



# Voluntary Sector Youth Outreach Initiative

## Enhancing Frontline Youth Work

### Sharing the Learning



If you require any further information on the Voluntary Sector Youth Outreach Initiative please contact Joe Hawkins:

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## Background & Context

The Voluntary Sector Youth Outreach Initiative is resourced by the Department of Education, through the Youth Council for Northern Ireland, and its key aim is to deliver a range of programmes regionally across Northern Ireland to:

*“Support the specific targeting of disadvantaged areas and communities of interest and young people who may be at greater risk of social exclusion, marginalisation or isolation because they experience a combination of barriers to learning”.*

This is consistent with Priorities for Youth (PfY) and is further underpinned by the Community Relation, Equality and Diversity (CRED) Policy.

*“Targeted provision will be supported to help meet the needs of specific groups of young people, within the Section 75 grouping, or those who may be at greater risk of social exclusion, marginalisation or isolation because they experience a combination of barriers to learning”. (PfY section 4.8.4)*

*“To contribute to improving relations between communities by educating children and young people to develop self-respect and respect for others, promote equality and work to eliminate discrimination...” (CRED Policy section 6.2)*

## Purpose

The primary purpose of this document is to collate, in a reasonably standardised and consistent format, information from each of the Outreach funded projects which can be shared with the wider youth work sector and beyond.

The organisations funded under the initiative were:

| Organisation       | Project name           |
|--------------------|------------------------|
| Girlguiding Ulster | Growing Guiding        |
| GLYNI              | Gay & Lesbian Youth NI |
| Public Achievement | Breaking the Cycle     |
| Scouting Ireland   | Rural Outreach         |
| YMCA               | YMCA Outreach          |
| Youth Initiatives  | YI Reach Out Project   |
| Youth Action       | Safe and Sound         |
| Youthnet           | Inclusion (Outreach)   |

## Sharing the Learning

On Thursday 5<sup>th</sup> March, 31 people, made up of representatives from 8 projects funded under the Voluntary Sector Youth Outreach Initiative, came together at a YCNI led seminar to share learning from their work with colleagues from 9 other regional voluntary youth organisations.

Using a 'Round Table / 'Show and Tell' approach, a representative from each of the projects made a short input at their table, which covered:

- ✓ The principal target group of the project;
- ✓ The core aim of the work;
- ✓ The main activities and services offered;
- ✓ The key outcomes of the project.

Details of these along with other learning and resources are provided in the following projects summaries.

The inputs provided a platform for round table discussion between the various attendees, by exploring:

- The critical factors that enabled or enhanced effective practice;
- The factors that were either a blockage to achieving project outcomes or slowed down its rate of progress; and
- The sustainability of project work.

A summary of the key points that emerged is detailed below. However, as a link and a precursor to the discussion, representatives attending from non-Outreach Initiative funded regional voluntary organisations reflected on the resonance of the inputs with their own organisations' practice in the area of Outreach or 'Targeted Provision'.

### Resonance

Reflecting on the project inputs, many of the organisations identified with the additional challenge that working in or engaging with organisations and young people from rural areas poses.

Some attendees expressed interest in the insight YCNI's Geo-mapping facility could provide in identifying areas of under-provision within areas of social need. It was felt this could be of value to their work as regional bodies in avoiding duplication or being seen to be 'parachuting in' to an area.

Several attendees echoed what they heard in the inputs about the issue of recruiting volunteers for specific projects.

Almost all attendees from the non-Outreach funded organisations related to and understood the investment of time, resources and efforts required to gain and maintain young people's engagement; in particular young people with no experience of youth work or young people not ready to engage.

Many of these reflections re-appeared in the narrative from the focussed questions and discussions around what enabled and hindered effective outreach practice and how it can be sustained.

## Factors that Enable or Hinder Effective Outreach Practice

### **Funding**

Funding was considered the number one enabler. Ultimately, attendees at the Outreach Initiative Sharing the Learning event felt that the work of reaching out to and engaging young people, or strategically supporting local groups to develop this area of their practice, “can’t be resource free”.

### **Staff & Volunteers**

“Skilled workers who are passionate and capable”, “Volunteers and skilled staff to manage the volunteers” are two quotes from the table discussions which sum up what most people attending felt was another primary enabler of effective practice. A barrier in some instances was turnover of experienced staff as a result of short term contracts.

Volunteers, to varying degrees, were at the heart of almost all projects. “Getting the right volunteers” and getting them “trained and into the right position” was a considerable focus of the projects in terms of identifying, engaging, recruiting, establishing a relationship with, supporting, motivating them and quality assuring their practice.

In respect of volunteers “good clear boundaries around timescale and commitment can be helpful to getting buy-in” alongside providing a clear understanding of “roles, responsibilities and expectations”.

Explicit in the discussions was a “lack of volunteers” in a number of the areas that the projects were targeting. To some extent this is an obvious consequence of targeting areas of social deprivation/need or limited/under-provision.

### **Relationships**

Much of the work of projects is relational, which requires a significant investment of time and focussed effort. For example, taking time in a community to make connections, build relationships, increase understanding, “develop trust [and] goodwill”, before getting into delivery or seeking volunteers, was considered crucial to achieving sustainable outcomes.

### **Complex needs**

The presenting needs of the young people taking part was also highlighted, not as barrier to effective practice in itself rather, as a challenge in respect of the time required to identify and help address, often, multiple issues and barriers and subsequently this impacted on the pace with which the project could progress.

### **Rurality**

Half of the projects highlighted the additional challenge that undertaking outreach work in rural areas posed, for example, sourcing appropriate venues, accessing marginalised groups and transport.



## Digital & Social Media

The use of apps, mobiles, Youtube, e-learning, etc. were all identified as “helpful in outreach programmes”, in that they can be effective ways of “sustaining contact with the group”, communicating with and informing young people; in particular if the young people have already been identified. Although it was highlighted that using ICT can be harder in some rural areas as a result of poor broadband or network coverage.

## Other Challenges

Other challenges which individual projects encountered included:

- Working with and around community gatekeepers;
- Overcoming difficulties with English as a second language; and
- Addressing the perception of the organisation.

## Sustaining Effective Outreach Practice

There was significant cross-over in the discussion between what enabled and/or hindered effective practice and how it can be sustained.

### Funding

Funding was again the number one theme emerging from the discussion on sustaining Effective Outreach Practice. It was best articulated by one participant, “Youth outreach work requires a sustained investment to ensure a safe, inclusive, quality learning experience for young people by providing quality training and support for volunteers”.

During this aspect of the discussion, and consistent with the earlier discussion around the investment of time, attendees reflected on and highlighted the value of the YCNI’s longer term approach to funding under the Outreach Initiative. Some described the “push” from other funders for “innovation”, “constant pilots” and “to reinvent the wheel” as a blockage to the development and sustainability of effective practice.

### Collaboration and Partnership

Collaboration and partnership working with other organisations and across disciplines were two strong themes that emerged from the table discussion on sustaining effective practice. This was closely aligned in the discussions to promoting and communicating “what we do” as voluntary youth organisations to young people, local groups and communities, and regionally to those in policy and decision-making positions - in and beyond youth service and education.

### Embedding Learning

Illustrating the added value of regional organisations, there was recognition and consensus that the learning from the projects can be sustained by sharing it with other groups and organisations and by embedding it within their own wider organisational policy and practice. (The examples provided of how this was achieved were too numerous to mention here and are covered in the following project summaries and conclusion section.)

### **Building Capacity**

Building the skills of young people to take on leadership roles was a core way of sustaining a project post-funding or when a particular piece of work in an area of need had ended. Strategically this is about building the capacity of individuals and groups of young people to attend to their own and others developmental needs now and in the future.

### **Understanding a Youth Work Approach**

Sometimes the understanding within local groups and communities of what constitutes youth work and a youth work approach, posed a challenge. Addressing this and building an understanding of the values and principles underpinning youth work was part of the strategic development process and legacy of the projects.

