



Cork

Cork Children & Young People's Plan

2019-2021



Contact

The Cork Children and Young People's Services' Committee welcomes comments, views and opinions about our Children & Young People's Plan 2018-2020

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Copies of this plan are available on www.cypsc.ie

Foreword



Children and Young People's Services' Committees (CYPSC) were initially established in 2007 and the Cork Area was tasked with establishing a CYPSC in 2014. One of the first decisions made was to have one CYPSC for the Cork city and county area, rather than one for each geographical entity. Whilst this resulted in a numerically large committee, the benefit of an area-wide representation has contributed to an integrated approach being taken and an appreciation, across the Committee, of the various challenges presented in an urban and rural context.

In order to help the respective agency representatives better understand each other's services, meetings took place in rotation in the workplace of all the representatives on the Committee, with the host giving a presentation about their service. The provision of tea and scones allowed a social element which enabled members to get to know each other and to build relationships and trust amongst the group members. This process should not be underestimated in terms of making the later work of sub-committees, and the overall Committee, function in a positive and supportive way in progressing the production of the report you see before you today.

Key to forging that culture and collaborative working environment was, and is, the result of the Co-Ordinators, Karen O'Mahony and latterly Tracey Holt, who must be commended for the tremendous efforts they have put in to set up and support the various sub-committees, but also ensuring the main Committee has functioned and operated in a positive way. In mentioning the sub-groups, the Chairpersons of same, Niamh Sheridan, Jim Walsh, Karen O'Mahony, Stephanie Whyte and Tracey Holt must also be commended for their commitment, on top of their day jobs, to provide energy, leadership, creativity and dynamism to the focus of their respective sub-groups, and to the members of same, who worked diligently to produce the outputs that make up this three-year strategic plan.

It was the intention of the Cork CYPSC to produce a plan which, whilst reflecting and acknowledging the processes which the Committee undertook, had a primary focus on the actions that were agreed and the implementation of same. Success in this regard will be the true test of the efficacy of the Committee itself. The actions have to be understandable to all

and there must be a commitment to the full realisation of those actions by the respective agencies/services that are represented on the Committee.

Unless the CYPSCs make a tangible difference to the children, young person's and their families, then it is just another talking shop and this three-year strategic plan just another of many reports gathering dust on shelves.

The challenge now is to take the three-year strategic plan and develop an Implementation plan, with built in monitoring and evaluation processes, to determine if it is a real catalyst for change, and if that change takes place. This is now the challenge for the Cork CYPSC, and I believe that the good relations that have been established will continue to inform this important next stage.

A key message that needs to be sent, in a formal plan of this nature, is that any CYPSC plan is ambitious and will be hampered in its delivery, without sufficient resources, and this could prove to be the Achilles heel of this interagency initiative. CYPSCs need dedicated funding assigned to them to best enable them to deliver on the actions set out in the three-year strategic plan.

In conclusion, I believe this three-year strategic plan sets out actions that can/ will make a difference to the children, young persons and families in the Cork Area and I look forward to the challenge of implementing its recommendations.

Barry Murray

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Executive Summary

Cork CYPSC is delighted to present this three-year strategic plan for the Cork Children's and Young People Plan for the period 2019 to 2021. The Action Plan is the result of much research and analysis and is presented in the context of national policy placing children and families at the centre of planning for their individual and collective development and empowerment to reach their own potential and contribute to Irish society in the long-term.

The purpose of the Children and Young People's Services' Committees (CYPSC) is to secure better outcomes for children and young people, through more effective integration of existing services and interventions at a local level. The Office of the Minister for Children and Youth Affairs (OMCYA), now the Department of Children and Youth Affairs, (DCYA) established the Children and Young People's Services Committees (formerly Children's Services Committees) in 2007, with the purpose of improving outcomes for children and families at local and community level. CYPSC work towards the identified five National Outcomes for children and young people in Ireland. (Better Outcomes Brighter Futures: The National Policy Framework for Children and Young People 2014 -2020).

The national outcomes are:

- Active & health, physical and mental wellbeing
- Achieving full potential in all areas of learning and development
- Safe and protected from harm
- Economic security and opportunity
- Connected, respected and contributing to the world

Cork Children and Young People's Services' Committee (CYPSC) was established in 2014. It was agreed that Cork should only have one CYPSC; the rationale for this being to facilitate further collaboration among services, and a better sharing of resources across the City and County.

There are representatives from a wide range of state, semi-state, and non-profit organisations on the current CYPSC many of whom were involved at planning stage and all of whom are involved in supporting the CYPSC in delivery of the objectives. Agencies provide a wide range of services including health and social services, education, policing and youth justice, sports, recreation, arts and culture and youth services.

This three-year strategic plan runs for the period 2019 to 2021 and was developed following extensive research, consultation and analysis, which resulted in the identification of issues, challenges and solution pathways. These laid the basis for the Action Plan contained in the document and available separately as a guide document.

Many challenges were observed and are detailed in the full three-year strategic plan. These include the need to examine the city and county differently and to devise strategies which, for example, take account of the accessibility challenges. Another set of challenges are those which recognise that many experience difficulties in their due to structural inequalities (for example poverty, social exclusion etc.) and solutions need to take this into account. The Local Area Analysis resulted in the identification of strategies around, for example, greater collaboration between agencies and community-based responses and early intervention when possible. The role of locally based organisations, such as Family Resource Centres, was important in supporting appropriate interventions. Participation and consultation with children, young people and families together with practitioners were regarded being of paramount importance in both designing and delivering solutions.

The consultations were aligned with the five National Outcomes mentioned above, and a three-year strategic plan was then devised to deliver on the priorities identified under each outcome. Whilst all National Outcomes have been addressed, Cork CYPSC identified as a priority: To improve and increase the social and emotional well-being of children and young people (under Outcome 2: Achieving Full Potential in all areas of Learning and Development). The rationale for this being that if children and young people's social and emotional wellbeing is increased this will have a positive impact on all the other outcomes.

The three-year strategic plan details the priorities for the period 2019-2021, along with Change Management requirements, some of the headline priorities are as follows:

National Outcome	Priorities identified in the three-year strategic plan 2019-2021
Outcome No. 1 <ul style="list-style-type: none"> • <i>Active & healthy, physical & mental wellbeing</i> 	<ul style="list-style-type: none"> • Promote good mental health • Improve opportunities for children and families who are homeless/living in emergency accommodation • Adopt a strategic approach to homelessness
Outcome No. 2 <ul style="list-style-type: none"> • Achieving full potential in all areas of Learning & Development 	<ul style="list-style-type: none"> • Develop the “Mindful Minute” model • Promote ‘The One Good Adult’ theme • Support the Parents’ sub-group to deliver actions • Devise actions for young people out of school
Outcome 3 <ul style="list-style-type: none"> • Safe & protected from Harm 	<ul style="list-style-type: none"> • Comply with Children First • Focus on Prevention Partnership and Family Support (PPFS) • Identify and understand impact of Domestic, Sexual and Gender-based violence on children and young people.
Outcome 4 <ul style="list-style-type: none"> • Economic Security & Opportunity 	<ul style="list-style-type: none"> • Support those in Direct Provision and Migrant Communities
Outcome 5 <ul style="list-style-type: none"> • Connected, Respected & Contributing to the World 	<ul style="list-style-type: none"> • Promote Best Practice Participation • Lead on Participation practice & consultation feedback (Lundy) • Engage with Traveller groups • Engage with Youth Services

The three-year strategic plan has a built-in monitoring dimension and its success will be measured in terms of how well different stakeholders work together to deliver on the priorities identified with the appropriate allocation of resources (personnel and financial) from various agencies and available within CYPSC itself.

The time spent on collecting data to inform the analysis and the subsequent three-year strategic plan was worthwhile and it is the ambition of Cork CYPSC to deliver to the best of its ability over the period 2019-2021 and as a basis for future work beyond this to achieve on the national outcomes with children and families well-being and development always remaining the pre-eminent priority.

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CHILDREN & YOUNG PEOPLE'S SERVICES COMMITTEES

Cork

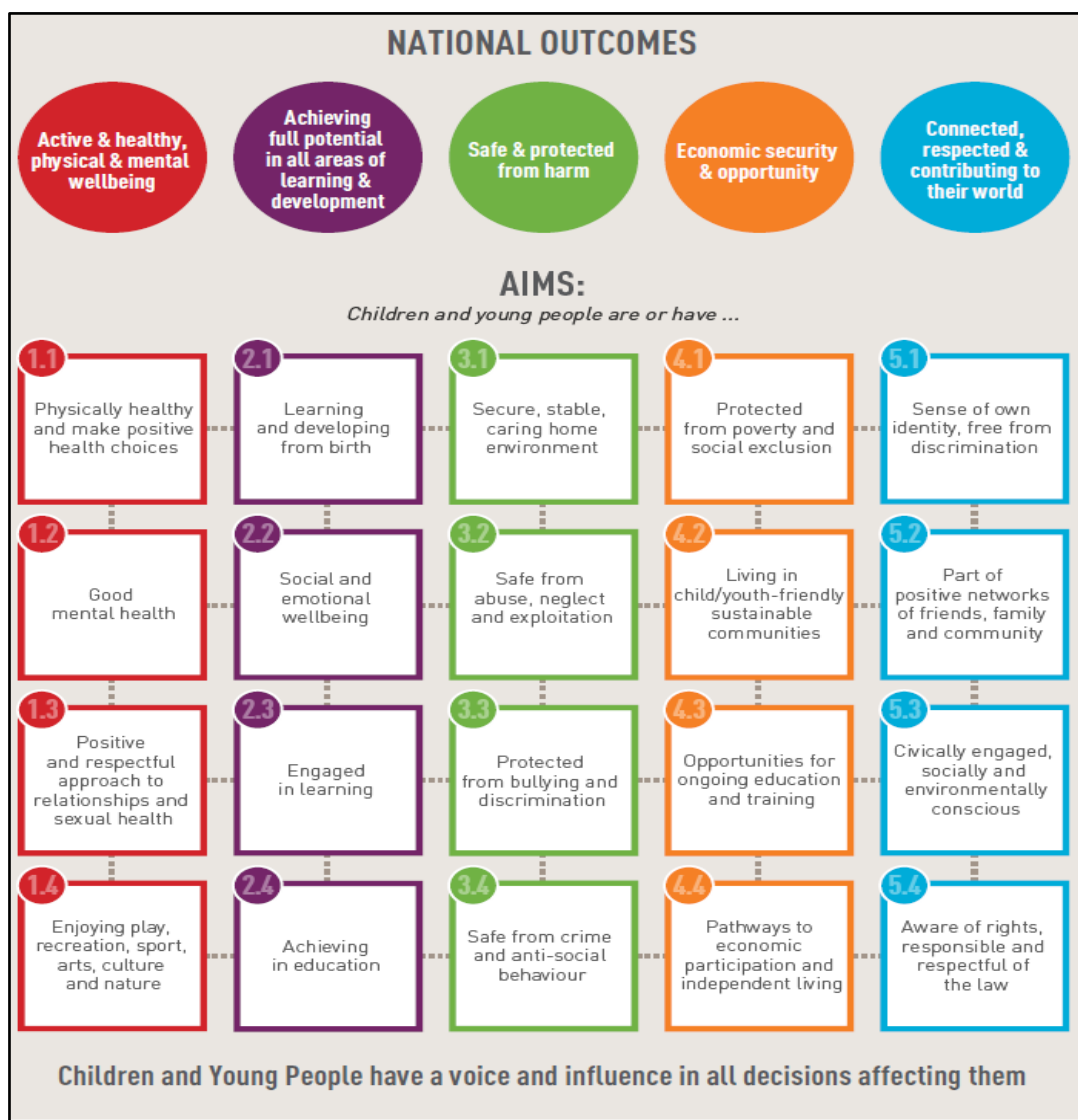
Section 1: Introduction & Background

Purpose of the Children & Young People’s Services’ Committees

The purpose of the Children and Young People’s Services’ Committees (CYPSC) is to secure better outcomes for children and young people, through more effective integration of existing services and interventions at a local level.

CYPSC work towards the five National Outcomes for children and young people in Ireland. (Better Outcomes Brighter Futures: The National Policy Framework for Children and Young People 2014 -2020). The outcomes for children and young people are set out in *Figure 1* below:

Figure 1: National Outcomes for Children & Young People



Background to Children & Young People's Services' Committees in Ireland

The Office of the Minister for Children and Youth Affairs (OMCYA), now the Department of Children and Youth Affairs, (DCYA) established the Children and Young People's Services Committees (formerly Children's Services Committees) in 2007, with the purpose of improving outcomes for children and families at local and community level. Since then CYPSC have increased incrementally in number and are a key structure identified by the Irish Government to plan and co-ordinate services for children and young people, aged 0 – 24 years, in every county in Ireland.

CYPSC bring a diverse group of agencies across the statutory, community and voluntary sectors in local county areas together to engage in joint planning of services for children and young people. Organisations and agencies working locally on behalf of children and young people are represented on the Committee.

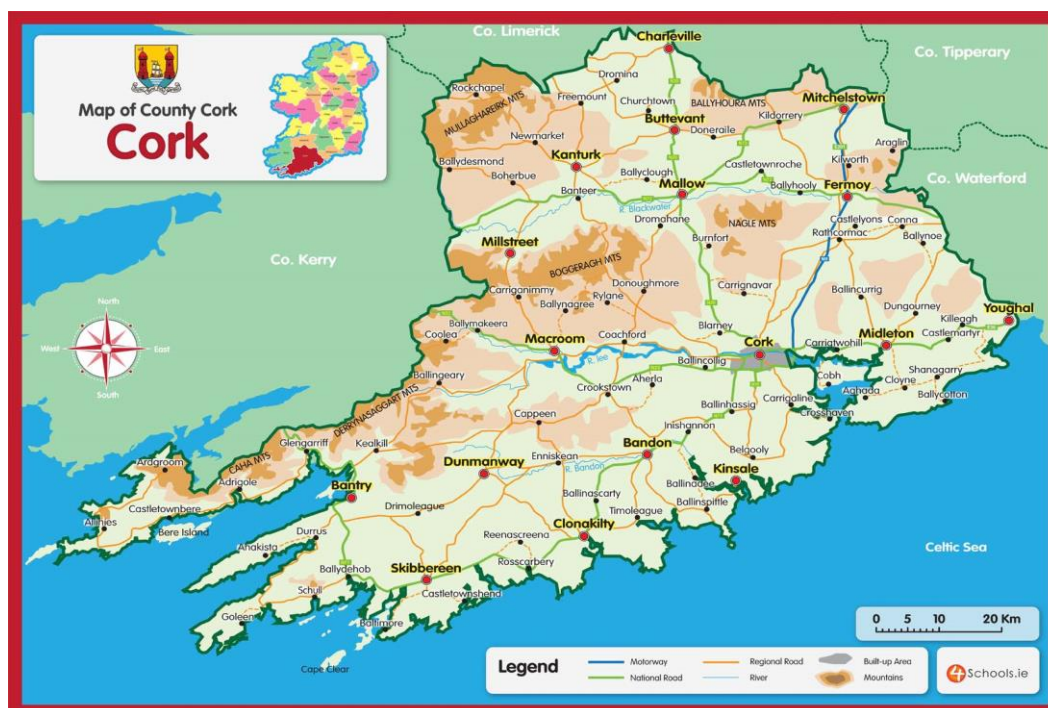
CYPSC work to improve the lives of children, young people and families at local and community level, through integrated planning and improved service delivery.

Better Outcomes, Brighter Futures: The National Policy Framework for Children and Young People 2014 – 2020 underscores the necessity of interagency working and tasks Children and Young People's Services Committees with a key role in this regard.

Cork Children & Young People's Services Committee

Cork Children and Young People's Services' Committee was established in 2014. An interim Coordinator was appointed for 10 hours per week who focused on engaging with relevant stakeholders. A key consideration for Cork CYPSC was to decide whether one or two committees were warranted for Cork, due to its geographical size (see *Figure 2*). The county is the largest in Ireland, covering an area of 7,500 km². While the population is 542,568 (Census of Population, 2016), it is dispersed over a wide area with many people living in rural, peripheral and coastal areas which lie some distance from the main urban centre – Cork city. To give a sense of distances in the county, it takes two hours to travel from Castletownbere on the Beara Peninsula to the outskirts of Cork city with favourable road and weather conditions.

Figure 2: Map of County Cork



It was agreed that Cork should only have one CYPSC; the rationale for this being to facilitate further collaboration among services, and a better sharing of resources across the City and County. The meetings focused on information sharing regarding CYPSC and gaining a greater understanding of the services organisations provided to Children and Young people in Cork City and County.

This was done by rotating the venue of the meetings, so each member hosted the meeting in their organisation and gave an overview of their service at the start of every meeting; this was an extremely useful exercise to developing an understanding of the service and for building relationships.

A fulltime Coordinator was appointed to Cork CYPSC in October 2016. The following table shows the current membership of the Cork CYPSC.

Table 1: Current Membership of Cork Children and Young People's Services Committee

Name	Organisation
Barry Murray, CYPSC Chair	Area Manager Tusla
Karen O Mahony, CYPSC Co-ordinator	CYPSC Coordinator Tusla
Tracey Holt, CYPSC Co-ordinator	CYPSC Coordinator Tusla
Kieran Campbell, Alternative Care	Manager, Alternative Care, Tusla
Dan O Shea	Regional Manager Educational Welfare Services, Tusla
Diarmuid O Driscoll	Manager Prevention, Partnership and Family Support, Tusla
Ger Phillips	Manager Springboard, Tusla
Niamh Sheridan	Director Togher Family Centre
Rosemary Fox	Senior Probation officer Probation Services
Stephanie Whyte	Assistant Director Barnardos (South)
Karen O Sullivan	Coordinator County Childcare Committee
Janet Dennehy	Coordinator City Childcare Committee
Aoife Griffin	Interim Head of Frontline Services ISPCC
Catherine Morley	Manager, Jigsaw
Marie Fenlon	Manager, Le Chéile Family Resource Centre, Mallow
Vacant	National Association of Principals and Deputy Principals
Micheál Rea	Principal Irish Primary Principals' Network
Jacqui Sweeney	Coordinator for Social Inclusion Cork City Partnership
Jim Walsh	Student Ombudsman Cork Institute of Technology
Nuala Stewart	Project worker Social Inclusion Cork City Council
Lorraine Hogan	Community Section Admin Officer, Cork County Council
Pat McKelvey	Director of Schools Education Training Board
Eleanor O Sullivan / Brian Williams	CEO Director of Services Youth Work Ireland Cork
Aisling Lenihan	Primary Care Services manager HSE
Ben Flahive <i>R.I.P Oct 2019</i>	Sergeant An Garda Síochána
Deirdre O Reilly	Coordinator Traveller Health, HSE

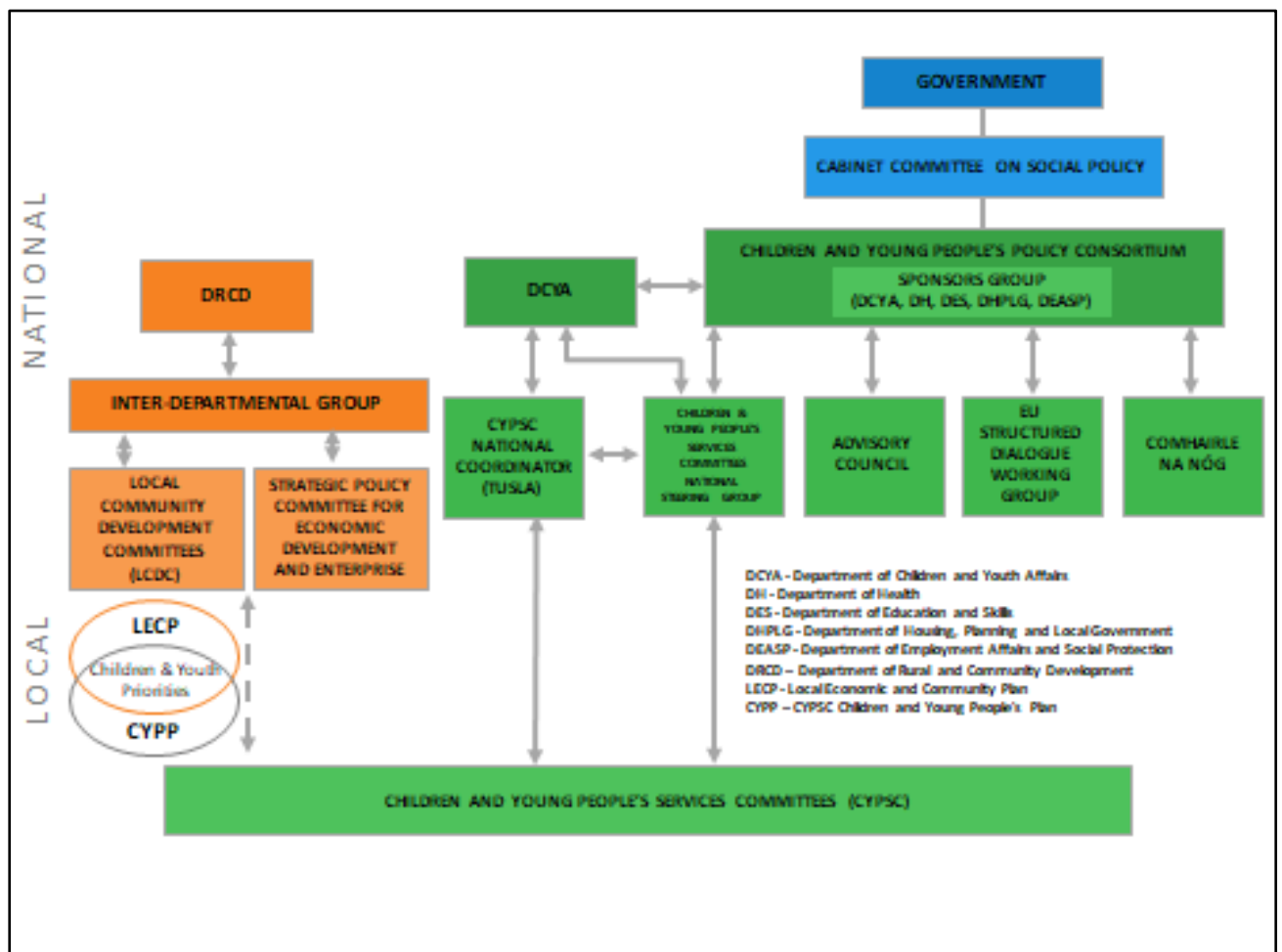
Note: As former members of the Cork CYPSC, the following individuals and services have made a major contribution to the development of Cork CYPSC and to the CYPP. They are; Catherine Sheehan, Cork City Partnership, Kathryn O Riordan, City Childcare Committee, Mary Keane, National Association of Principals and Deputy Principals, Angela Lynch, Irish Primary Principals. Network, Catherine O Donohue, ISPCC, Alex O'Keefe Jigsaw and Anneline Dorgan FRC Rep Cobh Family Resource Centre and Caroline O'Sullivan ISPCC

Other contributors at various times included: David Lane, HSE, Michael Fitzgerald, HSE, Gary McPolin, An Garda Síochána, John Fitzgibbon, Education Training Board and Louis Duffy, Cork County Council and Declan O Leary, Foróige.

