



Making a positive difference

# Annual Report | 2015/16

Enable • Equip • Empower



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# 1. Background & Context

## 1.1 Formation of Charter NI

Charter for Northern Ireland (Charter NI) was established in 2000 to facilitate the reintegration of UDA ex-prisoners and also to support their families. However, the role of Charter NI rapidly expanded to become a forum for creative discussion, direction and hope for previously disengaged loyalist communities, particularly within inner East Belfast, outer East Belfast, Ards and North Down. From modest beginnings, but in a short amount of time, Charter NI has proven extraordinarily capable of effecting positive change in local community development and cross-community cooperation.

Since our inception, we recognised the need for input from a wide spectrum of individuals and groups with an in-depth knowledge and experience of issues which have divided communities in Northern Ireland. Hence, over the past 15 years, Charter NI has engaged with leading strategic thinkers, academics, former members of the civil service, trade unions, political leaders, foreign services, armed forces, police forces, former paramilitary groups, foreign governments and the media as catalysts to stimulate our strategic development.

## 1.2 Challenges and Needs in Working Class Communities

Disconnected loyalist working class communities experience some of the worst multiple deprivations (as presented in the Noble Indices) anywhere in Northern Ireland.

Many of the estates are located in wards that are in the top ten percent of the most deprived in Northern Ireland, with others lying in the next eleven to twenty percent.

The level of deprivation across working class loyalist communities is further complicated due to the fact that some smaller pockets of deprivation are 'hidden' amongst the top ten percent of the most affluent wards in Northern Ireland.

Many loyalist working class communities have been categorised by government agencies as 'hard to reach' communities, due to a genuine sense of isolation and marginalisation resulting in a perceived resistance to change. More broadly, loyalist working class communities often suffer from weak community infrastructure and fragmentation. There is limited community cohesion and little sense of community collaboration.

There is a need to develop greater community leadership and a need for capacity building to allow this to happen. Only through accepting the reality of these conditions and accepting the urgent need to address them can we put right the inequalities and social challenges which these communities face, including:

- Low levels of educational achievement
- Mental ill-health (including stress, anxiety and post-traumatic stress disorder).
- Community safety issues, crime and fear of crime
- Poor physical health
- Drug and alcohol abuse and misuse, reliance on prescribed drugs
- A lack of mixed tenure housing and a need for additional social housing
- Inappropriate service provision.
- Limited relations with local service providers
- Barriers to seeking and gaining employment including inappropriate local training provision
- Poor physical environments.
- Lack of engagement in the political process at local and Assembly level.
- Sustainable cross community links

However, this is only part of the story. There is much to value and celebrate in our communities. There are vibrant community organisations, churches, schools, young people's groups and a sense of culture and belonging. Communities are embracing peace, challenging sectarianism, welcoming new people to our localities and promoting equality for all.

## 2. Charter NI's Strategy

Charter NI has formulated a strategy with a focus on social, economic and political development to be centered on the wider loyalist working class community and encompassing marginalized groups. The organisation has developed this comprehensive strategy to facilitate and implement a process leading to intra- and inter-community transformation.

### 2.1 Charter NI's Expanding Role

Charter NI will continue to act as an independent 'think-tank' and strategic development body, but we are now ready to consolidate our achievements and build on them for a sustained future.

From modest beginnings, but in a short amount of time, Charter NI has proven extraordinarily capable of effecting positive change in local community development and cross-community cooperation.

Examples of schemes and projects delivered by Charter NI in the past 5 years include the Belfast City Council 'Bonfire Management Programme', the reintegration of ex-prisoners and combatants through the "From Prison to Peace programme" (Peace III funded), "Fast Track into IT programme" (DEL funded), Diamond Project (Belfast City Council funded).

Some of these initiatives have been delivered on a voluntary basis by Charter members; others have been in a support or 'sub-contract' arrangement with other organisations, whilst others have been publically-funded initiatives, while others have been we have delivered on a lead partner basis.

Charter NI can also act as a revenue-generating catalyst for social development. The Board is fully supportive of this particular direction of growth and we anticipate that this will be an area of steady expansion for Charter NI in the coming years.

Amid all this, Charter NI's credibility with its constituency is of top importance. Unlike other organisations with project ideas who select their 'target beneficiaries' and then parachute in, Charter NI is completely community-based and accountable to local people. So, as well as being closely tied to regional and national strategies for meaningful social regeneration and benefiting from an increasingly internationalised profile and support network, our work will always remain focused on meeting the real needs of local communities.