### **Quality over Quantity**

The capacity of Outreach funded Regional Youth Organisations to support growth resulting from the Initiative, post funding, was also considered. Attendees explained that to support and sustain the outcomes and impact of their projects it is essential to take a quality, not quantity approach - "So understanding this is essential!"

## Cross-cutting Discussion Points

### **Language**

Language was highlighted as an important issue in particular around outreach and targeted provision. "Using the labels 'inclusion' and 'Section 75' can create barriers for youth workers" and can make the work sound different; generating a fear of the unknown. "But in reality outreach and targeted is just about good youth work."

### **Responsive and Flexible Funding**

By its nature Outreach Youth Work needs to be responsive and flexible whereas funders often want pre-set outcomes, which can lead to difficulties in representing its impact. For example, a group of travellers may appear and disappear within a short space of time; therefore organisations need freedom to be able to respond to individuals, groups and emerging issues "spontaneously" and exploit "natural opportunities to engage...as they arise" as well as proactively.

### **Targeted and Universal**

For some attendees there was a risk of targeted youth work "being seen as an elite", where as in fact it needs to be framed as part of a continuum along which the preventive value of universal youth work is seen as equally important.

Some table discussion also included a concern that targeted youth work can lead to "a lack of diversity". Those involved in this discussion emphasised that effective outreach practice should contain an intention or aspiration to bring groups together rather than solely or continuously working in isolation.

|                       |  |
|-----------------------|--|
| <b>Organisation</b>   | Girlguiding Ulster   |
| <b>Project name</b>   | Growing Guiding  |
| <b>Contact person</b> | Claire Flowers   |
| <b>Address</b>        | Lorne House, Station Road, Craigavad   |
|                       | Hollywood  |
|                       | BT18 0BP   |
| <b>Tel. no</b>        | 028 9039 5923  |
| <b>Email</b>          | <a href="mailto:claire@girlguidingulster.org.uk">claire@girlguidingulster.org.uk</a> |



### Project target group

The target group is girls aged 4-18 who have not had the opportunity to join guiding and adults who we wish to target as volunteers. A geo-mapping exercise was undertaken to establish where units already exist and to target areas where guiding does not exist within the 30% most disadvantaged areas.

### Aims(s)

- To target the top 30% of high deprivation areas in Northern Ireland and aim to introduce Guiding
- To start 10 new units in areas across Northern Ireland where Guiding does not currently exist
- To grow the numbers of girls in all 10 Guiding Counties.
- To increase the number of volunteer leaders who wish to join our vibrant organisation

### Activities and services

- Recruited girls and adults in disadvantaged areas through taster events, leaflet drops and direct mailing
- Started 18 new units throughout Northern Ireland
- Supported new units from first year of Growing Guiding
- Provided Join Us training to all Counties in order to reduce waiting lists
- Provided financial support to Counties who wanted to organise Taster events
- Trained Commissioners in how to grow guiding in their areas and how to promote good guiding as well
- Promoted guiding province wide as an organisation open to all through leaflets, bus campaigns, local newspapers and recruitment stands
- Produced new resources for new units – starter packs, welcome leaflets etc



## Outputs

- Girl recruitment grew by 2% across all areas.
- 18 new units were established through the Outreach project
- Over 30,000 Rainbow leaflets were distributed to schools
- A bus campaign was undertaken in Belfast, Ballymena and Londonderry with 60 bus rear advertisements
- Each County set up a Growing Guiding Team and worked to target areas in their Counties and every County organised recruitment events
- Commissioners and Leaders were trained in promoting guiding, how to offer flexible guiding and how to reduce current waiting lists
- Girlguiding Ulster and all 10 Counties produced Growing Guiding plans; these included new areas to be targets, support for new units and support for units with low numbers.
- Evaluations of events and an annual Ulster event showed the areas of improvement.
- Many promotional items were produced including different language cards in order to promote guiding to ethnic minority groups.

## Outcomes

- Increased opportunities for young women, in areas of high social deprivation, to participate in guiding / youth service.
- Greater understanding across the organisation of the needs of young people from ethnic minority backgrounds.
- Enhanced the capacity of local volunteers to reach out to and include young people from diverse backgrounds.
- Greater awareness of the organisation and its impact throughout Northern Ireland
- Units established in areas where guiding did not exist in the past.

## Embedding learning

- The Ulster and County plans have been used to target priority areas of work and staff have been recruited to support this work.
- This area continues to be a high priority for the next strategic plan.
- All levels of the organisation have been involved in this work, all units have had access to new resources showing how to grow guiding and activities that can be used with the girls to promote bring friend nights or other taster events.

## Sharing and dissemination

A partnership with Sainsbury's was established and for the past two years, we have been able to take over all 13 of their stores across NI to have recruitment stands. Good relationships have been built with all Universities and stands have been taken at all fresher fayres.

### Resources produced

Share the Fun Resources

Promotional material – postcards, posters, leaflets, bus campaign, wristbands

### Critical learning

The Geo-mapping tool meant that we could really target areas and helped Counties to look at the existing provision and where the gaps were.

### Enablers

|   |  |
|---|--|
| 1 | Engagement with volunteers to identify areas to be targeted  |
| 2 | Evaluating events, to ensure that targets were being met and that communication was disseminated across the organisation |

### Hindrance / Blockage

|   |  |
|---|--|
| 1 | Trying to attract new adult volunteers |
| 2 | Sourcing neutral venues for new units  |



|                       |  |
|-----------------------|--|
| <b>Organisation</b>   | Cara-Friend                            |
| <b>Project name</b>   | Gay and Lesbian Youth NI               |
| <b>Contact person</b> |  |
| <b>Address</b>        | 9-13 Waring Street, Belfast<br>BT1 2DX |
| <b>Tel. no</b>        | 02890 890202                           |
| <b>email</b>          |  |



### Project target group

The target group was young people between the ages of 14 and 25 in Northern Ireland who identify as Lesbian, Gay, Bisexual and/or Transgender, or who are or were questioning their sexual orientation or gender identity. With this being a marginalised community we were open ended in our target number of young people reached. Over the course of the outreach initiative we have worked with on average 450 young people per year who are LGBT and/or T, or who are questioning their sexual orientation or gender identity.

### Aim(s)

- To increase networking and co-operation amongst LGBT youth services regionally
- To work closely with existing organisations in local communities to provide and support mechanisms which are more inclusive of LGBT young people.
- Improve the mental health issues faced by young LGBT people through peer support and social engagement; reaching young LGBT across all areas of NI.
- To continue with the delivery of sexual orientation/gender identity awareness training to youth organisations, educational establishments and the PSNI.

### Activities and services

- GLYNI were represented annually at fresher's fairs throughout Northern Ireland promoting our regional groups and working to combat rural isolation faced by many young LGBT individuals
- GLYNI have developed links with many mainstream youth organisations to assist them in putting in place the necessary support mechanisms to ensure their organisations are inclusive and welcoming for young LGBT individuals. This has been through training delivery, poster campaigns and joined up initiatives.
- During the course of this initiative we have delivered awareness training to youth organisations, ELB's, teacher training institutions, the PSNI and staff and pupils in schools across NI.

## Outputs

Over The course of the last 12 months alone, the outreach initiative has:

- Engaged with just over 2,500 young people and over 600 professionals and volunteers in a range of outreach settings.
- 500 young people have engaged directly with our youth services, regionally across Northern Ireland. The areas now included are: Belfast, Ballymena, Enniskillen, Armagh and Bangor to be next operational.
- 1,500 young people have accessed training through schools, regional colleges and youth groups across Northern Ireland. This training addressed sexual orientation and gender identity awareness in order to give young people the tools an-d information needed in order both feel secure in a supported environment and be understanding and aware of the issues faced by their peers, and to raise awareness of the youth services provided within the locality for young people who identify as LGB and/or T, or who may be questioning their sexual orientation or gender identity.
- Over 500 young people so far this year have engaged with Cara-Friend through our outreach initiative targeting regional colleges throughout Northern Ireland. We have done this in partnership with the Inclusion and Diversity teams in both the BELB, NEELB and with the South Eastern Regional Colleges in conjunction with the South Eastern Health and Social Care Trust. This has been done through outreach visits to each campus, promoted with each campus prior to the date. In the case of the NEELB area, we paid for the use of the NEELB mobile unit in order to increase visibility and engagement with as many young people as possible.