Governance & Accountability

The Department of Children and Youth Affairs (DCYA) provides strategic and policy direction toward the development of CYPSC. As CYPSC form an integral part of the new structures provided for in *Better Outcomes, Brighter Futures*, they will be accountable to the CYPSC National Steering Group and the DCYA and in turn to the Children and Young People's Policy Consortium. The national Governance and reporting relationships of CYPSC are described in *Figure 3*.

Figure 3: CYPSC Reporting Relationships



Summary of Achievements & Work to Date

Table 2: Areas of achievement and impacts

Areas of Achievements	Impact
<p>Research</p> <ul style="list-style-type: none"> • A Social and Emotional Wellbeing Literature Review was completed in 2016. This research examines the background literature on social and emotional wellbeing, within a wider concept of wellbeing in International and Irish Contexts. Full report available. • Cork Socio-demographic profile of children and young people has been created early in 2016 with the purpose of understanding what services are needed for this group in Cork. This profile consists of secondary research that used data from Pobal, the CSO and local and national reports from statutory, voluntary and community organisations. The socio demographic profile was updated in 2017 (Socio Demographic report available). • ‘Each One Matters’ a Survey of 138 service providers in Cork and County, carried out between June and September 2017. The survey hears directly from service providers about their challenges and those of their service users, along with successes and ideas for improving services into the future. • CYPSC Coordinator is a member of the Domestic, Sexual and Gender Based Violence (DSGBV) Needs’ Analysis Project (2017) steering group. Report to be published winter 2018. • Cork City Profile steering group member, working in collaboration with Cork City Council and member organisations to update a Profile of the City. 	<p>Quantative and Qualitative data tells us how children and young people are doing in Cork. This has provided the evidence to Inform the recommendations built into the CYPP action plan across the 5 National Outcomes</p> <p>Survey increased interagency engagement with stakeholders ensuring their voices were heard as part of the planning process</p> <p>Production of a Needs Analysis with recommendations for improving services</p> <p>Increased interagency cooperation and engagement with City Council ensuring a comprehensive profile of the City</p>
<p>Service Planning/Design</p> <ul style="list-style-type: none"> • Establishment of City and County Wide Committee with Strong Interagency engagement of 27 partner organisations sitting on CYPSC <p>Development of Sub/ Working groups including:</p> <ul style="list-style-type: none"> • Information and Research • Children and Young People’s Participation • Supporting Parents • Children First • Prevention Partnership and Family Support (PPFS) <ul style="list-style-type: none"> • Cork CYPSC has had input into the development of a number of local strategic plans including the City and County Local Economic Community Plans (LECP) and the HSE, <i>Connecting for Life Suicide</i> Prevention Strategy. These plans recognise and highlight the work and collaboration with CYPSC. 	<p>Strong collaborative partners and interagency planning to improve services to children and young people</p> <p>Establishment of sub groups has supported leadership across networks, using the knowledge and expertise of stakeholders and capturing the voice of service users.</p> <p>Better Alignment of Plans and improved Interagency collaboration</p>

<ul style="list-style-type: none"> • Submission to the Department of Education - Action Plan for education 2016 – 2019 in relation to CYPSC cognisance with the following goals: <ul style="list-style-type: none"> • Goal 1: Improve the Learning Experience and success of Learners: • Goal 2: Improve the Progress of Learners at risk of educational disadvantage or learners with special educational needs: • Goal 3: Help those delivering services to continuously improve • Goal 4: Build stronger bridges between education & the wider community • Goal 5: Improve national planning and support services. • Submission to HSE CAMHS services review January 2018, areas covered: <ul style="list-style-type: none"> • Improved design of services • Examples of successful practice and proposals to improve mental health services • Participation and consultation with children and young people • Service planning 	<p>Advocating for the CYPSC voice to be part of the discussion/consultation process to improve educational outcomes for children and young people</p> <p>Evidence gathered through consultation informed a Services Review</p>
<p>Consultations</p> <ul style="list-style-type: none"> • Youth consultation/participation project with Skibbereen Family Centre, Co. Cork. • Arts based Integration project in Passage West, Co. Cork to support community integration with Syrian families • West Cork Youth Mental Health Day presentation/consultation • Four-day Boxing club consultation/camp with girls from rural Co. Cork. • Youth Led Youth Convention at City Hall May 2018 (<i>Cork Youth Con</i>) • Coordinator sits on both the City and County Comhairle Na nÓg consultations carried out with both groups via focus groups and questionnaire. • Consultations/focus groups with parents regarding supporting their child's social and emotional wellbeing including a Father's only group and LGBT+ group • Development of Key Actions to parents and service providers (Based on the findings of consultations) 	<p>Embedding of the Lundy model and rights-based approach into practice, with a focus on seldom heard groups</p> <p>Voice of Parents used to design Parenting Actions and a suite of universal supports through the model of consultation and participation</p>
<p>Funding applications</p>	

<p>Successful application to Healthy Ireland Fund for a joint youth club initiative targeting children living in crisis emergency accommodation. This joint initiative between Springboard, Good Sheppard's and Niche has shown the following positive outcomes:</p> <ul style="list-style-type: none"> • Improvement in children's emotional, physical and nutritional wellbeing • Reduction in behavioural issues • Reduction in Child Protection referrals • Supporting Parents social and emotional wellbeing. 	<p>Year 1 received 37,000 to increase the scale and scope of the joint agency homeless youth club/outreach initiative.</p> <p>Strand 3 funding of 92,000 approved to continue to provide supports to children living in emergency accommodation.</p> <p>32,000 approved for a mental health initiative focusing on supports to Travellers experiencing homelessness.</p>
<p>Workshops</p> <p>Laura Lundy presented a workshop to service providers and members of CYPSC on the Lundy model and Article 12 of the UN Convention on the Rights of the Child and Best Participation Practice (February 2018). The aim of this was to up-skill professionals in working with the Lundy model and embedding this in their own work practices.</p>	<p>40 stakeholders from a variety of agencies participated and made a commitment to the Lundy Model of participation within their organisations</p>



Pictured with Professor Laura Lundy at the Lundy Workshop are David Backhouse, YMCA, Don O Leary, Cork Life Centre, Tracey Holt CYPC Coordinator and Joanie Barron

How the Children & Young People’s Plan was Developed

Due to the geographical size of Cork there was corresponding large volumes of data and it was agreed to commence some workplans where data collection was completed whilst continuing to complete and condense data for other areas.

Table 3: The Planning Process

Year	Process	Stakeholders Consulted	Outputs
2016	Series of exercises completed with CYPSC members facilitated by p/t coordinator to reflect on current needs and services. Input regarding 5 National Outcomes and Transformational Goals of ‘Better Outcomes Brighter Futures’ National Policy Framework.	CYPSC members	<ul style="list-style-type: none"> • Development of CYPSC Committee • Transformational goals visual identifying areas of need/gaps and strengths. • Common understanding of CYPSC remit • Action Group Recommendations
2016	Development of a Supporting Parents Sub-group	CYPSC members and multiple community/voluntary stakeholders	<ul style="list-style-type: none"> • Establishment of a Supporting Parents Sub-group and Terms of Reference
2016	Development of an Information and Research Group	CYPSC members and multiple community and voluntary stakeholders.	<ul style="list-style-type: none"> • First meeting to establish sub-group and Terms of Reference
2016 (updated 2017)	An initial socio demographic profile was prepared, the profile uses data from the Census of Population 2016 HP Pobal Deprivation Index (various) and the State of the Nation (DCYA, 2016)	Central Statistics Office	<ul style="list-style-type: none"> • Socio demographic Report summarising demographic indicators and measures for Cork
2016	Social and Emotional Literature Review	CYPSC Members	<ul style="list-style-type: none"> • Presentation to CYPSC members • Participation and Emotional Regulation are highlighted as two key elements of social and emotional wellbeing. • Completed report with recommendations on how to increase participation and emotional regulation among children and young people in Cork.
2016 - 2018	PPFS sub-group and establishment of CFSNs	Multiple community stakeholders	<ul style="list-style-type: none"> • Terms of reference developed/ establishment of Network areas
2017-2018	Series of youth consultations (details available in appendices)	Multiple community stakeholders	<ul style="list-style-type: none"> • 18 different consultations undertaken in different formats
2017	Each One Matters survey of service providers	Service providers and CFSN Networks	<ul style="list-style-type: none"> • Series of meetings with Networks to devise and pilot questionnaire. • Questionnaire returned by 138 service providers
June 2018	Series of meetings to collate key findings from the Survey	Information and Research Group with Researcher CYPSC members	Key Findings Document created <ul style="list-style-type: none"> • Synthesis of Each One Matters
June 2018	Key Findings Needs Analysis presentation to Commissioning Team	Commissioning Team	<ul style="list-style-type: none"> • Presentation on Each One Matters
September - November 2018	Draft work plans and indicators finalised following National Feedback and sent out to CYPSC members	Information and Research Group	<ul style="list-style-type: none"> • Completed Action Plans
December 2018	CYPP signed off at CYPSC Board meeting.	CYPSC members ¹⁶	<ul style="list-style-type: none"> • Approved CYPP

Section 2 - Cork Socio-demographic Profile

An initial socio-demographic profile was prepared in early 2016, this was updated in 2017. The profile uses data from the Census of Population 2016, HP Pobal Deprivation Index (various) and the State of the Nation's Children (DCYA, 2016) to summarise some demographic indicators and measures for the Cork Children and Young People's Plan. In Section 1, the report gives an overview of demographics, family cycles, the labour force, long-distance commuting and deprivation in Cork. In Section 2, the report looks at indicators across the five national outcomes.

A comparative analysis with the State level data is presented in the subsequent data tables where possible.

Throughout this section the tables will divide data in different ways, 'Cork – All', means that the statistic related to the whole of Cork, while 'Cork City', means the population within the city boundaries, and 'Cork County' indicates the population of Cork outside of the city boundaries.

Key observations

- **City and County are significantly different** from each other and in order to have an accurate understanding of the children and young people in Cork, it is important to examine the City and County individually.
- Based on the scale of disadvantaged children and young people **Cork City requires more targeted services, but universal services are required in Cork County**, as there is a much higher number of young people in Cork County.
- **Accessibility** to services is extremely important for those in Cork County.
- **Early Years services will require more support** as these services face increased pressure with the expansion of the ECCE Scheme.
- **Increased support for one parent families is required** as there has been an upsurge in these numbers in particular in Cork City – more at risk of poverty
- **Alternative routes of access to education and healthcare** would benefit groups that fall outside mainstream society e.g. Traveller and Roma Communities.
- **Early action against discriminatory attitudes towards LGBTQ Youth**, especially in schools within the area of prevention.
- **Collaborative initiatives between service providers** could avoid protracted service provision for children with complex needs.

In relation to the key observation *‘based on the scale of disadvantage, children and young people in **Cork City require more targeted services, but universal services are required in Cork County**, as there is a much higher number of young people in the County’* some members felt that it should be noted that targeted services need to be built on universal services.

Demographics of Children & Young People in Cork County & City

In 2016, there were nearly 181,000 children and young people living in Cork - All: almost 142,300 in Cork county and over 38,500 in Cork city. Table 4 gives a breakdown of the proportion of the population in each age group. While the data for the county are broadly similar to the State, a comparison of city and county data reveals noticeable differences. There are higher proportions of pre-school and primary school children in Cork county, whereas there is twice the proportion of young adults in the Cork city (14%) compared to the county (7%).

Table 4: Demographic Indicators

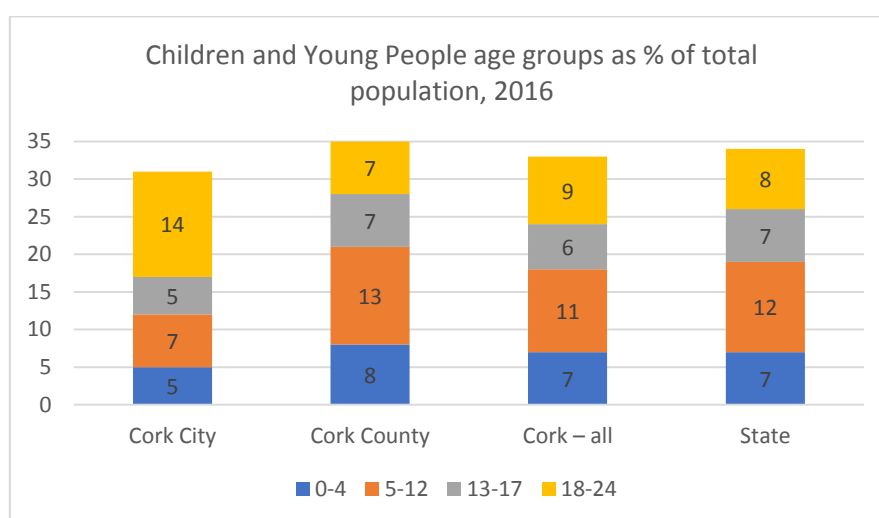
Demographic Indicators	Cork - all		State
Total population	542,868		4,761,865
Child and youth population (0-24)	180,877		1,583,004
Child population (0-17)	134,015		1,190,502
Young adult population 18-24 year olds	46,862		392,502
Ethnicity (aged 0-17)	9,422		93,005
Travellers (0-17)	846		14,245
Family structure (number of families with children under 18 years of age in one-parent families, number and percentage)	20,272 (16.4%)		202,444 (18.3%)
Parental education level (mother's highest level of education attained)			
Primary	3,689		48,040
Lower-secondary	14,784		141,329
Upper-secondary	49,133		416,407
Third level	43,006		354,299
Children and young people (0-24) seeking asylum	Estimated 300		2,008
Children (under 18) with a disability	7,801		66,437
	Cork City	Cork County	State
Infant mortality (number of deaths among infants under 1 year) 2016	3	11	208
Child mortality (number of deaths, aged 0-14) 2018	2	17	268
Young adult and adolescent mortality (number of deaths aged 15-24) 2018	5	17	157

Table 5: Age Groups, Cork – All, Cork City, Cork County & State

Age group (years)	0-4	5-12	13-17	18-24	0-24	0-4	5-12	13-17	18-24	0-24
	(number)					(%)				
Cork City	6,305	9,392	5,893	16,993	38,583	5	7	5	14	31
Cork County	31,337	52,587	28,501	29,869	142,294	8	13	7	7	34
Cork – all	37,642	61,979	34,394	46,862	180,877	7	11	6	9	33
State	331,515	548,693	310,294	392,502	1,583,004	7	12	7	8	33

Source: Census of Population, 2016

Figure 4: Children & Young People Age Groups as % of total population, 2016



Source: Census of Population, 2016

Youth Dependency Ratio

The Youth Dependency Ratio (YDR)¹ is the number of children aged 0-14 years as a proportion of the working age population (15-64 years). It indicates the proportion of children in a population that is dependent on those eligible to work. *Table 5* reveals that by 2016 there were 20 children for every 100 working-age residents in Cork city compared with 36 in Cork County.

Table 6: Youth Dependency Ratio, 2016

Age group	0-14	15-64	YDR
	(number)		(%)
Cork City	17,940	87,990	20
Cork County	95,591	267,504	36
Cork – all	113,531	355,494	32
State	1,006,552	3,117,746	32

¹ Also known as the Child Dependency ratio.

Family Cycle

In 2016, there were almost 139,000 families in Cork - All, over 29,000 in Cork city and nearly 110,000 in Cork county. **Assessing families in Cork in terms of their family cycle suggests the kind of services that they require.** The following table gives the definitions for family cycles used in the Census of Population² while *Figure 10* provides the numbers of families in each stage of the cycle:

Table 7: Definitions of Family Cycles

Family cycle	Definition
Pre-family	Family nucleus of married or cohabiting couple without children where female is <45 years
Pre-school	Family nucleus where oldest child is 0-4 years
Early-school	Family nucleus where oldest child is 5-9 years
Pre-adolescent	Family nucleus where oldest child is 10-14 years
Adolescent	Family nucleus where oldest child is 15-19 years
Adult	Family nucleus where oldest child is 20+ years
Empty-nest	Family nucleus of married or cohabiting couple without children where female is 45-64 years
Retired	Family nucleus of married or cohabiting couple without children where female is 65+ years

Source: Census of Population, 2016

Table 8: Numbers of families in each stage of the family cycle, Cork – All, Cork City and County

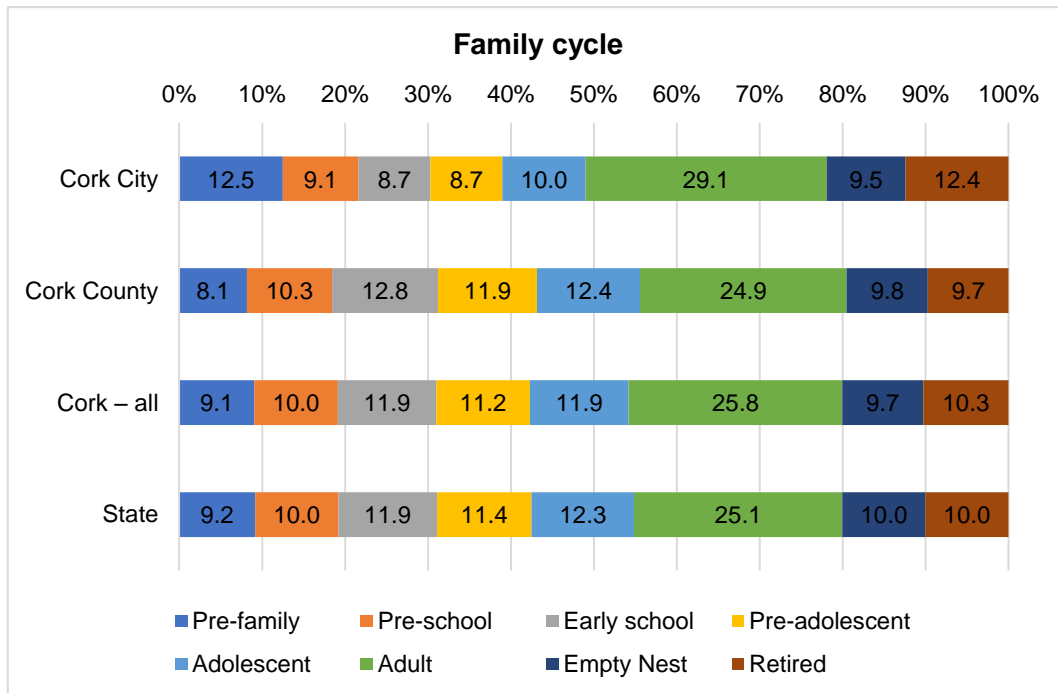
Family cycle									
	Total	Pre-family	Pre-school	Early school	Pre-adolescent	Adolescent	Adult	Empty Nest	Retired
Cork City	29,206	3,647	2,662	2,539	2,537	2,923	8,492	2,775	3,631
Cork County	109,689	8,938	11,294	14,016	13,083	13,631	27,308	10,753	10,666
Cork – all	138,895	12,585	13,956	16,555	15,620	16,554	35,800	13,528	14,297

Source: Census of Population, 2016

The proportion of families per family cycle and reveals that higher proportions of earlier stage families are more likely to be found in Cork County up to pre-adolescent families. In comparison, higher proportions of adolescent families and older are found in Cork City. This geography may in part reflect property prices in the city during the latter half of the Celtic Tiger economy (2002-2007) driving young families into peri-urban areas in the county or back to their native rural areas in some cases. The following figure shows the proportions based on the numbers in both city and county.