### 3. Strategic Vision, Aims & Objectives

#### **Our Mission Statement is:**

*To enable, equip and empower communities to benefit from social and economic regeneration.*

This vision recognises that if local communities are to develop positively they need to be enabled to do so. Our choice of words reflects a commitment to enabling people to help them through providing support that allows them to articulate their needs and shape their future at local, regional and international level.

Work which Charter NI has been doing is being taken up by local people with a thirst to improve themselves and their communities. It is this buy-in which gives us confidence in the strategic direction of Charter and sets it apart from other initiatives.

When referring to 'support' we don't simply mean funding and finance. For many years international agencies working overseas sought to secure improvements in developing countries solely through financial donations. However, in recent years their approach has changed to focus on sponsoring technical support and professional guidance to transfer 'know-how' to build sustainable competencies.

The people in our communities are people of ability and aspiration who are in need of a blend of support to enable them to lift themselves out of these very low-level Noble categories into thriving, economically active, healthy, forward-looking communities.

The Vision which Charter NI has for our communities are delivered through the following five strategic aims:

- **Employment & Training**
- **Children and Young People**
- **Community Safety & Cohesion**
- **Cultural Pathways**
- **Developing Excellence - Building a Sustainable Organisation for the Community**

The programmes that Charter's operational staff deliver, and will tender for in the future, all fit into these five strategic aims.

## 4. Programmes & Projects

### 4.1 CRC CORE FUNDING

**Start Date:** 1st April 2015

**End Date:** 31st March 2016

**Funded By:** Community Relations Council

**Partnership:** Charter NI - Lead

CHARTER NI strive to enable, equip and empower disconnected communities in East Belfast, Castlereagh, North Down and Ards to fully engage and integrate and benefit from the NI peace process.

#### **Funding Objectives include:**

1. To maintain, develop and foster existing and new partnerships and networks which can form the foundations for inter and intra community dialogue, collaboration and problem solving.
2. To maintain and enhance Charter NI's function as a hub and lead body of community relations activity within the area of benefit.
3. To deliver the needs led programmes and activities for the target community that will ultimately impact on sectarianism, interface violence and remove stereotypes and myths that continue to exist.
4. To continue to be proactive in the efforts to bring ordinary residents from different communities together to talk about issues, concerns and aspirations which are common within both communities.
5. To work closely with other local organisations to empower and encourage them to proactively lead on new innovative community relations focused activities.
6. To increase and improve the inclusiveness and accessibility of all communities through removal of flags, emblems and murals.

7. To promote and improve the safety of the local community through dedicated community safety focused interventions and activities.

#### **CRC Core funding outcomes:**

- Reduction in interface violence and conflict etc between disparate communities
- Increased likelihood for sustained peace and reconciliation across the religious divide.
- Maintenance of positive relations during contentious periods and events
- Contribute to the promotion of good relations, cross community development and wider strategies through the delivery of outlined activities / programmes within the project.
- Removal of barriers which prevent inclusion and collaboration, leading to improved feelings of safety within local interface areas.
- Promote the local area as an inclusive, accessible and reflective community that is open and welcoming to everyone

This work has been extensive over the initial April 2015 to March 2016 period as shown in the work plan. The huge range of meetings, programmes and interventions has enabled Charter NI to play a pivotal role to diffuse tensions, build understanding and ultimately ensure community safety during some of the most contentious periods throughout the year.

Charter NI will continue to build upon this work which is essential to maintain community safety over the next 12-month period, through ongoing dialogue / meetings, intervention based work and ongoing community engagement.



## 4.2 Tullycarnet Community Regeneration Project

**Start Date:** 1st April 2015

**End Date:** 31st March 2016

**Funded by:** DSD/BRO

**Partnership:** Charter NI - Lead

### Aims

- To work with 13-24 year olds in Tullycarnet.
- Provide programmes on suicide awareness, drug and alcohol awareness and health.
- Signpost to Charter NI training programmes, include youth on a youth forum and promote volunteering.
- Support community groups in the area.
- Establish information sharing in the community via a quarterly newsletter and social media.
- Establish relationships with local SEELB Youth club.
- Establish a Youth Practitioners Forum

### Objectives and Targets

- **180 people participating in community relations projects.**  
Building a confident Community.  
Encourage local groups to participate in Capacity building. Encourage Young People to participate in Community relations projects.
- **160 people participating in community bonding projects.**  
Improve connections between Tullycarnet and the wider East Belfast Area.  
Number of people participating in community bonding projects. Promote opportunities to connect Tullycarnet with the wider East Belfast community and beyond for further relationship building and partnership working.

