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*The Education and Training Inspectorate -
Promoting Improvement*



Providing Inspection Services for
Department of Education
Department for Employment and Learning
Department of Culture, Arts and Leisure

Education and Training Inspectorate

Report of a Follow-up Inspection

**Ledley Hall Boys' and Girls' Club
Belfast**

May 2010

FOLLOW-UP TO THE INSPECTION OF LEDLEY HALL BOYS' AND GIRLS' CLUB, BELFAST, BT5 4SW

Ledley Hall Boys' and Girls' Club (The Ledley) is a full-time voluntary youth centre situated in east Belfast within the Belfast Education and Library Board (BELB). The inspection in February 2009 identified major shortcomings in the centre's work and judged the provision unsatisfactory. The areas for improvement included:

- the inadequacies of the child protection policies and procedures;
- a more relevant and appropriate programme that is planned with young people, staff and management; and
- the roles and responsibilities of the management committee and of the full-time worker.

The Education and Training Inspectorate (Inspectorate) carried out **a visit within six weeks of the inspection** to ensure that the centre had addressed adequately the child protection issues identified during the inspection. In the interval, the BELB and Youthnet provided suitable child protection training. The staff and volunteers also received internet safety training. The centre has continued to provide child protection and internet safety training for staff and young people. The follow-up inspection confirms that the centre has maintained adequate child protection arrangements.

Following **a monitoring visit in May 2009**, the Inspectorate reported that the organisation had made a start to addressing the key areas for improvement, including drawing up a relevant and realistic programme with clear targets and outcomes. The Inspectorate report also stated that the action plan needed to be revised to include details of how the management committee, in conjunction with the Area Youth Officer (AYO) from the BELB, would monitor the improvement in the provision for the young people of this area.

The Inspectorate carried out **a second monitoring visit in December 2009** and reported that the organisation continued to make progress in addressing the key areas for improvement. The management committee, along with the BELB, had put in place a number of arrangements to monitor and support the improvement in the provision. The full-time youth worker had been relieved of specific management duties and his work was supervised by a member of the management committee. The AYO continued to supervise, assess and support the performance of the full-time youth worker. The senior youth worker from the east Belfast area project, was also deployed in a support role.

The Inspectorate also reported that the management committee was not operating with its full complement of members and needed, in conjunction with the BELB to assume greater responsibility for the quality of the provision and the young people's achievements.

At the follow-up inspection in May 2010, the quality of the leadership and management of the centre was satisfactory. The management committee now provides good governance and support for the staff. The committee has established robust procedures to secure the financial future of the centre, and to make funds available to develop programmes and activities. A member of the management committee provides, for the full-time youth worker, monthly supervision which focuses on the day-to-day operation of the youth centre. There remains a

need to tailor the programmes more effectively to meet the identified needs of the young people and to put in place regular and rigorous procedures to quality assure the provision. There is not yet a full complement of staff or local committee members.

The full-time youth worker has identified more specific outcomes for the centre through the use of the key result areas, which he uses in turn to plan and assess the provision he makes. The management committee needs to use this document to fulfil its monitoring and evaluation role.

The full-time youth worker, along with the staff and volunteers, now provide an improved range of recreational and educational programmes with clear targets and outcomes, including, for the older members, relevant accreditation to enhance their employability, an issue which was raised in the original report. A small number of young people have gained employment and accessed further training. The centre now operates junior and senior sections separately, with relevant, age-appropriate structured activities and programmes. The extent of the programme is limited by the staffing levels and inexperience. There is a need to collaborate with other youth providers in the local community to extend the provision for the young people.

The full-time youth worker also provides effectively a number of training courses for older members. During the follow-up inspection a group of members were preparing for greater participation within the centre. The youth committee makes a useful contribution to the planning and provision of the centre's programme. The volunteers observed were well prepared for their planned programme but it was not well-matched to the needs or energy of the group. The volunteers responded appropriately to the challenging behaviour and inappropriate language of most of the group and received good support from the full-time youth worker to manage this situation.

The small staff team is relatively inexperienced and requires greater support from the full-time youth worker to develop their youth work skills and, in particular, their ability to plan and evaluate age-appropriate and engaging group work programmes. The senior youth worker from the east Belfast area project has provided staff training with an emphasis on programme planning. The full-time youth worker needs to manage the staff team more effectively for the team to benefit from this training. There is a need to build the capacity and confidence of the staff team to sustain and promote the improvement in the quality of the provision for the young people.

There has been a significant improvement in the young people's achievements which were recognised and celebrated appropriately at the prize night attended by parents and adults from the local community. In total, at least 60 young people received certificates on the evening and the majority received at least three or more certificates. The range of achievements reflected the outcomes planned for in the key result areas and illustrated the good use of outside agencies.

The quality of youth provision observed in The Ledley at the time of the follow-up inspection was satisfactory. The follow-up inspection has identified that areas for improvement remain in the experience and numbers of staff, and in quality assuring the provision and subsequently using the outcomes for improvement planning

The Inspectorate will continue to monitor the provision, and will complete a further follow-up inspection within 6-12 months.

APPENDIX

HEALTH AND SAFETY

During the follow-up inspection the Inspectorate noted and reported the following concerns to the full-time youth worker and the management committee:

- The emergency doors in the gym were padlocked while young people were in the building. The panic bar on one of the emergency doors was also broken and secured with two additional bars which prevent the doors from being opened immediately in the case of an emergency.
- The engineers completed their annual check on the fire extinguishers in the building. Two fire extinguishers in the main hall had been discharged without any record or subsequently refilled prior to this annual check up.

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