² Definitions from <http://www.cso.ie/en/releasesandpublications/ep/p-cp4hf/cp4hf/bgn/>, accessed 3 March 2018.

Figure 5: Proportion of families in each stage of the family cycle, Cork – All, Cork City and County



Source: Census of Population, 2016

Assessing families in Cork in terms of their family cycle can help determine which the kind of services that these families require and can help anticipate future service needs.

Labour Force

The labour force represents the economically active members of the population: those at work and those looking for work (definition from Census of Population, 2016).

There were over 230,000 people at work in Cork - all in 2016. This includes workers in part-time jobs, seasonal employment and on zero-contract hours. A further 27,000 were looking for work and 1-in-10 of these were first-time.

Table 9: Employment Status, 2016

	At work	Unemployed	Looking for 1 st job	Seeking re-employment	Labour force	LFPR (Note 1)	Employment rate
	(number)					(%)	
Cork City	50,483	8,943	919	8,024	59,426	68	57
Cork County	179,890	18,287	1,827	16,460	198,177	74	67
Cork - all	230,373	27,230	2,746	24,484	257,603	72	65
State	2,006,641	297,396	31,434	265,962	2,304,037	74	64

Source: Census of Population, 2016

Note 1: The Labour Force Participation rate (LFPR) is the proportion of the working-age population that is available to work. It can be used to indicate the economically active proportion of the population.

In 2016, the LFPR in Cork County equated to the national average of 74%, while it was 68% in Cork City. This means that nearly three-quarters of the working-age population in Cork County and less than 70% in Cork City are actively engaged in the labour market.

The employment rate focuses in on the proportion of the working-age population that is *at work*. This reveals a widening of the gap between county and city with 67% of Cork County's working-age population and 57% of Cork City generating income through the labour market. The employment rate does not account for working conditions, earnings, length of commute or the black market.

Those of working age, who are not in the labour force, tend to fall into one of the following categories: students, looking after family or home, unable to work due to permanent sickness or disability, or retired residents. The largest groups in Cork - All in 2016 were retired people and students.

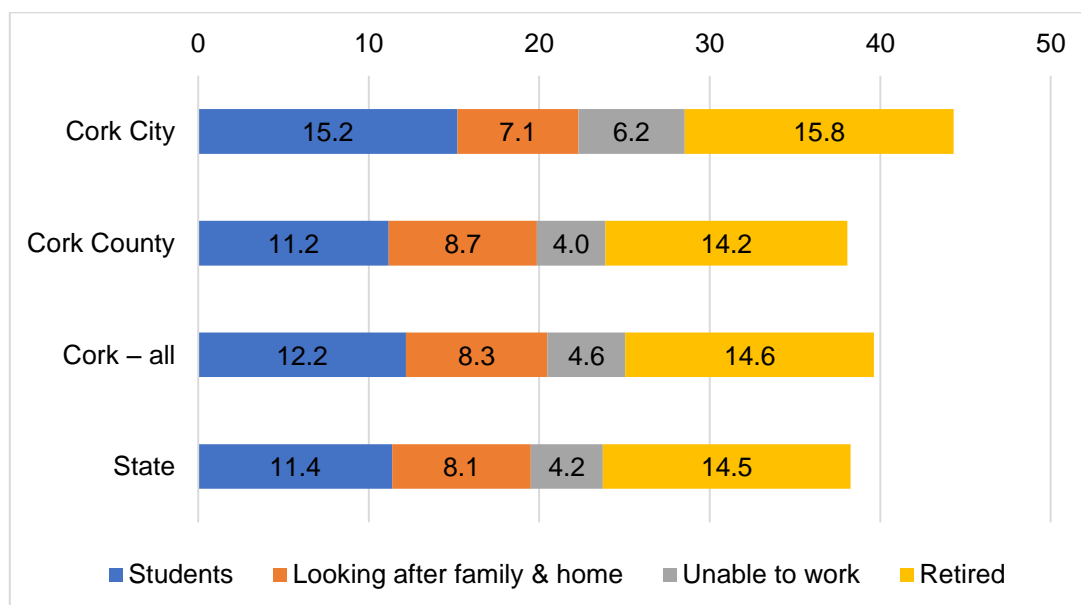
Table 10: Working Age Population by Category, 2016

	Students		Looking after home or family	Unable to work	Retired
Cork City	16,374		7,641	6,716	16,997
Cork County	35,933		27,965	12,926	45,612
Cork - all	52,307		35,606	19,642	62,609

Source: Census of Population, 2016

A comparison of the population in each category reveals that the proportion of people looking after home or family (8.7%) in Cork County is above the national average. Cork City has above-average proportions of students (15.2%), people unable to work (6.2%) and retirees (15.8%).

Figure 6: Working-age population outside Labour Force



Source: Census of Population, 2016

Commute to Work, School or College

The Census of Population measures the time taken to commute to work, school or college among those aged 5 years and older. It can be used as an indicator of distance from services. In 2016, nearly 37,000 people in Cork – All spent at least 45 minutes travelling to work, school or college. In other words, 11% of the county's population were commuting at least 1.5 hours to and from school or work daily. The proportions of long and very long commuters in the County were twice those found in the City. Studies have shown that the burden of commuting can negatively impact a person's mood, can determine which services people access and influence whether they will choose to or not if the burden of commuting is too much. One study found that households with access to a car had higher rates of cervical cancer screening than households without a car. (Cheng and Levy, 2018)(Chatterjee et al, 2019)

Table 11: Commuting Distances, 2016

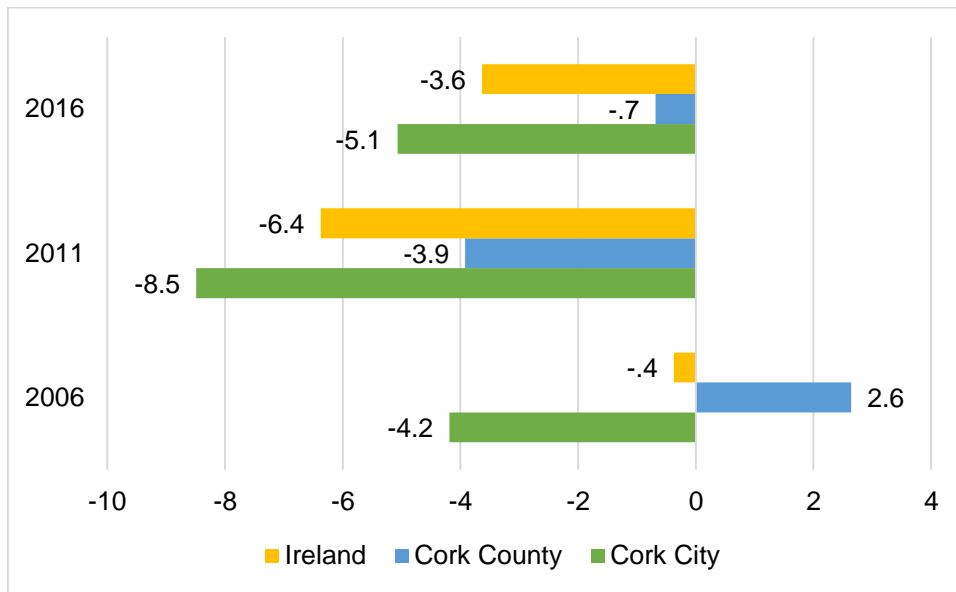
	Long commute (45+ mins one-way)	%	Very long commute (60+ mins one-way)	%
Cork City	4,293	5.7	2,200	2.9
Cork County	32,448	12.2	16,486	6.2
Cork - all	36,741	10.8	18,686	5.5
State	420,553	14.2	246,299	8.3

Source: Census of Population, 20

Deprivation

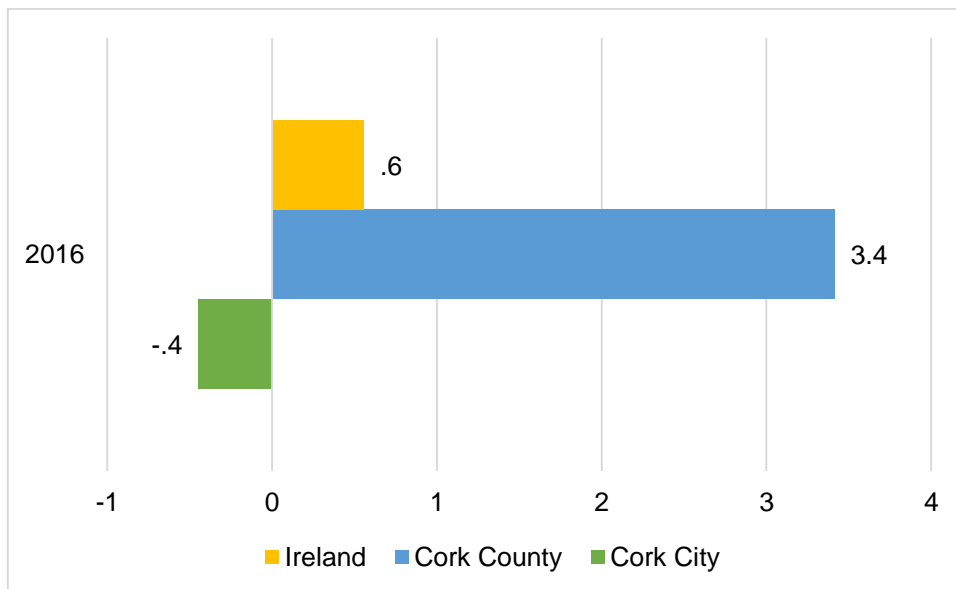
The Pobal HP Deprivation Index is used to measure disadvantage and affluence around the country using census data. Absolute scores reveal the trends in disadvantage across census years. The absolute deprivation score in Cork County declined from 2.6 in 2006 to -3.9 in 2011, showing the effect of the economic downturn. There was some recovery up to 2016 when the score rose to -0.7. The same underlying trend is seen in Cork City, but the scores indicate greater overall disadvantage in the city with a score of -5.1 by 2016.

Figure 7: Absolute Deprivation, Cork city, Cork County, Ireland



Relative scores focus on the data of a specific census wave and allows a comparison of disadvantage across different areas within the census year. The figure below shows ‘relative deprivation’ in 2016 around a national average of 0.6. Cork City had a deprivation score of -0.4 compared with Cork County’s deprivation score of 3.4.

Figure 8: Relative Deprivation Cork city, Cork County, Ireland



Active & Healthy, Physical & Mental Wellbeing

Social Housing Need

In 2016, nearly 4,300 households with children in Cork - All were in need of social housing. Over half (58%) were one-parent households. See the following table:

Table 12: Households with children in need of Social Housing, 2016

Profile	Cork - all	State
Single with child/children	2,469	27,851
Couple with child/children	1,790	18,112
Multi-adults with child/children	29	331
Total households with children in need of social housing	4,288	46,294

Source: State of the Nation's Children 2016

General Health

People give an assessment of their general health in the Census of Population. It can be used as an indicator of wellbeing. In 2016, over 49,000 people living in Cork – All described their general health as fair, bad or very bad. See the following table:

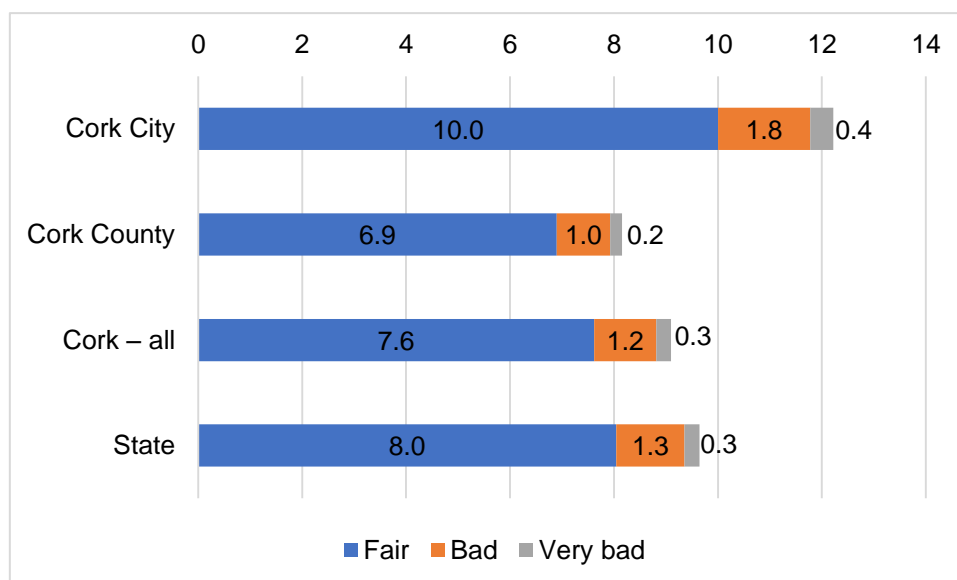
Table 13: Reported Health Status Cork City and County, 2016

General Health				
	Fair	Bad	Very bad	Total
Cork City	12,567	2,231	555	15,353
Cork County	28,786	4,276	967	34,029
Cork – all	41,353	6,507	1,522	49,382

Source: Census of Population, 2016

While 8% of the County population described their general health in negative terms, this rose to 12% of the City population.

Figure 9: General Health Status



Source: Census of Population, 2016

Antenatal Health

Cork – All, ranked highest in the State in 2015 for the rate of pregnant women attending for antenatal care in early pregnancy at nearly 97%.

Over 470 babies in Cork –all were born in 2015 weighing less than 2.5kg or 6.2% of all births, above the national average of 5.9%. Breastfeeding rates were above average with 62% of infants living in Cork – All, being breastfed on discharge from hospital compared with 58% nationally. The difference was greatest among those being breastfed exclusively with 57.5% in Cork – All, compared with 48% nationally. The following table summarises this:

Table 14: Antenatal Health, Cork – All, and State, 2016

Percentages in different categories	Cork - all	State
<i>% pregnant women attending for antenatal care in the first trimester of pregnancy by mothers' residence, 2015</i>	96.6	88.0
Number of babies born weighing <2,500g (live and still births) by mothers' residence, 2015	474	3,884
<i>% babies born weighing <2,500g (of all live and still births) by mothers' residence, 2015</i>	6.2	5.9
<i>% infants who are breastfed (exclusive) on discharge from hospital by mothers' residence, 2015</i>	57.5	48
<i>% infants who are breastfed (combined) on discharge from hospital by mothers' residence, 2015</i>	4.5	10.3
<i>% infants who are breastfed (exclusive & combined) on discharge from hospital by mothers' residence, 2015</i>	62.0	58.0

Source: State of the Nation's Children 2016

Infant Health

Cork – All, performed well when it comes to visits to new-born babies from Public Health Nurses soon after arriving home from hospital and in terms of infants receiving timely Child Development Health Screening by 10 months in 2015, but there were some exceptions to this. The highest rates for both occurred in the West Cork Local Health Office (LHO) area while the lowest rates were in North Lee LHO. A below-average rate of Child Development Health Screening also occurred in North Cork LHO.

An assessment of immunisation rates in 2014 also shows variable performances depending on the type of disease and LHO. Almost all immunisation rates at 12 months were below average in Cork -All, apart from the BCG. The lowest rates are in West Cork LHO (note: North and South Lee data are not disaggregated for these rates).

While there is an improvement in the rates of immunisation uptake by 24 months, Cork – All, still lags behind national levels for a number of vaccines and West Cork is below average on all of them.

Table 15: Infant Health, Co. Cork by HSE area and State, 2016

Percentages in different categories	North Cork	West Cork	North Lee	South Lee	State
% new-born babies visited by PHN within 72 hours of discharge from hospital for 1st time, 2015	99.4	100	98.8	99.8	97.5
% children reaching 10 months who had Child Development Health Screening on time, 2015	93.5	98.7	93.2	94.2	93.7
BCG immunisation uptake rate (%) at 12 months, 2014	94	91	94		87
Polio immunisation uptake rate (%) at 12 months, 2014	91	88	91		92
Hib ₃ immunisation uptake rates (%) at 12 months, 2014	91	88	91		92
HepB ₃ immunisation uptake rates (%) at 12 months, 2014	92	88	91		92
MenC ₂ immunisation uptake rates (%) at 12 months, 2014	89	84	89		92
PCV ₂ immunisation uptake rates (%) at 12 months, 2014	89	84	88		92
Polio immunisation uptake rates (%) at 24 months, 2014	95	93	96		96
Hib ₃ immunisation uptake rates (%) at 24 months, 2014	94	93	95		96
Hib _b immunisation uptake rates (%) at 24 months, 2014	90	88	90		92
HepB ₃ immunisation uptake rates (%) at 24 months, 2014	95	93	96		95
MenC ₃ immunisation uptake rates (%) at 24 months, 2014	88	85	87		88
MenC _b immunisation uptake rates (%) at 24 months, 2014	89	85	89		91
PCV ₃ immunisation uptake rates (%) at 24 months, 2014	92	89	91		92
PCV _b immunisation uptake rates (%) at 24 months, 2014	91	90	93		93
MMR ₁ immunisation uptake rates (%) at 24 months, 2014	93	91	93		93

Source: State of the Nation's Children 2016

Psychiatric Admissions, Disability & Caring among Children

In 2015, 23 children from Cork – All were admitted to psychiatric units for treatment. The rate of admissions in Cork (17.9 per 100,000 children) was less than half the national average (43.8 per 100,000).

In 2011, there were over 7,800 children in Cork – All, with a disability. This gives a rate of 60.7 per 1,000 children, just below the national average. Data from 2015 reveals that 1,042 children in Cork – All had an intellectual disability while 623 had a physical and/or sensory disability.

Almost 810 children in Cork – All, were involved in caring duties in 2011. The rate was above the national average at 6.3 per 1,000 children.

Table 16: Children with Disabilities, Cork – All, and State, data 2011 and 2015

Percentages in different categories	Cork - all	State
Number of children admitted to psychiatric hospitals/units and child & adolescent units 2015	23	503
<i>Rate of admissions in 2015 per 100,000 children in 2011</i>	17.9	43.8
Children <18 years with a disability, 2011	7,801	66,437
<i>Rate per 1,000 children, 2011</i>	60.7	61.8
Children <18 years with an intellectual disability, 2015	1,042	9,066
<i>Rate per 1,000 children, 2011</i>	8.1	7.9
Children <18 years with a physical and/or sensory disability, 2015	623	6,230
<i>Rate per 1,000 children, 2011</i>	4.9	5
Children <18 years who are carers, 2011	807	6,449
<i>Rate per 1,000 children, 2011</i>	6.3	5.6

Source: State of the Nation's Children 2016

Mortality

Data from 2016 reveals neonatal and infant mortality rates in Cork County and Cork City below the national average.

Table 17: Neonatal and infant mortalities, Cork County and City, and State, 2016

Percentages in different categories	Cork County	Cork City	State
Neonatal mortality (number of deaths among infants <28 days), 2016	7	1	155
Neonatal mortality (infant <28 days deaths per 1,000 births), 2016	1.2	0.7	2.4
Infant mortality (number of deaths among infants <1 year), 2016	11	3	208
Infant mortality (infant <1yr deaths per 1,000 births), 2016	1.9	2.2	3.3
Child mortality (number of deaths 0-14 years), 2016	<i>No data</i>	<i>No data</i>	271
Child mortality (number of deaths 15-24 years), 2016	<i>No data</i>	<i>No data</i>	167

Source: State of the Nation's Children 2016

Achieving full potential in Learning & Development

Early Childhood Care & Education

By 2016, almost 9,000 children in Cork – All, were availing of the Early Childhood Care and Education (ECCE) programme across nearly 450 services. Less than half of the services met higher capitation criteria (45%) and this rose to 52% among services based in Cork City.

Table 18: ECCE Participation, Cork County, city and State, 2016

Percentages in different categories	Cork County	Cork City	Cork - all	State
Children availing of ECCE programme, June 2016	7,351	1,613	8,964	74,125
ECCE services, June 2016	364	84	448	4,178
Meeting basic capitation criteria June 2016 - number	207	40	247	2,603
Meeting basic capitation criteria June 2016 (%)	57	48	55	62
Meeting higher capitation criteria June 2016 - number	157	44	201	1,575
Meeting higher capitation criteria June 2016 (%)	43	52	45	38

Source: State of the Nation's Children 2016

School Absenteeism & Retention Rates

In 2014/2015, the rates of pupils missing 20+ days from school in the academic year in Cork City & County were below average among primary school children (10.6%) and below average among post-primary students (14.3%). Among the 2011 school entry cohort who sat their leaving certificate in either 2016 or 2017, the retention rate was above average in Cork County (92.7) % and just below it in Cork City (90.8%).

