

**EQUALITY COMMISSION FOR NORTHERN IRELAND**  
**Public Authority 2007 - 2008**  
**Annual Progress Report on Section 75 of the NI Act 1998 and**  
**Section 49A of the Disability Discrimination Order (DDO) 2006**

This report template includes a number of self assessment questions regarding implementation of the Section 75 statutory duties from **1 April 2007 to 31 March 2008**. This template also includes a number of questions regarding implementation of Section 49A of the DDO from the **1 July 2007 to 31 March 2008**. Please enter information at the relevant part of each section and ensure that it is submitted electronically (by completing this template) and in hardcopy, with a signed cover letter from the Chief Executive or, in his/her absence, the Deputy Chief Executive to the Commission by **30 September 2008**.

In completing this template it is essential to focus on the application of Section 75 and Section 49. This involves progressing the commitments in your equality scheme or disability action plan which should lead to outcomes and impacts in terms of measurable improvement for individuals from the equality categories. Such outcomes and impacts may include changes in public policy, in service provision and/or in any of the areas within your functional remit.

Name of public authority (Enter details below)

**YOUTH COUNCIL FOR NORTHERN IRELAND**

Equality Officer (Enter name and contact details below)

S75: **David Guilfoyle**  
Forestview  
Purdy's Lane  
Belfast BT8 7AR  
Tel: 028 9064 3882  
Fax: 028 9065 3874  
Email: [dguilfoyle@ycni.org](mailto:dguilfoyle@ycni.org)

DDO (if different from above):

## **S75 Executive Summary**

- What were the key policy/service developments made by the authority during this reporting period to better promote equality of opportunity and good relations and what outcomes were achieved?

**(Enter text below)**

- Consultation on the screening of the Youth Council's Strategic Plan and 1998-2006 Funding Policy reported upon.
- Screening of the Youth Council's Youth Work Training, Child Protection, International Work, JEDI Funding Policy 2007-2010 progressed.
- Equality Impact Assessment report on Core/Infrastructure/Programme Funding Schemes for Regional Voluntary Youth Organisations (RVYOs) presented for public consultation between December 2007 and February 2008.
- Managers across the voluntary and statutory youth work agencies to obtain the EDI Strategic Planning Award. This award, which is endorsed by the Institute of Leadership and Management, supports managers and policy makers to mainstream equality, diversity and good relations within youth work agencies across Northern Ireland.
- Comprehensive research into quality assuring Equity, Diversity and Interdependence Model within the youth sector in Northern Ireland completed.
- A pre-consultation exercise carried out by the Participation Working Group, chaired by the Youth Council, in order to elicit initial views of children and young people regarding the possible options for establishing a Network for Youth.
- Promotion of the Council of Europe's All Different All Equal Campaign provided a fresh platform upon which to progress the Council's Good Relations Duty.
- Progress on the Youth Council's Disability Priorities reviewed with resulting priorities for 2007-2008 published on the Council's website.

- What are the main initiatives planned in the coming year to ensure the authority improves outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75?

**(Enter text below)**

➤ **Development Fund**

The Council is committed to improving access to its funding by youth organisations which focus their activities on young people from Section 75 categories. One of the difficulties facing such voluntary youth organisations is the development of province-wide services. Accordingly, the Council is introducing a Development Fund during 2008/09 which will be designed to assist "emerging" regional voluntary youth organisations (RVYOs) which can demonstrate both the 'intent' and capability of providing a province-wide service, through a planned and phased process of extending their services.

➤ **Guidance on Funding Applications**

The Council will be seeking applications during 2008/09 for its new funding programmes which will be implemented during 2009/10. The Council will be offering special briefing sessions, both collectively and individually, for regional voluntary youth organisations focusing on young people from Section 75 categories.

➤ **NI Youth Awards**

This successful initiative will be staged again during the incoming academic year, with the "Inclusion" and "Peace Building" Awards being particularly relevant to the equality agenda.