- **40 people volunteering for community development activities**

Building a confident community

Supporting a number of young people for community development activities and encouraging local groups to participate in capacity building programmes. By advertising information through administration of website and social networking on a regular basis.

- **40 people engaged in unpaid voluntary work.**

Support and encourage young people to participate in volunteering opportunities.

- **13 community/voluntary groups supported.**

Support for 13 community groups on Tullycarnet Neighbourhood Collective.

- **100 people accessing careers advice**

Facilitate a job fair offering careers and employment advice.

- **60 pupils whose attainment is measurably enhanced/improved**

Improve educational outcomes for children and young people in the Neighbourhood Renewal Area.

Ongoing coordination and administration support for the youth providers forum collaboration on education and implement a strategic 3 year plan. Improve the number of young people whose attainment can be measurably improved.

- **68 young people directly benefiting from the project**

Improve collaboration across youth sector and increase services

Collaboration with Educational and youth services, Charter NI voluntary outreach and sign post services. Coordinate and administrate the Tullycarnet Youth forum for young people to develop and implement a strategic 3 year action plan for youth services in Tullycarnet.

- **11 youth Organisations delivering shared activities**

Support the 11 youth organisations in the area through the Youth Practitioners Forum.

- **5 people using existing sports facilities.**  
Use of the Hanwood Gym.
- **213 people attending Health Education/Awareness Initiatives.**

### **YOUNG PEOPLES ACTIVITIES**

- **Mental Health Programmes:**
  - Safe-Talk
  - Mind your mate
  - Provoking Thought
  - Counselling information
  - Exam Stress
  - Drug and Alcohol Awareness
  - Mood Matters
- **Photography- Introduction and OCN Level 2**
- Internet Safety
- Level 1 Fitness Instructor training
- Homework Club
- GCSE support
- Volunteering Opportunities

### **COMMUNITY ACTIVITIES**

- Community Fair
- Job Fair
- Health Fair
- Youth Practitioners forum established and strategic plan produced
- C.V's produced
- Halloween and Christmas Craft weeks and community parties.
- Newsletters distributed to every house hold
- Website and Facebook set up
- Noticeboard maintained

### 4.3 Pathways

**Start Date:** 1st April 2015

**End Date:** 31st March 2016

**Funded by:** PHA

**Partnership:** Charter NI - Lead

#### Aim

Charter NI was to provide and signpost services in a community setting where the client group feel at ease and confidentiality is secured. Charter NI operates in an environment created and managed by ex-prisoners and family members so increasing the empathy with the client group, which in turn reduces the stigmatisation and sense of isolation. Through this approach Charter NI aims to improve information for the client, and service provider and begin to collectively address the needs of this client group. Charter NI also aims to assist through partnership working with the other groups and organisations involved in this project to help the ex-prisoners and their families be independent and to live a better quality of life. Improve Health and emotional wellbeing for ex-prisoners and their families through counselling and alternative therapies.

#### Objectives

- Provide counselling service to ex-prisoners and their families
- Provide a range of alternative therapies to ex-prisoners and their families
- Raising awareness and inform potential clients about the service

#### Target Groups

- Men
- Women
- Young people
- Ex-prisoners
- Senior citizens
- Unemployed

Charter NI are a key provider of services to ex-prisoners and they have formed a partnership along with the Belfast Health and Social Care Trust, East Belfast Alternatives and East Belfast Mission. The programme provided a professional confidential community based counselling sessions with a wraparound complimentary service which comprises of alternative therapies helping clients to enjoy better health and a more vital life, encouraging the client to feel comfortable and the motivation to utilize counselling services. The project acted as a referral to the Belfast Health and Social Services Trust. The service will be delivered in a community setting therefore increasing accessibility to those ex-prisoners and their families who may feel stigmatised or have perceptions around accessing mainstream services or those provided by larger organisations. The programme was closely monitored to get a better understanding of the key issues for the client group, the service providers and the extent of the problem.

