Equality and Inclusion Strategy
2018-2021

RAG Meeting; 1 May 2018
Siobhan Byrne; CYPS Support Officer

RYDP 2017-2018

Equality and inclusion should be fundamental to planning and implementation and the values of equality, diversity and interdependence should be at the heart of Youth Work. (RYDP, p.6).”

EA Strategic Plan 2017-2027

We will promote equality of opportunity through our employment practices, service delivery and engagement activities (EA Strategic Plan 2017-2027)
PDS Action Plan 2017-2018

To develop a 3 year Equality and Inclusion Strategy 2017-2020 based on assessed need and PfY

EA Strategic Plan 2017-2027

- Meeting the LEARNING needs of our children and young people
- Providing EXCELLENT education support services

Purpose of the Equality and Inclusion Strategy

To provide a flexible framework within which equality and inclusion activities and services can be supported and delivered across the EA funded youth service
Policy and Wider Legislative Context

- CRED and CRED Addendum
- UNCRC
- CYPS
- PfY
- Shared Education
- Fresh Start
- Education Act (NI) Order 1996
- Supplement to the Code of Practice and Amendment Act
- Disability Act NI 2016

Needs of Young People

- Key Groups – PfY / Section 75
- RAoFNI
- Complex Identities
- Multiple Deprivation
- Exclusion and Marginalisation
- Educational Underachievement

Values

- Respect, Openness, Commitment to Equality, Participation, Reflection

Principles

- Child Centred, Rights based, Co-operation and Collaboration, Outcomes-Focussed, Equity, Diversity, Interdependence
Methodologies

• Workforce Development
• Targeted Provision
• Equality and Inclusion Guidance
• Partnerships
• Sharing Practice

• Monitoring and Evaluation
• Reporting Arrangements
• Available Data

Key Priorities

• Preparing all young people to participate in an Inclusive and more peaceful society
• Provision of safe and inclusive spaces
• Inclusion Research
• Sharing good practice and celebrate achievements
• Strengthening partnerships
Expected Outcomes

- Equality and inclusion embedded
- Improved access for and inclusion of excluded and marginalised young people
- Tailored youth services to meet needs
- Improved staff specialist skills, competence and capacity
- High quality welcoming youth provision