➤ **Disability Training**

Etiquette and language training, as well as training to raise awareness of the DDA duties, for YCNI Staff and Members.

➤ **New Resources**

Resources to specifically promote the inclusion of young people with disabilities in youth work practice to be developed.

➤ **CR/EDI Programme for Young People**

The accreditation and piloting of a CR/EDI programme for young people aged 16-17. Set at NOCN level 1, this programme will provide young people with the opportunity to explore the themes of Identity, Diversity and Difference, Conflict, Local and Global Citizenship and Political Awareness.

➤ **Web Based Induction Training**

Pending a successful funding bid, work will begin to develop the EDI induction training for youth workers into a web based resource.

- Please give examples of changes to policies or practices which have resulted in outcomes. If the change was a result of an EQIA please tick the appropriate box in column 3:

	Outline change in policy or practice which have resulted in outcomes	Tick if result of EQIA
Persons of different religious belief	•	
Persons of different political opinion	•	
Persons of different racial groups	•	
Persons of different age	•	
Persons with different marital status	•	
Persons of different sexual orientation	•	
Men and women generally	•	
Persons with and without a disability	•	
Persons with and without dependants	•	

### Section 1: Strategic Implementation of the Section 75 Duties

- Please outline evidence of progress made in developing and meeting equality and good relations objectives, performance indicators and targets in corporate and annual operating plans during 2007-08.

**(Enter text below)**

The following arrangements have been operated during the year:

- objectives and targets relating to the statutory duties have been mainstreamed into Operational Plans and performance targets for relevant staff;
- progress reports on the achievement of objectives and targets relating to the statutory duties are provided at quarterly meetings of the Youth Council for Northern Ireland, and other relevant structures (such as the Youth Service Liaison Forum and JEDI Steering Group).

## Section 2: Screening

- Please provide an update of new/proposed/revised policies screened during the year.

Title of policy subject to screening	Was the <u>F</u> ull Screening Report or the <u>R</u> esult of initial screening issued for consultation? <i>Please enter <u>F</u> or <u>R</u></i>	Was initial screening decision changed following consultation? <u>Y</u> es/ <u>N</u> o	Is policy being subject to EQIA? <u>Y</u> es/ <u>N</u> o? If yes indicate year for assessment.
YCNi Strategic Plan 2004-2007	F	No	No
Funding Policy 1998-2006	F	No	No
Child Protection Policy	F	No	No
International Work	F	No	No
JEDI (Joined in Equity, Diversity and Interdependence)	F	No	No
Youth Work Training	F	No	No
Funding Policy 2007-2010	F	No	Yes

## Section 3: Equality Impact Assessment (EQIA)

- Please provide an update of policies subject to EQIA during 2007/08, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2008-09.

### EQIA Timetable – April 2007 - March 2008

Title of Policy EQIA	EQIA Stage at end March 08 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals, and the relevant Section 75 categories due to be affected.
Core/Infrastructure/ Programme Funding Schemes for RVYOs	5	-----

- Where the EQIA timetable for 2007/08 (as detailed in the previous annual S75 progress report to the Commission) has not been met, please provide details of the factors responsible for delay and details of the timetable for re-scheduling the EQIA/s in question.

**(Enter text below)**

Ongoing EQIA Monitoring Activities April 2007- March 2008

Title of EQIA subject to Stage 7 monitoring	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased

2008-09 EQIA Time-table

Title of EQIAs due to be commenced during April 2008 – March 2009	Existing or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6

**Section 4: Training**

- Please outline training provision during the year associated with the Section 75 Duties/Equality Scheme requirements including types of training provision and conclusions from any training evaluations.

**(Enter text below)**

- During 2007/08 staff training needs were assessed and the need for etiquette and language training, as well as training to raise awareness of the DDA duties, was identified. Appropriate training for staff and members will be put in place during 2008/ 2009.
- YCNI worked with the UNESCO centre at the University of Ulster in the development and in supporting the delivery of the 'Essential Learning for a Shared Society' Masters level programme; an arrangement which aimed to take the experience of youth work practitioners to the wider notice of public bodies such as local Councils and other Community and Voluntary Agencies.

