tiers.

The Causeway Coast and Glens Delivery Model prioritises emotional wellbeing, access to inclusive play and leisure, informal learning and achievement, safety and stability, economic and environmental resilience, youth rights and participation and opportunities for young people to make a positive contribution to society. These priorities are shaped by the Local Assessment of Need and aim to ensure that all young people regardless of background or location, can access responsive, inclusive and future-focused Youth Services.

Part 1a: Delivery model in Causeway Coast and Glens



Part 1b: Stretch Goal

Universal (Essential Goal)	Early Intervention & Prevention (Desirable Goal)	Enhanced Support (The Stretch Goal)
What is it?		
Providing open access youth provision that provides safe and welcoming space for all our children and young people in Causeway Coast and Glens	Providing ongoing thematic based group work programmes and projects to address the root causes impacting the needs of children and young people In Causeway Coast and Glens	Providing targeted interventions to address the acute needs of children and young people in partnership with other agencies to meet the needs of children and young people in Causeway Coast and Glens.
How will we do it?		
• Providing adequate universal youth provision for children and young people in Causeway Coast and Glens, ensuring that statutory and voluntary Youth Services are funded to prioritise the needs of children and young people who access them. • Services are provided at the right times, in the right places based on what children and young people need. • Services are informed with the participation of children and young people. • Supporting children and young people who need early intervention/prevention to access programmes across the Causeway Coast and Glens area. • Services are equipped with the resources to deliver a quality open access youth work programme of offer. • The capacity of staff and volunteers is enhanced to ensure they are equipped to meet the needs of children and young people through universal service provision.	• Providing resources (curriculum, training and funding) to facilitate youth work programmes prioritised against assessed need through formal and informal settings. • Supporting families, formal education and communities to support the needs of the young person. • Services are informed with the participation of children and young people. • Providing targeted support to children and young people across Causeway Coast and Glens who require additional assistance to access programmes or engage with universal services. • Services are equipped with the resources to deliver a quality early intervention and prevention programmes/projects. • The capacity of staff is strengthened to meet the needs through the delivery of early intervention and prevention programmes/projects.	• Providing resources (curriculum, training and funding) to facilitate enhanced professional development. • Working with relevant partners and agencies in Causeway Coast and Glens to deliver bespoke support services at an individual and group level. • Supporting young people to attend specialist support services. • Supporting the reintegration of young people into targeted youth work programmes that align with their needs and interest. • Strengthening the reconnection of young people with their families, formal education pathways, and community networks. • Supporting children and young people to progress through early intervention and prevention programmes or connect with universal support.

How will we resource it?		
Focused use of the Department of Education Allocated Funding for Youth Work to the Education Authority.	Mixed funding model approach using the Department of Education Funding for Youth Work and other Earmarked Funding aligned to the theme.	Focused use of other earmarked funding supporting the delivery of youth work.
The Benefits		
Children and Young People will have: • Increased protective factors in their lives. • Increased sense of belonging. • Experience social and emotional skills development. • Increased agency to make informed decisions. • Improved social connectedness. • Increased sense of power to change the world around them.	**Children and Young People will have:** • Improved resilience, skills and abilities to manage their own wellbeing. • Increased agency to make informed decisions. • Increased participation in, and focus on, their learning. • Improved emotional health and wellbeing. • Development of their thinking skills, life skills and work skills.	**Children and Young People will have:** • Complex needs of individual children and young people are met. • Increased connection between Statutory, Community and Public Services. • Enhanced Youth Service capacity to meet the complex needs of children and young people. • Support to pathways that prevent crisis escalation.
Benefit Indicators		
BU1 Number of open access youth w[illegible]ssions provided. **BU2** Number of children and young people participating in open access youth provision. **BU3** Percentage of young people satisfied with the service. **BU4** Number of young people volunteering within the programme. **BU5** Number of young people gaining accreditation. **BU6** Status of children and young people's participation on the Engagement Framework. **BU7** Number of training programmes provided. **BU8** Number of staff participating in training.	**BE1** Number of group work programmes delivered. **BE2** Number of children and young people participating in youth work programmes. **BE3** Percentage of young people satisfied with the programme. **BE4** Number of young people gaining accreditation. **BE5** Number of young people volunteering within the project. **BE6** Number of referrals to external or enhanced support services or universal services. **BE7** Number of training programmes provided. **BE8** Number of staff participating in training. **BE9** Number of children and young people progressing against one or more of the youth work outcomes.	**BE S1** Number of children and young people engaged in enhanced support youth work programmes. **BE S2** The numbers of children and young people referred to external agencies. **BE S3** Number of referrals to early intervention or universal services. **BE S4** Number of children and young people progressing against one or more of the youth work outcomes. **BE S5** Number of training programmes provided. **BE S6** Number of staff participating in training.

