

Youth New Ross

# Strategic Plan 2020-2022



YNR

*Supporting children, young people and families*





# Youth New Ross (YNR)

## Strategic Plan 2020 - 2022


Youth New Ross (YNR) was founded in 1994 by a group of dedicated professionals for the benefit of young people, and their families in the New Ross and surrounding area. YNR is a company and charity limited by guarantee and managed by a voluntary board of directors from the community it serves. YNR has grown to provide a range of youth and family services with a team of over 12 part-time and full-time staff.

### Our Mission:

*“Youth New Ross aims to provide Youth and Family support programmes, within the community, in a professional, inclusive and friendly environment using youth work, family support and community development principles.”*

### Background:

*In 2019 the board of YNR began the process of developing a strategy to enhance and build upon services delivered by the organisation for the youth, families and communities of New Ross and the surrounding areas. The strategic plan depends on continued core funding for the organisation year to year, achieving new investment and the continued support of board, staff, stakeholders, volunteers, young people, families and the communities we serve.*





## A Word from our Chairperson:


*"As we begin a new decade and launch our strategic vision for Youth New Ross, I want to pay tribute to the countless number of people who have contributed to where the organisation is today as we plan our future.*

*Youth New Ross is privileged to have a role in the lives of so many children, young people, families and in the community we serve. We are grateful to the past and continued efforts of our board of directors, volunteers, staff, partners, funders and stakeholders who all work passionately to bring about positive change. So much voluntary effort, dedication and good will has, is, and will be invaluable in the challenges gone by and in the years ahead.*

*I am delighted to see our strategic plan for the next three years come to fruition and I look forward to seeing the benefits that will come as we move forward."*

*Joan Power.*

Joan Power  
Youth New Ross Chairperson



# Family Project

## Who do we work with?

The Family Project works with families in need of support. We work with children, young people, parents/guardians in the best way that works for them, often including inter-agency and group work but mostly through 1:1 sessions with Family Project Workers.

## What we Provide

- Parenting Programmes
- Support with emotion regulation-anxiety, anger issues etc.
- Bereavement Support
- Safety plans with Adults and Young People
- Dealing with Separation and Loss
- Sexual Health Programmes
- Support around dealing with Anxiety
- Self Esteem Work and Resilience Building
- Opportunities to Build and Develop Family Relationships
- Equine Therapy
- Referral to Therapies where necessary
- Outreach Work



Family Support Project

Led and funded by Tusla (The Child and Family Agency) The Creative Communities Alternative Project (CCA) CCA project aims to develop an innovative service to address the identified needs of children, young people and their families who have experienced significant and complex factors in their lives including neglect, parental separation, attachment issues, alcohol and/or drug issues, mental health issues and economic disadvantage. It is a holistic service designed to develop problem solving skills, coping skills and self-efficacy of the young people and their family members. An emphasis is placed on integrating children and young people into their community and on strengthening the family's social support network to maintain young people out of the care system.

The 3 cohorts of young people in Waterford/Wexford are:

Young people in residential care (with a view to come home/step down) - (Level 4)

Young people in foster care (with a view to preventing placement breakdown) - (Level 3/4)

Young people who are at home and on the brink of needing to come into care - (Level 3/4)

# Youth Project

Funded by 'UBU: Your Place, Your Space' and WWETB

## Who do we work with?

- ☉ Young people aged 10 – 24 years
- ☉ A variety of groups including LGBT, New Communities, Teen Boys and Girls Groups, Teen Mothers
- ☉ The Youth Project provides one to one support to young people
- ☉ The Youth Project also works with teens around special interest projects such as mental health, music, driver theory test and GAISCE
- ☉ Young people over the age of 18 interested in becoming volunteers

## What do Young People get from the service?

- ☉ Young people develop self confidence
- ☉ Young people get opportunities to develop new skills and interests
- ☉ Young people get a safe space to be themselves and build positive relationships

## Activities Include:

- ☉ Filmmaking
- ☉ Art and Crafts
- ☉ Fitness and Health Cooking and Baking
- ☉ Support personal development.
- ☉ Mental health programs (includes relaxation and mindfulness)
- ☉ Hairdressing and beauty workshops
- ☉ Safepass and driver theory test
- ☉ STEAM
- ☉ Other personal development, trainings and trips including Dunmore East Adventure and PRIDE

## The Youth Project



# Treoin Project

## What is it?

The Treoin Garda Youth Diversion Project works with targeted young people between 12 and 17 years of age who may be involved in anti-social behaviour or criminal activity. This is done through key-work sessions and group work.

