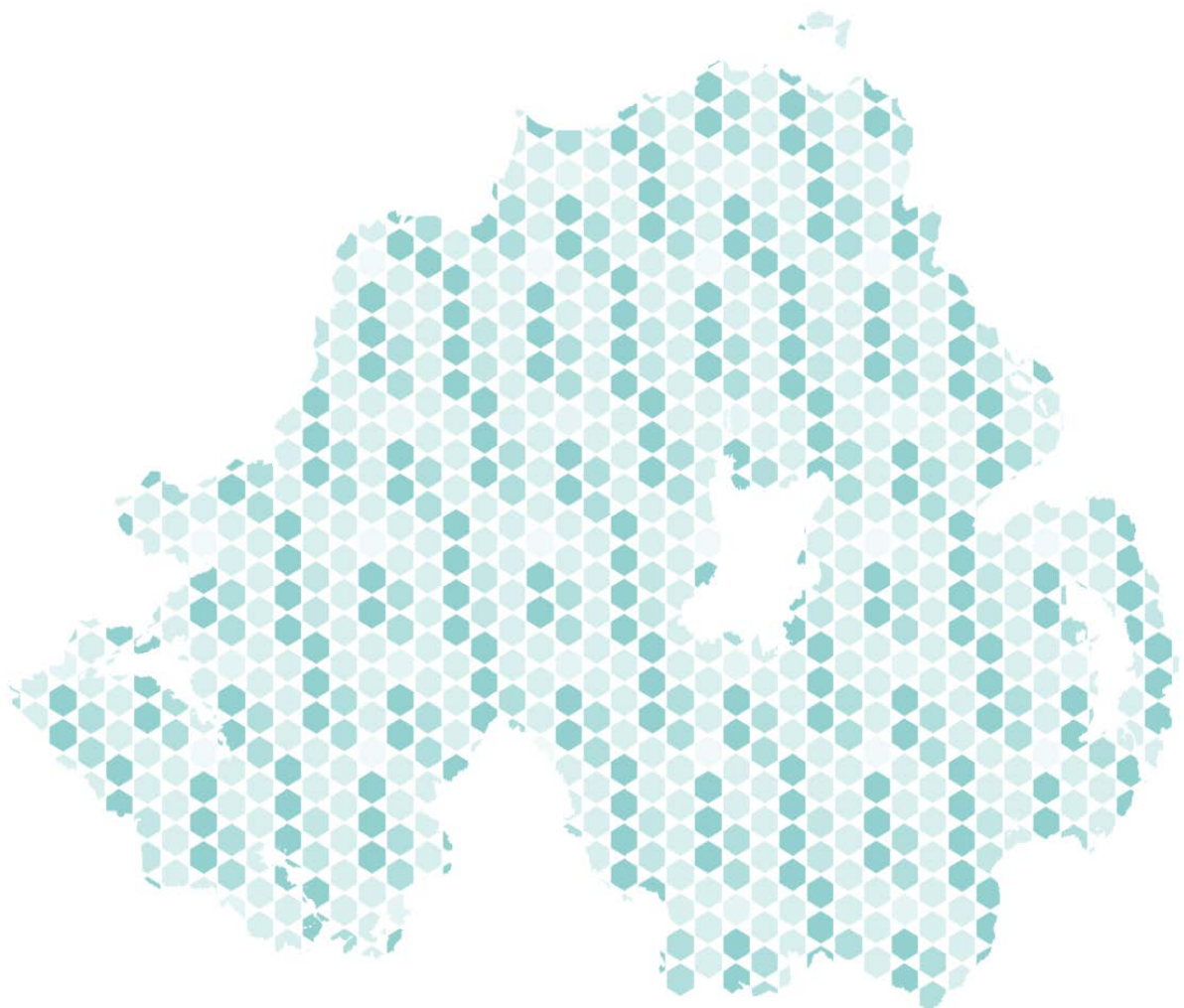


# YOUTH INSPECTION



Education and Training  
Inspectorate

Holy Trinity Youth Centre,  
Belfast

Report of an inspection in  
March 2015

In this report, proportions may be described as percentages, common fractions and in more general quantitative terms. Where more general terms are used, they should be interpreted as follows:

Almost/nearly all	-	more than 90%
Most	-	75%-90%
A majority	-	50%-74%
A significant minority	-	30%-49%
A minority	-	10%-29%
Very few/a small number	-	less than 10%

In assessing the various features of the provision, inspectors relate their evaluations to six descriptors as set out below:

PERFORMANCE LEVEL
Outstanding
Very Good
Good
Satisfactory
Inadequate
Unsatisfactory

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## 1. Focus of the inspection

The inspection focused on:

- the young people's achievements and standards;
- the quality of the provision; and
- the quality of the leadership and management, including the processes for self-evaluation leading to improvement.

## 2. Context

Holy Trinity Youth Centre is situated in the Turf Lodge area of west Belfast. The full-time youth provision is managed by a voluntary management committee and receives funding from the Education Authority. The centre is open seven evenings each week and is staffed by, a full-time senior youth worker, and seven part-time youth support workers. In addition, there are six part-time assistant youth support workers and four volunteers.

A number of local community and youth organisations use the centre, including an Irish dancing class and a Taekwondo club. According to figures supplied by the organisation, there are currently 372 members; this includes the boxing club which is an integral part of the centre.

## 3. Overall findings of the inspection

<b>Overall effectiveness</b>	<b>Outstanding</b>
<b>Achievements and standards</b>	<b>Outstanding</b>
<b>Provision</b>	<b>Outstanding</b>
<b>Leadership and management</b>	<b>Outstanding</b>

## 4. Achievements and standards

- The young people demonstrate high levels of motivation and commitment across all of the activities and programmes. In group work, the young people debate and discuss relevant issues and present their points of view well, through excellent use of independent and collaborative working.
- A significant strength of this centre is the progression of the young people into leadership and volunteering roles. The young people are keen to take on responsibility and work together confidently to effect improvements in their youth provision and in their local community. The senior member council participate effectively in decision-making; they are fully involved in the planning and implementation of their own programmes. They demonstrate confidence, maturity and a strong sense of pride in their centre and have established a well-embedded culture of participation.

- The young people are learning new skills and knowledge and are able to apply this learning to their formal education and to their future career paths. For example, in the Dare Dreamers radio skills programme, the young people were engaged fully in the process, they understood clearly the purpose of the programme and the value of the skills needed for radio presenting.
- The young people value the excellent opportunities to extend their learning beyond the centre. In particular, they are more informed about respecting differences between people, and are developing compassion and sensitivity towards others through the Romanian programme. This programme provides the young people with opportunities to gain outstanding organisational and leadership skills to assist them in their role as a volunteer leader, while developing important life skills. The young people engaged in this programme have demonstrated a cohesive team effort in raising significant funds for their project. The younger members respect the efforts and success of their older peers and are inspired to engage in similar programmes.
- Approximately 100 of the young people achieved success in accredited or recognised training programmes, which supports well their career or training pathways. An annual awards ceremony recognises and celebrates the achievements of the young people and is well attended by parents, and local community and political representatives.

## **5. Provision**

- The youth work sessions observed were of a consistently high standard and ranged from outstanding to good. In the best practice, the sessions were very well planned to take account of the young people's interests and abilities, and had clear learning outcomes which the young people understood. The staff pay excellent attention to providing programmes which promote and support positive physical and mental lifestyles. For example, the young people involved in the health programme clearly demonstrated their learning about the dangers of smoking through their in-depth knowledge of the subject.
- The youth workers develop purposeful and meaningful working relationships with the young people and use effective interpersonal skills to provide suitable conditions for formal and informal youth work. The staff work hard to create a safe and secure environment for the young people, many of whom have a range of complex social and personal needs. There is a collegial approach to planning and practice that stimulates honest and direct discussion between the young people and the staff.
- In almost all of the youth work sessions observed, the staff plan for and evaluate the progression of the young people's knowledge, understanding and skills in a structured manner. There is regular supervision for the staff by the full-time worker, and the development of reflective practice for staff has appropriately been included as a priority in the centre's annual action plan.