➤ In addition, appropriate staff attended the following **EXTERNAL TRAINING EVENTS:**

All Different, All Equal UK Launch  
26-27<sup>th</sup> March 2007, National Youth Agency, Birmingham

Transformation to a Shared Society Conference  
1<sup>st</sup> May 2007, Community Relations Council

Meaningful consultation with children and young people seminar,  
29 May 2007, The Consultation Institute

Polish Conference, 26 July 2007, NI Polish Association

Exploring/Understanding the values of Equity, Diversity and Interdependence  
24 & 25 September 2007, UNESCO Centre, UUC

Stepping into Diversity Conference, 23<sup>rd</sup> October 2007, MCRC/TIDES

All Different, All Equal UK Closing Event  
14<sup>th</sup> March 2008, National Youth Agency, Birmingham

➤ **JEDI**

The JEDI Initiative remains a key partnership to the mainstreaming of Section 75 and the Good Relations agenda across youth work services.

During 2007/08 JEDI published and disseminated an update on its EDI training suite for youth work practitioners. This suite of programmes has been developed over the past five years to assist volunteers, part-time and full-time youth workers, managers and policy makers to employ the principles of Equity, Diversity and Interdependence and to contribute to the building a more peaceful, inclusive and cohesive society.

In addition, JEDI began work on the development of a CR/EDI programme for young people aged 16-17. Set at NOCN level 1, this programme will provide young people with the opportunity to explore the themes of Identity, Diversity and Difference, Conflict, Local and Global Citizenship and Political Awareness.

During 2007-2008 JEDI facilitated managers from across the voluntary and statutory youth work agencies to obtain the EDI Strategic Planning Award. This award, which is endorsed by the Institute of Leadership and Management, supports managers and policy makers to mainstream equality, diversity and good relations within youth work agencies across Northern Ireland.

## Section 5: Communication

- Please outline how the authority communicated progress on delivery of the Section 75 Duties during the year and evidence of the impact/success of such activities.

**(Enter text below)**

### ➤ **Internal**

The methods used to communicate progress internally on the implementation of the Youth Council's Equality Scheme are outlined in Section 1.

### ➤ **External**

The Youth Council provides an update on its progress at regular meetings with its voluntary sector client groups. Council members are drawn from a wide range of backgrounds and so are able to brief external agencies on an informal basis. The Council's website also provides updates on progress.

## Section 6: Data Collection & Analysis

- Please outline any systems that were established during the year to supplement available statistical and qualitative research or any research undertaken/commissioned to obtain information on the needs and experiences of individuals from the nine categories covered by Section 75.

**(Enter text below)**

The five Education and Library Boards Youth Services and the Youth Council have now completed the first stage of the review of the nature of data collected and work to develop a revised system is ongoing. This initiative should assist the youth service in becoming more effective in meeting its commitments under Section 75 legislation.

- Please outline any use of the Commission's Section 75 Monitoring Guide.

**(Enter text below)**

This Guide has been considered in relation to the development of future systems within the youth service.

## **Section 7: Information Provision, Access to Information and Services**

- Please provide details of any initiatives/steps taken during the year, including take up, to improve access to services including provision of information in accessible formats.

**(Enter text below)**

- ☞ YCNI has arrangements in place to ensure that information is available on request in alternative formats.
- ☞ During any major public event, staff with sign language skills are employed to provide interpretation services.
- ☞ The Council is committed to the production of youth-friendly reports. YCNI also developed a young person's guide to its new funding policy and equality impact assessment of that policy. This was utilized with young people attending a youth-focused consultation event.

## **Section 8: Complaints**

- Please identify the number of Section 75 related complaints:
  - received and resolved by the authority (including how this was achieved);
  - which were not resolved to the satisfaction of the complainant;
  - which were referred to the Equality Commission.