## Outcomes

- Young LGBT people across NI are more supported in a secure, peer supported and self-development safe space.
- Staff and volunteers are more experienced and confident working with LGBT youth within their own organisations.
- Young LGBT people regionally are supported in safe space environments within youth settings, schools and families.
- LGBT young people regionally have had the opportunity to engage with other young people from different traditions and community backgrounds and form positive relationships.

## Embedding learning

- Cara-Friend have embedded the establishment of a fully peer led ethos into the operational and strategic levels of all services operating regionally. This has been done through the establishment of a formal youth committee, of which membership is also represented at the board level of the whole organisation to ensure the needs of the young people accessing the services are met.
- This learning has been exported to each regional group operated solely by Cara-Friend or in partnership with another youth organisation. We now operate in 5 locations on a full time basis across Northern Ireland: Belfast, Ballymena, Lisburn, Enniskillen and Armagh. The combined weekly (in the case of Ballymena and Enniskillen, fortnightly) number of young people being supported is on average 90.

## Sharing and dissemination

- Gay and Lesbian Youth NI Peer Youth Workers worked alongside the BELB Inclusion and Diversity Team to create a campaign designed to share the knowledge of how best to support a young person who comes out as LGBT within a youth work setting. The training developed a booklet and training package known as 'Coming in', aimed at making young LGBT people feel included and supported within all environments.
- Similar training has been carried out by the Regional Development Youth Officer in youth settings across Northern Ireland in order to support organisations in their work and to disseminate learning and experience from the operation of Gay and Lesbian Youth NI at local level. This support has remained in place after training has been completed in order to provide the best outcomes from young LGBT people regionally.

## Resources produced

|   |   |
|---|---|
| 1 | 'Educating the Educators' – Training for professionals                  |
| 2 | 'Coming In' campaign – peer designed and led training for youth workers |

## Critical learning

Understanding the difficulty associated with accessing young LGBT people regionally (specifically rurally) in a comprehensive and sustained manner. This has brought significant learning in what can be managed practically with the limitations of funding and subsequently staffing afforded to each piece of regional work.

## Enablers

|   |   |
|---|---|
| 1 | A dedicated volunteer base which has allowed for the delivery and continuation of the service regionally. |
| 2 | A linked up approach to working across the youth work sector regionally.                                  |

## Hindrance / Blockage

|   |   |
|---|---|
| 1 | Staffing – due to the limitations of having one staff member developing and delivering services this slowed the rate & scope of progress. |
| 2 | Accessing a marginalised group like LGBT young people in rural areas in which the stigma of being such is often very negative.            |

AGED 14 to 25?

Lesbian? Gay? Bi-Sexual? Trans? Questioning?

An open social space to meet other LGBTQ young people

SOCIAL EVENTS

ACTIVITIES AND WORKSHOPS

ACCREDITED TRAINING

 1st Floor, 9 to 13 Waring St,  
Belfast, BT1 2DX  
[www.cara-friend.org.uk](http://www.cara-friend.org.uk)

[www.glyni.org.uk](http://www.glyni.org.uk)



|                       |  |
|-----------------------|--|
| <b>Organisation</b>   | Public Achievement   |
| <b>Project name</b>   | Breaking the Cycle   |
| <b>Contact person</b> | Paul Smyth   |
| <b>Address</b>        | 7 Donegall Street Place  |
|                       | Belfast  |
|                       | BT1 2FN  |
| <b>Tel. no</b>        | 028 9044 2813  |
| <b>email</b>          | <a href="mailto:paul@publicachievement.com">paul@publicachievement.com</a> |



|   |
|---|
| <b>Project target group</b>   |
| <p>Young women and young people (male &amp; female) from minority ethnic backgrounds, as well as young people living in 'interface' communities.<br/> Age range: primarily 13-17<br/> Target number: 30-40 per year</p> |

|  |
|--|
| <b>Aim(s)</b>  |
| <ul style="list-style-type: none"> <li>• To work with young people from ethnic minority communities including young refugees and asylum seekers to enhance their level of participation in our society.</li> <li>• To work with young women to identify and address forms of violence (with particular reference to domestic violence, relationship-based violence, gender equality &amp; young women's experiences of policing) they experience, and to help them develop alternatives to violence and avoidance as responses to conflict.</li> </ul> |

|   |
|---|
| <b>Activities and services</b>  |
| <ul style="list-style-type: none"> <li>• Using Public Achievement's Civic Youth Work model, staff and volunteers led participating groups through a group work process of weekly sessions over a 6-12 month period.</li> <li>• Participants were supported to design, implement, make public (through celebration events) and evaluate their own action projects to address specific issues of violence or discrimination affecting their communities. These projects resulted in products such as posters, films, photography etc.</li> <li>• Additionally, groups were involved in visits (e.g. to exhibitions, meetings with the police etc.) and other collaborative activities (e.g. residencies) as well as the opportunity to get involved in wider Public Achievement projects or campaigns.</li> </ul> |



## Outputs

All figures are totals for the period 2008-2015:

- Participants – young people: 216
- 24 Group Work Projects
- Partner Organisations: 28
- Volunteer 'coaches': 17
- Coach Training events attended by volunteer coaches: 10
- Films developed by group work projects: 11
- Residential experiences: 11

## Outcomes

- i. Organisational development (i.e. those you worked with)
  - We have supported capacity-building within organisations with whom we have partnered as well as contributing to the work of networks such as the South Belfast Roundtable and Youthnet's BME Interest Group.
- ii. Youth work practice
  - We have been able to support volunteers (both from within our partner organisations and without) to develop their youth work skills, training them in our 'Civic Youth Work' model and with reference to the themes addressed by Breaking the Cycle including work with young women and BME young people as well as violence, gender equality, racism and policing.
- iii. Staff, leadership and young people
  - Increased participation by young people in the civic lives of their communities.
  - Increased capacity to address difficult and controversial social and political issues.
  - Skills development including communication, leadership, team-work and social skills, practical media skills, planning and organisational skills.
  - A growth in the young people's personal self-confidence, as well as a greater awareness of themselves, others and their communities.

## Embedding learning

- As a result of this work we now have a body of practice and expertise on work with young women and BME young people and on addressing issues of violence, gender equality, racism and policing with those groups as well as groups from interface communities. This has complemented the practice embodied by our Civic Youth Work model and we are about to publish a report that documents the work of the project and identifies the key learning with particular reference to this model of practice.
- In addition we have been able to strengthen strategic linkages between the work of Breaking the Cycle regarding young women and BME young people and policing, and that of our 'Beyond the Margins' work as well as with our other areas of work including the work of our WIMPS project (Where Is My Public Servant?).

## Sharing and dissemination

- We were an active member of Youthnet's BME Interest Group and contributed to a shared seminar, entitled 'Out of Reach', on inclusive youth work practice in November 2012. We continue to participate in the South Belfast Roundtable.
- In January 2014 we facilitated a seminar on young women, politics and leadership as part of the 'Gender Initiative' (Ulster University/YouthAction NI).
- In March 2015 we will publish a report on the work of 'Breaking the Cycle' since 2008 to disseminate our learning from applying the Civic Youth work model to work with young women and young people from minority ethnic backgrounds.
- On 19th March 2015 we will host a North-South conference for youth workers, policy-makers and police officers to share learning from our 'Beyond the Margins' work on building relationships between young people and the police and to establish an all-island network to further develop youth-police engagement.

