

YCNi POLICY SCREENING FORM

Background

Under Section 75 of the Northern Ireland Act 1998, the Youth Council for Northern Ireland (YCNi) is required to have due regard to the need to promote equality of opportunity:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and,
- between persons with dependants and persons without.

Without prejudice to the obligations set out above, the Council is also required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

Screening

The screening procedure should lead to one of two conclusions:

- The policy being screened does not have a significant impact on equality of opportunity and therefore does not require an EQIA
- The policy being screened has (or is likely to have) a significant impact on equality of opportunity and may require an EQIA.

Scoping the Policy

Title of Policy: Youth Work Training

Brief Description:

The Youth Work Training Board, which functions as a standing sub-committee of the Council, establishes policies for the recognition and accreditation of training courses for full-time and part-time youth workers in Northern Ireland. The Training Board includes representatives from a wide range of youth service agencies and including the Education and Library Board Youth Service Departments, representatives of the voluntary youth sector, the Youth Forum, the University of Ulster and the Community and Youth Workers Union. The mission is to encourage and promote the provision of the best level of training possible for youth workers in Northern Ireland.

Policy Aim:

To support, encourage and develop youth work training at all levels in Northern Ireland.

Who defines or defined the policy?

The policy is defined by the members of the Youth Work Training Board.

Who implements the policy?

The policy is implemented by the voluntary and statutory youth work training providers, supported by Council staff.

[Answer only if applicable] Is the policy applied uniformly throughout the organisation? *If NO, what are the consequences?*

Yes.

Who are the main stakeholders in relation to the policy?

Youth work training providers, candidates, partner organisations, employers, accreditation bodies.

What factors/forces could contribute/detract from the aim or implementation of the policy?

The main funding for this work is provided by the Department of Education. Any change to the current funding provision would severely curtail the delivery of the youth work training policy.

How does the Council interface with other bodies in relation to implementation of this policy?

The Council acts in an advisory and facilitatory capacity in relation to this policy. For example, the Council develops training materials in partnership with key agencies involved with the Youth Work Training Board. The Board has the power to endorse courses but normally seeks accreditation through national accreditation bodies.

Which other policies are related to this policy?

Any policies that have a bearing on the professional/vocational development and status of youth workers in Northern Ireland.

What data are currently available to facilitate the screening of this policy?

Minutes of Board meetings.

Accurate and up-to-date data on all candidates who complete training programmes under this policy. While the Council is not responsible for the delivery of training, it will continue to advise relevant bodies on the need for monitoring of candidates.

Screening the Policy

Answering the Four Screening Questions

The four questions ask for evidence in relation to the Section 75 dimensions. You should not think of the “don’t know” column in the form as the easy option to respond to any of the questions. In cases where you don’t know and you don’t have data, you will need to make a judgement based on experience as to whether the policy you are screening may have an impact on any of the nine dimensions. If your judgement is that the policy may have a differential adverse impact in relation to any of the Section 75 dimensions (i.e. it affects some groups differently and less favourably than other groups), you should seek to obtain evidence. You should note that evidence can be qualitative – i.e. drawn from the experience of individuals from their perspective - as well as quantitative. Officers must give consideration to steps that they could reasonably be expected to take to obtain evidence and thereby inform their decision-making. Such steps could include meeting with a representative group or selective consultation.

Where there is little or no evidence, and common sense indicates that a differential impact may be expected, you should discuss this with the Equality Officer.

1. Is there any evidence of higher or lower participation or uptake by different groups?

	Yes	No	Not known
Religious belief			X
Political opinion			X
Racial group			X
Age			X
Marital status			X
Sexual orientation			X
Gender			X
Disability			X
Dependency			X

Please comment:

Monitoring of candidates would best be carried out by the deliverers of the training programmes but it would be useful to collate this information centrally and the Youth Work Training Board may be best placed to fulfill this role.

Anecdotally, there is no indication that any group would be adversely affected by this policy, and research highlights the participation of a broad spectrum of identities in youth work.

While there was a historical trend to suggest that protestant males were less well represented in professional youth work training, attention to this issue through positive action measures has resulted in an improved situation in this regard.

2. Do different groups have different needs, experiences, issues and priorities in relation to this policy issue?

	Yes	No	Not known
Religious belief		x	
Political opinion		x	
Racial group	x		
Age		x	
Marital status		x	
Sexual orientation		x	
Gender		x	
Disability	x		
Dependency	x		

Please comment:

In relation to the provision of course materials and access to training facilities there may be issues in regard to three grounds (see above). With encouragement and support from the Board, courses have been run specifically to address special needs of such groups.

3. Have consultations with relevant groups, organisations or individuals indicated that policies of this type create problems that are specific to them?

	Yes	No
Religious belief		x
Political opinion		x
Racial group		x
Age		x
Marital status		x
Sexual orientation		x
Gender		x
Disability		x
Dependency		x

Please comment:

Ongoing engagement with a wide range of consultees has not revealed problems specific to them, although the Board is responsive to specific needs as they may arise.

4. In relation to implementing this policy, is there an opportunity to better promote equality of opportunity or good relations by altering the policy or by working with others in Government or in the larger community?

Yes No

Please elaborate: Already an integral part of this work.

5a. With reference to Questions 1 to 4 please summarise how you believe the policy may impact on the Council’s obligation to have due regard to the need to promote equality of opportunity.

It complements the Council’s obligation by providing a range of opportunities for candidates from a wide range of backgrounds to gain professional / vocational development of their youth work practice.

5a. With reference to Questions 1 to 4 please summarise how you believe the policy may impact on the Council’s obligation to have due regard to the need to promote positive attitudes towards disable people and encourage their participation in public life.

The work helps to meet our obligation. For example, the Training Board is currently developing a Level 3 training programme for youth workers who work with young people with a disability.

6. What data do you believe will be required to ensure effective monitoring of the policy following implementation?

The Council will develop a monitoring strategy to help capture data from training delivery agencies on candidates by Section 75 grounds.

7. In the context of Question 3 are there any relevant groups which you believe should be consulted at this time? Please specify

No.

8. Any other comments on the policy and/or screening exercise?

No.

9. On the basis of answers to Questions 1 to 4 above (and in particular positive answers), do you recommend that the policy should be subjected to a full impact assessment?

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

Please elaborate

Screening of the policy has highlighted a clear commitment to equality of opportunity in respect of promoting inclusion and ensuring access to education and training in youth work is open to all.