Voice of Children and Young People and Other Key Stakeholders in Causeway Coast and Glens

Feedback from young people and stakeholders across Causeway Coast and Glens highlights the importance of Youth Services in promoting inclusion, equality and emotional wellbeing. While most young people view youth programmes as inclusive and accessible, many still experience discrimination, isolation and unequal treatment in their wider communities, particularly those from LGBTQIA+ backgrounds, ethnic minorities, rural areas and those with additional needs. Young people want safe, welcoming spaces where they can express themselves, connect with others from different backgrounds and feel respected and valued. They also emphasise the need for cultural respect, linguistic diversity and opportunities to challenge prejudice and build positive relationships.

Economic hardship, food insecurity and limited access to services, especially in rural areas, continue to affect young people's ability to participate fully in community life. Mental health needs remain high, with young people seeking trusted adults, peer support and inclusive activities that promote belonging and resilience. The Good Relations Survey further highlights ongoing concerns around sectarianism, racism and cultural division, reinforcing the need for cross-community work, shared education, and youth-led dialogue.

A significant number of young people report a lack of safe places to go and not enough fun or meaningful activities in their area. There is a clear demand for diverse, accessible play and leisure options, including sports, creative arts and outdoor activities, as well as inclusive spaces for young people with special educational needs and disabilities (SEND). Outdoor play is widely recognised by both young people and professionals as essential for physical health, social development and emotional wellbeing.

Stakeholder feedback reinforces the need for universal, open access Youth Services that are free at the point of use and embedded within a public health approach. Such services play a vital role in prevention and early intervention supporting emotional wellbeing, reducing isolation and promoting positive relationships. They also align with Department of Education Policies and Frameworks, including the emphasis on inclusion, participation and improving outcomes for all children and young people. By offering diverse, inclusive and community-based programmes, grounded in the principles of the Youth Work Curriculum, such as outdoor learning, creative expression, issue-based work and youth-led initiatives. Youth Services can support personal and social development, address inequalities and build resilience. This approach ensures that every young person has the access to opportunities to thrive, develop transferable life skills and participate meaningfully in their community.

Emotional Health and Wellbeing

Stakeholders across Causeway Coast and Glens have raised growing concerns about the emotional health and wellbeing of young people, highlighting a lack of safe, inclusive spaces where they feel comfortable seeking support or connecting with others. Common challenges include anxiety, depression, academic pressure, bullying (including online), body image issues and low self-esteem, all which impact confidence and relationships. There is a clear need for early, accessible support that promotes emotional resilience, encourages healthy relationships and helps young people manage

stress, low mood and setbacks. Youth Services must also promote physical activity, healthy eating and reduce the harms of excessive screen time and harmful online content. By embedding these supports early, we can strengthen wellbeing and prevent more serious issues later in life.

Access to Play and Leisure

Over the next 3 years, open access Youth Services will play a central role in providing safe, inclusive and welcoming spaces where children and young people can engage in play, leisure and social activities. These services will offer opportunities for fun, creativity and physical activity that support confidence, friendships and a sense of belonging. Youth Services will make greater use of outdoor spaces and the local environment to encourage exploration, connection with nature and community connections. By offering free, local and interest-led programmes, they will help reduce barriers such as cost and accessibility, particularly in rural and under resourced areas. These services will continue to create environments where young people can relax, be themselves and connect with others in a supportive, non-judgemental setting, contributing to their overall wellbeing and positive development.

Learn and Achieve

Over the next 3 years, open access Youth Services will play a vital role in supporting children and young people to develop, learn, and succeed through informal education that complements formal schooling. Underpinned by the Youth Service Curriculum, these services will provide inclusive, age-appropriate opportunities to build transferable skills, life skills and personal confidence through experiential learning, such as outdoor education, creative arts, social action and youth-led programmes. This approach will support the development of resilience, leadership and creativity, while recognising and celebrating achievements beyond academic attainment. Early intervention will be prioritised, particularly for primary-aged children, to enhance engagement, self-esteem and readiness to learn. For older young people, Youth Services will address barriers such as low aspiration, behavioural challenges, and limited access to clear progression routes. Stronger partnerships with schools, colleges and employers will be fostered to support transitions into further education, training or employment ensuring that all young people are equipped to thrive.