## Resources produced

- |   |  |
|---|--|
| 1 | 'Breaking the Cycle' project report – to be published in Spring 2015 |
|---|--|

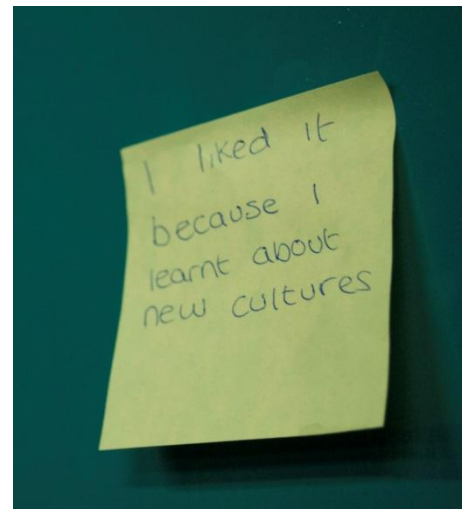
## Critical learning

The necessity of putting a lot of time and effort into building relationships with partners in local communities. This helps ensure that there is a clear understanding of our objectives and in particular of our methodologies for its delivery, but it is also crucial to build trust which creates an environment where groups have the freedom to make the most of our work with them.

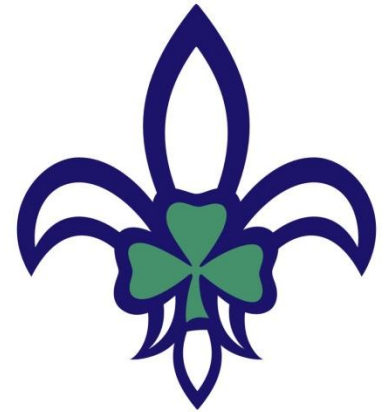
## Enabler

- |   |  |
|---|--|
| 1 | Networking opportunities such as the BME Interest Group was a useful information-sharing opportunity that allowed groups to find synergy between their work, explore opportunities for collaboration and discuss strategies for overcoming obstacles in the work.  |
| 2 | Our model of practice around 'Civic Youth Work' has proved itself to be transferable to a variety of issues and spheres including those relevant to young women and young people from minority ethnic backgrounds – many of the groups have flourished in creating their own projects addressing real issues in their communities. |

| Hindrances / Blockages |  |
|------------------------|--|
| 1                      | The stop-start and uncertain nature of funding can inhibit consistency for groups particularly if there are staffing changes which can result in a loss of expertise, and it prevents the development of longer-term strategies for programme development.   |
| 2                      | From the outset of the project we observed the lack of infrastructure and capacity within and between minority ethnic associations and groups which made it difficult to recruit groups for the project, particularly where there was a lack of understanding of the concept of youth work. This has improved over time however more broadly there have been occasions when youth/community workers in the community-based organisations we have partnered with have acted out of the cultural norms present in their local community and act as 'gatekeepers' by inhibiting opportunities for young people to engage with programmes. |



|                       |  |          |
|-----------------------|--|----------|
| <b>Organisation</b>   | Scouting Ireland (Scout Foundation NI)                               |          |
| <b>Project name</b>   | Rural Outreach   |          |
| <b>Contact person</b> | John Meikleham   |          |
| <b>Address</b>        | Suite 101, Lisburn Enterprise Centre                                 |          |
|                       | Ballinderry Road   |          |
|                       | Lisburn  | BT28 2BP |
| <b>Tel. no</b>        | 028 92667696   |          |
| <b>email</b>          | <a href="mailto:john_sfni@btconnect.com">john_sfni@btconnect.com</a> |          |



### Project target group

This project targeted young people in a rural setting. Scouting Ireland works with children and young people aged 6-21. Our aim was to increase provision of Scouting for this age Group.

For the sake of a project description we identify rural as any area that is outside a large urban area e.g. Greater Belfast, Derry, Bangor, etc. We will therefore include provincial towns such as Newry, Newcastle, Enniskillen, Cookstown as well as smaller towns and villages, etc.

### Aim(s)

Its purpose was 2 fold: -

1. Open new Groups or age group sections within existing Groups in a rural setting.
2. To ensure that existing Groups in a rural setting had adequate support.

### Activities and services

- Recruit and Access NI check volunteers in local settings.
- Provide *Induction, Child Protection* and *Programme* training to the volunteers. (20 hours of training each)
- Support these volunteers as children and young people are recruited.
- Provide Programme resources to support the delivery of the Scouting programme locally.
- Recruit and train a local Group Leader (manager) for each Group.
- Ensure that young people are fully participating in programme planning in their local Group.
- To visit each rural Group and ensure that they have adequate support.
- Provide additional support as necessary.
- Provide support to local management group on governance.

## Outputs

- 32 visits to local schools
- 14 visits to local youth groups/local youth officers/community groups, etc.
- 200 additional young people involved in Scouting
- 60 additional volunteers involved in Scouting
- 4 new Groups in local communities
- 4 new Age Sections in existing local Groups
- 4 Group Leaders (Managers) recruited and trained
- 150+ Visits by support staff to Rural Groups providing them with support
- 30+ Visits by support staff to Scout Counties with Rural Groups providing them with support
- 10 Child Protection Courses for volunteers
- 11 Induction Courses for volunteers
- 7 Foundations in Scouting Courses for volunteers
- 1 Personal Development Course for volunteers
- 1 Skills Course for volunteers
- 1 Event Planning and Creativity Course for volunteers
- 2 Group Leaders Basic Courses for volunteers
- 1 Group Leader Advanced Course for volunteers

## Outcomes

- i. Organisation has increased the number of active Groups in a rural setting  
Improved local governance  
Improved support to local Group and County level volunteers  
Increased number of local Group Leaders (Managers) trained
- ii. Improved programme delivery in age group sections in local Groups
- iii. Better trained volunteers  
Programme support available to local Groups when required  
More young people involved in Scouting in a rural setting  
Additional volunteers have been recruited and undertaken training  
Staff more involved in training at Induction level with local Groups helping them to build relationships with local volunteers

## Embedding learning

We have just completed our next 3 year plan. The work that was carried out in the *Rural Project* was reviewed during this process and influenced how we planned for the future. That planning process included young people and volunteers from across Northern Ireland and staff involved in development.

As part of that plan developing new provision is a central focus, and the lessons learnt from the *Rural Project* will inform this and indeed will influence our urban development plans as well.

We took part in the YCNI VSYOI Sharing event which allowed us to share our learning and learn from other groups experiences.

## Critical learning

For us it was the importance of getting the balance right between pushing too fast and not fast enough when developing local provision.

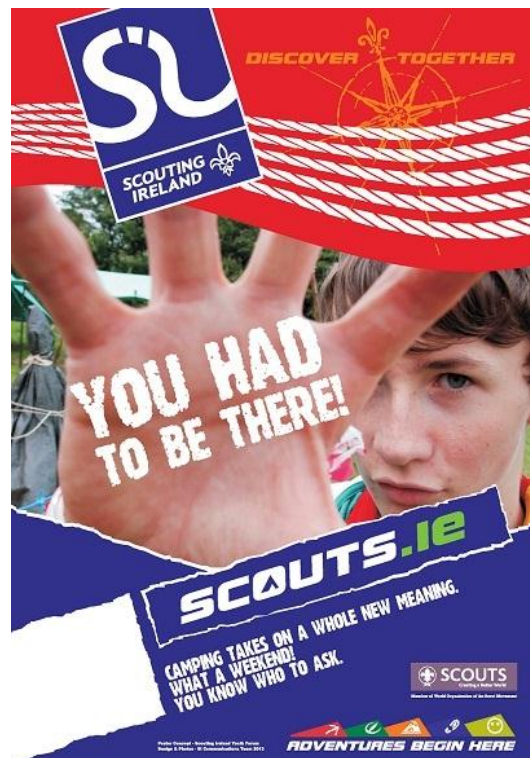
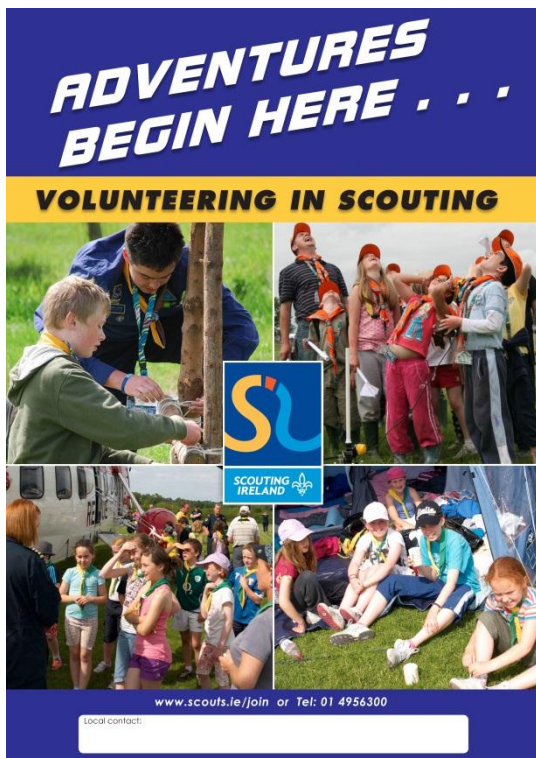
Of building relationships locally.