Table 19: School Absenteeism & Retention Rates, Cork – All, County, city & State, data various years

Percentages in different categories	Cork County	Cork City	Cork - all	State
Av. % of primary school children absent from school for 20+ days in 2015/2016	No data	No data	10.6	11.4
Av. % of post-primary school children absent from school for 20+ days in 2015/2016	No data	No data	14.3	16.1
Leaving Certificate retention rates for 2011 school entry cohort - number at entry	4,833	1,851	6,684	60,293
Leaving Certificate retention rates for 2009 school entry cohort - % who sat LC by 2014/2015	92.7	90.8		91.6

Source: Retention of pupils in Second Level, Department of Education and Skills 2017 & Tusla School Attendance Data Report 2015/16

Safe & Protected from Harm

Child Welfare

There were 5,160 child welfare and protection referrals to Tusla in 2015 giving an above-average rate of 40.2 referrals per 1,000 children (table 16). By 2015, 899 children were living in the care of Tusla in Cork - All and at a rate of 7 children per 1,000 this was well above the national rate of 5.6 children per 1,000.

In 2014, 1,075 children aged 10-17 years were referred to the Garda Diversion Programme (GDP), over half of them in the Cork City Division. The rate of children referred to the GDP in 2014 was highest in Cork City (25.9 per 1,000) and well above the national rate of 21.2 per 1,000.

There were 34 births to teenage mothers in 2015 giving a rate of 4.5 per 1,000 births, just below the national rate.

Table 20: Child welfare indicators, various years

Percentages in different categories	Cork North	Cork West	Cork City	Cork - all	State
Child welfare & protection referrals to Tusla, 2015	No data	No data	No data	5,160	43,596
<i>Rate of child welfare & protection referrals to Tusla in 2015 per 1,000 children in 2011</i>	No data	No data	No data	40.2	38.0
Children in care of Tusla, 2015	No data	No data	No data	899	6,384
<i>Rate of children in care of Tusla in 2015 per 1,000 children in area in 2011</i>	No data	No data	No data	7.0	5.6
Children 10-17 years referred to Garda Diversion Programme, 2014	270	236	569	1,075	9,991
<i>Rate of children 10-17 years referred to Garda Diversion Programme in 2014 per 1,000 children 10-17 years in 2011</i>	16.8	15.4	25.9		21.2
Births to 10-17-year-olds in 2015	No data	No data	No data	34	301
<i>Rate of births to 10-17-year olds per 1,000 births in 2015</i>	No data	No data	No data	4.5	4.6

Source: State of the Nation's Children 2016

Economic Security & Opportunity

Larger families and one-parent families are more likely to struggle financially because there are greater demands on the family income, or there are barriers to generating income.

Large Families

There are some 98,500 families in Cork -all. Large families are defined here as families with four or more children and this includes adult children. Cork County (7.3%) compared with Cork city (5.4%).

Table 21: Families with 4 or more children, Co. Cork and State

Area	4+ offspring (number)	Total	Large families (%)
Cork City	1,035	19,153	5.4
Cork County	5,771	79,332	7.3
Cork – all	6,806	98,485	6.9
State	62,192	862,721	7.2

Source: Census of Population, 2016

One-Parent Families and Families with <15-Year-Old(s)

There are over 23,000 one-parent families in Cork - All, and they comprise one-quarter of all families with children³. Over 1-in-5 families in Cork County is a one-parent family and this rises to 1-in-3 in Cork City. See the following table:

Table 22: One Parent Families, Cork – All, city, county and State

Area	Total families (number)	One-parent families (%)
Cork City	19,153	35
Cork County	79,332	21
Cork – all	98,485	24
State	862,721	25

Source: Census of Population, 2016

There are over 60,000 families in Cork – All, where at least one child is under 15 years of age. One-third of these are one-parent families.

In summary, while one in four families in Cork – All, are one-parent families, this rises to one in three families with a child under 15 years and increases to more than one out of every two families in Cork City.

³Includes adult children.

Table 23: Families with at least one child under 15 years of age

Area	Total families (couples with children + one-parent families)		One-parent families	
	(number)			(%)
Cork City	10,154		5,621	55
Cork County	50,070		14,501	29
Cork – all	60,224		20,122	33
State	534,037		200,532	38

Source: Census of Population, 2016

Data from 2011 shows that almost 23,000 children (16.4%) under 18 years of age lived in one-parent families, below the national average of 18.3%.

Table 24: Families with children under 18 years of age in one-parent families, 2011

	(number)	(%)
Cork – all	20,272	16.4
State	202,444	18.3

Source: State of the Nation's Children 2016

Mothers' Education

Mothers' educational attainment has a positive correlation with outcomes for their children. By 2011, mothers in Ireland were most likely to have completed an upper secondary education or received a third-level qualification.

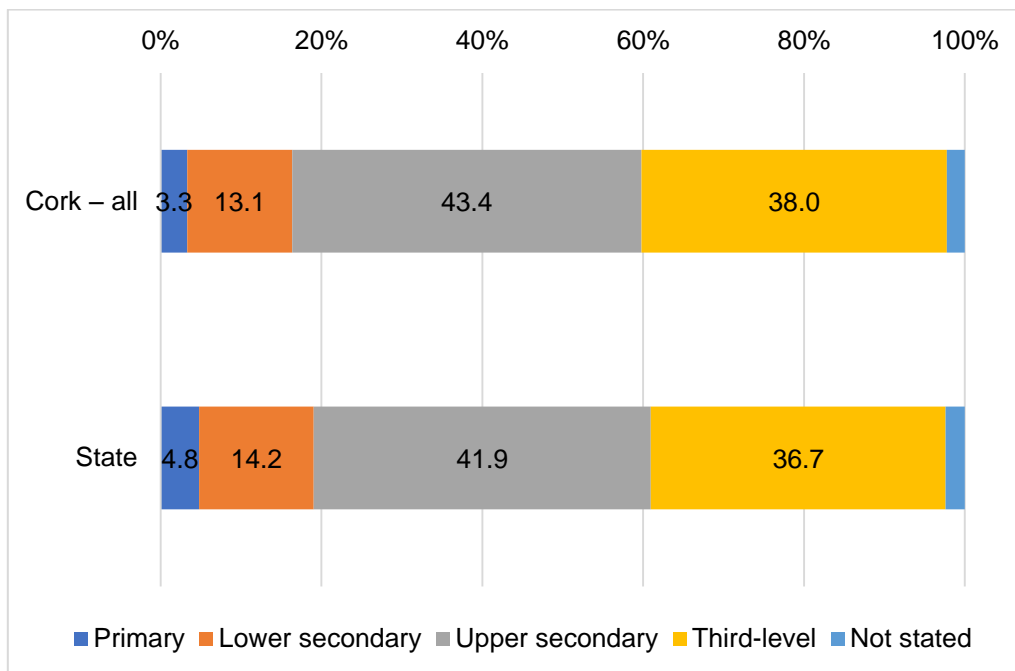
Table 25: Mothers' Highest Education Attained, 2011

Area	Primary	Lower secondary	Upper secondary	Third-level	Not stated
Cork – all	3,689	14,784	49,133	43,006	2,518
State	48,040	141,329	416,407	364,299	23,590

Source: State of the Nation's Children 2016

The figure below reveals that the rates for both in Cork – All, were higher than the national averages in 2011, with 43.4% of mothers in the county having an upper secondary education while a further 38% had a third-level education:

Figure 10: Mothers' Educational Attainment



Source: State of the Nation's Children 2016

Digital Connectivity

In an increasingly digital society and economy, having access to the internet at home is an indicator of also having access to information, services and opportunity. By 2016, over 153,000 households in Cork – All, reported having access to the internet, 9-out-of-10 through broadband.

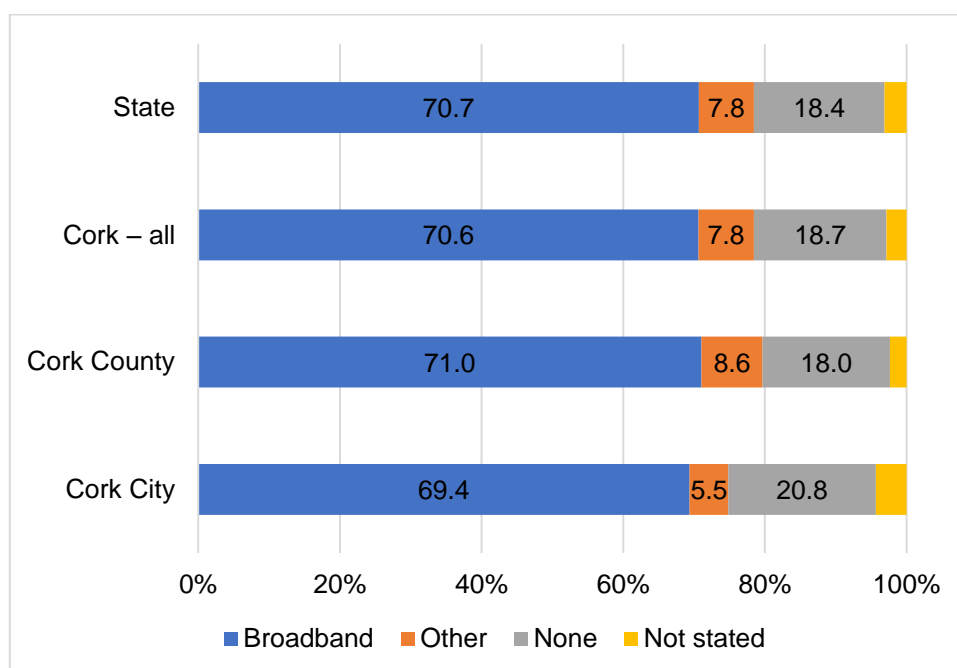
Table 26: Internet Access

	Broadband	Other	Sub-total	None	Not stated
Cork City	34,240	2,709	36,949	10,278	2,143
Cork County	103,761	12,597	116,358	26,278	3,416
Cork – all	138,001	15,306	153,307	36,556	5,559

Source: Census of Population, 2016

Figure 11 below reveals that 80% of homes in Cork County reported having internet access compared with 75% in Cork City.

Figure 11: Internet Access



Source: Census of Population, 2016

Connected, Respected & Contributing to their World

Ethnicity and Nationality

In 2011, there were 846 Traveller children living in Cork - All. This gives a rate of 6.6 per 1,000, approximately half the national rate of 12.4 per 1,000 children.

Some 9,422 children in Cork – All, were foreign nationals in 2011. At 74.7 per 1,000 children, the rate was below the national average of 82.5 per 1,000 children.

Table 27: Ethnicity & Nationality Information

	Travellers		Foreign nationals	
	<i>Aged 0-17</i>	per 1,000 children	<i>Aged 0-17</i>	per 1,000 children
Cork – all	846	6.6	9,422	74.7
State	14,245	12.4	93,005	82.5

Source: State of the Nation's Children, 2011

Prevention Partnership and Family Support Programme

Table 28: Child and Family Support Networks

North Cork	West Cork	South LEE	North Lee
Mallow & Charleville	West Cork	South City	North Lee East
Fermoy & Mitchelstown		Carrigaline & Harbour	North Lee West
Duhallow		Bandon & Kinsale	East Cork
		Ballincollig	Macroom
Total = 12			

Table 29: Overview of Meitheal Activity:

Area	No. Requests	No. Active	Closed	DNP or Pending Request or LP
West Cork	61 Direct access: 34 Social work: 27	51	10	5 DNP 5 pending LP
South Lee	66 Direct access: 34 Social work: 32	44	22	24 DNP 12 awaiting requests
North Cork	48 Direct Access: 25 Social work: 23	29	19	42
North Lee	122 Direct Access: 102 Social Work: 20	91	31	33 DNP
Total	297			

PPFS Training

Meitheal Lead Practitioner (LP) training

- Senior co-ordinators have trained as trainers in all PPFS training
- LP training has been rolled out 6 times in 2019
- Will be rolled out 4 times in 2020
- 100 people trained in the last 12 months
- Refresher training due in January
- LP peer support offered and 1-1 support via Senior Coordinators

Child & Youth Participation Training & Chair Training

- CYP training rolled out x 3 in 2019
- Planned x 3 times for 2020
- Chair training planned for November and again x 2 in 2020.
- WFLD working in conjunction with PPFS to plan and deliver all of the training.

Section 3: Overview of Services to Children & Families in Cork

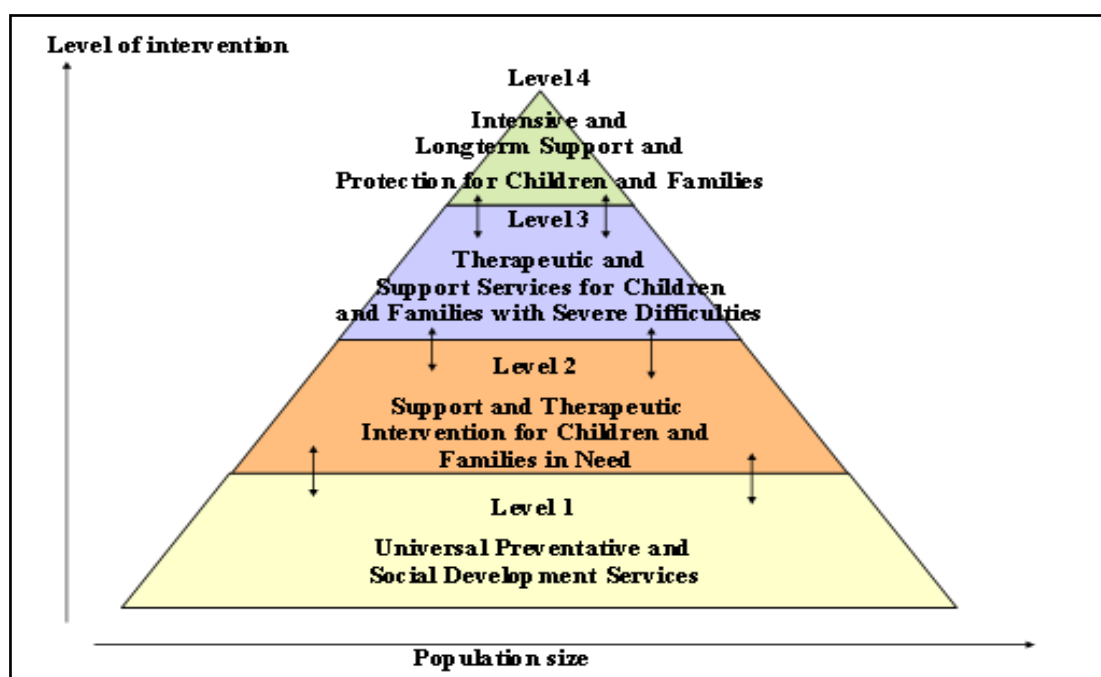
A table was prepared documenting the services provided by statutory agencies and the community and voluntary organisations covering:

- Health and Social Services
- Education
- Policing and Youth Justice
- Local Authority Services
- Social Welfare
- Sports, Recreation, Arts and Culture
- Youth and Other services

The initial table took data from the 140 organisations that completed the Service directory element of the Survey '*Each One Matters*'. Service providers were asked to rank each 'level of need' addressed by their service using the Hardiker model (*Figure 12*).

In addition, two community workers expanded on this audit from their knowledge of the area and this added substantially to the depth of analysis.

Figure 12: The Hardiker Model



Health & Social Services

Organisation/Agency	Service	Statutory or Voluntary	Universal or Targeted or both	Hardiker Level
HSE Community Services & Primary Care Teams	<p>Health Centres <i>Providing PHN, Community Welfare services etc.</i></p> <p>Health Centres North Cork: x16 Health Centres South Cork: x 8</p> <p>Primary Care Centres: <i>Providing a one-stop healthcare service with providers including GP's, HSE Community Services</i> Mallow Knocknaheeny Macroom Carrigaline Blackrock Hall</p> <p>General Practitioners: 214 GP's county-wide</p> <p>HSE Therapeutic and Personal Social Services South Lee, North Lee and West Cork <i>Providing therapeutic treatments and services: Occupational Therapy, Physiotherapy, Speech and language Therapy, Child Psychology, Early Intervention Team (Disability), Audiology, Immunisations, Dental Service, Ophthalmology, Health Promotion</i></p>	Statutory	Universal and Targeted	1-3

Health & Social Services contd.

Organisation/ Agency	Service	Statutory or Voluntary	Universal or Targeted or both	Hardiker Level
HSE Mental Health	<p><u>CAMHS (Child and Adolescent Mental Health Services):</u> <i>Providing treatment for children experiencing moderate to severe mental health difficulties</i></p> <p><i>West Cork Community Mental Health Team;</i> West Cork Children's Services Centre</p> <p><i>North Lee North Community Mental Health Team;</i> Child & Adolescent Mental Health</p> <p><i>South Lee 3 Community Mental Health Team</i></p> <p><i>South Lee 2 Community Mental Health Team</i></p> <p><i>South Lee 1 Community Mental Health Team</i></p> <p><i>North Lee West Community Mental Health Team;</i> North Lee West and Youghal Child Guidance Team</p> <p><i>North Lee East Community Mental Health Team;</i> North Lee East Child Guidance Team</p> <p><i>North Cork Community Mental Health Team;</i> Child and Family Clinic</p> <p><i>Éist Linn Child & Adolescent In-patient Unit</i> Child and Adolescent Mental Health Inpatient Unit</p>	Statutory	Targeted	3-4

Health & Social Services contd.

Organisation/ Agency	Service	Statutory or Voluntary	Universal or Targeted or both	Hardiker Level
HSE Substance Misuse	<p><u>Treatment Clinics</u></p> <ul style="list-style-type: none"> • Anchor Treatment Centre • Arbour House Treatment Services • Cuan Mhuire Treatment Centre • Matt Talbot Services • Tabor Lodge Addiction and Housing Services Ltd. • Talbot Grove, Kerry <p><u>Counselling</u> Community Counselling Services x 5</p> <ul style="list-style-type: none"> • B 5 Family • CIT Careers and Counselling Service • Community Based Addiction • Counselling Service • Cork Counselling Services <p><u>Family Support Groups/Community Outreach x 12</u></p> <ul style="list-style-type: none"> • Al-Anon (Family Support Group) • Bridge Recovery Parent / Concerned Persons Group • FADA Family Support Group • Mahon Family Support Group • Matt Talbot Father's / Mother's Support Groups • Mayfield Family Support Group • Nar-Anon (Family Support Group) • Parents Aware Ballincollig (PAB) • St Nicholas Trust – For Families of Prisoners • Tabor Lodge Family Support Groups • 'The Hut' Family Support Group <p><u>Community Based Drugs Initiatives</u> x 8 <i>Providing voluntary, One- to-one support, Education and Prevention, Gaol setting, Family support, Addiction support</i></p> <ul style="list-style-type: none"> • Bandon • Carrigaline/Cobh • Fermoy • Greenmount • Macroom • Mitchelstown • Youghal 	Statutory	Targeted	2-4

Health & Social Services contd.

Organisation/Agency	Service	Statutory or Voluntary	Universal or Targeted or both	Hardiker Level
Tusla – Child and Family Agency	<p>Social Work St Finbarr's Campus, Douglas Road; Child Protection- Duty Social Work, Fostering and Alternative Care Aftercare Services Bessborough</p>	Statutory	Targeted	3-4
	<p>Family Support (PPFS) Prevention, Partnership and Family Support; <i>Providing the National Practice Model Meitheal</i></p>	Voluntary	Universal and Targeted	1-3
	<p>Child and Family Support Networks – North Cork, Cobh, Carrigtwohill, West Cork, Carrigaline, South City.</p>		Universal and Targeted	1-3
Family Resource Centres –Pobal/HSE	<p>Pobal/HSE <i>Providing childcare, youth support, counselling, specific family support programmes, information, support, meeting space</i></p>	Community	Universal and Targeted	1-3
Family Resource Centres –Tusla	<ul style="list-style-type: none"> • Carrigaline Family Support Centre • Macroom Family Resource Centre • Togher FRC • Skibbereen FRC <p>Tusla Family Resource centres <i>Providing childcare, youth support, Meitheal, counselling, specific family support programmes, information, support, meeting space</i></p> <ul style="list-style-type: none"> • Adrigole Beara West Carrigtwohill • Cobh Dunmanway Family Support and Community Wellbeing Project (Bandon) • F.A.C.T. Ballincollig Family Resource Centre • Le Chéile Mallow) Middleton 			

Health & Social Services contd.

Organisation/Agency	Service	Statutory or Voluntary	Universal or Targeted or both	Hardiker Level
Family Support Services	<p><u>Springboard</u> –Farranree, Cork <i>Providing intensive family support and therapy</i></p> <p><u>Barnardos</u> – Meade Street, Cork <i>Campaigning for the rights of children</i></p> <p>Barnardos Mahon Family Resource Centre Brighter Future Centre, Knocknaheeny</p> <p><u>ISPCC</u> – Penrose Quay <i>National child protection charity</i></p>	Voluntary	Universal and targeted	2-3

Education

Organisation/ Agency	Service	Statutory or Voluntary	Universal or Targeted or both	Hardiker Level
Education	<p>Early Childcare Services Cork City and County Childcare Committees: <i>Providing information, support and advice to early childcare providers and to parents/Guardians availing of the services</i></p> <p>Cork City: Centres Operating National Programme x 94 Private Centres x 46 Community Centres x 46 Tusla x 5 :3 based in a Leisure Centre 1 in a Shopping Centre 1 Private after-school</p> <p>Cork County</p> <p>388 Childcare providers including afterschool x 388 Parent and Toddler Groups x 115</p> <p>Tusla Early Years Inspectorate</p> <p>Gurrabraher, Cork City</p> <p><i>Responsible for inspecting pre-schools, play groups, day nursery, crèches, day-care and similar services for children <u>0-6yrs</u></i></p> <p>Schools- Primary Primary – 321 countywide</p> <p>DEIS – 22 Urban DEIS- 9 Rural Educate Together National Schools x 5</p> <p>Schools- Post Primary Secondary – 118 countywide</p> <p>DEIS – 21 Educate Together Secondary Schools x 1 Cork Life Centre: Providing an alternative learning system outside the mainstream education system</p>	Voluntary and Community	Universal	2-3

Education contd.