Safety and Stability

Over the next 3 years open access Youth Services will prioritise creating safe, stable and inclusive environments where young people feel protected, supported and valued. Services will provide consistent, trauma-informed support through trusted adults, helping young people navigate challenges such as bullying, online harm, peer pressure and risk-taking behaviours. Youth provision will promote healthy relationships, strengthen safeguarding, particularly for girls and young women and offer targeted support in areas experiencing seasonal pressures, such as coastal towns. By fostering inclusive, community-based spaces that reflect local diversity and promote peacebuilding, Youth Services will play a vital role in helping young people feel safe, connected and resilient

Economic and Environmental

Over the next 3 years open access Youth Services will take practical steps to reduce the impact of poverty and promote environmental responsibility. Services will deliver free, local programmes that build young people's confidence, life skills, and aspirations particularly in rural areas affected by economic hardship. Youth workers will provide targeted support for those aged 18–25 transitioning into

adulthood and offer mentoring and informal learning to address low aspiration and stress linked to financial pressure. Green care will be embedded through nature-based activities that support wellbeing and environmental awareness. Youth Services will also create opportunities for young people to lead sustainability projects, gain skills for the green economy and contribute to their communities turning disadvantage into opportunity and action.

Making a Positive Contribution, Rights and Equality

Over the next 3 years open access Youth Services will empower young people to play an active role in their communities, while promoting equality, inclusion and respect for rights. Local Services will create safe, welcoming spaces where young people from all backgrounds can express themselves, explore their identities and build positive relationships across differences. Through youth-led projects, volunteering, civic engagement and creative initiatives, young people will develop leadership skills and a strong sense of purpose. Underpinned by a rights-based approach, Youth Services will ensure young people understand their rights, feel confident to challenge discrimination and are meaningfully involved in decisions that affect them. Programmes will celebrate diversity including language, culture and lived experience while promoting good relations and reducing exclusion thus helping to build a more inclusive and cohesive Causeway Coast and Glens.

Priorities for Delivery

The needs of children and young people in Causeway Coast and Glens area will be met through the delivery of Universal Services and Early Intervention/Prevention Initiatives. Based on the voices of children and young people across the Causeway Coast and Glens area the following priorities, resource dependent and subject to ongoing review, have emerged

Youth Services will provide open-access provision that offers safe, inclusive and inspiring environments for all young people.

- **Safe and Welcoming Spaces**
  Youth Services will create warm, inclusive settings where young people feel safe, respected and supported to express themselves and build positive relationships including opportunities' to engage to engage with peers in their own linguistic community.

- **Equitable Access for Rural Youth**
  Provision will be extended to remote and rural communities through outreach and mobile youth work, ensuring equitable access to high-quality programmes and trusted adults.

- **Urban Youth Engagement**
  Youth Services will enhance the strategic delivery and profile of youth work across the five urban hub towns, ensuring practice is responsive to local social, cultural and infrastructure challenges.

- **Consistent Youth Work Curriculum**
  A high-quality, consistent youth work curriculum will be delivered across all universal settings, promoting personal development, participation and wellbeing.

- **Outdoor Learning Opportunities**
  Access to nature-based education will be expanded, supporting confidence, teamwork and emotional wellbeing through outdoor experiences.

Early Intervention and Prevention Priorities (within Universal Delivery)
Youth Services will support young people through early help and positive opportunities, focusing on the following strategic priorities:

- **Safety and Stability**
  Trauma-informed practice and safeguarding will be embedded across all services. Provision will address bullying, online harm, peer pressure and gender-based violence, with particular attention to supporting girls and young women. Inclusive, community-based spaces will promote peacebuilding and resilience.

- **Health and Wellbeing**
  Programmes will promote emotional resilience, healthy relationships and early intervention for mental health challenges. Youth Services will also encourage physical activity, healthy eating and reduce the impact of excessive screen time and harmful online content.

- **Learning and Achievement**
  Youth Services will provide informal learning pathways, accreditation opportunities and support to overcome barriers to education. Partnerships with schools, colleges and employers will facilitate transitions into further education, training or employment.

- **Youth Voice and Rights**
  A rights-based approach will underpin all delivery, ensuring young people are actively involved in shaping services. Youth-led campaigns, decision-making opportunities and feedback mechanisms will build confidence and ensure their voices influence planning and delivery.

- **Inclusion and Respect**
  Programmes will promote diversity, equality and good relations. Youth Services will celebrate cultural and linguistic diversity, challenge prejudice and provide safe spaces for LGBTQIA+ youth, ethnic minorities, and those with additional needs.