## Enabler

|   |   |
|---|---|
| 1 | Building relations with local people and local agencies, schools, youth workers, etc.   |
| 2 | Targeting specific pieces of work within the project has been an important lesson. E.g. in this project targeting the recruitment and training of Group Leaders was particularly effective. |

## Hindrance / Blockage

|   |   |
|---|---|
| 1 | Lack of local knowledge slowed us on a few occasions. |
|---|---|





|                       |  |
|-----------------------|--|
| <b>Organisation</b>   | YMCA Ireland   |
| <b>Project name</b>   | YMCA Outreach  |
| <b>Contact person</b> | Stephen Turner   |
| <b>Address</b>        | National Centre Greenhill YMCA   |
|                       | Donard Park Newcastle Co Down  |
|                       | BT330GR  |
| <b>Tel. no</b>        | 02890449316  |
| <b>email</b>          | <a href="mailto:stephen@ymca-ireland.net">stephen@ymca-ireland.net</a> |



### Project target group

This project was targeted at young with learning disabilities aged between 14 and 21. Approximately 30 young people have engaged in the programme. In addition the programme has targeted professional and part time staff in 7 YMCAs.

### Aim(s)

- Develop a person centred plan with enables and empowers inclusion for the individual young person
- Personal & social development of the young people especially in the area of relationship building, personal confidence & social skills
- To assist young people with learning difficulties to transition from school to post school situations
- Train staff in 7 YMCAs in inclusive practice around the issue of learning disability & challenging behaviour

### Activities and services

- Weekly special project club
- Digital photography club
- IT learning programme - in association with Wheelworks
- Social outings
- Integration into mainstream youth club
- Regional training & sharing of experience between local YMCAs with specialised training in understanding behaviours

### Outputs

- 30 young people with learning difficulties received full time support and mentoring directly through the project over 3 years
- 36 part time & full time staff were trained in learning disability awareness
- Each Staff member received a challenging behaviour pack which was used as a resource for the training.
- The work began in one location but has extended to 7 locations
- 3 YMCAs engaging writing a specific policy for this type of work

### Outcomes

- Raised awareness of the issues with other sections of the organisation
- Changed the strategy of the organisation to have inclusive proofing and 'welcoming' features
- Increased the capacity and awareness of the volunteers
- Assisted with the engagement of young people in the programme planning

### Embedding learning

- Revised policy & procedures
- Influenced strategic planning including research for SLA with ELBs
- Engaged the young people's families in the youth work

### Sharing and dissemination

- The programme engaged with the local social work team, teachers in the formal sectors, local FE college lecturers, health development team and other youth workers.

### Resources produced

|   |   |
|---|---|
| 1 | Developed capacity to provide a OCN level qualification focussed on this area       |
| 2 | Volunteer training resources and exercises devised which are bespoke for this group |

### Critical learning

Working with vulnerable groups needs to include all players including and in this instance - the family

### Enabler

|   |   |
|---|---|
| 1 | New skills and awareness in our practitioners |
| 2 | A well thought through methodology            |

### Hindrance / Blockage

|   |   |
|---|---|
| 1 | The work with the young people always included engagement with the whole family. Often the family was resistant to their child's involvement in mainstream programmes as they thought they were at risk of being bullied or rejected by other young people. This took a lot of worker time to overcome. |
| 2 | Shortage of time - building confidence takes a long time  |

|                       |  |
|-----------------------|--|
| <b>Organisation</b>   | <b>Youth Initiatives</b>   |
| <b>Project name</b>   | YI Reach Out Project   |
| <b>Contact person</b> | Vinty Firth  |
| <b>Address</b>        | 50 Colin Road  |
|                       | Belfast  |
|                       | BT17 0LG   |
| <b>Tel. no</b>        | 02890 301174   |
| <b>email</b>          | <a href="mailto:vintyf@youthinitiatives.com">vintyf@youthinitiatives.com</a> |



| <b>Project target group</b>  |
|--|
| <ul style="list-style-type: none"> <li>• Focus on outreach to unconnected young people (11-18's) in social need areas of West Belfast, Downpatrick and Banbridge.</li> <li>• Mixed gender – with an emphasis on connecting to hard-to-reach young men.</li> <li>• Targeting Young People of disadvantage areas who experience a combination of barriers to learning and life.</li> </ul> |

| <b>Aim(s)</b>   |
|---|
| <ol style="list-style-type: none"> <li>1. Reaching out to disadvantaged, at-risk young people and engaging those who are currently disconnected but most in need of youth provision and informal education.</li> <li>2. Training youth volunteers to deliver effective outreach street work</li> <li>3. Strengthen the application of the YI Outreach Youth Work Methodology and establish best practice</li> </ol> |

| <b>Activities and services</b>  |
|---|
| <p>Street work</p> <ul style="list-style-type: none"> <li>• West Belfast, 3 sessions p/w</li> <li>• Banbridge, 2 sessions p/w</li> <li>• Downpatrick, 2 sessions p/w</li> </ul> <p>Schools work</p> <ul style="list-style-type: none"> <li>• West Belfast - St Colms High School, 3 sessions p/w</li> <li>• Banbridge – Banbridge Academy, 2 sessions p/w</li> <li>• Downpatrick – Down High 1session p/w</li> </ul> <p>Youth Volunteer training &amp; development</p> <ul style="list-style-type: none"> <li>• 2 training seminars per year</li> <li>• 2 training residential per year</li> <li>• Monthly, One to one mentoring and support</li> </ul> <p>Weekly Outreach programmes</p> <ul style="list-style-type: none"> <li>• After schools club</li> <li>• Evening drop in</li> <li>• Football programme</li> </ul> |

Staff development : sharing learning/best practice

- Monthly staff team meeting
- Area visitations
- Agency visitations

Collaboration :local network

- Detached Steering committees
- Basin – Banbridge
- Youth Practitioners Forum

Training other groups in YI outreach methodology

- Invest Youth Conference
- Colin Area Youth Work Forum
- TOM team
- 24/7 Prayer
- Dream Scheme
- East Belfast Alternatives
- Blue Houses (YFC)
- Bytes Project
- Charter NI
- Sally Gardens
- Damask Lisburn

## Outputs

- Outreach youth engagements – 2000 young people
- Youth Volunteer Outreach Training - 25 young people
- Equipping Summer Scheme Volunteers – 52 young people
- Young Men’s Informal education – 23 young men
- Mentoring programme – 40 young people
- Outside agency Outreach Training – 10 Training sessions
- Shared learning events – 3 shared learning events, 74 practitioners

## Outcomes

Young People

- Transition from disconnected to informal education conversations and participation
- Engagement and connection with outreach staff and volunteers