Organisation/ Agency	Service	Statutory or Voluntary	Universal or Targeted or both	Hardiker Level
Education	<p><u>Special Needs Schools</u> 10 and 14 schools with classes: City. 5 and 58 schools with special classes: county.</p> <p><u>Third Level x 10</u> <u>Educational Welfare Service</u> <i>Providing supports to decrease school absenteeism</i></p> <p><u>Cork ETB (Education and Training Board)</u> <i>Co-ordinates education, training and youth services at primary, post primary and further education level</i></p> <p>Primary x 2 Community National Schools Post-primary and College of Further Education x 25</p> <p><u>National Education Psychology Service (NEPS)</u> <i>Providing support for primary and post primary children achieve their potential</i></p> <p>School Completion Project x 11</p>	<p>Voluntary and Community</p> <p>Community/ Voluntary</p> <p>Statutory</p>	Universal	2-3

Youth

Organisation/ Agency	Service	Statutory or Voluntary	Universal or Targeted or both	Hardiker Level
Youth Services	<p>Cork ETB <i>Youth work services are provided on the ETB's behalf by a number of voluntary youth organisations:</i></p> <p>YMCA, Foróige, Youth work Ireland, Cobh Youth Services, Cork Simon, Meitheal Mara, Good Shepard Services and Churchfield Trust.</p>	Community and Voluntary	Universal/ Targeted	1-3
Other Youth Projects	<p>Youth Projects Youth work Ireland x 9 including Cloyne Diocesan Youth Services (CDYS) Foróige x 90 (30 citywide, 60 countywide) YMCA X 18 (8 citywide, 10 countywide)</p> <p>CDYS YOUTH PROJECTS ETB Mallow Youth Project Fermoy Youth Project Mitchelstown Youth Project Midleton Youth Project</p> <p>CDYS Local Training Initiatives – ETB CDYS North Cork LTI – Mallow CDYS East Cork Music Project LTI - Midleton CDYS Good Lives LTI - Macroom</p> <p>Youth/Outreach Projects – CDYS CDYS Carrigwohill Youth / Detached Youth Project CDYS Macroom Detached Youth Project CDYS Community Development Support Project Macroom</p>			

Youth contd.

Organisation/ Agency	Service	Statutory or Voluntary	Universal or Targeted or both	Hardiker Level
	<p>CDYS Tusla Initiatives</p> <p>Creative Community Alternative Project - Referral lead Cork</p> <p>Outreach Counsellor for Young People - North Cork</p> <p><u>Youthreach</u> <i>Providing education, training, counselling, key working, food and travel.</i></p> <p>Ballincollig, Bandon, Bantry, Fermoy, Glen, Knocknaheeny, Macroom, Dean Street, Cork, Mahon, Mallow, Cork City Learning Support Services, East Cork Youthreach.</p> <p>Counselling hours for Young People East Cork</p> <p><u>Teen Parents Support Programme</u> Paul Street, Cork</p> <p><u>West Foróige Teen Parent Support Programme</u></p>	Community and Voluntary	Universal/ Targeted	1-3

Local Authority

Organisation/ Agency	Service	Statutory or Voluntary	Universal or Targeted or both	Hardiker Level
Local Authority	<p><u>Housing</u> LA Housing units x 8,130 Cork City LA Housing units x 8,000 Cork County</p> <p><u>Parks, Recreation and Sport</u> Libraries x 28 branches & 4 mobile services county-wide County Council Attractions x 9 City Council Attractions: Parks x 9 including Mahon Municipal Golf Course and Skate Park</p> <p><u>Development</u> Community Liaison Dept- Public Participation Network city and county Sports Partnership (Youth Sports Development)</p>	<p>Statutory</p> <p>Statutory</p>	<p>Universal and targeted</p>	<p>All relevant</p>

Support Services

Organisation/ Agency	Service	Statutory or Voluntary	Universal or Targeted or both	Hardiker Level
Domestic and Gender Based Violence	Domestic Violence Projects YANA (You are not Alone) Mná Feasa West Cork Women Against Violence Cuanlee Refuge OSS Cork	Voluntary		2-4
Social Housing	Respond Focus Ireland Clúid Housing	Voluntary	Universal and targeted	1-2
Drugs and Alcohol	<u>Regional Drugs Task Force</u> <i>Addressing issues relating to substance misuse</i> <u>Cork Local Drug and Alcohol Task force</u> <u>Community Based Drugs Initiatives</u> <i>See Youth</i> <u>Drugs Outreach Projects</u> <i>See Policing and Youth</i>	Statutory and Community	Targeted	2-4
Migrants	NASC Migrant centre	Voluntary	Universal	1-2
Travellers	Traveller Visibility Group HSE Traveller Health project West Cork Travellers Cork Traveller Women's Network Travellers of North Cork Riverside Doneraile Cork Travellers East Cork Network	Community	Universal	1-3

Sports, Recreation, Arts & Culture

Organisation/ Agency	Service	Statutory or Voluntary	Universal or Targeted or both	Hardiker Level
Sports	Voluntary Clubs X 1,276 from approx. 62 sports including GAA Clubs	Community	Universal	1-3
Arts and Culture	Voluntary Arts Groups x 20 citywide Voluntary Arts Groups x 220 countywide	Community/ Voluntary	Universal	

Section 4: Cork Local Needs' Analysis

The following section identifies local needs in Cork.

This needs analysis is based on the following:

1. The socio-demographic profile of Cork (Section 2)
2. The overview of services in Cork (Section 3)
3. The combined findings on the consultations undertaken with children and youth in Cork by Cork CYPSC (Full list of consultations and findings available in appendix 2).
4. The 'Each One Matters' survey of service providers in Cork (Full document available in appendix 1).

'Each One Matters' is a Survey of 138 service providers in Cork and County, carried out between June and September 2017. The survey hears directly from service providers about their challenges and those of their service users, along with successes and ideas for improving services into the future.

Key findings from 'Each One Matters'

- The challenges of rural geography in a large and diverse county such as Cork.
- Service planning, design, commissioning and delivery in general, using approaches that are fully joined-up from planning to implementation and the importance of the Coordination and Collaboration of Area-based partnerships such as the CFSNs and the Meitheal model.
- Community-based responses are seen as vital for reaching certain target groups, such as families in crisis or households with intergenerational disadvantage, who need intensive engagement.
- The Lundy Model of Participation is seen as an excellent tool while EPIC and Jigsaw are cited as examples of best practice. The key message is to ensure that participation and consultation is 'done' even if it means starting in a very small way.
- Respondents report increasing mental health issues and anxiety among children and young people. They also describe more problematic behaviour, domestic violence and family breakdown. An exacerbating factor is the poor access to specialised supports.
- When asked what is working well in their areas, other service providers repeatedly highlighted the benefits of FRCs in terms of the supports that they offer, the facilities that they provide to other community organisations and lone-working services, also the community cohesion that they generate in disadvantaged areas and across generations.

Outcome 1: Active & Healthy both Physically and Mentally

Priority 1.1 : Promote good mental health

How are the young people in Cork CYPSC doing? (Socio-demographic data)	The socio-demographic profile highlighted that children in Cork city are more likely to experience disadvantage and to be part of a one parent family, stress factors which can impact mental health. People in Cork city are twice as likely to rate their health in negative terms. In Cork county there are a greater proportion of families in the pre-adolescent and adolescent stage of the family cycle, a time when issues of mental health become very important. People living in Cork County are also twice as likely to undertake long or very long commutes to work, college or school, which may impact access to services.
What did the consultations tell us?	Respondents from the 'Each One Matters' survey report increasing mental health issues and anxiety among children and young people. The survey highlighted gaps in resource provision, particularly in relation to mental health services, with long waiting lists to access specialised mental health services and young people struggling with issues of sexuality, gender, sexual health, with dual diagnosis (mental health plus addiction) being a barrier to service provision. Service providers identified CYPSC as having a strategic role to play in improved service planning, design, commissioning, and a joined-up approach to service delivery to support children's wellbeing. The consultations with children and young people reflected the findings from the 'Each One Matters' survey; with children and youth highlighting the need for timely, adequate and appropriate counselling services and mental health check-ups and for consistent well-being programmes to be run in schools.
Are there sufficient services in this outcome area?	The service audit shows that there are 9 CAMHS services in Cork, the majority of these are based in the city. Consultations indicate that these services are not sufficient and children and young people are often put on long waiting lists to access services.
Conclusion	Given the barriers experienced by children and young people highlighted by the socio-demographic profile and the consultation feedback from both service providers and children and young people it is clear that a collaborative and innovative approach is required by Cork CYPSC to promote good mental health by ensuring that there is an awareness of services available and of initiatives which may be coming on stream via relevant fora.
Outcome priorities for Cork CYPSC based on above needs analysis	
Priorities	Objectives
Promote good mental health	Identification of relevant fora to progress the coordination and collaboration of mental health services. Secure representation on "Connecting for Life" strategy work streams. Engagement with the ABC Young Knocknaheeny programme, with the aim of replicating infant mental health model in a wider geographical area.

Outcome 1: Active & Healthy both Physically and Mentally

Priority 1.2 Homelessness

<p>How are the young people in Cork CYPSC doing? (Socio-demographic data)</p>	<p>Over 3,000 children in Ireland are reported to be homeless; figures in Cork suggest there are over 80 families living in homeless services representing 111 adults and 210 children.</p> <p>In Cork there are 4,300 households with children in need of social housing, over 58% were one parent households.</p> <p>These children and young people are at particularly at risk of poverty and social exclusion.</p>
<p>What did the consultations tell us?</p>	<p>Homelessness has been highlighted as an area of concern again and again through the research and consultations.</p> <p>Respondents to the Cork CYPSC survey identified groups of children and young people who are particularly vulnerable to poverty and social exclusion in Cork city and county, namely, those living in emergency accommodation due to homelessness, households disadvantaged across generations, and Direct Provision.</p>
<p>Are there sufficient services in this outcome area?</p>	<p>There are 16,130 Local authority housing units in all of Cork.</p> <p>There are also organisations who provide social housing; Respond, Focus Ireland, Clúid Housing.</p> <p>Despite this, the organizations working to end homelessness and support families who find themselves in this situation, find their services oversubscribed and report having to turn people away. With their current resources, homeless services document that they cannot accommodate all the children and young people in Cork who need their help.</p> <p>There are over 130 youth services in Cork, given this broad network, it is a fruitful avenue through which CYPSC can support the social inclusion of this cohort.</p>
<p>Conclusion</p>	<p>Given the risks faced by children and young people who experience homelessness in Cork, Cork CYPSC will prioritise this cohort by support social inclusion through promoting engagement with existing youth services. Cork CYPSC will also take a strategic approach to highlighting this issue at a national level.</p>
<p>Outcome priorities for Cork CYPSC based on above needs analysis</p>	
<p>Priorities</p>	<p>Objectives</p>
<p>Improve Outcomes and opportunities For Children and families who are homeless/living in B&B Accommodation</p>	<p>Increase engagement of children and parents in the joint outreach youth club initiative.</p>
<p>Strategic approach to homelessness</p>	<p>To communicate gaps and needs nationally with a focus on solutions to reducing homelessness.</p>

Outcome 2: Achieving in all Areas of Learning & Development

<p>How are the young people in Cork CYPSC doing? (Socio-demographic data)</p>	<p>Youth consultations indicate that there is a strong interest in mental health promotion among young people, who are interested and seeking ways to improve their social and emotional wellbeing.</p> <p>Cork has above average rates for school retention and below average rates for absenteeism in both primary and secondary level. Indicating that schools in particular are a useful setting for targeting SEWB.</p> <p>In Cork, 1,075 children and young people are referred to the garda diversion programme, over half in the Cork city division. This cohort may particularly benefit from SEWB related interventions.</p> <p>Education: At 65%, Ireland has the second-highest NEET (<i>Not in Employment or Education and Training</i>) rate among 25-29 yr. olds early school leavers in the OECD (more than 20 percentage points above the OECD average), indicating the need for the alternative education sector.</p> <p>Official figures show that 1-in-10 young people leave school early and this can have a lasting impact on their lives and future livelihoods.</p>
<p>What did the consultations tell us?</p>	<p>The 'Each One Matters' survey found that service providers strongly supported the prioritisation of social and emotional well-being. Youth services were identified as a good setting to promote SEWB. Strong relationships between parents, schools, communities and services were seen as important for helping children enjoy learning.</p> <p>Youth consultations found that children and young people wanted to see more mental health promotion in schools and for teachers and parents to be included in consultations.</p> <p>Education: This national outcome recognises that certain groups in Irish society have a higher risk of poverty, disadvantage and social exclusion. Access to education is one area highlighted through the consultations and supporting older children and teenagers to participate and achieve in education to give them the strongest preparation for life and the labour market thus economic security.</p> <p>Statutory services in mainstream education acknowledge not being able to help all students because they are only assigned to particular schools e.g. SCP. Opportunity for second-chance education is offered by the alternative education sector but those services describe how a lack of recognition by the DES is negatively impacting on their students.</p> <p>Their students do not have access to schemes available to students in mainstream education. One service has had to refuse referrals as they are over-capacity while another does not receive enough referrals.</p> <p>Youth consultations revealed a desire for independent living courses, confidence building, apprenticeships and affordable transport in rural areas.</p>
<p>Are there sufficient services in this outcome area?</p>	<p>There are 321 primary schools and 118 secondary schools in Cork as well as 581 childcare providers. These are ideal setting through which to promote SEWB, by training frontline staff, and targeting parents. There are also 10 youth diversion programmes operating in Cork.</p> <p>In Cork there are 10 third level institutions Cork life centre offers an alternative to mainstream secondary education 14 youth reach services Service and youth consultation feedback would suggest that the more access to and promotion of alternative education options would be beneficial.</p>

Conclusion:

Given that both youth and service providers see SEWB as an important priority it is clearly an area where Cork CYPSC wants to take action. There are a number of settings where children, frontline staff and parents/carers can be targeted to improve their SEWB skillset. While the focus on mental health in outcome 1 looks primarily at mental health services, the promotion of social and emotional wellbeing involves a holistic approach to how children feel and relate to others, and engages children, parents, communities and services.

Whilst alternative education services do exist in Cork it is important to explore where gaps exist and to promote these among the target group. Collaborative working between DES mainstream education and a recognition of the alternative education sector is important for children and young people who require these supports.

Outcome priorities for Cork CYPSC based on above needs analysis

Priorities	Objectives
Social and emotional well-being of children, Young People and Parents/carers in the following ways: Develop the mindful minute model	To develop the mindful moment model/ technique, teaching the technique to children, and developing the skill set for parents and frontline staff.
Promotion of 'The one good adult' theme	To promote the concept of the 'One Good Adult' 1. Having 'One Good Adult' and, 2. Being the 'One Good Adult'
Supporting the parents' sub-group to lead on key messages/ Actions for parents	To develop universal parenting support Actions for parents/carers of children aged 0-24 years. To enhance universal support for parents /carers
Attendance, Participation and Retention of Young people aged 12-17 who are out of school, specifically in relation to youth homelessness and young people in rural communities	To identify gaps and support for Young People in the priority group

Outcome 3: Safe & Protected from Harm

<p>How are the young people in Cork CYPSC doing? (Socio-demographic data)</p>	<p>Above average rate of child welfare and protection referrals to TUSLA in Cork Above average rate of children living in the care of TUSLA (899 children and young people)</p>
<p>What did the consultations tell us?</p>	<p>Respondents to the 'Each One Matters' survey report increasing mental health issues and anxiety among children and young people. They also describe more problematic behaviour, domestic violence and family breakdown.</p> <p>Other key finding from 'Each One Matters' include: Children and young people in care are a vulnerable group, concerns raised about the impacts of changing key workers, the privatisation of care services and the large caseloads of aftercare workers.</p> <p>Children and young people are at risk in families where there is substance abuse, domestic violence and child abuse. These types of issues can lead to families becoming homeless.</p> <p>Youth consultations revealed a desire for access to information and talks on neglect and abuse among young people. As well as access to trained youth workers/safe adults who that can speak to confidentially.</p>
<p>Are there sufficient services in this outcome area?</p>	<p>Relevant services include the TUSLA social work department, TUSLA Family Support and 6 child and family support networks. There are 10 Family resource centres, consultation found many participants were highly supportive of the efficacy of the centres in supporting families in crisis. 5 domestic and gender-based violence organisations.</p>
<p>Conclusion drawn: There is a strong network of services in Cork through which Cork CYPSC can respond to the needs highlighted in the consultations and supported by the socio-demographic data and realise its objectives.</p>	
<p>Outcome priorities for Cork CYPSC based on above needs analysis</p>	
<p>Priorities</p>	<p>Objectives</p>
<p>Prevention Partnership and Family Support</p>	<p>To ensure governance structures are in place to enable the effective delivery of PPFS To identify/ secure the relevant stakeholder engagement in the PPFS sub-group</p>
<p>Safe-guarding children and young people</p>	<p>To support organisations compliancy with the legislation and guidance document</p>
<p>Identify and understand impact of Domestic/Sexual violence on Children and Young People in Cork</p>	<p>To complete a Needs Analysis (NAP) for Cork To identify further collaboration options with DSGBV services in Cork</p>

Outcome 4: Economic Security and Opportunity

<p>How are the young people in Cork CYPSC doing? (Socio-demographic data)</p>	<p>Direct Provision: There are five Direct Provision Centres (also known as Reception and Accommodation Centres) in Co. Cork. Nationally, 1,285 children up to 17 years old and a further 723 young people up to 25 years of age were living in Direct Provision centres in Ireland by October 2017. Children made up 27% of the population of asylum seekers while young people comprised 15%. Applying these percentages to the Cork population of 736 asylum seekers in Direct Provision suggests that there were almost 200 children and over 100 young people living in Reception and Accommodation Centres. This agrees with the data from 2014, when 41% of those living in Direct Provision in Cork were aged 0-25 years (Cork CYPSC, 2016) (pg. 58).</p>
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<p>What did the consultations tell us?</p>	<p>Direct Provision: There has been much progress made regarding children’s rights, protection and welfare over recent years. However, the Direct Provision Service set up to house those seeking asylum whilst their refugee status is processed is one that contradicts our policy and aims for improving outcomes for children and young people.</p> <p>The Direct Provision Service is overseen by the Department of Justice. However, most centres are privately owned and operated and the standards of accommodation and living conditions vary widely (NASC Ireland).</p> <p>A number of organisations have campaigned against Direct Provision as a system that impacts negatively on the health and wellbeing of children and families. Hundreds of children have been born into this system and know no other life. Cork CYPSC remains highly concerned over this provision and the impact it is having on countless children and families. Concerns have been highlighted through the survey and consultations as well as feedback from the CFSN’s.</p>
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<p>Are there sufficient services in this outcome area?</p>	<p>NASC, Cork Migrant Centre and the HSE ASOS programme offer support to those living in direct provision. Given the vast and complex needs of this cohort additional support would be beneficial.</p>
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Conclusion drawn:
 Children and young people living in direct provision face multiple barriers in relation to this outcome and Cork CYPSC aim to support this cohort by reducing the negative impact of living in direct provision through support and advocacy.

Outcome priorities for Cork CYPSC based on above needs analysis

Priorities	Objectives
<p>Direct Provision Services and Supports to Migrant Communities</p>	<p>To establish working group providing right based services and supports to children and families in Direct Provision. To advocate for the reduction of the negative Impact on Children, young people and families</p>

Outcome 5: Connected, Respected & Contributing to their World

How are the young people in Cork CYPSC doing? (Socio-demographic data)	<p>Youth in Cork expressed their appreciation and enthusiasm for the opportunity to participate in and influence the direction of Cork CYPSC.</p> <p>In Cork there are 846 aged between 0-17 and 9,422 Foreign nationals aged between 0-17. There are 7,800 children and young people in Cork with a disability. Data from 2015 reveals that 1,042 children in County Cork had an intellectual disability while 623 had a physical and/or sensory disability.</p> <p>There are an estimated 300 children and young people living in direct provision in Cork.</p>
What did the consultations tell us?	<p>Youth consultations highlighted the following: Youth would like more opportunities like the CYPSC run 'Youth Con' to be heard, youth wanted to be let into adult conversations and wanted their feedback to lead to actions and change.</p> <p>'Each One Matters' respondents highlight the following: Members of the Traveller community continue to experience discrimination and social exclusion that prevents them from accessing the supports and services that they need. Traveller services described a lack of adequate services for Travellers such as youth services, education, training and employment supports, accommodation and social amenities. With limited funding for Traveller services, many service users are referred to mainstream services for support. LGBT youth are challenged by insecure funding for their services and poor access to psychological supports.</p>
Are there sufficient services in this outcome area?	<p>6 Traveller support organisations 2 migrant support organisations 2 LGBT focused organisation and 1 LGBTQ youth group 130 youth projects</p> <p>There are a number of services available in Cork for children and youth and seldom heard voices. These services can be supported to further promote participative practices in their own service.</p>

Conclusion: Child and youth participation is a key principle of Cork CYPSC. This is evidenced by the incorporation of the youth consultation feedback into this three-year strategic plan. It is important to hear the seldom heard voices as well in order to ensure Cork CYPSC avoids blind spots in its approach. Given the efficacy of youth participation Cork CYPSC will support and encourage service providers to incorporate youth participation in their own services.