- **Leadership and Progression**
  Young people will be supported to develop leadership skills through volunteering, civic engagement and youth-led initiatives. These opportunities will build confidence, transferable life skills and a strong sense of purpose.

- **Local, National and International Connections**
  Youth Services will strengthen partnerships to provide diverse experiences through outdoor learning, shared education and cross-community and international programmes.

- **Targeted Support for Marginalised Youth**
  Mobile and outreach services will ensure access for young people in rural, coastal and deprived areas. Targeted interventions will support those facing complex needs, isolation or barriers to participation.

- **Equality-Focused Programme Design**
  Programmes will be inclusive, culturally relevant and responsive to the lived experiences of all young people. Youth Services will promote equity in access, participation and outreach.

Alongside the delivery of Universal Services and thematic work focused on Early Intervention and Prevention, a range of targeted interventions are also being implemented in the Causeway Coast and Glens area working in partnership with other agencies to meet the specific needs of children and young people. These include:

- **REACH**
  This targeted programme is focused on wellbeing for all and early intervention and prevention support under the joint Department of Education and Department of Health Emotional Health and Wellbeing Framework provided in school settings

All targeted initiatives funded under Early Intervention are subject to annual funding being made available to EA.

2026-2029 Causeway Coast and Glens Local Youth Development Plan

Strategic Theme	Child and Young Person Centred				
Headline Goal	Actions to Achieve Goal	Year 1	Year 2	Year 3	How will we know it happened and worked?
1.1 Processes within the Causeway Coast and Glens Area will capture the views of children and young people to inform planning and delivery of services on a quarterly basis. Respond to the evolving emotional, social and developmental needs of children and young people through annual action planning.	1.1.1 Conduct quarterly consultations through Local Advisory Group (LAG), Youth Voice, Local Voice and surveys.				BU1 Quarterly consultation and engagement events. Consultation report produced. Evidence of delivery and impact.
	1.1.2 Publish findings from consultations and feedback in a young person-friendly format annually.				BU1 Consultation report produced.
	1.1.3 Deliver a minimum of four youth engagement/stakeholder events annually, to enable young people to have a direct influence on service planning.				BU4 Four engagement events held with report produced.
	1.1.4 Engage children and young people in local provision in reviewing data to inform service planning.				BU6 Young people represented at the Local Advisory Group.
	1.1.5 Complete biannual reviews of the Local Action Plan based on assessed needs.				Reviews published
	1.1.6 Complete and publish an annual needs assessment review by Q2 each year.				Review Published

Strategic Theme	Child and Young Person Centred				
Headline Goal	Actions to Achieve Goal	Year 1	Year 2	Year 3	How will we know it happened and worked?
1.2 Embed mental health and emotional wellbeing support across all Youth Services.	1.2.1 Integrate emotional health and wellbeing framework into universal services.				BU1, BU2, BU6
	1.2.2 Embed mental health support and trusted adults in all youth settings.				BU7, BU8

Strategic Theme	Delivering Services Based on Need and through relevant Partnerships				
Headline Goal	Actions to Achieve Goal	Year 1	Year 2	Year 3	How will we know it happened and worked?
2.1 Accessible universal youth provision will be available for children and young people across the Causeway Coast and Glens area at the right time and at the right place based on available resources. Provide inclusive, accessible youth services across urban, rural and coastal communities, tailored to local need and context.	2.1.1 Map youth service coverage annually; to ensure services are available in line with the priorities from the Local assessment of need.				Mapping exercise completed annually.
	2.1.2 Deliver open-access youth programmes across Causeway Coast and Glens through direct delivery and grant aid.				BU3 Number of Generic Non-Targeted (GNT) funded groups.
	2.1.3 Provide emotional and physical health support through the youth work curriculum.				BU1, BU2, BU6, BE1, BE2
2.2 Based on available resources (Youth Service funding and other earmarked funding) early intervention and thematic programmes will be delivered in Causeway Coast and Glens based on the assessed needs of children and young people to address barriers to learning wellbeing and participation.	2.2.1 Deliver thematic programmes in line with the Local assessment of need.				BU1, BE1, BE2, BE3
	2.2.2 Deliver targeted programmes with KS2, 3 and 4 including Transitions support.				BU1, BU2, BU3, BU5, BU6 BE1, BE2, BE3, BE4
2.3 Develop and deliver, in partnership with other agencies and government departments, enhanced support for children and young people to meet assessed needs and to support progression routes and pathways, living in safety and	2.3.1 Collaborate with relevant agencies to deliver joint initiatives.				Number of partnership projects delivered.
	2.3.2 Establish formal partnerships with feeder post-primary schools and FE colleges.				Number of partnership agreements in place.