**(Enter text below)**

There were no Section 75 related complaints during the year under review.

## **Section 9: Consultation and Engagement**

- Please provide details of the measures taken to enhance the level of engagement with individuals and representative groups during the year.

**(Enter text below)**

The continuing consultation process around YCNI's new Funding Policy provided more opportunities for interaction between YCNI staff and the diversity of organisations funded by YCNI.

In addition, there was significant contact between YCNI staff and a number of regional voluntary youth organisations receiving grant aid from YCNI in support of their work with ethnic minorities and gay and lesbian young people.

Regarding engagement with young people, YCNI continues to play an active role as a partner agency with two major projects which focus on promoting participation by young people in decision-making processes. The first of these is the "Big Deal" initiative, funded by the Big Lottery Fund.

The second is the "Participation Network" supported by OFMDFM, which is producing guidance to public bodies which wish to consult with children and young people. YCNI itself is providing some funding in support of this initiative.

## **Section 10: The Good Relations Duty**

- Please provide details of additional steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.

**(Enter text below)**

### **All Different All Equal**

During 2007/08 YCNI was the lead NI agency for the promotion of the Council of Europe's All Different All Equal Campaign, which in turn provided a fresh platform upon which to progress the Council's Good Relations Duty.

The UK launched its commitment to this campaign with a joint UK conference on the 26-27 March 2007. The Council presented the work of the JEDI Initiative and organisations who have applied EDI methodologies in their work with young people at this launch.

Community Relations Week (which took place between 30<sup>th</sup> April and 6<sup>th</sup> May 2007) was identified as the ideal opportunity to bring the All Different All Equal campaign to the attention of young people from across Northern Ireland. The All Different All Equal campaign was featured at a celebration event held in Armagh on Wednesday 2<sup>nd</sup> May. The event, entitled **R ShaRd FutR** was hosted by the Youth Council for Northern Ireland and led by young people aimed to highlight the contribution that young people have made to building a more peaceful and inclusive society.

Targeted at young people aged 15-25, the evening provided an opportunity for participants to learn about and share the varied ways they are involved in building good relations, develop new ideas on how to promote diversity, participation and human rights as well as meet with other young people from across Northern Ireland. It was also at this event that the YCNI announced the availability of funding which included provision for support for ideas developed at the UK All Different All Equal campaign to be actioned locally. This funding complemented the ongoing funding provided the Council's CRYSS Scheme.

YCNI Officers designed an All Different, All Equal workshop to provide a creative forum to raise awareness of the themes: Participation, Diversity and Human Rights and to encourage young people to think about their own prejudices and discuss how they might challenge themselves to think and act when they encounter difference. Examples of where workshops were facilitated include at an event involving 300 young people from across the North of Ireland. Organised by Scouting Ireland (Northern Region), it was held at Belfast's W5 on Saturday 17<sup>th</sup> November 2007 and provided an opportunity for young Scouts to engage in a fun-filled day with Guides and members of the Scouting Associations.

Workshops were also delivered in February 2008 at a joint SEELB and WELB conference organised by young people who sit on Youth Councils across the area.

Young people participating in the workshops were presented with promotional materials from the campaign as recognition of their taking part and as a reminder of the important issues explored in the session.

The campaign was also promoted at a Big Deal Event promoting participation, entitled – 'Have Your Say'.

Ensuring the All Different, All Equal campaign had a visible profile in Northern Ireland was an important aspect to supporting this European-wide initiative as well as providing an opportunity to highlight the fantastic commitment of organisations, workers and young people on the ground, who tirelessly strive to embed good relations within their daily youth work practice in Northern Ireland.

Rosemary Trainor<sup>1</sup> represented Northern Ireland at the evaluation of All Different, All Equal in Portugal where she had the opportunity to inform delegates from across Europe of examples of good practice in Northern Ireland as well as listen to the wider implications of a European campaign. Rosemary can now translate this learning back to her own work with young people in East Belfast.