Outcome priorities for Cork CYPSC based on above needs analysis

Priorities	Objectives
Promote Child and Young People's participation in organisations in Cork City and County	<p>To train practitioners to in the Lundy model To empower children and young people to be actively involved in defining participation practice.</p>
Seldom heard young people (Travellers, Young people living in Direct Provision, LGBTQ, and Children with disabilities etc.) Youth Services	<p>To engage with traveller groups To maintain a CYPSC representation on the equine initiative in Cork City To promote Traveller culture and safe horse ownership within the wider community</p>
Improve the level of representation and participation for children and young people in decision making about issues that affect their lives	<p>Ensure that Young People have a voice within the CYPSC structure To improve SEWB of seldom heard C&YP through increased opportunities for participation To develop a strategy for consulting/engaging with children under 12.</p>
Engage with Traveller groups	To maintain CYPSC representation on the equine initiative in Cork city
Promote the Youth Services across the community, voluntary and statutory sector.	To promote collaboration within the Youth Sector and across relevant organisations

Section 5: Cork Children & Young People’s Plan

Overview

National Outcome	Local Priority Areas
1. Active & Healthy both Physically and Mentally	<ul style="list-style-type: none"> Child and Youth Mental Health (including those with additional needs) Homelessness
2. Achieving in all Areas of Learning & Development	<ul style="list-style-type: none"> Social and Emotional Wellbeing of Children, Young People and Parents/carers (Mindful minute, supporting Parents, One Good Adult) Supporting the parents’ sub-group to lead on key messages/ Actions for parents Children and Young People out of mainstream school
3. Safe & Protected from Harm	<ul style="list-style-type: none"> Prevention Partnership and Family Support Supporting Parents Safe-guarding children and young people Impact of Domestic violence on children and young people
4. Economic Security and Opportunity	<ul style="list-style-type: none"> Direct Provision
5. Connected, Respected & Contributing to their World	<ul style="list-style-type: none"> Youth Participation Seldom heard young people (Travellers, Young people living in Direct Provision, LGBTQ, and Children with disabilities etc.) Youth Services

Change Management [See Page 118]	Local Priority Areas
	<ol style="list-style-type: none"> Interagency Working and collaboration Advocacy and Influencing Policy Good Governance and Accountability Interagency Training

Section 6: Action Plan for Cork CYPSC

In response to the recommendation from the national quality assurance group, the information and research sub-group have agreed to revisit the indicator in the action plan to ensure they are more specific to support the overall monitoring of the plan and this task will be completed by February 2020.

Action Plan for Cork Children and Young People's Plan

Outcome 1: Active and Healthy Physically and Mentally

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility and Partners	Links to other plans	Linked to other national outcomes and or transformational goals
Promote Good Mental Health	Identification of relevant fora to progress the coordination and collaboration of mental health services.	Secure CYPSC representation the identified fora.	Representation on fora	Establish links with HSE Mental Health and Disability Sector. Highlight needs & gaps identified in CYPSC survey	Q 4 2018 Q1 2019	HSE Jigsaw CYPSC Reps (Mental Health & Disability).	Vision for Change Connecting for Life Strategy	Transformational Goals 4 & 6 (BOBF) Ensure quality Services Cross govt and interagency collaboration & coordination Outcome 2.2 social & emotional wellbeing
	Secure representation on Connecting for life strategy work streams	Active participation on one or more of the relevant work streams	Active participation on one or more of the work streams	Support the delivery of the suicide prevention strategy Assist training offered to CYPSC members	Q4 2018 Q1 2019 Q3 2019	HSE	Connecting for Life Suicide Prevention Strategy	Outcome 2.2 Transformational Goals: Early Intervention/Prevention Ensure quality Services
	Engagement with the ABC Young Knocknaheeny programme, with the aim of replicating Infant Mental health model in a wider geographical area	YK representation on CYPSC/sub-groups of CYPSC	YK rep on CYPSC and sub-groups	Transition of YK ABC to be negotiated Attendance at facilitated workshops with NUIG to integrate ABC with PPFS	Q2 2019	Tusla PPFS CYPSC Chair and Coordinator YK ABC	YK Evaluation	Transformational Goals: Early Intervention Ensure Quality Services Outcome 2 Achieving full potential in all areas of learning and development 2.2 SEWB

Action Plan for Cork Children and Young People's Plan

Outcome 1: Active and Healthy Physically & Mentally/contd.

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility and Partners	Links to other plans	Linked to other national outcomes and or transformational goals
To improve Outcomes and opportunities For Children and families who are homeless/living in B&B Accommodation	Increase engagement of children and parents in the joint outreach Youth club Initiative	Increase take up of Intervention supports by 20% 30% reduction in referrals to child protection and welfare	20% increase in take up 30% reduction in referrals	Application to the Healthy Ireland Fund Individual follow up with vulnerable children via home visitation and linking with targeted youth services. Production of bespoke Health care plans	Q4 2018 Q1 2019 Q1 2019	Tusla Springboard Good Shepherd Cork	Healthy Ireland Framework goals promoting health and wellbeing Cork City LECP 2016 – 2021 'Pure Cork' An Action Plan for the City	Transformational Goals: EI/ Prevention Support parents
To improve outcomes and opportunities for children and families who are homeless/living in B&B Accommodation	Increase engagement continued			Allocate a clinician to be contacted by team regarding referrals to Jigsaw (12-15) Evaluation of Project Outcomes	Q1 2019 Ongoing Q4 2019	Jigsaw Cork Institute of Technology		Listen to and involve children and young people
Strategic Approach to Homelessness	To communicate Gaps and Needs Nationally with a focus on solutions to reducing Homelessness	Submissions nationally	Submissions nationally	Youth Homeless Forum to become a sub-group of CYPSC Terms of reference to be developed	Q3 2019	Youth Homeless Forum Partners CYPSC coordinator	City/ County Council LECP	Outcome 1: Active and Healthy Outcome 4 economic security and opportunity Transformational Goal: Early Intervention/ Prevention Ensure quality services

Action Plan for Cork Children and Young People's Plan

Outcome 2: Achieving Full Potential in All Areas of Learning & Development

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility and Partners	Links to other plans	Linked to other national outcomes and/or transformational goals
Improve the social and emotional well-being of children and young people in Cork	<p>To develop the mindful moment model/ technique for children, parents and frontline staff</p> <p>To link with action plan of Supporting Parents sub-group</p>	<p>Increase in 0-6 age range of children being taught the mindful moment</p> <p>Increase skill set of frontline staff</p> <p>Increase skill set for parents</p> <p>Technique of self-care for staff, parents and children.</p>	Pilot programme, then further targets agreed	<p>Produce a resource (accessible formats) to train childcare staff and parents to deliver the Mindful moment model to children under the age of 6 years</p> <p>Develop a mindful moment self-care programme for adults</p>	<p>Year 1 2019 Develop programme and resources Train frontline staff</p> <p>Year 2 Pilot programme revise and roll out</p> <p>Develop a mindful moment self-care programme for adults</p>	<p>Cork City and County Child Care Committees</p> <p>HSE Happy Talk</p>	<p>CCC Local Implementation plan</p> <p>Happy Talk objectives</p>	<p>National Outcome 1 Active and Healthy</p> <p>Transformational Goals: Supporting Parents Early Intervention Quality Services</p>

Action Plan for Cork Children and Young People's Plan

Outcome 2: Achieving Full Potential in All Areas of Learning & Development contd.

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility and Partners	Links to other plans	Linked to other national outcomes and/or transformational goals
Improve the social and emotional well-being of children and young people in Cork	To promote the concept of the 'One Good Adult' 1. Having 'One Good Adult' and, 2. Being the 'One Good Adult'	CYPSC members trained as One Good Adult	5 Training Events	Planning mtg. with YWI and Togher Family Centre to clarify process.	CYPSC Q1 2019	Jigsaw, ISPCC, Youth Work Ireland, Togher FRC	Jigsaw Cork Service Plan 2019	Outcome 1 Active and Healthy Transformational Goals: Ensure Quality Services
		1 x One Good Adult Workshop Togher Family Centre		Planning mtg. w/YWI and Togher Family Centre to clarify process	Togher Q1 / Q2 2019			
		1 x One Good Adult Workshop Youth Work Ireland, Gurrabraher		Final Dates and Venues	YWI Q4 2019	Information and Research sub-group		
		1 x Self Care for One Good Adult Workshop Togher		5 Workshops (2 in Togher, 2 in Gurrabraher and 1 with CYPSC)				
		1 x One Good Adult Workshop Youth Work Ireland, Gurrabraher						

Action Plan for Cork Children and Young People's Plan

Outcome 2: Achieving Full Potential in All Areas of Learning & Development contd.

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility and Partners	Links to other plans	Linked to other national outcomes and/or transformational goals
	To develop universal parenting support Actions for parents/carers of children aged 0-24 years.	Number of parents/carers consulted. Location of parents/carers consulted Number of workshops.	10 consultative focus groups with parents/carers	Design consultation workshops (focus groups) Deliver 10 focus group sessions Distil 6 key Actions Develop key recommendation for service providers	2018 Q4 2018	Barnardos CYPSC Supporting Parents Sub-group:	PPFS Programme (including Parent Support Champions) Cork CYPSC SEWB Document	Outcome 1 Active and Healthy Transformational goals: Support Parents Early Intervention/ Prevention
	To enhance universal support for parents /carers	No of attendees at a strategic planning and discussion forum No of workshops delivered	80 participants attend the Forum (parents and service providers) No of workshops delivered	Plan and facilitate forum to launch report Materials on the CYPSC website Collate the information, follow up on identified actions Design/deliver workshops and materials	Q4 2018 Q1 2019 Q2 2019 Q2 2019-2020	Barnardos CYPSC Supporting Parents sub-group.	Tusla Parenting 24/7	
Attendance, Participation and Retention of Young people aged 12-17 who are out of school, specifically in relation to youth homelessness and young people in rural communities	To identify gaps and support for Young People in the priority group	Gaps and supports identified Representations made to relevant statutory bodies	Working group meetings x 4 annually No of submissions	Discussion with lead agencies Set up working group to gather data/ identify gaps and needs Raise awareness of EWO service Advocate for funding to be prioritised in this area	Q Q3 2019 Q4 2019 Q1 2020	Tusla EWS ETB Cork Life Centre and other education partners to be identified CYPSC coordinator	National Plan for education 2016 – 2019 Educational Welfare strategic Plan DEIS plan School completion Programme Retention Plans	National Outcome 2.2 Social and emotional wellbeing Nat Outcome 2.3 Engaging in Learning Nat Outcome 2.4 Achieving in Education Transformational Goals: Listen to and involve young people Early Intervention Strengthen Transitions

Action Plan for Cork Children and Young People's Plan

Outcome 3: Safe & Protected

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility and Partners	Links to other plans	Linked to other national outcomes and or transformational goals
Children First	To support organisations compliancy with the legislation and guidance document	Each organisation to develop a Child Safe-Guarding Statement Number of liaison management meeting AGS and Tusla	Number of safe-guarding statements No of Correspondence to Children First National Implementation Group	Set up a sub-group to support the pre and post implementation of The Children First Set up Training working group with AGS and Tusla Identify Practice issues and training needs	Q4 2018 Q4 2018 Ongoing 2018- 2020	Tusla AGS CYPSC coordinators Children First sub-group	Children First 2017 Children's First Joint Working Protocol AGS and Tusla	Transformational Goal: Ensure Quality Services Cross government and Interagency collaboration and coordination
Prevention Partnership and Family Support	To ensure Governance structures are in place to enable the effective delivery of PPFS To identify/ secure the relevant stakeholder engagement in the PPFS sub-group	The occurrence of quarterly governance meetings The identification of relevant stakeholders	4 governance meetings per year The identification of relevant stakeholders Quarterly sub-group meetings	CFSN coordinators to support existing CFSN's and develop others, where there are gaps Provision of Meitheal Model and family support to families in need Lead agencies to be trained in the delivery of Meitheal	Q4 2018 Q1 2018 20 Q 2/3 2019	Tusla PPFS Lead and Senior CFSN coordinators	Tusla National Service Delivery Framework Tusla Child Protection and Welfare Strategy 2017-2022 Quality Improvement Framework 2017	Outcome 5 Connected and Respected Transformational Goal: Early Intervention Quality Services

Action Plan for Cork Children and Young People's Plan

Outcome 3: Safe & Protected/contd.

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility and Partners	Links to other plans	Linked to other national outcomes and or transformational goals
Identify and understand impact of Domestic/Sexual violence on Children and Young People in Cork	To complete a Needs Analysis (NAP) For Cork	NAP report	Completed report	CYPSC Coordinator to sit on DSGBV Advisory group	Q4 2018	Tusla DSGBV Services Programme	Cork DSGVB NAP 2018 – 2020	Outcome: Achieving full potential
	To identify further collaboration options with DSGBV services in Cork	Rep from DSGVB sitting on CYPSC	Representative from DSGVB on CYPSC board	Joint funding application to be explored Nationally relating to D&SV services available to Children/ Source funding	Q2 2019	NAPs Multi Agency Advisory group	Nat strategy on DSGBV 2016 – 2021 Safe Ireland 'National Framework and standards for Domestic Violence Organisation in Ireland' 2015	Transformational Goals: Ensure Quality Services Cross Government and Interagency Collaboration & Coordination
	To empower C&YP to be aware of their rights and have resources/skills to keep safe	Number of training programmes completed	Number of training programmes completed	Training programmes Developed and delivered by DV org	Q3 2019			Listen to and Involve children and young people

Action Plan for Cork Children and Young People's Plan

Outcome 4: Economic Security

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility and Partners	Links to other plans	Linked to other national outcomes and/or transformational goals
Direct Provision Services and Supports to Migrant Communities	To establish working group providing right based services and supports to children and families in Direct Provision	Working Group established X 4 meetings annually	Establish engagement with the 5 direct provision centres in the Cork Area	Seek representation from the relevant stakeholders Develop TOR	Q1 2019	City Council City of Sanctuary and PPFS lead	City Council Social Inclusion	Outcome 5 Connected Respected and Contributing Transformational Goals: Support Parents Cross Government and interagency collaboration and coordination
	To advocate for the reduction of the negative Impact on Children, young people and families	CYPSC submission to Dept. of Justice	Submission made	Consult with Service users Write Submission	Q2/3 2019 Continue 2020	City of sanctuary Sub-group	City of Sanctuary Strategic plan	Transformational Goal: ensure quality services Listen to and involve C&YP

Action Plan for Cork Children and Young People's Plan

Outcome 5: Connected, Respected and Contributing to Their World

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility & Partners	Links to other plans
Child and Young People's participation in organisations in Cork City and County	To train practitioners to in the Lundy model	1 x seminar on the Lundy model and rights of the child	Seminar held	Participation sub-group to host a seminar facilitated by Professor Lundy Working group to work alongside YP to plan Convention	Q1 2018	Participation sub-group	Outcome 2.2 Social and emotional wellbeing
	To empower Children and Young People to be actively involved in defining participation practice	10 - 15 YP with adult facilitators to plan and deliver Youth Led Convention 80 – 100 YP attend Convention	1x Youth Con delivered	Review Youth Con	Q2 2018 Q3/4 2018	Jigsaw YWIC YMCA CYPSC coordinator TVG Wallaroo play school	Transformational Goals: <ul style="list-style-type: none"> Listen to and involve children and young people Quality services

Action Plan for Cork Children and Young People's Plan

Outcome 5: Connected, Respected and Contributing to Their World

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility & Partners	Links to other plans
Improve the level of representation and participation for children and young people in decision making about issues that affect their lives	To ensure that Young People have a voice within the CYPSC structure	Youth advisory group developed	15 young people engaged in an Advisory group	Working group to develop induction/capacity and leadership training to engage with youth for the development of an Advisory group	Q1/2 2019	Participation working group and youth con leaders	Outcome 2.2 SEWB Transformational goals Listen to and involve children and young people Quality services
	To improve SEWB of seldom heard C&YP through increased opportunities for participation	No's of YP engaging from seldom heard groups; Direct Provision, Traveller community, LGBTQ etc	No of YP from seldom heard groups engaging	Identify YP to engage in the process	Q2/Q3 2019		
	To develop a strategy for consulting/engaging with children under 12	Consultation/Participation strategy	1x consultation/participation strategy developed	Under 12's working group to hold a facilitated session to develop strategy Apply for Seed funding for participation worker	Q2 2019 Q3 2019		

Action Plan for Cork Children and Young People's Plan

Outcome 5: Connected, Respected and Contributing to Their World.

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility & Partners	Links to other plans
<p>To engage with traveller groups</p> <p>To give a voice to the Traveller horse owners in Cork city and to involve the community in the development of an Equine project</p>	<p>To maintain a CYPSC representation on the equine initiative in Cork City</p> <p>To promote Traveller culture and safe horse ownership within the wider community</p>	<p>Attendance at meetings</p> <p>Communication of traveller issues at CYPSC level</p>	<p>80% Attendance at all meetings</p> <p>Traveller issues placed on CYPSC agenda at least twice per year</p>	<p>Develop Tor and MOU</p> <p>Ensure relevant stakeholders on the group</p> <p>Agenda item on CYPSC</p>	<p>Q1 2019</p> <p>2019-2020</p>	<p>TVG</p> <p>CYPSC coordinators</p> <p>TVG sub-group</p>	<p>Outcome 2</p> <p>Achieving full potential in all areas of learning and development</p> <p>Transformational Goals: Listen to and involve children and Young People</p>
Promote the Youth Services across the community, voluntary and statutory sector	To promote collaboration within the Youth Sector and across relevant organisations	<p>ETB representation on CYPSC</p> <p>Youth Stakeholder engagement</p>	<p>ETB representation on CYPSC</p> <p>x1 Forum Established</p>	<p>Discussions with ETB and CYPSC Chair and Coordinators</p> <p>Identify relevant stakeholders to engage in joint forum</p> <p>Develop TOR</p> <p>Create a mechanism to disseminate information to voluntary community and statutory sector</p>	<p>Q3 2018</p> <p>Q1 2019</p> <p>Q4 2019 – Q1 2020</p>	<p>ETB Lead</p> <p>Youth Work Ireland</p> <p>CDYS</p> <p>Jigsaw</p> <p>Foróige</p> <p>CYPSC Coordinators</p>	<p>Outcome: Active and Healthy</p> <p>Transformational Goals</p> <p>Ensure Quality Services</p> <p>Cross government and interagency collaboration and coordination</p>

Change Management

Managing Change during implementation of Action Plan

This is the first Children and Young People's Plan prepared by Cork CYPSC. There has been great collaboration and learning during this process and we are committed to the effective Implementation of this plan to improve Outcomes for all children and young People in Cork City and County.

