

Delivering Social Change

Tackling poverty and social exclusion



Northern Ireland
Executive
www.northernireland.gov.uk
DELIVERING SOCIAL CHANGE

FEBRUARY 2016

Together: Building a United Community

On 13 February 2016, Junior Ministers Emma Pengelly and Jennifer McCann joined over 1,000 young people and youth leaders at an event to celebrate the positive role that young people can play in building a shared future. Held in the SSE Arena and W5, the event brought together some of the 4,200 young people who took part in the £1.2million summer camps programme funded through the Executive's *Together: Building a United Community Strategy*.



Junior Ministers Emma Pengelly and Jennifer McCann joined Ashley, George and Chloe along with over a thousand young people and leaders at the T:BUC Summer Camps reunion

Role models from the sporting world also attended the event, including members of the Belfast Giants and local rugby and boxing stars. Activities on the day included performances from participants in the Cinemagic and Northern Ireland Youth Forum Summer Camps.

More than 100 Summer Camps took place throughout Northern Ireland with the shared aim of bringing together young people from different areas, backgrounds, traditions and abilities to help build connections and understanding across the community. The reunion event aimed to reinforce the positive experience of the summer camps, strengthen the friendships participants have developed, encourage further engagement and celebrate their achievements.

The Summer Camps Programme for 2016/17 is expected to open for applications from potential delivery partners in the coming weeks.

Further information about Together: Building a United Community is available at <https://www.ofmdfmi.gov.uk/articles/together-building-united-community>

Programme for Government: Focusing on Wellbeing – Focusing on Outcomes

Fresh Start

The Fresh Start Agreement published in November 2015 contains a number of significant elements that will support more effective government. At clause 61 the agreement says:

A Programme for Government framework adopting a more outcomes-based approach will be developed. Initial workshops will take place during the autumn with a view to having the framework prepared by the end of April 2016.

Fulfilling this commitment involves constructing a Programme for Government (PfG) that is different to those that have been produced before.

Outcomes Focus

Such a programme must focus, not on where the Executive puts its resources (inputs), or on the projects and programmes it will deliver (outputs), but on the quantifiable difference it expects to see in the wellbeing of citizens as a result of its activity (outcomes).

Initial workshops have taken place to begin to articulate outcomes that might eventually compose a PfG Framework.

These have drawn on a number of sources – including best practice from other jurisdictions, the work of organisations such as the Carnegie Trust and its wellbeing roundtable work and critically, on the extensive programme of engagement undertaken by OFMDFM with stakeholders in 2015 to develop social policy priorities.

Co-design and Co-production

In the coming months, OFMDFM will wish to re-engage with those involved in the previous engagement process. A number of focus groups have already been arranged to further develop and refine the elements of the draft framework.

It will also be important to explore the implications of the new approach for the partners across departments, in local government, in the public, private and community and voluntary sectors.

Inherent in the new approach is recognition that departments cannot deliver on wellbeing outcomes on their own - delivery requires effective collaboration across institutional boundaries, and across sectors.

Links to Budgets

Equally critically, the achievement of the wellbeing outcomes in the PfG will be the primary focus of Executive Departments and will directly influence their allocation of resources. In such a context, activity that does not support the achievement of those outcomes cannot be expected to be supported by the Executive.

So there are implications for the work of people in all sectors and in particular for those of us working to support improvements in wellbeing for people. For this reason, we encourage your involvement in the development, and in the implementation of the framework.

More detail on Programme for Government engagement processes will appear in future editions of this newsletter.

Social Investment Fund

The Social Investment Fund is at the heart of the Executive's Delivering Social Change Framework and was established to help create life changing opportunities. It was, and continues to be, a community led programme with the emphasis on creating and delivering interventions to meet local needs.

Momentum continues to grow with £61 million of the £80million budget now committed to 44 projects across the Social Investment Fund zones. This includes 30 capital projects which will deliver improvements, refurbishments, extensions and new builds to over 80 premises. The revenue projects focus on employment support and early intervention support with one project supporting social economy. 25 projects have commenced with associated costs of £37million.

11 of these projects are now operational with associated costs of £24million. This investment is now visible in communities and is being used to provide valuable opportunities to local people. Over 800 people are already benefitting from the employment and early intervention support and this will continue to grow as projects ramp up.