On Friday 14<sup>th</sup> March 2008 the JEDI team, together with young people from YouthAction NI, travelled to Birmingham to participate in the closing event. JEDI provided an update of how Northern Ireland engaged with the campaign and young people from YouthAction NI facilitated an interactive exercise which they experienced in an All Different, All Equal workshop at the Northern Ireland launch event in Armagh.

## **JEDI**

As previously outlined, JEDI also published and disseminated an update on its EDI training suite for youth work practitioners, began work on the development of a CR/EDI programme for young people aged 16-17 and facilitated a number of managers across the voluntary and statutory youth work agencies to obtain the EDI Strategic Planning Award: mainstream equality, diversity and good relations within youth work agencies across Northern Ireland.

In addition, JEDI conducted comprehensive research into quality assuring Equity, Diversity and Interdependence Model within the youth sector in Northern Ireland. This research made the following recommendations:

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<sup>1</sup> Rosemary Trainor is 23 yrs of age and has worked with young people over the past 5 years on a range of different placements. Rosemary is an active member of the NI Children and Young People's Forum which aims to encourage children and young people to become involved in participatory activities, which enhance their personal and social development and to have the skills, knowledge and opportunities to make informed choices about their lives and demonstrate their positive contribution to family and community life.

- I. The lead statutory body for youth should continue to co-ordinate and drive an EDI strategy within the Youth Sector.
- II. The principles of EDI should be included in the ETI's new Quality Indicators for Youth Work, with an emphasis on self evaluation and reflective practice.
- III. The Department of Education Review of Community Relations should address the need to embed EDI into policy and practice at very level within the Youth Sector.
- IV. A cross-sectoral group should be convened to explore the idea of developing bespoke quality assurance/continuous improvement systems, at either local, organisational or regional level, for improving quality in all key areas of youth work, including EDI, with a strong emphasis on self evaluation and reflective practice.
- V. There should be continued training and support for implementing principles of EDI in the Youth Sector, and this should be particularly targeted at both managers and local units.
- VI. The Curriculum Development Unit should ensure that the EDI principles within the Model for Effective Practice curriculum become central to youth work practice.

- Please outline any use of the Commission's Good Relations Guide.  
(Enter text below)

This guide was received mid-year. It has been utilised as part of the UNESCO training and will be further used in the delivery of the EDI Strategic Planning Training.

### **Section 11: Additional Comments**

- Please provide any additional information/comments  
(Enter text below)

Annual Report July 2007/ March 2008  
'Disability Duties' Questions

1. How many action measures for this reporting period have been?

3

Fully  
Achieved

1

Partially  
Achieved

1

Not  
Achieved

2. Please outline the following detail on **all actions that have been fully achieved** in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs <sup>2</sup>	Outcomes / Impact <sup>3</sup>
National <sup>4</sup>	The Youth Council is a non-departmental public body operating solely within Northern Ireland and so its scope to influence public appointments at National level is minimal. However, the Council has supported the involvement of young people from Northern Ireland in the United Kingdom Youth Parliament, sessions of which have been hosted within Westminster.		
Regional <sup>5</sup>	"Network for Youth" under development.	Greater involvement by disabled young people in a structure which will provide an effective interface with key decision-makers.	Policies affecting young people would be designed to ensure greater benefits for disabled young people.
Local <sup>6</sup>			

<sup>2</sup> **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

<sup>3</sup> **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

<sup>4</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

<sup>5</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level

<sup>6</sup> **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local forums.

