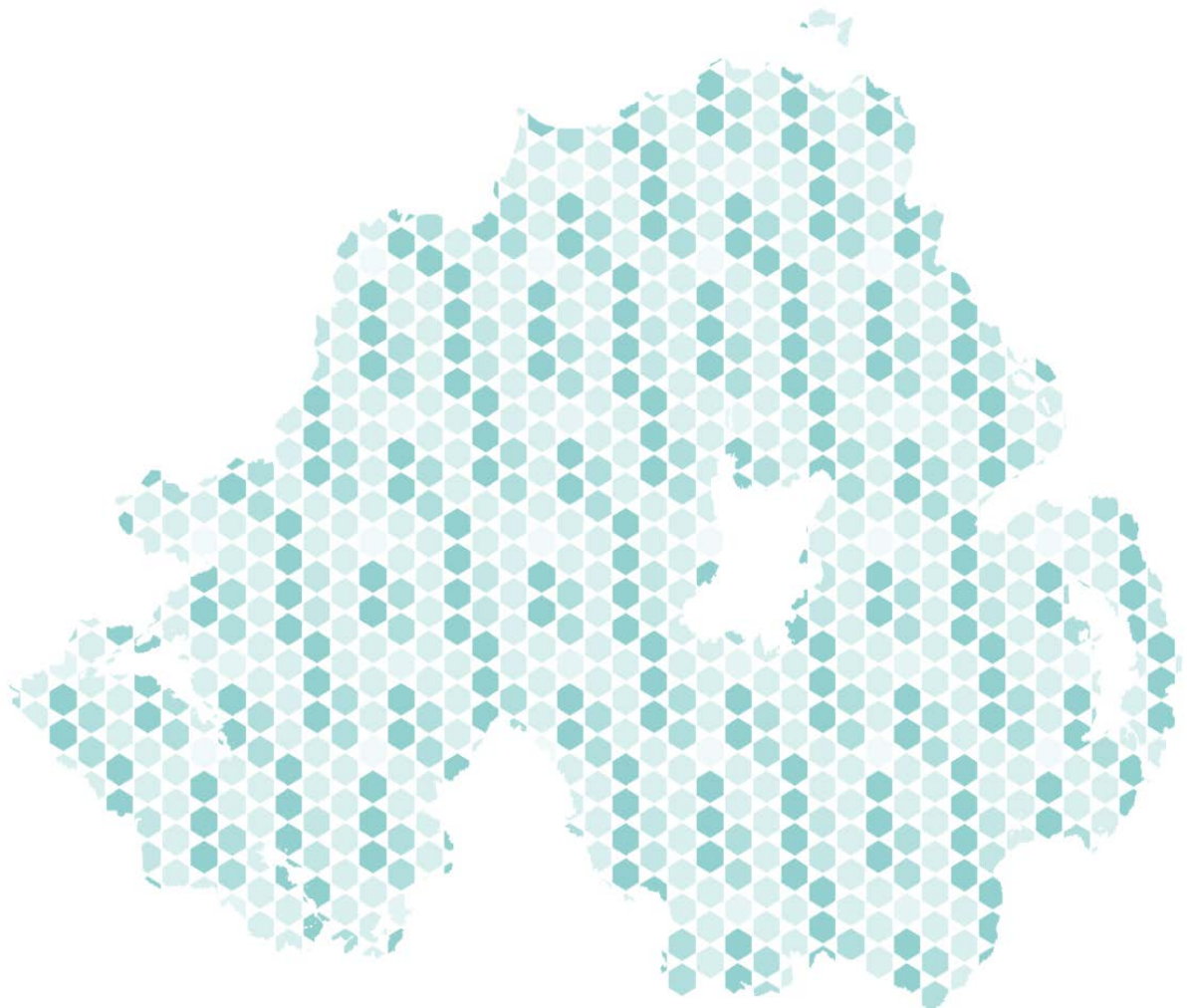


# YOUTH INSPECTION



Education and Training  
Inspectorate

Old Warren Youth Initiative,  
Lisburn

Report of an Inspection in  
January 2014



Providing Inspection Services for

Department of Education  
Department for Employment and Learning  
Department of Culture, Arts and Leisure



In this report, proportions may be described as percentages, common fractions and in more general quantitative terms. Where more general terms are used, they should be interpreted as follows:

Almost/nearly all	-	more than 90%
Most	-	75%-90%
A majority	-	50%-74%
A significant minority	-	30%-49%
A minority	-	10%-29%
Very few/a small number	-	less than 10%

In assessing the various features of the provision, inspectors relate their evaluations to six descriptors as set out below:

Performance Level
Outstanding
Very Good
Good
Satisfactory
Inadequate
Unsatisfactory

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## 1. Context

Old Warren Youth Initiative is managed by the Resurgam Development Trust and provides a range of youth programmes for the young people in the Hillhall, Hilden and Old Warren, areas of Lisburn. The organisation serves an area within the Lisburn division of the South Eastern Education and Library Board (SEELB) and receives funding from the SEELB to support the delivery and development of the youth provision.

The organisation manages two full-time youth workers, one youth support worker, five assistant youth support workers and nine volunteers. It operates on five evenings and three afternoons each week in various venues across the area.