Examples of projects which are operational include:



Causeway Rural and Urban Network¹

¹ Photograph provided by Ciaran McGuckin, Carn Photography



Junior Ministers pictured at the launch of the EmployAbility Belfast scheme with participant Preton Neill.



Junior Minister Pengelly and Minister Ní Chuilín pictured at the launch of the South Eastern Transitions project with members of the South Eastern Health & Social Care Trust (lead partner organisation) and members of the service delivery organisations (Barnardos, Resurgam, Colin Neighbourhood Partnership and YMCA)

Momentum will continue to grow with a further two projects expected to become operational by the end of March. One of these is Bryson Street Surgery in Belfast East which has undergone significant transformation as evidenced by the before picture and the current picture as the construction nears completion.



Several more projects are either approved or at an advanced stage of the approval process and it is envisaged that commitments will increase to around £70 million by the end of March 2016.

The Social Investment Fund is therefore making significant progress and communities are really starting to see and feel it. Work will continue to support successful delivery across all zones.

For more information about the Social Investment Fund please email:
sif@ofmdfmni.gov.uk

Dementia Signature Programme - Update

The work within the Awareness Raising, Information and Support project is gathering pace this month. One of the key areas is information development and delivery across the region. It is essential that we make information readily accessible to those affected by dementia and also that any information developed is as dementia friendly as possible. To this end, Martin McCrory, Project Officer, has been out and about meeting different groups to discuss these issues. He met with Dementia NI to discuss the development of our online resources. The group gave some great feedback which has been taken on board. They were very enthusiastic and glad to be consulted on this issue. The online information is now live and will be tested with the group again to ensure it meets their needs.



**Martin McCrory meeting with Dementia NI
in Clotworthy House, Antrim.**

Whilst meeting with people with dementia is a key part of our information development, it is important we do not forget those groups that can be hard to reach. There have been ongoing meetings and discussions with many of these groups. One such group is An Munia Tober, a Traveller support organisation dedicated to the reduction of inequalities that affect the Traveller population in Greater Belfast through improvements in health, housing, education/training, economic, young people's outcomes and integration activities. This month, Martin McCrory attended a health fair organised by An Munia Tober to raise awareness about the project and about dementia. This was also an opportunity to gain feedback regarding the needs of this community in terms of information delivery. We will continue to work closely with An Munia Tober to develop information tailored to their needs and also to look at ways of developing the Dementia Champions role within this community.



Martin McCrory at a health fair arranged by An Munia Tober in Belfast



The health fair arranged by An Munia Tober in Belfast

Other groups that are currently being explored for engagement are prison workers, clergy, schools, learning disability, visually impaired/blind, those with a hearing loss and those who do not have English as a primary language. A great amount of important work has to be done to ensure we reach as many people as possible. We would like to thank all groups involved in our work so far for their vital contributions and continued support to making the lives of those affected by dementia in NI better.

For further information please contact martin.mccrory@hscni.net

Further information about Delivering Social Change and the Signature Programmes can be found at <https://www.ofmdfmni.gov.uk/topics/social-change/delivering-social-change-signature-programmes>

Development of the Next Children and Young People's Strategy

A further Stakeholders' group meeting was held on Wednesday 10 February to provide an update on work so far and share some of the emerging thinking with stakeholders. The next strategy will be outcomes focussed and evidence based. The following stages were outlined and discussed - the project is structured around four phases and are co-design based:

Phase 1

- engagement and information gathering (ongoing)
- review of current strategy

Phase 2

- analysis of strategic outcomes
- development of evidence based outcomes and measurable indicators

Phase 3

- drafting of strategy (consultation document)
- formal consultation (Autumn 2016)

Phase 4

- consider findings of consultation
- Ministerial and Executive Agreement for final publication
- implementation

We are engaging, in particular, with stakeholders who work with children with disabilities and their families, to understand what issues they wish to be considered within the strategy. A meeting has been arranged for Monday 7 March at 10.30am in Castle Buildings.