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	To assess need and, where necessary, deliver staff awareness training.	Staff training needs were assessed and the need for etiquette and language training as well as training to raise awareness of the DDA duties was identified.	Appropriate training will be put in place during 2008/2009.
2			

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	To document and share the good employment practice developed by YCNI.	The YCNI has documented the good employment practice it has developed in light of specific needs of employees. This material has been published on the YCNI website.	This material will inform ongoing lobbying of DE/ESA to implement good practice in relation to DDA and/or safe guard existing good practice across RPA affected bodies within education. In light of the work and Article 5 of the Disability Discrimination (Northern Ireland) Order 2006 the YCNI will consider the need to review its Disability Discrimination Code of Practice.
2			

2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	To accredit and agree a roll-out strategy for Disability and Youth Work training for youth work practitioners.	YCNI Officers have worked with both Disability Action and YouthNet’s Disability Consortium to develop a training programme which would further develop understanding of disability issues in the youth sector. It has been the intention of the Youth Work Training Board (YWTB) to have such as programme as an integral part of its suit of training opportunities for youth work practitioners. The YWTB understand that the consortium are considering how best training on this important area should be packaged and delivered and currently await their advice.	The aim to accredit and agree a roll-out strategy for Disability and Youth Work training for youth work practitioners will remain a priority for YCNI during 2007/2008. The YWTB wish to work in partnership with the Disability Consortium to address this priority and will welcome further discourse with them.
2			
3			

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	<p>To consider when developing new policies (or modifying existing policies) if the policy:</p> <ul style="list-style-type: none"> <li>i. Discourages disabled people from participating in public life or fails to promote positive attitudes towards disabled people;</li> <li>ii. Provides an opportunity to better promote positive attitudes towards disabled people or encourage their participation in public life.</li> </ul>	<p>During 2007/2008, a number of policies were screened. During this process the YCNI assessed the impact of the policy on the Council's obligation to have due regard to the need to promote positive attitudes towards disabled people and encourage their participation in public life.</p>	<p>The outcomes of this process were recorded and disseminated for public consultation.</p>
2			
3			

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones <sup>7</sup> / Outputs	Outcomes/Impacts	Reasons not fully achieved
1	To accredit and agree a roll-out strategy for Disability and Youth Work training for youth work practitioners.	YCNI Officers have worked with both Disability Action and YouthNet's Disability Consortium to develop a training programme which would further develop understanding of disability issues in the youth sector. It has been the intention of the Youth Work Training Board (YWTB) to have such a programme as an integral part of its suit of training opportunities for youth work practitioners.	The aim to accredit and agree a roll-out strategy for Disability and Youth Work training for youth work practitioners will remain a priority for YCNI during 2007/2008. The YWTB wish to work in partnership with the Disability Consortium to address this priority and will welcome further discourse with them.	The YWTB understand that the consortium are considering how best training on this important area should be packaged and delivered and currently await their advice.

<sup>7</sup> **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

**4. Please outline what action measures have not been achieved and the reasons why?**

	Action Measures not met	Reasons
1	To advocate organisations in receipt of grant aid to raise awareness of the value and importance of including people with disabilities on their committees and decision making panels and facilitating the inclusion of young people with disabilities in service provision.	During 2007/2008 extensive work was underway to develop a new funding policy for Core/ Infrastructure/ Programme Funding Schemes for Regional Voluntary Organisations (RVYOs). On implementation of this policy work will be undertaken to advocate organisations in receipt of grant aid to raise awareness of the value and importance of including people with disabilities on their committees and decision making panels and facilitating the inclusion of young people with disabilities in service provision.
2		
3		

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

Bi-annual review of progress against Interim Disability Action Plans

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(b) Quantitative

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6. As a result of monitoring progress against actions, has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes.

Please delete: [Yes](#)

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	To deliver staff awareness training	Staff awareness training delivered	1 year
2	To develop and disseminate guidance for youth workers specifically on the inclusion of young people with disabilities	Guidance for youth workers on the inclusion of young people with disabilities developed and disseminated.	1 year to develop the guidance; dissemination on-going
3			
4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisations annual review of the plan? If so, please outline proposed changes?

New priorities were identified for the 2008-2009 period and published on the YCNI website.