#### Outputs January 2013 – March 2015

- Number of people counselled: **64**
- Number of counselling sessions: **349**
- Number of people having alternative therapies: **20**
- Number of therapies: **86**

## 4.4 Cultural Similarities

**Start Date:** 1st April 2015

**End Date:** 31st December 2015

**Funded by:** International Fund for Ireland

**Partnership:** Charter NI - Lead

### Aims

The key aims of this project were twofold:

1. To stimulate and lead an engagement process with 30 residents from the two communities of East Belfast firstly on a single identity basis and then collaboratively, which provides outlets and different approaches to discussing issues which divide our communities, in particular, key cultural celebrations, cultural identity, key institutions etc
2. To provide an informative capacity programme which builds the knowledge and awareness of the both the PUL and CNR communities of shared history

### Objectives

- a) Engage with individuals and groups that have not previously, or only partially, participated in cross community and peace building activities in the targeted interface area of Inner East Belfast;
- b) Increase contact, dialogue, sharing and integration within and between PUL and CNR communities; and support creative and innovative approaches to dealing with contentious issues around cultural identity through a range of sessions;
- c) Build cohesion within and between communities to deliver improved relationships via joint sessions on cultural awareness and identity.

- d) Promote greater understanding and acceptance of diversity between communities via the cultural sessions, thereby reducing sectarianism;
- e) Increase trust, confidence and partnership working between interface communities via the joint sessions and cultural forum.
- f) Gain a greater understanding of cultural celebrations, flags, bonfires, conflict, impact of segregated communities & working towards shared future within a family network via the single and joint sessions and site visits.
- g) Encourage the involvement and participation of all residents from the target areas via the engagement process and mentoring.

### Outputs

- 30 participants engaged from both communities in East Belfast.
- Residential delivered to 30 participants at beginning of programme.
- 20 workshops delivered on cultural identity, diversity and the shared future.
- Greater understanding and acceptance between both communities.

## 4.5 RESOLVE

**Start Date:** 1st April 2015

**End Date:** Ongoing

**Funded by:** International Committee of the Red Cross

**Partnership:** Charter NI - Lead

### Aim

Aim: RESOLVE key aim is to address paramilitary threats, punishment beatings and expulsions from the community. RESOLVE will further aim to establish a non-violent method of resolving conflict, crime and anti-social behaviour through a community based restorative justice project in loyalist working class areas associated with the UDA.

### Objectives

- Address the needs of people who have been threatened by non-state armed groups
- Reduction of violence by addressing punishment attacks and factional conflict between organisations
- Negotiation and Mediation between those in conflict to ensure that communication is open and frustrations are aired in a non-violent manner
- Promote a stronger, more cohesive community
- Provide a quality service to all clients
- Develop strong relationships with statutory agencies and services available locally to effectively signpost clients on to suitable and specific help
- Work towards accreditation with the Department of Justice

### Outputs

- 81 cases worked between April 2015-April 2016 helping to secure peaceful outcomes for many clients within the community through use of restorative practices. Where necessary, RESOLVE have intervened to assist individuals into a place of safety.
- RESOLVE has liaised with paramilitary organisations regarding threats and issues within the community and prevented several issues been escalated to violence.
- RESOLVE and its clients have worked hard to organize restorative conferences and dialogue; helping to address issues and repair harm caused but also build relationships and empower individuals within our community.
- RESOLVE developed a client feedback questionnaire to monitor satisfaction and to help drive improvement which has been incredibly useful.
- RESOLVE has continued to develop its interdependent relationships with service providers locally, and has regularly attended community planning meetings.
- Her Majesties Inspectorate undertook a thorough Pre-Accreditation inspection in February 2016, and RESOLVE were successful in being recommended for accreditation.

## 4.6 Learning Through the Divide: Phase III

**Start Date:** 1st April 2015

**End Date:** 31st March 2016

**Funded by:** OFMDFM Central Good Relations

**Partnership:** Charter NI - Lead

### Aim

Charter NI has developed reputation and expertise in developing programmes that seek to address and build good relations within and between communities. Working with young people Charter NI has developed a reputation for working across the traditional community divides working in partnership with a range of organisations such as the Short Strand Community Forum.

Since the Learning Through the Divide Pilot Programme in 2014, Charter NI has further developed into Phase III through a partnership with the Short Strand Community Forum and the Ethnic Community Forum. To bring young people from different ethnic and cultural backgrounds together to explore and explore a range of issues and topics including; Culture – what does it mean to me? What do we understand of other cultures? Minority Cultures and Values, Policing, Inter Culturalism and Building a United Community.

Through this accredited and non-accredited programmes we have seen attitudinal changes in young people towards other cultures, an increase in percentage of participants who have increased tolerance of other communities, cultural awareness of other communities, and respect for other communities.