Many thanks to the people who have already made a valuable contribution to date. We welcome your views and urge anyone who is interested in this work area to get in touch with the **Children and Young People's Unit, OFMDFM**. Please email CYP@ofmdfmni.gov.uk or telephone **Alastair Carroll** on **02890 523423**.

Minority Ethnic Development Fund

On 12 February Junior Ministers announced funding worth up to £1.1million for organisations working with, and on behalf of, minority ethnic people. OFMDFM's Minority Ethnic Development Fund aims to support voluntary and community groups to promote good relations between people of different ethnic backgrounds and to foster social cohesion.

Applications are now open for the 2016/17 financial year.

Organisations can apply for core or project funding, with awards ranging from a few hundred pounds to a maximum of £75,000 depending on scale and objectives of the proposal.

Groups wishing to apply to the Fund can download guidance and application forms at the [OFMDFM website](#) or email race.equality@ofmdfmi.gov.uk for more information.

The deadline for receipt of applications is 2.00pm on 8 March 2016.

Community Family Support Programme - Full Report Card

Delivered in partnership with DEL and associated delivery agents, the Community Family Support Programme (CFSP) is a “whole family” programme designed to support parents and children to enhance their prospects and fully participate in society. The Executive’s Delivering Social Change Fund funded the CFSP for three programme cycles, running from November 2013 to June 2015.

[Last month we showed you common metrics data from the CFSP](#) but the programme evaluation took on a much wider view under the Outcomes Based Accountability (OBA) methodology, and here we present the programme report card in full.

The report card format allows for performance measures to be presented in a simple and easy to understand way. Updated at the end of each cycle throughout the programme lifespan, the format allowed for continuous monitoring of the CFSP and the early identification of any potential issues. The CFSP report card is divided into three sections:

1. The “**How much did we do**” section focuses on **quantity**, things that have been traditionally measured in programme evaluation. For example, 720 families, 2,694 individuals, 458 NEETs (young people who are Not in Education, Employment or Training), and 685 potential NEETs (those aged 11-16) participated across the three programme cycles.
2. The “**How well did we do it?**” section also focuses on **input** or **effort**, but looks at the **quality**, rather than quantity, of what was done. Among the measures presented in this section are a series of customer satisfaction questions; around 7 in 10 respondents answered positively to each of these questions. It is also evident that the programme had a low attrition rate (7% across the 3 cycles), although this did peak at 10% in Cycle 2.
3. The “**Is anyone better off?**” section focuses on the **effect** and **impact** or **outcome** of the different aspects of the programme and is in that sense the most important part of the report card. This section shows, for example, that 13 (1%) individuals moved into employment after their participation in the programme. We can also see, for example, that 293 or 64% of NEETs who participated in the programme progressed into positive destinations in education, employment and training while 79% of NEETs improved in at least one school performance measure (attendance / punctuality / homework /

behaviour and performance). The common metrics data, which was discussed in the **last update**, is also presented in this section.

COMMUNITY FAMILY SUPPORT PROGRAMME - DEL

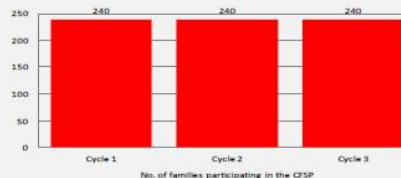
HOW MUCH DID WE DO?

✓720

the number of pre-assessments carried out by providers before families commence the programme across cycles 1-3.

 720

the number of families participating in the programme across cycles 1-3.

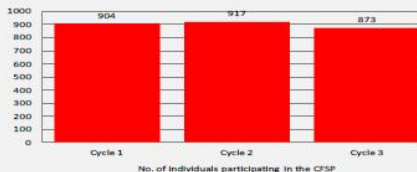


 2,694

the number of individuals participating in the programme across cycles 1-3.

★ 610

the number of families that attended the Family Learning Component (FLC) intervention sessions across cycles 1-3.

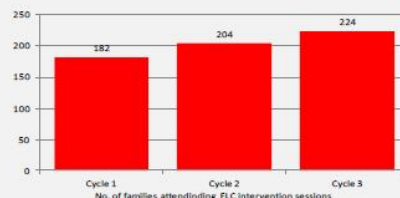


 458

the number of NEETS participating in the programme across cycles 1-3.