## What does it do?

The project offers young people opportunities through education, employment and training as well as special interest/pro-social behaviour programmes, issue based work, sports, art, music, etc.

Garda Youth Diversion Projects are part supported by the Irish Government and the European Social Fund as part of the ESF Programme for Employability Inclusion and Learning (PEIL) 2014-2020



# 2019 Snapshot:

In 2019 some of our headline statistics are as follows:

*110 Families referred to the Family Project of which there was 169 U18 year olds*

*The family project worked in the following areas 59 % New Ross, 31% Wexford and 10% Rosslare and Bridgetown*

*6 young people participated in the C.C.A programme*

*The youth project worked with 80 young people from New Ross and the surrounding area*

*18 Meitheal meetings lead by YNR Staff*

*2 of the GYDP participants received certification for employment and a further 4 participated in the national 'Stronger Together' event*

*7 young received mentoring support and 6 returned to education following youth project engagement*

*The Treoin GYDP worked with 21 young people from New Ross and the surrounding area*

*Average family based interventions take 3-4 months*

# Research Informing the Plan:

## Area Profile<sup>1</sup>

- New Ross Town has a higher proportion of children aged 0 to 4 and young people aged 19 to 24 compared to both County Wexford and the wider New Ross Municipal District (MD).
- New Ross has a comparatively high Traveller population. The town is home to 19% of the Traveller population in County Wexford.
- New Ross also has a high non-national population when compared to similar communities across the country.
- County Wexford has high rates of educational disadvantage and the fourth lowest level of third level educational attainment when compared nationally. New Ross MD and New Ross Town have attainment rates considerably lower than the rest of the County, particularly in respect of primary and third level education.
- While residents of County Wexford reported generally good health, Wexford has one of the highest suicide rates in the country. Wexford CYPSC has identified youth mental health as an area of particular concern, particularly for young males.
- County Wexford has the second highest rate of reported disability in State. New Ross Town is similar to the County average with 15.1% of its population reporting a disability. A total of 22,650 people in the County reported having a disability. New Ross MD has 4,522 or 20% of this population and New Ross Town has 1,214 (5%).
- County Wexford has a comparatively high rate of teenage pregnancies and New Ross is one of the main urban clusters for lone parents in the County.
- The Live Register in October 2017 was 10,783 of which 1,303 (12.1%) were young people aged under 25. At the time, the national average for young people of this age category on the Live Register was 12.6%. New Ross Town had 1,912 people on the Live Register (18% of the County Wexford total) of which 245 or 12.8% were young people. New Ross therefore accounted for 19% of the young people in the County who were on the Live Register.
- The New Ross MD had the highest HP Deprivation Index (-6.5) in County Wexford (-4.8).

<sup>1</sup> A Feasibility Study for a Youth and Community Facility in New Ross” Eustace, Martin, Clarke and Martin, Youth New Ross 2019



## Youth E-Survey & Youth Focus Groups (Summer 2019)<sup>2</sup>

Young people in New Ross were asked to complete an online questionnaire. A total of 117 responses were received and the majority of respondents who had used the services of youth organisations within the past six months mentioned YNR as a provider of these services. Over half of the respondents do not believe young people are well informed about supports and services in the community.

Two focus groups were facilitated with young people in New Ross. 31 young people in total participated. All believed that it is very important that any youth space is safe, welcoming and friendly and with kind and approachable staff. The majority believed that it is very important that young people are involved in decision making. The majority believed that it is important that young adults work in the space.