YI Organisational Development

- YI profile heightened
- YI recognised as good practice agency
- Learning from each other (internally) and from other organisations (externally)
- Growing in understanding of wider NI Streetwork context

|  |
|--|
| <p><b>Youth Work Practice</b></p> <ul style="list-style-type: none"> <li>• Greater depth of understanding/insight into YI 5 stage methodology</li> <li>• Streetwork methodology developed</li> <li>• Learning around being responsive not reactive</li> <li>• Using informal education in streetwork context</li> </ul> <p><b>YI Staff</b></p> <ul style="list-style-type: none"> <li>• Increased confidence</li> <li>• Response to identified need eg young mums programme</li> <li>• Intentionality in streetwork</li> </ul> <p><b>Leadership Development</b></p> <ul style="list-style-type: none"> <li>• Investment in volunteers</li> <li>• Stronger peer influence</li> <li>• Streetwork Forum launched</li> </ul> |
|--|

|   |
|---|
| <p><b>Embedding learning</b></p> <ul style="list-style-type: none"> <li>• Monthly outreach staff meetings to share learning/best practice</li> <li>• Leading Streetwork Practitioners Forum</li> <li>• Impact within local networks/youth strategy groups</li> <li>• Input into policy consultations eg Priorities for Youth</li> </ul> |
|---|

|   |
|---|
| <p><b>Sharing and dissemination</b></p> <ul style="list-style-type: none"> <li>• Streetwork Practitioners Forum</li> <li>• Training &amp; delivery to other organisations</li> <li>• Consultancy with other agencies/individuals</li> <li>• Impact through local networks</li> <li>• Monitoring and evaluation processes/tools</li> </ul> |
|---|

|                           |   |
|---------------------------|---|
| <b>Resources produced</b> |   |
| 1                         | YI Outreach Pathway Model   |
| 2                         | Intention still to produce volunteer handbook and YI Outreach booklet |

|   |
|---|
| <p><b>Critical learning</b></p> <p>Learning how to articulate and practice an informal education youth work streetwork methodology in the context of local communities and in collaboration with other agencies and approaches.</p> |
|---|

| <b>Enabler</b> |  |
|----------------|--|
| 1              | Training : skills development, intentionality, understanding youth work processes, understanding young people                                    |
| 2              | Being able to connect with young people in a variety of settings: street, school, one off events – the value of a long term relational approach. |

| <b>Hindrance / Blockage</b> |  |
|-----------------------------|--|
| 1                           | Perceptions of other agencies and sometimes of young people  |
| 2                           | Youth culture and huge social challenges facing young people : some young people not ready to engage |

**Youth Initiatives  
0-6 Outreach Progression Chart**

|                               |   |                        |                                       |  |  |                          |
|-------------------------------|---|------------------------|---------------------------------------|--|--|--------------------------|
| <b>0</b>                      | <b>1</b>                                  | <b>2</b>               | <b>3</b>                              | <b>4</b>                                       | <b>5</b>                                   | <b>6</b>                 |
| Disinterested<br>Or Dissident | Engaging<br>with Outreach<br>Youth Worker | Creative<br>Activities | Engaged in<br>Programme<br>Activities | Learning<br>Curriculum<br>& new life<br>skills | Volunteer &<br>taking on<br>responsibility | Leading /<br>Peer Mentor |
| →                             | →   | →                      | →                                     | →  | →  |                          |



|                       |  |
|-----------------------|--|
| <b>Organisation</b>   | YouthAction Northern Ireland                                   |
| <b>Project name</b>   | Safe and Sound   |
| <b>Contact person</b> | June Trimble   |
| <b>Address</b>        | 14 College Square North  |
|                       | Belfast  |
|                       | BT1 6AS  |
| <b>Tel. no</b>        | 028 90240551   |
| <b>email</b>          | <a href="mailto:june@youthaction.org">june@youthaction.org</a> |



| <b>Project target group</b> |  |
|-----------------------------|--|
|                             | <ul style="list-style-type: none"> <li>• Young women aged 14 – 25 years, living in rural communities in the Armagh and Fermanagh areas;</li> <li>• LGB&amp;T young women aged 16 – 25 years, living in Greater Belfast and Fermanagh;</li> <li>• Youth workers and youth groups requiring support and new skills to develop equality based youth work with young women throughout Northern Ireland.</li> </ul> |

| <b>Aim(s)</b> |  |
|---------------|--|
|               | <ul style="list-style-type: none"> <li>• To improve the mental health and well-being of rural young women, by building resilience and personal capabilities to enable them to deal with the challenges of everyday living.</li> <li>• To develop youth work methods to support urban and rural LGB&amp;T young women.</li> <li>• To increase the skills and abilities of youth workers across Northern Ireland to tackle issues of inequality in young women's lives, through youth work.</li> </ul> |

| <b>Activities and services</b> |   |
|--------------------------------|---|
|                                | <ul style="list-style-type: none"> <li>• Delivering resilience building, group work programmes with young women in local communities, using the LIFE Maps model of youth work practice.</li> <li>• Organising large scale, regional events for young women and youth groups to inspire local delivery. Such as Let's Talk political engagement events for young women; Fitted and tailored touring art project and exhibition; RePresent events for young women to engage with elected representatives; Positive mental health fairs; and Punch, a Suitcase theatre tour exploring sexual orientation.</li> <li>• Hosting a series of seminars for youth workers on 'Thinking seriously <i>about work with young women</i>'; the Gender Initiative exploring <i>young women and the digital world, human trafficking and political engagement</i>.</li> <li>• Devising and publishing new resources for youth workers (Bullseye and LIFE Maps) and delivering regional training.</li> <li>• Raising awareness of the issues impacting on young women's lives through the production of a short film (Snakes and Ladders); a TED Talk and a verbal archive on soundcloud (<i>girls dating girls; coming out the blessing; the art of unattraction</i>).</li> </ul> |

## Outputs

Over 3 years:

- 657 rural young women participated in regular group work programmes and awareness raising events.
- 201 rural young men attended awareness raising events.
- 1258 youth and community workers, and related professionals attended training, seminars, exhibitions and information sessions.

(Actual numbers to 31<sup>st</sup> December 2014)

Social media hits and on line campaign numbers not included

## Outcomes

Young women with;

- increased strategies and skills to improve personal safety;
- greater resilience in relationships;
- greater awareness of how to improve their mental health; and
- increased knowledge of the benefits of signposting.

Youth workers with;

- greater confidence and clarity on how to work with young women in a youth work setting;
- new ideas and materials to use in their own practice; and
- increased skills in gender specific approaches to improving mental health and well-being, through youth work.

## Embedding learning

Through our role as a regional voluntary youth organisation, YouthAction NI shared learning through:

A series of seminars for youth workers hosted, throughout Northern Ireland. This included;

- Three seminars on: *Thinking seriously about work with young women.*
- Three *Gender Initiative* seminars on *young women and the digital world; young women and human trafficking; young women and political engagement.*
- One *Policy and Practice* seminar in partnership with ARK (Access Research, Knowledge) on young people and mental health, and policy brief produced.

Regional training events for youth workers, students and apprentices delivered, using the new LIFE Maps model for gender specific approaches to improving mental health and well-being; the Bullseye resource for equality based youth work with young women; and the delivery of the recognised Mental Health First Aid training.

## Sharing and dissemination

- New publications: *Bullseye*, *LIFE maps* and ARK Policy brief ~ *young people and mental health*.
- Regional training events and seminars for youth workers.
- Presentations to and partnership working with the OFMDFM Gender Advisory Panel; Ulster University; Northern Ireland Women's European Platform (NIWEP); Public Health Agency (PHA) and University of Oxford.
- Social media use of twitter (2997 followers @ 12th March); sound cloud (verbal archive); and You tube channel (*Snakes and ladders* short film, TED Talk on *Alchemy* model).
- Arts initiatives to promote public awareness, *Fitted and tailored* ~ a creative exhibition of young women's deepest fears and aspirations and *Punch*, a hard hitting new play, depicting a young women's journey of coming out.