Strategic Theme	Delivering Services Based on Need and through relevant Partnerships				
Headline Goal	Actions to Achieve Goal	Year 1	Year 2	Year 3	How will we know it happened and worked?
inclusion for all young people.					
2.4 Expand access to play, personal development and outdoor learning opportunities, especially in under-resourced and rural areas.	2.4.1 Ensure EA Rural workers deliver a minimum one outdoor learning initiative annually.				BU1, BU2, BU3, BU6, BE2, BE3
	2.4.2 Increase outdoor and play based youth work programmes.				BU1, BU2, BU3, BU6 BE2, BE3
	2.4.3 Support the use of outdoor spaces/local assets in area based/interclub initiatives.				Number of interclub activities delivered.
2.5 Promote cultural relevance, equality and diversity through thematic and universal youth programmes in line with the local assessment of need.	2.5.1 Deliver one shared education programme annually.				BE1, BE2, BE3, BE9
	2.5.2 Provide young people with access to rights-based programmes and civic engagement opportunities.				BE1, BE2, BE3, BE9
	2.5.3 Deliver youth-led initiatives that promote respect and belonging.				BU1, BU2, BU3, BU6

Strategic Theme	Evidence Informed				
Headline Goal	Actions to Achieve Goal	Year 1	Year 2	Year 3	How will we know it happened and worked?
3.1 The LYDP will use a Benefits Realisation Framework for reporting on delivery.	3.1.1 Implement the framework for evidence-based planning and delivery.				Benefits framework embedded.
	3.1.2 Collect and analyse data on youth needs, service usage, and outcomes.				Annual monitoring completed.
	3.1.3 Share findings with stakeholders to support continuous improvement.				Presentation of findings to stakeholders annually.
	3.1.4 Publish an annual impact report using the Benefits Realisation Framework (BRF) and RYDP data.				Report published.
3.2 Pilot innovative programmes and use feedback to inform future planning and delivery. Utilizes toolkits, data and research findings to support continuous improvement.	3.2.1 Pilot one innovative programme per DEA over the 3-year period.				BU3 Pilot completed.
	3.2.2 Disseminate at least two new toolkits annually.				Toolkits used to improve delivery.
3.3 Embed environmental sustainability and green economy skills through youth-led initiatives and outdoor learning.	3.3.1 Delivery of three youth-led sustainability projects.				BU1, BU2, BU3, BU4, BU6
	3.3.2 Deliver one green economy skills certification or equivalent course per year.				BU5, BU7, BU8

Strategic Theme	Empowering All Our Staff				
Headline Goal	Actions to Achieve Goal	Year 1	Year 2	Year 3	How will we know it happened and worked?
4.1 Strengthen recruitment, retention and recognition of volunteers in line with the EA Youth Work Volunteer Strategy.	4.1.1 Increase volunteer numbers by 20% over 3 years.				BU4, BU5, BU7, BU8
	4.1.2 Hold annual recognition events with 90% volunteer satisfaction.				BU4 Annual volunteer event and satisfaction survey completed.
	4.1.3 Provide ongoing support and training aligned with EA Volunteer Strategy.				BU4, BU7, BE5, BE7
4.2 Develop a skilled, local workforce through targeted training aligned with the EA Workforce Development Strategy. Build capacity for green economy skills and sustainability leadership among staff and volunteers.	4.2.1 Provide ongoing professional development and training aligned with EA Workforce Development Strategy.				BU7, BU8
	4.2.2 Provide staff and volunteers with training in outdoor learning, trauma-informed practice and inclusive youth work and Healthy relationships.				BU7, BU8, BE7, BE8
	4.2.4 Deliver annual whole-staff training residential and wellbeing event				Staff attendance and engagement levels. BU7, BU8
4.3 Empower young people through structured volunteering, social action and leadership pathways.	4.3.1 Implement trainee youth support scheme and LYNC programme annually across the 5 Hub towns				BU3

Strategic Theme	Empowering All Our Staff				
Headline Goal	Actions to Achieve Goal	Year 1	Year 2	Year 3	How will we know it happened and worked?
	4.3.2 Engage at least thirty young people annually in structured volunteering and leadership pathways.				BE2, BE4, BE5, BE9