Under the Change Management Action, we have identified the following areas:

1. Interagency working and Collaboration
2. Advocacy and Influencing Policy - Recognition of Qualitative Outcomes as well as Quantitative
3. Good Governance and Accountability
4. Interagency Training

The following describes the elements of the change management process in respect of the identified areas:

Action Plan for Cork Children & Young People’s Plan – Change Management – Interagency Working & Collaboration

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility and Partners	Links to other plans	Linked to other national outcomes and/or transformational goals
Interagency working & collaboration	Full representation on CYPSC	Annual record of attendance	70% attendance	Coordinators will record attendance and link with members	Q4 2019	CYPSC coordinators		Transformational Goals: Ensure quality services Interagency collaboration and coordination
	Ensure Vacant member positions are filled	Correspondence requesting membership from organisations at appropriate level as per CYPSC blueprint		Review Membership	Q3 2019 Q1 2020			
	Collate work/strategic plans for CYPSS members to identify alignment with BOBF and CYPP	Complete collation	Completed collation			Q3 2020		

Action Plan for Cork Children and Young People’s Plan – Change Management – Advocacy & Influencing Policy

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility and Partners	Links to other plans	Linked to other national outcomes and/or transformational goals
Advocacy & Influencing Policy	Identify and utilise lines of communication	List of lines of communication Record of all communications undertaken Nationally	Communication Nationally One briefing session	Coordinator to identify lines of communication.	Q1 2019	Information and Research Sub-Group CYPSC Coordinator		Transformational Goal Ensure Quality Services
	Disseminate information in relation to lines of communication to CYPSC members	All CYPSC members receive once briefing in relation to lines of communication		Disseminate information	Q3 2019 Q2 2020			Collaboration & Coordination

Action Plan for Cork Children and Young People's Plan – Change Management – Good Governance & Accountability

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility and Partners	Links to other plans	Linked to other national outcomes and/or transformational goals
Good Governance & Accountability	Transparent, Board structures	Practices of the board are reflected in the board structures	Structures and practise congruent.	Creation and monitoring of board structure	Q1 2019	CYPSC Members		Transformational Goal Ensure quality services Collaboration and Coordination Listen to and involve children and young people
	Monitor CYPSC CYPP	Monitoring takes places as per planning and reporting framework	Monitoring undertaken	Reports completed as per reporting framework	Ongoing	CYPSC coordinators		
	Review CYPP	Annual review of plan	Annual review completed	Annual review on the CYPSC agenda	Q4 2019			

Action Plan for Cork Children and Young People's Plan – Change Management – Interagency Training

Priority Area	Objective	Indicators	Target	Activities	Timeframe for completion	Lead responsibility and Partners	Links to other plans	Linked to other national outcomes and/or transformational goals
Interagency Training	To undertake 2 interagency training events	2 training events undertaken	2 training events undertaken	Working group set up to develop training strategy plan Explore the delivery of restorative practice training with CYPSC members CYPSC Members trained as One Good Adult	Q1 2019 Q2 2019 Q4 2019	CYPSC coordinators City Council Probation		Transformational goals Ensure Quality Services Collaboration and coordination

Section 7: Monitoring & Review

The Cork CYPP covers the three years 2019–2021 and is the first CYPP for Cork City and County. We have been working the plan prior to it being finalised.

We have identified a variety of sub-groups and working groups with clear terms of reference and reporting structures aligned to each of the Priority Actions, which will enable CYPSC to review the Plans progress.

The CYPP has been influenced by children, young people, parents and service providers who have participated in the varying consultation processes. All actions have been approved and signed off by Cork CYPSC.

We will continue to work at National Level and use the agreed reporting structures within Tusla and with the DCYA. We will submit an annual programme of work and annual report as set out in the National Planning and Reporting Framework. Cork CYPSC will report, as required on a quarterly basis regarding progress on across all Five National Outcomes. The reporting process will be informed by the various sub-groups of the Cork CYPSC.

Cork CYPSC have devised a reporting template so subgroups/working groups can report progress and updates to CYPSC Cork. This will act as a way to monitor progress and help identify areas where sub-groups and working groups are facing barriers and may require additional support from Cork CYPSC.

Cork CYPSC will report

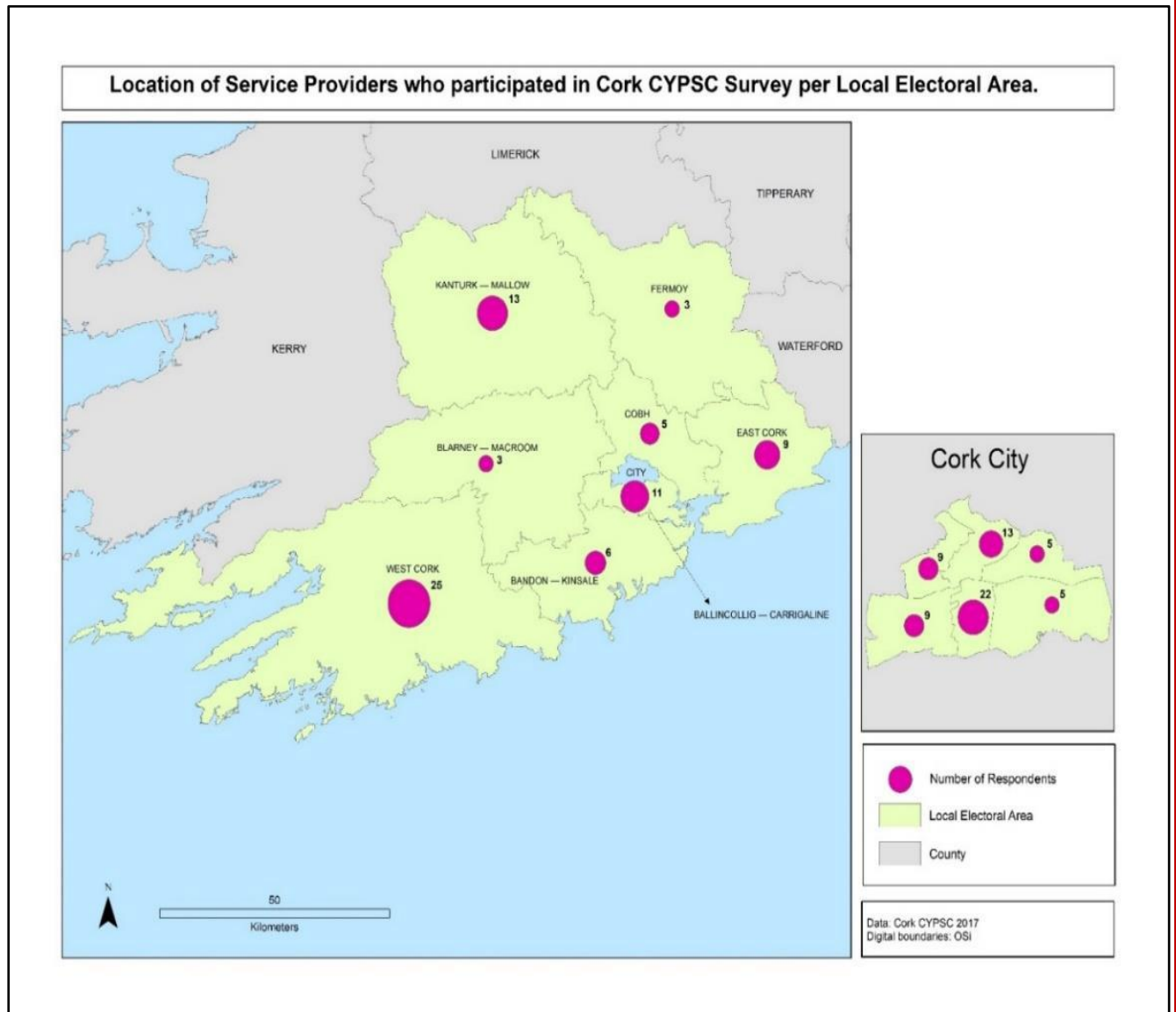
This three-year strategic plan will be shared with the Children and Young People's Advisory group once developed and will be updated to ensure that it is user friendly and presented in a different format to ensure accessibility. We will be accountable to this group using the Lundy Model in our interactions to ensure Best Practice participation.

Appendices

Appendix 1 'Each One Matters' Survey of Service Providers 2017 – Methodology, Key Findings and Recommendations

'Each One Matters' Survey of Service Providers - Key Findings

Figure 14: Location of Service Providers who participated in Cork CYPSC Survey in Local Electoral Areas



'Each One Matters' is a Survey of 138 service providers in Cork and County, carried out between June and September 2017. The survey hears directly from service providers about their challenges and those of their service users, along with successes and ideas for improving services into the future.

The Information and Research group met with the Researcher following the completion of the Survey, to condense the information into a readable format and identify the key themes.

A Key Findings Document was produced identifying the themes using the Five National Outcomes (**See Appendix 1**)

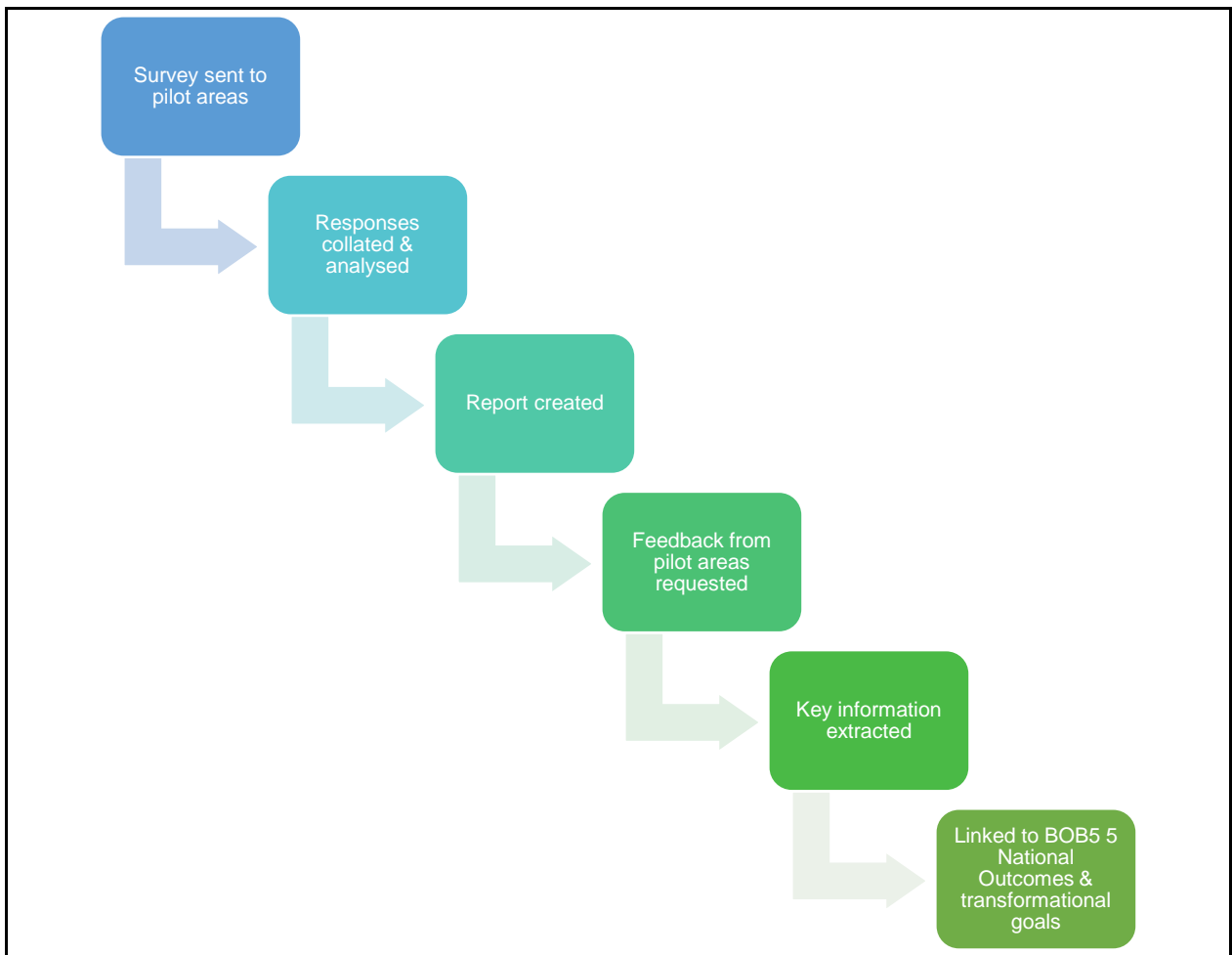
Key Areas Highlighted by the survey results are:

- The challenges of rural geography in a large and diverse county such as Cork.
- Service planning, design, commissioning and delivery in general, using approaches that are fully joined-up from planning to implementation.
- Importance of the co-ordination and collaboration of area-based partnerships such as the CFSNs and the Meitheal model.
- Effective information sharing, communication, cooperation and senior management buy-in, all underpinned by a commitment to meaningful engagement.
- Joined-up approach is also sought between local and regional/national levels, with effective structures and practice, through which service providers and service users can collaborate with funders from the outset, in relation to service design and commissioning.
- Community-based responses are seen as vital for reaching certain target groups, such as families in crisis or households with intergenerational disadvantage, who need intensive engagement.
- The Lundy model of participation is seen as an excellent tool while EPIC and Jigsaw are cited as examples of best practice. The key message is to ensure that participation and consultation is 'done' even if it means starting in a very small way (see Page 87 for more information on the Lundy Model).
- Achieving full potential in all areas of learning and development, is an area that many respondents spoke about. The need for earlier intervention for all children, especially those with additional needs, was identified repeatedly.

- Supporting older children and teenagers to participate and achieve in education, to give them the strongest preparation for life and the labour market, is another strong area of interest to respondents.
- Respondents report increasing mental health issues and anxiety among children and young people. They also describe more problematic behaviour, domestic violence and family breakdown. An exacerbating factor is the poor access to specialised supports.
- When it comes to being safe and protected from harm and feeling connected, respected and contributing to their world, the themes that come out strongly from the survey include, supporting young people through adolescence and into young adulthood, with well-resourced youth services and with community-based opportunities to have fun, volunteer, and engage with each other and across the generations. Sport, the arts, alternative interests, community projects and the Social, Personal and Health Education (SPHE).
- The importance of governance as well as leadership that is efficient, flexible and collaborative.
- When asked what is working well in their areas, other service providers repeatedly highlighted the benefits of FRCs in terms of the supports that they offer, the facilities that they provide to other community organisations and lone-working services, also the community cohesion that they generate in disadvantaged areas and across generations.

A presentation on behalf of the Information and Research Group was made on the “journey” of ***‘Each One Matters’*** Survey of providers to Cork CYPSC in June 2018. The journey overview is presented below:

Figure 14: Stages in the journey of ‘Each One Matters’



This was then converted into actionable recommendations for CYPSC by the Information & Research sub-group.

All the recommendations addressed perceived gaps identified by services on the front line and identify CYPSC Cork as having a strategic role to play in the improvement of services for children and young people.

Each recommendation should be underpinned by working in partnership with service users and young people to plan supports and share responsibility for interventions and their success.

This appendix summarises the key findings from the Cork CYPSC survey and sets out recommendations based on these findings. These are presented under the five national outcomes and six transformational goals of *Better Outcomes, Brighter Futures* (DCYA, 2014).

NATIONAL OUTCOME 1: ACTIVE & HEALTHY – PHYSICAL & MENTAL WELLBEING

The key findings from the Cork CYPSC survey are that:

- There are rising numbers of children and young people with mental health issues and they are presenting with more severe problems.
- Long waiting lists to access specialised mental health services result in greater demand for universal and community-based services.
- Inadequate resources and lack of specialised staff in community-based services jeopardise the provision of early intervention and prevention.
- The current model of mental health services for children and young people is being called into question.
- Young people are struggling with issues of sexuality, gender and sexual-related mental health issues.
- Physical activities, including organised sports and informal recreational opportunities, give young people a way to connect with each other and with adults.
- Community-based sporting and recreational outlets help services to develop relationships with hard-to-reach youth.
- Physical and recreational activities support SEWB and networking at community level.

Achieve Full Potential with the Best Start in Life

- Provide more local Antenatal Clinics & an Infant Mental Health Service

Achieve Full Potential through Early Intervention & Prevention

- Increase Staffing & Resources in specialised services for Children with Additional Needs (e.g. Speech & Language Therapy, Occupational Therapy, Psychologists, ASD)
- Adopt a joined-up approach among Parents, Childcare Providers, Schools & Specialised Services to help growing number of Children with Additional Needs

NATIONAL OUTCOME 2: ACHIEVING FULL POTENTIAL IN LEARNING & DEVELOPMENT

The key findings from the Cork CYPSC survey are that:

- The best start in life begins with caring adults, including parents and professionals. Effective practice are the supports for infants provided by PHNs and the Home Visiting Programme.
- Timely diagnosis and early intervention in speech and language issues, occupational therapy and Autism Spectrum Disorders have lifelong consequences.
- Stigma is created and early intervention is impeded by the need for an official diagnosis to access supports.
- While on waiting lists for diagnosis and interventions, early educators and teachers struggle to manage the growing number of children in classes who have additional needs and require individual support. Parents pay for private assessments to try to secure a diagnosis and support but not all assessments are accepted by specialised services.
- SEWB is a priority area for Cork CYPSC. Many respondents support the SEWB of children, young people and parents, and consider social media to be a threat to it.
- Youth services are seen as an important support to the SEWB of children and young people as they encourage positive mental health and enhance their connection with community.
- Relationships among parents, schools, communities and services are important for helping children and young people to enjoy learning. Networks and fora support these relationships while schools see themselves as focal points.
- Achieving a joined-up approach to education is especially important for those at risk of early school leaving. One in ten young people leave school early with impacts on their livelihoods yet the SCP is only available in some schools.
- Ireland has the 2nd highest NEET rate among 25-29year olds in the OECD highlighting the importance of second-chance education yet alternative education

providers are not recognised by the DES. This leaves their students without access to supports available to students in mainstream education.

- Resource constraints in a time of austerity across early years, schools and youth services are limiting potential in learning and development.

Achieve full potential with support for SEWB

- Establish and coordinate youth services across Cork city and county.
- Adequately fund and staff year-round youth services, with better terms of employment for youth workers.
- Give children, young people and parents education and guidance on the safe and appropriate use of social media.

Achieve full potential with support for learning

- Support relationships across home, school, education services and community e.g. family-based learning, home/school links teachers, and coordination between schools and family support services.
- Make the SCP available to students in all schools.
- DES and the mainstream education sector to recognise and collaborate with the alternative education sector.

Achieve full potential with adequate investment

- Increase investment in staff in early years education, in youth services and in family support service with secure funding and good terms of employment.
- Provide primary schools with secure funding so that they can focus on education.
- DES to adequately fund the alternative education sector e.g. funding to follow the student.

NATIONAL OUTCOME 3: SAFE & PROTECTED FROM HARM

The key findings from the Cork CYPSC survey are that:

- Parental and family relationships and the home environment are important elements here. Services play an important role in supporting parents and families through separation, divorce and bereavement. Parenting interventions can have benefits for all the family, while a joined-up approach to providing support is required across services in the case of family breakdown.
- Children and young people in care are a vulnerable group under this theme with concerns raised about the impacts of changing key workers, the privatisation of care services and the large caseloads of aftercare workers.
- Children and young people are at risk in families where there is substance abuse, domestic violence and child abuse. These types of issues can lead to families becoming homeless.
- Youth, community and sporting organisations help children and young people to feel engaged in their communities. A lack of community-based activities and supports along with a lack of parental supervision leave youths more vulnerable to anti-social and criminal behaviours.

Safe & protected through early intervention

- Provide timely parenting supports, and help for children and young people in families experiencing separation, divorce and bereavement.
- Ensure collaboration and a joined-up approach across services when there is family breakdown, including effective referral systems.

Safe & protected in care and after care

- Ensure a stable, secure home environment for children and young people in care through a person-centred and joined-up approach.
- Prevent the breakdown of care placements e.g. with more outreach workers.
- Invest in advocates such as One Good Adult (e.g. EPIC) and fora for young people in care to meet and share their experiences of the care system.
- Invest in adequate support for those leaving care at 18 years with more aftercare workers and support with this transition.

Safe & protected from abuse

- Establish more safe refuges for families affected by domestic violence, especially in rural regions.
- Establish a service to help children and families affected by sexual abuse.
- Courts to reduce the waiting period for barring order applications.
- Courts to stipulate 'parenting when separated' courses.

Safe & protected in communities

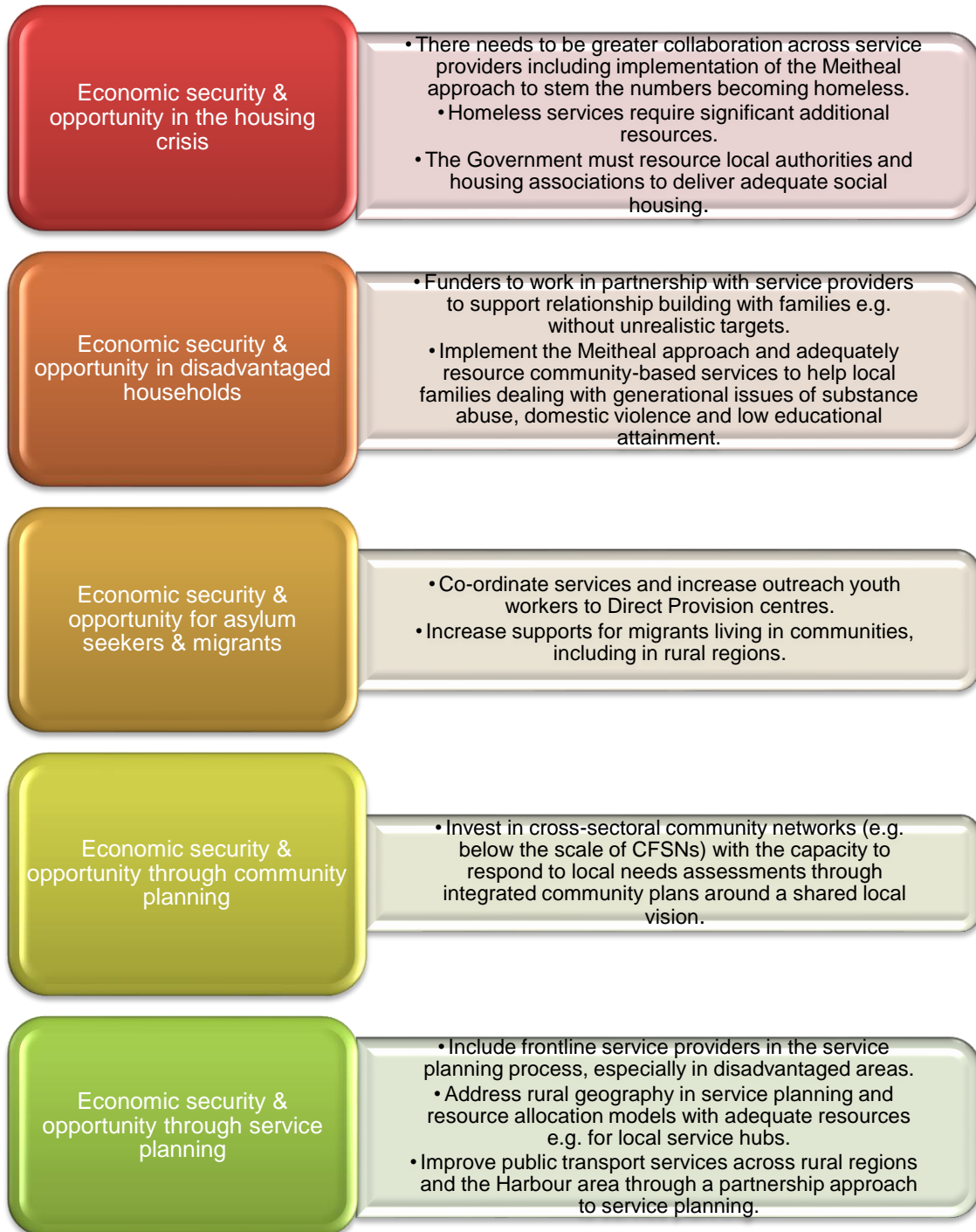
- Invest in community-based supports and activities (e.g. youth and sporting organisations) to counter experimentation with alcohol and drugs, and a progression to anti-social or criminal behaviours.
- Adopt a joined-up approach across homes, schools, organisations and service providers through community-level planning.
- Adopt the Meitheal approach across service providers to help the most disadvantaged families in communities.

