



### Equality and Inclusion Strategy 2018-2021

RAG Meeting: 1 May 2018  
Siobain Byrne; CYPS Support Officer



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### 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)."*



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### 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)*



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**PDS Action Plan 2017-2018**

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



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**EA Strategic Plan 2017-2027**

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



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**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*



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**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



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**Needs of Young People**

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



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**Values**

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

**Principles**

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



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**Methodologies**

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

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- Monitoring and Evaluation
- Reporting Arrangements
- Available Data

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**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

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**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

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PRIORITY	Year 1 2016-2019	Year 2 2019-2020	Year 3 2020-2021
1. Preparing young people to participate in an inclusive and more peaceful society	<p><b>Voluntary Sector</b></p> <p>Audit all existing pathways for the participation of all young people in youth provision including accreditation</p> <p><b>Statutory Sector</b></p> <p>Audit all existing pathways for the participation of all young people in youth provision including accreditation</p> <p>Joint</p> <p>Establish EA Fresh Start Programmes - Building Capacity in Communities in Transition</p>	<p><b>Voluntary Sector</b></p> <p>Ensure effective inclusive pathways are provided for the participation of all young people in youth provision including accreditation.</p> <p><b>Statutory Sector</b></p> <p>Ensure effective pathways are provided for the participation of all young people in youth provision including accreditation.</p> <p>Joint</p> <p>Continue development of EA Fresh Start Programme Fresh Start Programmes - Building Capacity in Communities in transition</p>	<p><b>Voluntary Sector</b></p> <p>Embed effective inclusive pathways for the participation of all young people in youth provision including accreditation, linked to other strategies including SE, Fresh Start and FABUC.</p> <p><b>Statutory Sector</b></p> <p>Inclusive Pathways for the participation of all young people including: including young people participation forums, volunteering and CKED related programmes</p> <p>Joint</p> <p>Fiscal year of EA Fresh Start Programme programmes with full evaluation.</p>

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