## Resources produced

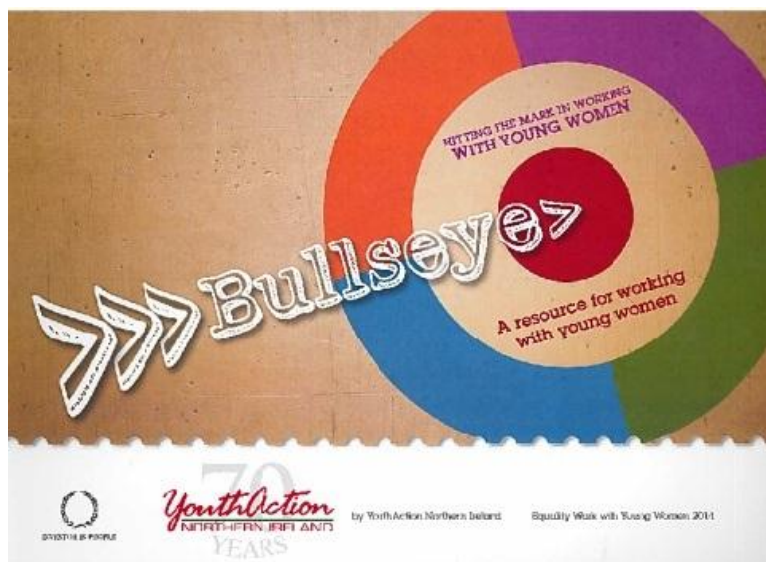
|   |   |
|---|---|
| 1 | Bullseye ~ a resource pack of new ideas, materials and approaches to develop equality work with young women.  |
| 2 | LIFE maps ~ a policy and practice journal aligning youth work practice to promoting positive mental health and a curriculum resource for youth workers. |

## Critical learning

There is huge interest and demand from youth workers at a local and regional level, for support, programme ideas, training and regional events to assist them to develop equality based work with young women.

## Enablers

|   |  |
|---|--|
| 1 | YouthAction provides the role of a skilled regional youth organisation, experienced in equality based youth work, bringing resources, networks, training and materials to local level. |
| 2 | Building leadership and a 'can do' attitude in young women to inspire others.  |



|                       |  |
|-----------------------|--|
| <b>Organisation</b>   | Youthnet   |
| <b>Project name</b>   | Inclusion (Outreach)   |
| <b>Contact person</b> | Mary Field   |
| <b>Address</b>        | 5 <sup>th</sup> Floor, 14 College Sq. North                      |
|                       | Belfast  |
|                       | BT1 6AS  |
| <b>Tel. no</b>        | 02890 331880   |
| <b>email</b>          | <a href="mailto:mfield@youthnet.co.uk">mfield@youthnet.co.uk</a> |



| <b>Project target group</b>   |
|---|
| <p>Youth workers, volunteers and others who work with young people in both the statutory and voluntary sector. Age range 25+, mixed gender, Approx. 2000 people (conferences, training, workshops etc.)</p> <p>Approx. 150 young people, mixed gender, age 14 – 25.</p> |

| <b>Aim(s)</b>  |
|--|
| <ul style="list-style-type: none"> <li>• To influence policy and practice relating to work with LGB&amp;T young people</li> <li>• To influence the provision of inclusive services for all young people</li> <li>• To equip the target group with the skills and expertise to work with and support young people from diverse living circumstances and identities</li> </ul> |

| <b>Activities and services</b>   |
|--|
| <ul style="list-style-type: none"> <li>• Awareness Raising<br/>Training/Conferences/workshops/presentations/residential/one to one meetings/ Participation in Policy Forums</li> <li>• Resource Development <ul style="list-style-type: none"> <li>○ Youthnet Inclusion Website</li> <li>○ LGB&amp;T Youth App</li> <li>○ Transgender NI Website (through PHA)</li> <li>○ LGB&amp;T E-learning Programme (through PHA)</li> <li>○ Trans young people 'Access to Healthcare' video</li> </ul> </li> <li>• Support – Developed youth support group Translate (partnership with Cara Friend)</li> <li>• Research –Participated in steering groups for the following research: Grasping the Nettle; All Partied Out?; Through Our Minds; and Multiple Identity</li> <li>• Campaigning <ul style="list-style-type: none"> <li>○ I am an ally – Anti-Transphobia campaign</li> <li>○ Transgender Day of Remembrance</li> <li>○ No Hate Speech Campaign</li> <li>○ IDAHO(T) – International Day Against Homophobia (and Transphobia)</li> <li>○ PRIDE</li> <li>○ Outburst Festival</li> </ul> </li> </ul> |

## Outputs

- **ICT Resources**

Transgender NI website was launched and further developed and maintained by Youthnet for the duration of this Project. The website has resulted in over **50** direct contacts to Youthnet from youth workers, teachers and counsellors.

A Transgender NI Twitter feed was set up and maintained by Youthnet @TransgenderNI, it provides latest news, events and resources available to **329** followers.

The Youthnet Inclusion Microsite has been developed and updated to include the Diversity Calendar (which was developed by the Project to help Youth Workers develop Inclusion work with young people).

An LGB&T App for young people was developed in partnership with Cara Friend, PSNI and supported by YCNI. The App has been promoted in all training, workshops and at conferences attended, and has also been used one to one with teachers and youth workers as a form of support.

**Other Resources** developed by the project include: Equality Commission leaflets, a PSNI Hate and Signal crime – Transphobia leaflet, Postcards to advertise the youth group 'Translate', Purple ribbons and Postcards to highlight Transgender Day of Remembrance.

- **Campaign** work has included 'I am an ally' (The campaign is a global concept run by the organisation Wipe Out Transphobia), with **50** photographs sent in to this campaign or taken at events such as training events with young people.

Youthnet organised and attended events for 'Transgender Day of Remembrance' 20<sup>th</sup> November in Northern Ireland over the length of the Project, in partnership with the Equality Commission and other members of the Trans Forum. An Event at QFT was attended by around **60** people including representatives from political parties and people from community, voluntary and statutory sectors.

- **Direct support for young people**

A youth group for young trans people was developed in partnership with Cara Friend. This group was called Translate. The group went on residential once (which was the first Trans youth residential in Northern Ireland).

The Project has also provided befriending to a number of trans young people through youth groups and schools. In the absence of other support this befriending allows the young people access to support and information.

- **Research**

Youthnet sat on the steering groups for a range of research initiatives and has used the research in training, presentations and lobbying.

- **Training**

**4** youth workers were trained to deliver Outstanding Youth Work

Outstanding Training – **15** sessions to approx. **210** people

Trans Training Programme – **9** sessions to **195** people

Access All Areas - **2** sessions to **40** people

Cultural Diversity Training – **5** sessions to **90** people

Homophobic Hate Crime – **10** sessions to **170** serving PSNI officers

- **Conferences and seminars and events** participation included:
  - 15** trans people from Northern Ireland attended the 'Trans Europe Conference' for the first time. This provided them with international contacts and support.
  - NIACRO Hate crime Conference and video – a presentation on Trans Hate Crime was given to conference attended by **150** Professionals from Department of Justice, PSNI, Policing Board, NIACRO, Probation Board, Judiciary, Politicians and members of voluntary and community organisations.
  - Youthnet facilitated **3** seminars on Trans Issues in the Workplace in partnership with the Equality Commission. One seminar was also in partnership with NIPSA. These seminars gave employers and employees the chance to understand the issues for trans people in the workplace and to understand Legislation and Good Practice around this issue. (210 people from a range of sectors and public bodies attended)
  - Youthnet gave a presentation on the experiences of young trans people in accessing health care and the effects on mental health and answered questions in a panel discussion at the conference 'A Picture Of Health' – organised by The Rainbow Project, Cara-Friend, and Here NI – funded by PHA. **150** people approx. attended this event.
  - The project gave an input on Trans Young People at the 'Educating the Educators' event hosted by Cara Friend during Pride. This event was attended by approximately **90** professionals working with young people.
- **Partnerships and Working groups**
  - The Project has worked in partnership with the following organisations and working groups, including: SAIL, Cara Friend, Equality Commission, PSNI and BeLonGTo.
  - NYCI – National Youth Council Ireland (Youthnet's sister Organisation in the South) 'No Hate Speech' Campaign.
  - A Transphobic Bullying Task Group has been developed by NIABF as a direct result of the Trans Forum meeting for under 18s attended by the Department of Education. This task group is working on ways to highlight transphobia within formal education. Information about gender identity has been put into their 'Think About...' leaflets and is available on the Department of Education website.
  - Trans Forum. The Project Chaired and performed the role of secretariat for the Trans Forum for 3 years of the project.
  - Maynooth University. Youth and community work students visit the Project twice a year to share experiences and practice.
- **Consultations** - the Project has fed into a range of consultations including:
  1. Have your say Belfast
  2. CAMHS Care Pathway for Trans young people
  3. Transforming your care – vision to action
  4. Racial Equality Strategy
  5. Gender Equality Strategy
  6. Sexual Orientation Strategy OFMDFM