### Objectives

- Participants have greater understanding of what culture means to all, how it manifests itself, positives and negatives attached to culture.
- Greater mutual understand of policing in the community.
- Greater mutual understanding of opposite cultural experience and its manifestations.
- Greater mutual understanding of political process and its manifestations.
- Building relationships on a cross community level by sharing knowledge of each other's cultural areas working towards the celebration/presentation evening.
- Presentation from each group, short cultural display to show learning and understanding of diverse cultures.
- Developing a sustainable cross community partnership for future relationship building and working towards a peaceful society.

### Outputs

- 10 young people completed 16 week accredited training in Good relations. 4 PUL/3 CNR/ 3 ethnic minority backgrounds.
- 20 young people completed 12 week fun, cultural programmes, whilst expanding their knowledge of local issues. 8 PUL/6 CNR/ 6 ethnic minority backgrounds.
- 30 young people engaged with the PUL/ CNR/ Ethnic Communities. 12 PUL/9 CNR/ 9 ethnic minority backgrounds.

## 4.7 End of the Line: Phase III

**Start Date:** 1st April 2015

**End Date:** 31st March 2016

**Funded by:** OFMDFM Central Good Relations

**Partnership:** Charter NI - Lead

### Aim

This programme utilises community development techniques, measured against National Occupational Standards (CD NOS) as a change management mechanism to deal with the social and economic deprivation that is associated with civil unrest and conflict.

This project is a continuation of our work to address hate crimes over the last four years in which we have successfully organised more than twenty events and brought together people from various ethnic minorities to interact with local people from Northern Ireland. Charter NI's policy is to give these people a voice and to create opportunities for them so they can be part of Northern Ireland life as equals.

### Objectives

- Educating 20 participants to the Holocaust of World War II and the Hitler Regime
- Profound attitudinal change towards racism and sectarianism
- To give people confidence to challenge stereo types
- To give people understanding of consequence of their actions and long-term damage to their community

- To help create a peaceful society where minority ethnic communities feel welcome, safe and valued,
- To create cross-cultural links at the local community level.

### Outputs: March 2015 - April 2016

- 20 people recruited, engaged in and completed the End of the Line Programme
- 20 participants completed a 4 day study visit to Krakow, Poland to visit the death camps in Auschwitz & Birkenau, the museum at Schindler's factory, the Jewish ghetto in Krakow and Polish culture generally.

## 4.8 Diamond Project

**Start Date:** 1st April 2015

**End Date:** 31st March 2016

**Funded by:** Belfast City Council

**Partnership:** Charter NI - Lead

### Aim

- To reduce social isolation
- To increase community participation by working and learning together (with statutory agencies)
- To increase civic engagement and active participation
- To encourage positive community leadership and install community pride.
- To encourage and promote social regeneration

### Objectives

The diamond project started in March 2014 with funding of £60,000 for one year. The project works with residents, community groups, young people, statutory agencies and other relevant stakeholders in the immediate area to address social, economic and environmental issues using a holistic community planning approach.

### Outputs

#### • Resident forum

A large number of residents from the local area informed about projects, events and also training, employment and volunteering opportunities. To boost community confidence and build self esteem of local residents to engage in community development opportunities in their immediate area.

9 monthly meetings

#### • Community news and information

A community news sheet will provide information to the community on quarterly basis information provided will be relevant phone numbers, community events, training opportunities.

Five information leaflets to be given out to every household in the Diamond Project area 500+ homes

#### • Cultural & Community Cohesion intergenerational project

Ten residents and ten young people meeting together in a workshop to discuss their aspirations for their area in terms of cultural celebrations and how best to manage them together. This intergenerational work with young bonfire builders and residents will further cement the fact that this area going forward would like to keep the Belfast city council bonfire beacon which in turn reduces anti social behaviour and environmental issues.

#### • Inter agency resident led meetings

Four Inter agency meetings with relevant stakeholders on a quarterly basis. These meetings will involve housing providers, police, Youth & community workers, local churches and information groups. These meetings will be based on information sharing and better joined up approaches to tackling specific issue in the local area. Four well attended inter agency and resident meetings addressing specific issues in the local area



## 4.9 The ASDA Programme

**Start Date:** 1st April 2015

**End Date:** Ongoing

**Funded By:** ASDA Foundation.

**Partnership:** Active Community Network

Active Community Network and Charter NI have been closely engaged in the Asda programme since June 2015. Our partnership enables our outreach youth co-ordinators to work with young people in East Belfast area, and housing estates around the Dundonald Asda Flagship store. The young people involved in the programme are highly disengaged and live in Neighbourhood Renewal Areas of deprivation. The young people would be normally classed as 'At Risk' but have proven through mentoring and weekly engagement with our co-ordinators to be amazing young people.