 685

the number of potential NEETS participating in the programme across cycles 1-3.



HOW WELL DID WE DO IT?

Percentage of families who underwent a pre-assessment, cycles 1-3

✓✓✓✓✓✓✓✓✓✓ 100%

Percentage of families who completed the programme, cycles 1-3

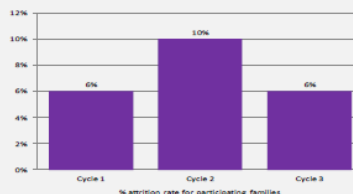
93%

Percentage of Family Support Action Plans (FSAP) in place within four weeks, cycles 1-3

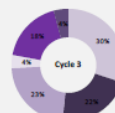
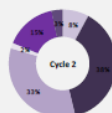
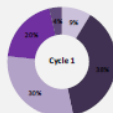
100%

Percentage attrition rate for families participating in CFSP, cycles 1-3

7%



Referrals by source type (%), cycles 1-3



Self Referral	Community & Voluntary Organizations	Education & Welfare / Schools
Other Families	HCT	Other

Percentage of staff holding required qualifications, cycles 1-3

100%

Percentage of participants agreeing / strongly agreeing that they were treated well on this programme, cycles 1-3

 73%

Percentage of participants stating that the programme helped them, cycles 1-3

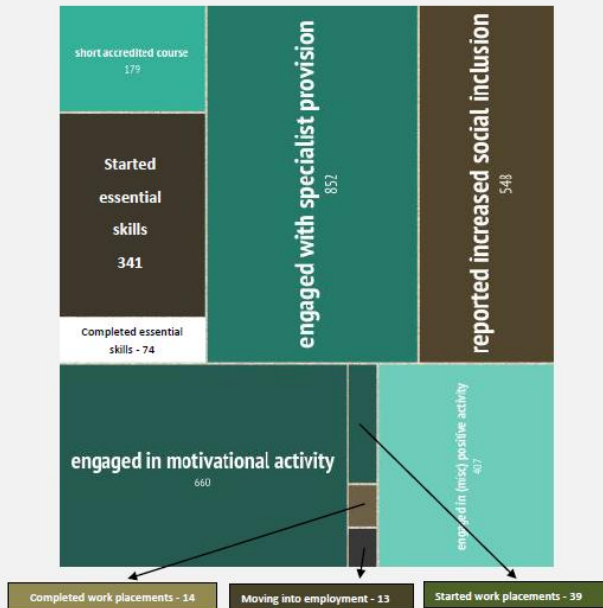
 71%

Percentage of participants agreeing / strongly agreeing that they were treated with respect on this programme, cycles 1-3

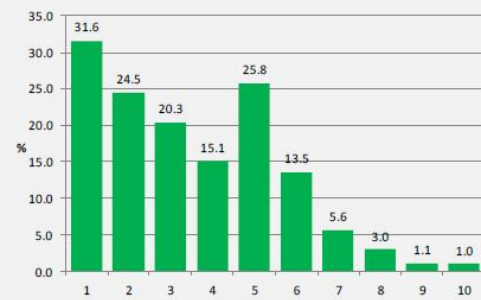
 72%

IS ANYONE BETTER OFF?

Number of participants who....



Percentage of participants who....



1	Engaged with specialist provision	6	Short accredited course
2	Engaged in motivational activity	7	Completed essential skills
3	Reported increase in social inclusion	8	Started work placements
4	Engaged in (misc) positive activity	9	Completed work placements
5	Started essential skills	10	Moving into employment

Family Outcomes

720

the number of improved family outcomes, cycles 1-3.

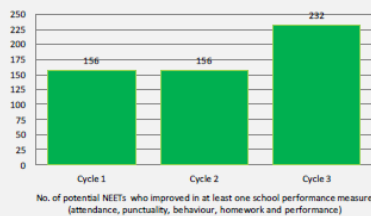
720 / 100%

the number/percentage of families that have completed FSAPs, cycles 1-3.