The organisation has a current membership of 397 and over the last three years it has retained 51% of the current membership. The organisation reports that 184 young people participate regularly in programmes each week. During the course of the inspection, 60 young people were observed in a range of programmes.

## 2. Focus of Inspection

The inspection focused on:

- the young people's achievements and standards;
- the quality of the provision; and
- the quality of the leadership and management, including the processes for self-evaluation leading to improvement.

## 3. Overall finding

<b>Overall effectiveness</b>	<b>Good</b>
<b>Achievements and standards</b>	<b>Good</b>
<b>Provision for learning</b>	<b>Good</b>
<b>Leadership and management</b>	<b>Good</b>

## 4. Achievements and standards

The young people enjoy and value participating in programmes which challenge and engage their interests. They display high levels of motivation and enthusiasm, and develop an appropriate range of skills, attitudes and dispositions including resilience, teamwork, problem-solving and increased self-confidence.

A significant number of the senior members are involved in community committees, to promote the voice of young people on a range of issues. They recognise the positive contribution they make to their own community, and in addition, demonstrate resourcefulness and think critically about solutions to local issues.

A majority of the young people aged between 16-18 years have achieved relevant accreditation to support their personal development. This has resulted in their increased understanding of pertinent issues, including peace and reconciliation and youth leadership.

The young people spoke enthusiastically about their involvement in Community Relation Equity and Diversity<sup>1</sup> programmes, where they learn about their own culture and build relationships with other young people from different backgrounds. They are comfortable and confident to talk openly about contentious issues and empathetic to the views of others.

In a significant minority of the sessions observed, the young people did not have sufficient opportunity to make connections to their learning in formal education, and to share their existing knowledge on the topics being discussed.

## **5. Provision**

The youth work practice observed ranged from outstanding to satisfactory, with most of the practice being good or better. In the best practice, there was a strong focus on learning, through well-conceived, issue-based group work. In the least effective practice, the youth workers led too much of the discussion and there was a limited review and consolidation of the young people's learning.

In those sessions which were planned well, the programmes were matched closely to the needs of the young people and included an appropriate focus on community safety, and health and well-being. During the week of the inspection, there was a particularly strong emphasis on programmes to promote physical health and well-being. However, opportunities were missed for the staff to plan jointly, share resources and collaborate on programme delivery.

The principles of community development are well integrated into the youth work practice and are understood and agreed by the young people, the staff and the parents. The current curriculum contributes effectively to the development of political awareness and enhances the employability skills of the young people.

The quality of the pastoral care is very good. The staff provide a safe, caring and welcoming environment, where there are high levels of mutual respect and trust at all levels. The relationships among the young people, and between the staff and the young people, were consistently very good. The parents and young people appreciate the good levels of support they receive from the youth workers and recognise the valuable contribution the provision makes to the cohesion of the local community. The young people informed the members of the inspection team that they feel safe, and are aware of what to do if they have any concerns about their safety and well-being.

## **6. Leadership and management**

The management demonstrates a commitment to continuous improvement at all levels of the provision. They are proactive in sourcing relevant training to enable the staff and the young people to develop their practice and the provision. They value highly the support which they receive from the SEELB youth service to develop their curricular leadership and management of the youth work programmes.

The strategic planning process makes good use of available research and data. The action plan reflects well the identified needs of the young people and links appropriately to the SEELB's area development plan.

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<sup>1</sup> Cross Community Diversity and Interdependence (CRED) is a core programme of the youth work curriculum.

The management and staff have established effective links with a range of relevant partners and stakeholders. They have also established a number of other projects and businesses, which are used well to support the young people's needs and provide extended employment and training opportunities.

The programmes have developed beyond the original geographical boundaries established for the Old Warren Youth Initiative. The Resurgam Development Trust now provide effective support to other communities, including Hilden and the Tonagh estate. The monitoring and evaluation of programmes, and in particular, the tracking of the young people's progress, is identified by the management and staff as an area requiring further development. The management and the staff need to provide a more coherent system of recording the young people's progress and the outcomes of the programmes, to effect further improvement.

The management are well aware of the issues which impact on the local community, and continuously secure resources to improve the life chances and experiences of the young people. The staff are often recruited from within the community; in particular, those young people who have shown leadership potential are given relevant training opportunities and experience to assume leadership roles.

On the basis of the evidence available at the time of the inspection, the organisation has satisfactory arrangements for safeguarding children and young people. These arrangements broadly reflect the guidance issued by the Department of Education, but the following area needs to be addressed; there is a need for the management to update further the centre's policies.

## **7. Conclusion**

In the areas inspected, the quality of provision in this organisation is good. The organisation has important strengths in most of its youth provision; the inspection has identified an area for improvement which the organisation has demonstrated its capacity to address. The Education and Training Inspectorate will monitor the progress on the area for improvement.

### **The main area for improvement is the need for:**

- the management and the staff to provide a more coherent system of recording the young people's progress, and the outcomes of the programmes, to effect further improvement.

**APPENDIX****Total Membership**

Age group	4-9		10-15		16-18		19 +		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
2010/11	15	22	60	45	15	14	14	11	196
2011/12	16	24	60	55	15	17	12	15	214
2012/13	30	50	100	90	18	19	14	17	338
2013/14	40	55	118	105	22	21	16	20	397

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