The following activities have taken place in the past 9 months on the programme:

- **Football Fest:** 98 young people playing a 7 aside football competition, this was a cross community event, with teams from East Belfast, West Belfast and North Belfast and was held at the Billy Neil Centre in Dundonald.
- **Christmas Disco:** 44 young people celebrating a Christmas event with those from the Tullycarnet Estate. This event was developed and managed with young volunteers from the local football club.
- **Portsmouth Trip:** 12 young people were taken to Portsmouth Navy Camp to endure a weekend of boot camp, and to experience life whilst working in the Military. This visit was highly successful and developed new partnerships with Big World Impact, a youth organisation in Portsmouth.

The weekend included activities such as, a football competition with local Police and Fire Brigade, assault course with the Royal Navy and visit to the local Dockyard in Portsmouth. This programme gave the young people experiential learning and a future pathway to employment.

### Outputs

Since the programme has commenced:

- 8 young people have been engaged in Dancer Leadership Award
- 8 young people from inner East Belfast have qualified in Safe a Life course with the British Red Cross.
- 30 young people have completed their Sports Leadership Award
- 10 young people are currently engaged in Hair and Beauty Award in West Belfast on a weekly basis.
- 12 young people completed a graffiti artist course and developed a piece of art with Tullycarnet Community Centre.
- 12 Young people have been included within 2 organisations volunteering on a weekly basis, one group through sport and the other with a local group of special needs children. Our youth co-ordinator has also been involved with careers talks and partnership working with the local high school, Dundonald High School, to promote awareness and volunteer opportunities in the community.

## 4.10 CO-MENT Programme.

**Start Date:** 1st October 2015

**End Date:** 31st March 2016

**Funded By:** ESF/DEL

**Partnership:** Gems

CO-MENT will engage with and support 570 NEET Young People aged 16 to 24 during the period 1st April 2015 – 31st March 2016.

Each young person will have a personal mentor who will support them, helping them develop their personal action plan and maximise vocationally-orientated learning and development opportunities with ongoing support during progression to education, training or employment.

### Aims

- To work with 10 NEET young people aged 16-24 years old.
- To help the young people develop skills for employment.
- To help young people with barriers they have with finding employment.
- To complete Insights Personality profiling Diagnostic.
- To complete a Personal Development Action Plan and review this every 4 weeks to check progress.
- To help young people gain structured work placement in vocational area of their choice.

### Objectives

- Recruit engage 10 young people aged 16-24 year old's in the timescale 1st Oct 2015 - 31st March 2016.
- 10 Young people complete Barriers Assessment, Insights Personality Profiling Diagnostic and Personal Development Action Plan, in the timescale 1st Oct 2015 - 31st March 2016
- 4 Participants will complete qualifications (including QCF level 1) in vocational area of choice, in the timescale 1st Oct 2015 - 31st March 2016.
- 5 young people will gain structured work placements in vocational area of choice in

1st Oct 2015 - 31st March 2016

- 90% of participants record an improvement in personal and employability skills as a result of participation on the program in the timescale 1st Oct 2015 - 31st March 2016.
- 4 participants will gain employment in vocational area of choice during the timescale 1st Oct 2015 - 31st March 2016.
- 1 participant will progress onto further education in the timescale 1st Oct - 31st March 2016.
- 2 participants will progress into DEL mainstream employability program provision 1st Oct 2015 - 31st March 2016.

### Outcomes

- 10 young people recruited and engaged through outreach.
- 10 young people completed barriers assessment and personal development action plan.
- 8 young people completed qualifications OCN level one.
- 10 young people completed a cross-community project, active citizenship and community leadership with Tar Anal.
- 10 young people help the local community group (Lord street residents group #DiamondProject) with their commemoration event.
- 4 completed First Aid training with British Red Cross.
- 3 completed Employability skills.
- 2 completed S.I.A. training.
- 1 young person engaging and participating in a BBC documentary named jobs for the boys.
- 5 young people gained structured work experience.
- 100% of young people recorded improvement in person and employability skills.
- 1 young person gained employment.
- 1 young person progressed onto further education.
- 4 young people progressed onto DEL mainstream employability provision.





*Making a positive difference*

Charter NI  
352 Newtownards Road  
Belfast  
BT4 1HG

t: 028 9045 9458

[www.charterni.org](http://www.charterni.org)

Find us on



@CharterNI



Charter for NI