Outcomes for NEETs

★ 544 / 79%

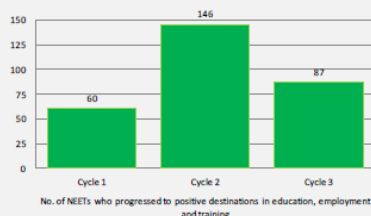
the number/percentage of potential NEETs who improved in at least one school performance measure (attendance, punctuality, behaviour, homework and performance)



No. of potential NEETs who improved in at least one school performance measure (attendance, punctuality, behaviour, homework and performance)

293 / 64%

the number/percentage of NEETs who progressed to positive destinations in education, employment and training

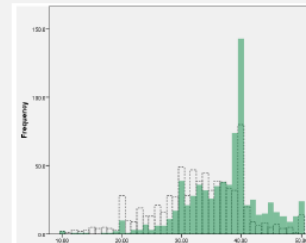


No. of NEETs who progressed to positive destinations in education, employment and training

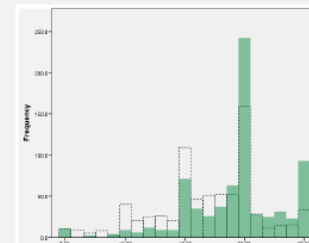
Common metrics data (DRAFT)

Both before and after the programme, participants aged 13+ were asked a set of standardised questions, relating to three measures – self-efficacy, locus of control and well-being. For each measure, respondents' responses were summed to give a pre- and post-test score. The graphs below present the distributions of these pre- and post-test scores for each metric.

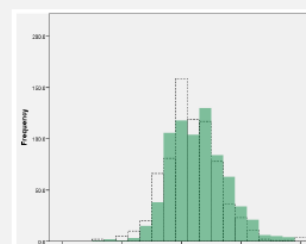
General Self-Efficacy



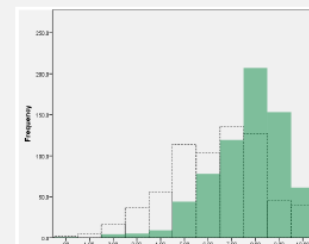
Collective Self-Efficacy



Locus of Control



Well-being



Pre test Post test

For each metric, the distribution experienced a positive shift to the right between the pre- and post-test scenarios. A significant positive change was found between pre- and post-test scores in each case. In practical terms, this provides strong evidence that the programme contributed to feelings of improved capacity or confidence, a more internal feeling of control and increased well-being.

For more information email research@ofmdfmni.gov.uk

Shared Education Signature Programme - Update

Delivery of the Shared Education Signature Programme commenced in schools in September 2015. Data for the first term (September-December 2015) in which 37 partnerships of schools were active in delivery has been collated. Partnerships involved recognising their existing and future engagement in Shared Education as an integral aspect of their schools' provision.

As a result of the Shared Education Signature Programme:

- **Shared Education activities involving 7,795 pupils took place in the first term of the 2015/16 academic year;**
- **653 school staff were involved in delivering shared activities; and**
- **190 teachers and Shared Education coordinators received in training.**

These numbers are expected to increase as more partnerships commence delivery in term 2.

Preliminary data suggests that pupils are positive about their shared learning experiences, highlighting increased opportunities within the curriculum provided through the project. Pupils were also positive regarding their engagement with one another and the developing friendships they have fostered with pupils from other schools.

The development of a high quality workforce with the motivation, capacity and competence to deliver Shared Education has been identified as a key element in achieving both academic and reconciliation outcomes through Shared Education. A Capacity Building strategy has been agreed to address this and work is commencing to move to implementation.

Further details are available on the dedicated website <http://www.sepni.org/site/> with information on the broader work to advance shared education available on the Department of Education's website <http://www.deni.gov.uk/>

Further information about Delivering Social Change and the Signature Programmes can be found at <https://www.ofmdfmi.gov.uk/topics/social-change/delivering-social-change-signature-programmes>

Labour Force Survey Religion Report

The *Labour Force Survey Religion Report 2014* was released on 18 February. This annual report examines the labour market characteristics of Protestants and Catholics in Northern Ireland.