- The after-school programme is well organised and the staff are experienced and well trained. They provide flexible, individualised support for the young people with their homework, drawing on a range of appropriate strategies. There is highly effective one-to-one support for the young people provided by all of the staff team, and the young people enjoy a varied curriculum of activities through this provision.
- The extended programme over the weekend provides much needed additional support for the young people in this area. The young people and the community value highly the extended opening times and the additional high quality programmes which engage the young people in a safe, secure and stimulating environment.
- There is a broad and balanced curriculum which young people contribute to through regular and ongoing discussion and debate with the staff and management. The planned programmes and activities meets well the identified needs and interests of the young people; for example, the well established Community Relations, Equality and Diversity programme address issues relating to community and international relations and is providing excellent opportunities for the young people to test their values and beliefs.
- The quality of the pastoral care is outstanding; relationships at all levels provide a sound ethos for the personal and social development of the young people. The young people benefit greatly from the outstanding quality of the individual support provided by the staff. There is an ethos of respect and caring for others among the young people and the staff. The staff and young people enjoy very good humoured relationships with one another; the staff know the young people and their families very well. The young people informed the inspection team that they feel safe in the centre and are aware of what to do if they have any concerns about their safety and well-being.

## **6. Leadership and management**

- The management of the centre provides inspirational leadership to the part-time staff and to the young people, with a commitment to excellence and quality improvement at all levels. There is a systematic approach to planning and assessment and a well-conceived quality assurance system has assessed accurately the needs of the young people and takes account of the contexts in which they live.
- A comprehensive annual action-planning process helps to guide the work of the centre. The staff and management have a clear vision on how to improve the centre and have built capacity in terms of leadership and management. The centre has appropriately identified the need for a longer-term strategic development plan that will help guide the future work of the centre.
- The centre received good support from the Belfast Education and Library Board<sup>1</sup> (BELB), who provided valuable quarterly written feedback on the action plans. The staff and management were fully involved in the BELB annual review process which has confirmed and endorsed the outstanding work of the centre.

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<sup>1</sup> Replaced by the Education Authority on the 1<sup>st</sup> April 2015.

- The staff team are fully aware of their roles and responsibilities and they are well deployed and supervised. There is a continuous professional development programme for all staff that is relevant to their needs, and the needs of the young people. For example, the end of evening written evaluation by staff is a regular and ongoing part of the staff development programme that the centre values highly.
- The management committee are highly supportive of the staff, recognising their professionalism and giving a high priority to continuous improvement. They are well-informed and have a very good balance of experience and expertise. The young people are fully engaged in the leadership and management of the centre; for example, through their active involvement in the management committee they make an effective contribution to the governance of the centre.
- The centre has established an excellent range of effective working partnerships with statutory agencies and community organisations, which are used well to benefit the young people.
- On the basis of the evidence available at the time of the inspection, the centre has comprehensive arrangements in place for safeguarding young people. These arrangements reflect the guidance issued by the Department of Education.

## **7. Conclusion**

In the areas inspected, the quality of the overall provision for the young people is outstanding; the quality of pastoral care is also outstanding. Holy Trinity Youth Centre has demonstrated its capacity for sustained self-improvement.

**APPENDIX**

**Total Membership**

Age	4-9		10-15		16-18		19-25		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
2011/12	79	48	107	96	16	39	24	4	413
2012/13	21	14	157	91	45	40	21	2	391
2013/14	19	47	142	112	47	29	31	6	433
current	27	42	132	95	39	22	15	0	372



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