<sup>2</sup> Ibid

# Survey and interviews informing the draft Strategic Plan (Autumn 2019)

A draft strategic plan discussion document was prepared for the board of Youth New Ross (YNR) in summer 2019 with goals and actions suggested as a basis for approval in principle. It was also felt that the views of families (especially parents) and the wider community needed further focus specific to the draft goals and actions. A subsequent survey was prepared and 42 responses were received. A sample of the common views are as follows:

*"Supporting school retention, career guidance supports, social personal health development awareness opportunities and alternatives to education/career progression should a young person leave school early."*

*"I feel YNR needs to make big improvements to the outside areas of the building (especially near the ramp/entrance) in order to have a more welcoming feel to the service and make good first impressions. I understand this issue is being addressed."*

*"Need to get the word out about YNR as I never heard of it before until I met you."*

*"Branding in relation to the Family Support piece which has a south county remit and not solely New Ross. Possibility of other base in South Wexford. Strategy regarding new communities and meeting the need"*

*"Engage more with primary and secondary schools in the local area to build and improve upon existing links"*

*"Advertise your services more to parents/guardians of young adults."*

*"Therapy service for children and adults."*

*"Linking and working with other agencies. Putting on events for our families and young people in the community."*

*"Mental health services for young people in Co. Wexford as a whole are extremely lacking and this has an impact on the young people in YNR (Nationwide as well as County wide issue)."*

*"More information for parents, only found out about the service through a psychiatrist. To have information in the paper, online and through the schools. To provide information talks to parents."*

*"There is a regular request for a drop in in the area."*

*"Revamp decorate and modernize the kitchen area and meeting room, make it more funky for teens. Plants in the hallway - even fake ones to make the hallway more friendly,"*

# The Current Landscape of Family, Youth Justice and Youth Work

2020 is a year of strategic importance at a local, regional and national level for youth, youth justice and family work. 2020 sees the advent of 'UBU, Your Place Your Space' funding for youth work. 2020 is the final year of the National Youth Strategy for children and young people under 'Brighter Outcomes, Better Future' (BOBF). 2020 sees the end of the current cycle of the European Social Fund Programme for Employability, Inclusion and Learning (PEIL) 2014-2020 for Garda Youth Diversion Projects. At a local level Wexford County Development Plan 2013-2019 is complete as is Wexford Children and Young People Service Committee (CYPSC) Plan 2017-2019.

YNR is guided and aligned to the direction of all, local, national and regional plans and policies and throughout everything we do Youth New Ross is committed to following Children First: National Guidance for the Protection and Welfare of Children.

As we progress our core work and our strategic plan for the next three years, we will continue to be guided by expertise nationally, regionally and locally and ensure adherence to best practice and evidence-based approaches to youth, youth justice and family work. The core of our work will be determined by need and that need is determined by those who use our services. Children, young people, parents and adults of our community deserve the best possible service from Youth New Ross (YNR) and their needs are the unwavering focus that we must keep.

## Our Aims, Objectives and Implementation:

In total we have identified four broad aims which are then broken down into three objectives under each aim. It is important to point out that the aims and objectives are change focused and distinguishable from the 'business as usual' work of YNR. By this we mean our day to day work with families, children and young people will be strengthened by the change programme set out. Each year of the strategic plan will have its own action implementation plan immediately following a review of the previous year i.e. separate action implementation plans for 2020, 2021 and 2022.

# Youth New Ross (YNR) Aims and Objectives 2020-2022

- 1. Improve the premises of YNR to create a modern, fun and welcoming space for the benefit of all who use it.**

## **Objectives:**

- I. Secure equipment and materials for use with youth groups, families*
- II. Improve building structural deficiencies*
- III. Enhance building decoration internally and externally with a focus on positivity*

- 2. Pursue additional supports for the community of New Ross, particularly in response to the mental health needs of our community, youth needs and further develop family-based approaches**

## **Objectives:**

- I. Further establish links with state, community, private and voluntary mental health service providers, stakeholders and service users identifying gaps and take steps to address those gaps*
- II. Continue to analyse family based service provision in areas of need across Co. Wexford and work with partners in developing timely, evidence based responses*
- III. Together with other stakeholders and partners target nationally, regional and locally led youth opportunities, facilities and services that will benefit New Ross*

- 3. Develop existing links & promote the work of YNR into the public sphere of New Ross and the surrounding areas**

## **Objectives:**

- I. Encourage local expertise and representation on the board of YNR on an ongoing basis*
- II. Make available a summary income and expenditure statement and other appropriate reports of YNR to the public*
- III. Devise and resource a communications plan for local press, social media and other forms of communication to generate greater awareness of YNR and its work*

- 4. Build on the existing services we provide through investment in our board, volunteers, staff and technology**