## Outcomes

- Organisational Development  
Increase capacity in relation to meeting the needs of LGB&T young people through greater awareness of the issues, reviewing policies and recognition of support needs
- Youth Work Practice  
Increased access to resources and training to develop skills and confidence in diversity and inclusion
- Increased sharing of good practice in working with LGB&T young people
- Staff, leadership and young people have increased access to training opportunities
- Enhanced skills and confidence in youth work workforce to create more inclusive spaces in their youth work settings
- External Environment - Improved services for children and young people
- Gender Identity Clinic for trans young people established as an outcome of lobbying using research above to influence.

## Embedding learning

- All resources easily accessible on the Youthnet Inclusion Website and widely publicised through Youthnet communication channels.
- One residential youth workers conference North/South to share practice, resources etc.
- Developed Diversity Calendar for Inclusion Website
- Inclusion issues gained through activities used to inform Youthnet's policy and advocacy work

## Sharing and dissemination

- 'Transgender Youth and Gender Variant Children' conference and Launch of Gender Identity Clinic for under 18s attended by CAMHS staff and others.
- Resources e.g. LGB&T youth App, Inclusion Website and Transgender NI website have been included in all training sessions
- Engagement with the Trans Forum (Statutory and Voluntary service providers) to highlight issues for trans young people
- Engagement with Children and Young Persons Strategic Partnership LGB&T sub-group, LGB&T Forum, LGB&T Health Sub-group, NIABF LGB and trans sub-groups to ensure that the needs of LGB&T young people are continually raised
- Delivery of inclusion training to ELB youth work staff
- Delivery of LGB&T training to teaching staff as part of their 'Dealing with Contentious Issues' training

| Resources produced |   |
|--------------------|---|
| 1                  | Inclusion Website - Resource Library (containing Access All Areas, Leave It Out; Diversity Calendar and links to Youthnet YouTube Channel inclusion videos and Twitter Feed)  |
| 2                  | LGB&T Youth App resources to support both young people and professionals  |
| 3                  | The Transgender NI website. <a href="http://www.transgenderni.com">www.transgenderni.com</a> Resources and information for professionals to understand the experiences of transgender young people. E-learning resources for professionals to develop their understanding and capacity to support young people. |

| Critical learning   |  |
|---|--|
| <p>Inclusive Youth Work embraces and celebrates diversity and turns differences into learning experiences and opportunities for understanding others, rather than misunderstandings which can lead to competition and prejudice.</p> <p>However, youth workers and volunteers can be afraid of inclusion work - of making mistakes and making situations worse, of not <i>feeling</i> knowledgeable or equipped (out of their depth) to tackle this work with young people, and support and understanding is vital to them. Youth Workers need to be supported and allowed to develop skills, and have access to resources to do this work.</p> <p>By including LGB&amp;T issues under the broader umbrella of inclusion, this has allowed youth workers and volunteers to explore contentious issues in a safe space</p> |  |

| Enabler |   |
|---------|---|
| 1       | Working in partnerships   |
| 2       | Knowledge and understanding of the issues for minority young people and skills and expertise of staff |

| Hindrances / Blockage |  |
|-----------------------|--|
| 1                     | Intransigent attitudes inherent in Northern Irish society. |
| 2                     | Institutional attitudes and barriers to change             |



## Conclusions

### Managing Change

In good quality, reflective youth work practice nothing stays the same; everything is dynamic. Managing that developmental process, to ensure a quality learning experience for children and young people, whilst seeking to affect change beyond the immediate environment where a piece of work is taking place, requires a strategic overview along with the ability and capacity to capture and disseminate learning and practice regionally or across the thematic area of work.

### Targeted versus Universal

The target groups engaged through the Regional Voluntary Sector Youth Outreach Initiative are consistent with those identified in Priorities for Youth. They include:

- Young women (with a focus on rural areas);
- Newcomers;
- Young people -
  - who experience disadvantage, are vulnerable or are at an increased risk of social exclusion;
  - in areas of deprivation;
  - in areas low education attainment;
  - that identify as lesbian, gay, bi-sexual or transgender;
  - with learning disabilities.

Achieving this degree of consistency with the aim of the Outreach Initiative and Priorities for Youth should be recognised and celebrated. The extent of the correlation confirms the value of Outreach funding. It also demonstrates the unique position of Regional Voluntary Youth Organisations in respect of their capacity, reach and commitment to working in and with *“disadvantaged areas and communities of interest and young people who may be at greater risk of social exclusion, marginalisation or isolation because they experience a combination of barriers to learning”*.

Targeted provision can also to be seen within the cycle of good universal youth work practice, where the needs of individuals and groups are identified through their participation in generic programmes. Young people are then engaged in specific targeted projects to address those needs, whilst either remaining part of, transitioned back into or signposted on to other relevant universal provision for ongoing support, learning and development.

### Local versus Strategic

Most often youth work takes place in a physical location which can give it the appearance of being 'local' in both its delivery and impact. What separates the work of Regional Voluntary Youth Organisations from their local counterparts is the conscious and planned way in which they set out to use their work as a catalyst for change within **and** beyond the local environment in which it takes place.

All organisations involved in the Voluntary Sector Youth Outreach Initiative were active in seeking to ensure that learning from their projects was distilled, shared and embedded within/across their wider organisational practice. Similarly sharing learning externally, complementing and affecting practice beyond their immediate organisational boundaries, sub-regionally and regionally, was also a priority. For example;

- Girlguiding Ulster has shared learning from its project with colleagues in the 'uniformed sector' locally and Country/Region Managers across the UK;
- GLYNI has developed a well-being and mental health approach, which it works through with organisations it seeks to develop arrangements with as part of the process of establishing a local GLY group;
- Public Achievement is finalising a resource for youth workers on young women's work and working with young people from minority ethnic communities;
- YMCA has devised a regional awareness raising training strategy to raise the confidence of staff and volunteers to reach out to and engage young people with disabilities;
- Youth Initiatives has shared learning from the project and its Pathways Model with organisations across the areas it undertakes outreach work in and through the Street Work Forum;
- YouthAction NI has developed and distributed Bullseye a free resource for groups and organisations working with young women;
- Youthnet cite its work in developing and promoting the Access All Areas Toolkit, which includes a section on reaching out to and including young people who identify as LGBT.

## **Pathways**

Another aspect of the added value of Regional Voluntary Youth Organisations is the scope and capacity they have for responding to the needs, interests and demands of young people they engage with in local settings and through their regional programmes. They are well positioned to create and facilitate new pathways and opportunities for young people to "*migrate*" and "*transition*" between and onto other projects that they provide. Young people's interest and willingness to engage in wider opportunities for learning and development is an important indicator of a successful Outreach intervention.

## **A note to funders**

To sustain effective practice, the time to network, build relationships and trust, etc. needs to be built into the project proposal at the outset. Having these enabling factors recognised as valid outputs and outcomes of the work allows the projects to embed, take root, endure, and grow, and for the learning to be distilled and shared in a way that makes a strategic impact.

The funder has a key role in promoting the work, facilitating the identification, sharing and celebration of effective practice.

As funded organisations understand the "importance of selling the work and making sure it's relevant to young people's interests", funders "need to accept young people have widely different interests" and that there is "no blueprint for a perfect programme".