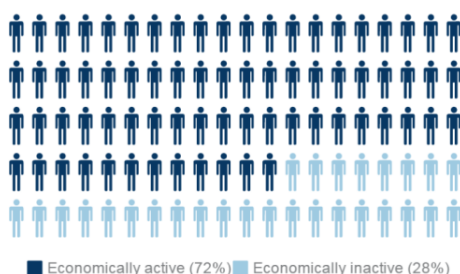
The infographic below provides a summary of the key findings. The full report, along with the accompanying tables, can be accessed via the following link:

<https://www.ofmdfmrni.gov.uk/publications/labour-force-survey-religion-report-2014>

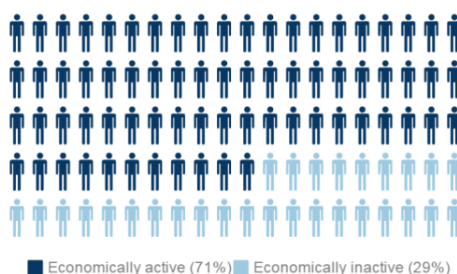
LFS Religion Report 2014 - at a glance

Working age economic activity and inactivity 2014

Protestants



Catholics



Unemployment

6% - the unemployment rate among Protestants in 2014. In 1992, the corresponding rate was 9%.

8% - the unemployment rate among Catholics in 2014. In 1992, the corresponding rate was 18%.



Employment

67% - the employment rate among working age Protestants in 2014. In 1992, the corresponding rate was 70%.

66% - the employment rate among working age Catholics in 2014. In 1992, the corresponding rate was 54%.



Training and qualifications

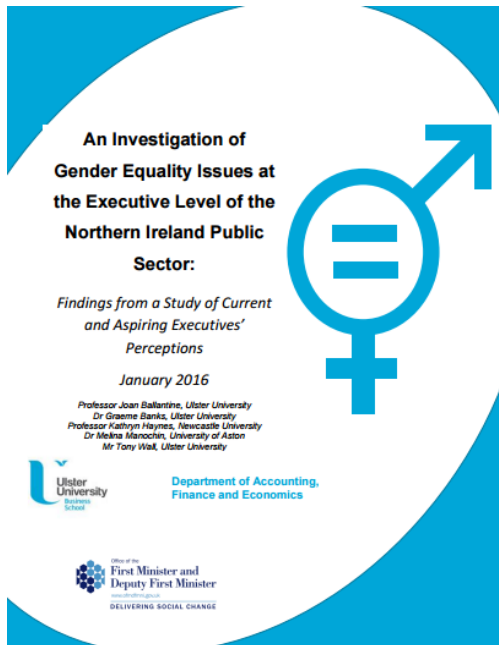
12% - the proportion of working age economically active Protestants with no qualifications in 2014. In 1993, the corresponding rate was 30%.

12% - the proportion of working age economically active Catholics with no qualifications in 2014. In 1993, the corresponding rate was 32%.



Publication of research from Ulster University titled ‘An Investigation of Gender Equality Issues at the Executive Level in the Northern Ireland Public Sector’

<https://www.ofmdfmi.gov.uk/publications/investigation-gender-equality-issues-executive-level-northern-ireland-public-sector-0>



Under OFMDFM's open call for research, this research aims to determine a baseline for gender equality and investigate various gender equality issues at the executive levels of the Northern Ireland public sector. The work also includes investigation of potential enablers and barriers of career advancement to executive level; examines the extent to which various policies and practices would increase gender equality; compares male and female perceptions; and identifies areas of good practice. The research took place in three stages: a literature review and analysis of publicly

available data; a survey delivered to current and aspiring executives within 143 organisations; and a series of interviews with male and female executives. This report presents the findings from all three stages and makes a series of recommendations under four key headings: strategic, policy, process and data analysis.

The publication reports across all three stages and makes a number of strategic, policy, process and data analysis recommendations. Strategic recommendations include achievement of more gender balanced boards, identification of gender champions in public sector organisations, establishment of a Public Sector Forum for Gender Equality and a Public Sector Women's Network. Policy recommendations include development of gender inclusive cultures and work-life balance promotion. Recommendations under process include fairer career development and mentoring opportunities and clearer linkage of performance management to career progression. Finally, data analysis recommendations include an annual statistical report on gender composition and better data collection on gender across public sector organisations.

For more information email research@ofmdfmi.gov.uk

**We welcome any comments you have about the Delivering Social Change newsletters.
You can contact us by.....**

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