## **Objectives:**

- I. To improve capacity and upskill (board and staff), offer innovative interventions, responses and programmes (staff) and enhance voluntary experience (board and other volunteers)*
- II. Provide extra support and new initiatives that compliment the core funded project work of the organisation*
- III. Improve data protection, security & safety for volunteers, staff and service users*



## Year One Implementation Plan:

Aim 1	Improve the premises of YNR to create a modern, fun and welcoming space for the benefit of all who use it				
Objective:	2019	2020 Q1	2020 Q2	2020 Q3	2020 Q4
Secure equipment and materials for use with youth groups, families	Identify need and match resources  Secure Budget  Purchase equipment	Continually monitor usage of equipment and materials	As per previous quarter	Review equipment and materials in the context of need	
Improve building structural deficiencies	Change windows  Remedial Work on Heating system & Other Miscellaneous	Further identify building deficiencies/areas for improvement with costs	Prioritise building improvements for the remainder of the year	Begin works based on approved budget	
Enhance building decoration internally and externally with a focus on positivity	Empower Service Users, Board and Staff to creatively develop the physical space(s) of the premises  Begin light work within existing resources e.g. self-care room  Secure budget & resources for the year ahead	Continually implement from previous quarter	Continually implement from previous quarter	Continually implement from previous quarter	Continually implement from previous quarter

Aim 2:	Pursue additional supports for the community of New Ross, particularly in response to the mental health needs of our community, youth needs and further develop family based approaches				
Objective:	2019	2020 Q1	2020 Q2	2020 Q3	2020 Q4
Further establish links with state, community, private and voluntary mental health service providers, stakeholders and service users identifying gaps and take steps to address those gaps		Review YNR's participation on relevant fora and build on areas of need	As per previous quarter  Map existing mental health supports in the area and identify gaps	As per previous quarter  Develop approaches to address the gaps within the remit of a youth and family service	

Continue to analyse family based service provision in areas of need across Co. Wexford and work with partners in developing timely, evidence based responses		Together with partners document need and prioritise short, medium and long term responses	As per previous quarter	As per previous quarter
Together with other stakeholders and partners target nationally, regional and locally led youth opportunities, facilities and services that will benefit New Ross	Complete the feasibility study for a 'Youth and Community Centre for New Ross'	Based on the findings of the study agree a pathway forward with stakeholders & partners	Lead, participate and pursue new opportunities as they or needs arise	As per previous quarter

Aim 3:	Develop existing links & promote the work of YNR into the public sphere of New Ross and the surrounding areas				
Objective:	2019	2020 Q1	2020 Q2	2020 Q3	2020 Q4
Encourage local expertise and representation on the board of YNR on an ongoing basis	Identify key areas of expertise and build board member profiles based on that need	Seek to match the areas of expertise with local people matching the need	As per previous quarter	As per previous quarter	
Make available a summary income and expenditure statement and other appropriate reports of YNR to the public		Publish final draft of strategic plan and circulate	Publish project updates of 2019 data	Publish summary income and financial statement following AGM 2020	
Devise and resource a communications plan for local press, social media and other forms of communication to generate greater awareness of YNR and its work	Establish a communications committee and develop policy, a short term (approx. 6 months) and medium term communications plan with budget	Implement communications plan for the year with a focus on networking, social media, printed resources, local media	Continually implement from previous quarter	Continually implement from previous quarter	Continually implement from previous quarter



Aim 4:	<u>Build on the existing services YNR provides through investment in our board, volunteers, staff and technology</u>				
Objective:	2019	2020 Q1	2020 Q2	2020 Q3	2020 Q4
To improve capacity and upskill (board and staff), offer innovative interventions, responses and programmes (staff) and enhance voluntary experience (board and other volunteers)	Develop a training policy that reflects the value YNR places on training and development	Pursue opportunities to develop capacity that respond to identified need	Continue to promote upskilling across the organisation	As per previous quarter	
Provide extra support and new initiatives that compliment the core funded project work of the organisation		In our experience as the work of each project develops through the year additional unforeseen supports and complementary opportunities arise or are needed to ensure value for money and the best possible outcomes. YNR will be open to providing 'additionality' as these situations present			
Improved data protection, security & safety for volunteers, staff and service users	Review need for better: Data & IT management Building Security Remote Working and create budget for identified improvements	Purchase and Implement system based on review		As per previous quarter	As per previous quarter



# YNR

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