NATIONAL OUTCOME 4: ECONOMIC SECURITY & OPPORTUNITY

The key findings from the Cork CYPSC survey are that:

- Groups that are furthest from economic security and opportunity are children and young people experiencing homelessness, those living in households of intergenerational disadvantage and those living in Direct Provision centres.
- Demand for homeless services such as access to accommodation, psychological supports, nutritious food and physical activity exceeds supply while projections are for the homeless crisis to worsen. Community-based services document that there is not enough rental accommodation and rents are rising, while there is a lack of move-on accommodation in communities for care leavers and for women and children ready to leave refuges.
- Services working with households where there is disadvantage that continues from one generation to the next explain that they must work intensively with the families to build relationships therefore working to funding targets is not suitable in such cases.
- The multidimensional nature of disadvantage across these vulnerable groups points to the benefits of collaborative and coordinated ways of working among services.
- Disadvantaged areas have the greatest need for becoming child- and youth-friendly sustainable communities to create a strong foundation for their families. Community-level networks play a vital role in bringing stakeholders together for the common good to create community-level plans.
- Respondents document the need for better area-based planning and service planning in general in response to changing populations and their changing needs. Successful planning requires the knowledge of local service providers to help meet needs as close to the demand as possible, and to help match services to current and future needs.
- Rural geography needs to be considered as a factor when planning services to improve access for those living in less populated areas. Local service hubs such as Family Resource Centres or Local Development Companies can play a role here. More joined-up thinking to planning is also required in disadvantaged areas.

- Comprehensive and affordable public transport is essential for access to supports by those in need, with deficits in transport services reported from East, North and West Cork as well as the Harbour area.



NATIONAL OUTCOME 5: CONNECTED, RESPECTED & CONTRIBUTING TO THEIR WORLD

The key findings from the Cork CYPSC survey are that:

- Members of the Traveller community continue to experience discrimination and social exclusion that prevents them from accessing the supports and services that they need.
- Traveller services described a lack of adequate services for Travellers such as youth services, education, training and employment supports, accommodation and social amenities. With limited funding for Traveller services, many service users are referred to mainstream services for support.
- What works for Travellers are familiar key workers, mentors such as Big Brother Big Sister, and financial incentives. The Yellow Flag programme in schools is effective for improving public cultural awareness.
- LGBT youth are challenged by insecure funding for their services and poor access to psychological supports.
- Young carers are an under-recognised group in need of help with social exclusion.
- Providing children and young people with opportunities to engage with their communities is good for their self-esteem and with how they are valued by others.
- An estimated 1,700 children and youth are in the Youth Justice System in Cork. Contributory factors include a lack of parental supervision, teen substance abuse and a lack of awareness of the serious consequences for crime for those under 18 years.
- Responses that work include community-based education of young people and their parents, mentoring, and early intervention with children who display difficult behaviour or are struggling in school.
- The Garda Diversion Programme and Restorative Practice Model are effective as they focus on reducing crime and anti-social behaviour, improving relationships and increasing social capital in the community.

Connected, respected and contributing - Travellers

- Expand Traveller services to include youth services.
- Provide mainstream services (e.g. youth workers) with cultural training and mentoring on how to support Travellers.
- Develop inclusive youth spaces and amenities for Travellers and Traveller leadership positions in youth services.
- Introduce an ethnic identifier to services and implement the Public Sector duty to promote equality and prevent discrimination in services.

Connected, respected and contributing - isolated youth

- Support LGBT youth and young carers with more resources for community-based services.
- Support social networking among children and young people in rural areas through adequate, affordable public transport services.
- Offer children and young people volunteering, sporting and creative opportunities to participate, work and succeed in their communities.

Connected, respected and contributing - youth at risk

- Enhance collaboration and coordination across services involved with struggling children and young people, including through the Meitheal approach.
- Invest in youth workers and family support workers to provide early intervention for children who have difficult behaviour, are struggling in school, for young people who need mentoring from 'One Good Adult' and for families in crisis.
- Educate parents and children about the consequences of anti-social and criminal behaviour, and offer the non-violent resistance programme for child-to-parent violence.

Connected, respected and contributing - youth justice

- Provide community-based supports and sanctions to keep young people in the justice system close to home.
- Expand the Restorative Practice Model as a community-based approach to reduce crime, improve relationships and open up positive futures for young people.

TRANSFORMATIONAL GOAL 1: SUPPORT PARENTS

The key findings from the Cork CYPSC survey are that:

- Parents need assistance from the start with access to antenatal clinics and supports from PHNs and the Home Visiting Programme.
- Community-based services that are readily accessible and that work around parents' schedules are effective and particularly support those who lack local networks e.g. Family Resource Centres.
- Including parents in the design of services can help to highlight bureaucratic barriers e.g. CCS.
- Including parents in interventions for their children can improve their efficacy e.g. speech and language therapy.
- Earlier intervention and prevention for children and young people supports their parents too.
- Strengthening relationships among parents and schools and providing opportunities for family-based learning improve engagement in education. Family support workers with parenting skills can play a vital role in building relationships in families, supporting parents with difficulties and helping children with school.
- Services support parents with the SEWB of their children and themselves. Social media use is a challenge.
- Parents can be wary of attending parenting programmes in their local area. Universal programmes open to all can help to reduce stigma to encourage parents to attend and build relationships with a service before there is a crisis. Effective parenting programmes are those that are non-judgemental and focus on the needs of parents.
- Parental supervision is important to young people and parents are key stakeholders to involve in discussions at community level about pre-experimentation and experimentation with alcohol and drugs.

- Parents can benefit from programmes that help with communication and relationships, especially in cases of acrimonious separation.
- Access to transport can be a challenge for single parent households from rural areas availing of supports.

Support parents from the start

- Provide more local antenatal clinics.

Support parents locally

- Provide easily accessible and convenient community-based supports for parents at schools and at local service hubs such as FRCs.
- Provide universal parenting programmes that are open to all.
- Help single parent households in rural areas who lack transport to access services.

Support parents through inclusion

- Include parents in the design of services for children and young people.
- Include parents in interventions with schools and specialised services, such as speech and language therapy.
- Involve parents in community-level discussions about pre-experimentation and experimentation with alcohol and drugs among young people.

Support parents through education

- Strengthen relationships between parents and schools, and provide opportunities for family-based learning.
- Offer parents education and guidance on how to manage their children's use of social media.

Support parents with relationships

- Provide parents with programmes that help them with communication and relationships, especially through separation.

TRANSFORMATIONAL GOAL 2: EARLIER INTERVENTION & PREVENTION

The key findings from the Cork CYPSC survey are that:

- Prompt action from the start of life or from the start of a difficulty in life, saves hurt, saves money and helps to ensure a better future for all.
- Lack of funding, staff and resources in specialised services leave children, young people and their families in need of expert help with e.g. their mental health or their learning and development.
- Youth services have a vital role to play in early intervention that benefit young people and their families.
- Lack of funding, staff and resources in community-based services leave frontline workers, from teachers and youth workers to family support workers, struggling to manage the impacts of unmet needs on the ground.
- Staff at the coalface of service provision document the impacts of stress on staff including the loss of experienced and accomplished co-workers due to burn-out or poor employment terms.
- Almost half of respondents documented barriers for their service users to access services such as waiting lists and referrals turned away.
- Insufficient resources (funding, staff and/or facilities) lead to services being unable to meet demand, delayed interventions or limits to the depth of support possible.
- Unmet or inadequately addressed needs lead to the rising severity of problems. This disproportionately affects the most vulnerable and disadvantaged in society compounding hardship among marginalised children, youth, their peers, parents and families. It costs society more in the long run - financially and socially.
- Cuts in services impact on each other, even across different types of service providers in different fields. This shows the interconnectedness of supports for children, young people and families.

Earlier intervention & prevention in specialised services

- Adequately fund, staff and resource specialised services in mental health and for children with additional needs to help people from the start with issues that call for specialist knowledge.

Earlier intervention & prevention in community services

- Adequately fund, staff and resource community-based services to help children, young people and parents with issues in their everyday lives that require extra support and know-how close to home.
- Establish and adequately fund comprehensive and coordinated youth services across Cork city and county to maximise the life chances of all children and young people.

Earlier intervention & prevention through collaboration & coordination

- Recognise the interconnectedness of service provision.
- Invest in collaboration and coordination across specialised services and community-based services to integrate supports that wrap around children, young people and families from the start of life and the start of issues.

TRANSFORMATIONAL GOAL 3: LISTEN TO AND INVOLVE CHILDREN & YOUNG PEOPLE

The key findings from the Cork CYPSC survey are that:

Children and young people are less likely to access services that do not feel safe or friendly to them.

- 'Doing' consultation includes service providers having a participation policy, running fora for children and young people to share experiences, and carrying out advocacy in response. Parents are also an important stakeholder to consult. It may take time to learn how to develop and improve practice in participation and consultation.
- An effective framework is the Lundy Model of Child Participation e.g. used in Tusla's Children and Young People's Charter. An example of good practice is consultation done by Jigsaw to make their early intervention mental health service for 12 to 25year olds look and feel as young people would like.
- Services also have a duty to provide children and young people with information on their rights and what they can expect from providers and professionals.

Listen to & involve from the start

- Implement a human rights-based approach to services for children and young people based on the principle of 'nothing about us without us'.
- Design and deliver supports by including children, young people and parents in their development from the outset.

Listen to & involve with purpose

- Participation takes practice - just make a start.
- Invite participation from children and young people, have it at their level, listen to them and plan with their input.
- Use the Lundy Model of Child Participation to make services look and feel as children and young people would like.

Listen to & involve with respect

- Talk with children and young people about their rights to services.
- Explain to children and young people the role of professionals - what can be done and what cannot be done.
- Service providers and independent advocates should give children and young people feedback and do so in a timely and accessible way.

TRANSFORMATIONAL GOAL 4: ENSURE QUALITY SERVICES

The key findings from the Cork CYPSC survey are that:

- Quality services display a number of characteristics:
 - They are informed by evidence from theory and practice.
 - They are shaped around the needs of the service users through person-centred, family-system or youth-led approaches that target or tailor the interventions.
 - They involve the service users in planning and taking responsibility for the intervention.
 - They focus on achieving desired outcomes.

- Monitoring and external evaluations are valued as means to collect evidence of outcomes, to inform practice as well as policy, and to advocate on behalf of service users. Carrying out evaluations is considered especially important in the case of mental health services for children and young people.

- Staff require CPD to keep up-to-date with evolving issues, developments in theory and practice, funder expectations and governance.

- Community-based services highlight the importance of developing relationships with service users in terms of their basic needs such as childcare, homework and youth clubs, education courses, where engagement with their services is voluntary. This allows trust to develop before service users need their help with a crisis.

- Success factors of community-based services are that:
 - They are found in familiar, accessible places in people's lives.
 - Their proximity increases the likelihood of use and their value to those without local networks.
 - Key workers become *familiar with* and *known to* local service users, which helps to build trust.
 - Community-based services can create synergies by working together as well as with other local partners including businesses.
 - Multiple community services seen working together for the benefit of locals positively reinforces trust in the services.

- Community approaches create social cohesion across different age groups and between old and new communities.
 - Relationships with local services can continue from one generation of service users to the next.
- Familiar and trusted community-based services, such as FRCs and LDCs, are local service hubs.
- FRCs and LDCs can help specialised services to reach those in need in their communities. Due to their extensive community networks and experience with many local families, they are well-placed to host outreach services. In more rural communities, primary schools may play a role as service hubs.
- FRCs need more staff with better terms of employment and at least one dedicated family support worker each. They need to be supported by the National Support Structure with adequate funding for local needs and secure multi-annual funding. A multi-agency funding group comprised of Tusla, HSE and DES is recommended.

Ensure quality services through R&D and CPD

- Design and deliver services informed by evidence from theory and practice.
- Monitor and evaluate services to understand what works and why, and what needs to change in terms of policy and practice to improve outcomes.
- Use the evidence to advocate for service users at local and national levels.
- Invest funding and allow time for CPD to continuously upskill staff.

Ensure quality services through partnership with service users

- Work in partnership with service users to identify their needs and desired outcomes.
- Work in partnership with service users to plan supports and to share responsibility for interventions and their success.

Ensure quality services at community level

- Develop trusting relationships with children, young people and parents through familiar community-based universal supports.
- Invest in local service hubs that are easy to access, have extensive community networks and relationships with local families, and can coordinate with outreach services.

Ensure quality services in Family Resource Centres

- Support local service hubs of FRCs under the National Support Structure.
- Adequately fund FRCs for local needs and with secure multi-annual funding through a multi-agency funding group made up of Tusla, HSE and DES.
- Increase staffing at FRCs, with at least one dedicated family support worker, and improve their terms of employment.

TRANSFORMATIONAL GOAL 5: SUPPORT EFFECTIVE TRANSITIONS

The key findings from the Cork CYPSC survey are that:

Two transitions noted by respondents are young people transitioning from care to independent living, and early school leavers moving from mainstream to alternative educational services. Both are negatively impacted by a lack of resources.

Support effective transitions to alternative education

- DES and the mainstream education sector to recognise and collaborate with the alternative education sector and to improve referrals to it.
- DES to adequately fund the alternative education sector e.g. funding should follow the student from mainstream education to the alternative sector.

Support effective transitions out of care

- Ensure adequate support for those leaving care at 18 years with more aftercare workers and a full care package to support with this transition to independent living.

TRANSFORMATIONAL GOAL 6: CROSS-GOVERNMENT & INTERAGENCY COLLABORATION & COORDINATION

The key findings from the Cork CYPSC survey are that:

- Respondents value collaboration across service providers that focuses on the needs and best outcomes for their service users.
- Networking and the structures that support it is important for successful collaboration and coordination of services.
- Horizontal networking happens across a service catchment area, such as a community or local region. Desirable features are ways of working across service providers and other stakeholders that reflect the complexity and inter-relatedness of real-life issues. These include:
 - Multi-disciplinary and interdisciplinary
 - Holistic or 'whole community' approaches
- Vertical networking is about the connections that extend from service providers providing supports in communities through layers of service oversight, funding, design, planning and policy making. Desirable features are:
 - A partnership approach across national bodies, service providers and service users.
 - Ongoing, two-way engagement between local and national levels.

Collaboration & coordination through horizontal networking

- Roll-out and resource implementation of the Meitheal model to ensure wrap-around supports for the most vulnerable and disadvantaged children, young people and families in communities.
- Roll-out and resource CFSNs throughout Cork city and county to help service providers collaborate and coordinate their supports.

Collaboration & coordination through vertical networking

- Adequately resource Cork CYPSC to achieve a partnership approach from local to national level to policy making, planning, design, funding, oversight and delivery of services.
- Address weaknesses in governance structures that disrupt ongoing, two-way engagement between local and national levels.
- As an immediate priority, facilitate discussions to integrate mental health and addiction services in Dual Diagnosis.

Appendix 2: Overview of consultations and findings with Children and Young People

Table 3: Overview of the Consultations undertaken to develop the Children and Young People's Plan

Consultations Summary - Method	Total
Survey of Adult Service Providers ('Each One Matters')	138
Surveys/ Questionnaire	Insert surveys sent and returned
West Cork Youth Mental Health Day	120 young people aged 15 - 18
Informal consultation Girls from a Boxing Club	12 young people aged 11- 18
Focus Groups	
Boxing Camp	18 young people aged 11 - 18
Skibbereen Youth Group	15 young people aged 16 - 20
Bandon Youth Group	8 young people aged 15 - 17
Other Consultations informing the CYPP	
Mallow CDYS visit and review of BOBF	10 young people aged 14 - 17
Youth led Convention	80 + young people aged 12 - 19
City and County Comhairle Na nÓg Feedback	130 young people aged 15 -18
Meetings/Reports and Feedback from Providers	
Meeting with St Columbus school - working with deaf students	Meeting with teachers
Travellers health Initiative	Meeting with co-ordinator Traveller Health Unit and consultation TVG who sit on Participation sub-group
West Cork young Carers	Meeting with Young Carers Outreach worker and attendance at Needs Analysis Evaluation
Linc LGBT+	Linc involvement in the youth participation sub-group
Reach Out.com Cork Survey 'What's Wrecking your Head	Meeting with Reach out.com re: Mental Health Survey
Feedback from Service Providers regarding Best Participation Practice (completion of questionnaire)	Summary of service providers views on Participation
Feedback from Cork LGBT group	Meeting with facilitator of 'Up Cork'

YOUTH CON



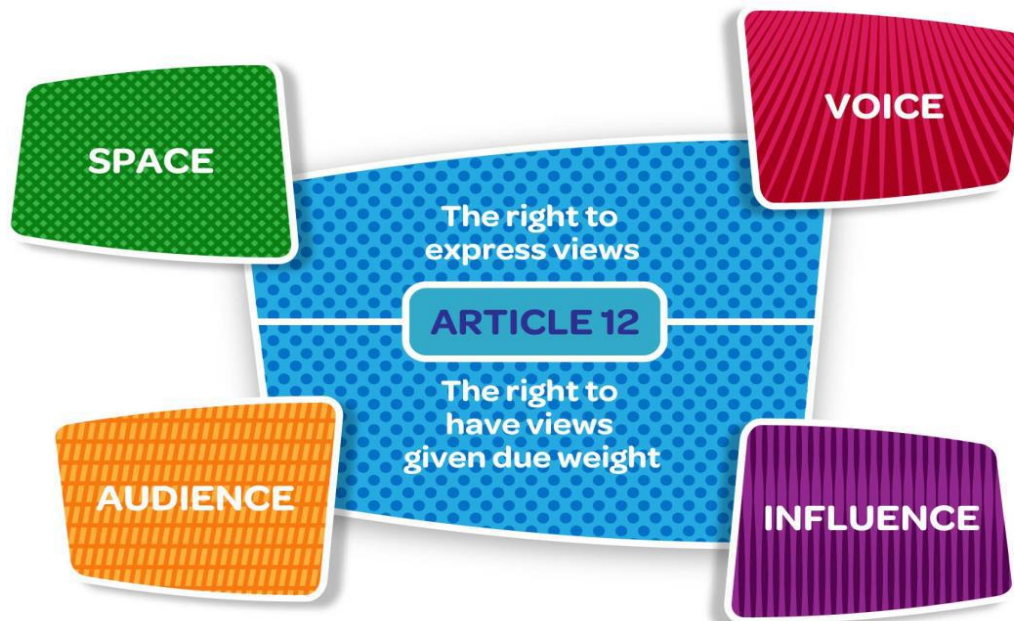
Youth Con Cork focused on what participation means to young people. A committee of around 12 young people from seldom heard groups, and representatives from Comhairle Na nÓg worked together at the Cork Life Centre, with support from youth leaders and facilitators. Dr Tony Bates of Jigsaw gave a presentation on mental health and participation.

Carmel Corrigan from the Office of the Ombudsman for Children introduced the Lundy model and young people completed a fictional consultation request.

“Cork Children and Young People’s Services’ Committee (CYPSC) are planning a consultation on leisure facilities for children and young people in Cork.”

- What advice would you give them using the Lundy Model of Participation?
- Is there anything missing from the Model?

The following is an infographic of the Lundy model:



This model provides a way of conceptualising Article 12 of the UNCRC which is intended to focus educational decision-makers on the distinct, albeit interrelated, elements of the provision. The four elements have a rational chronological order:

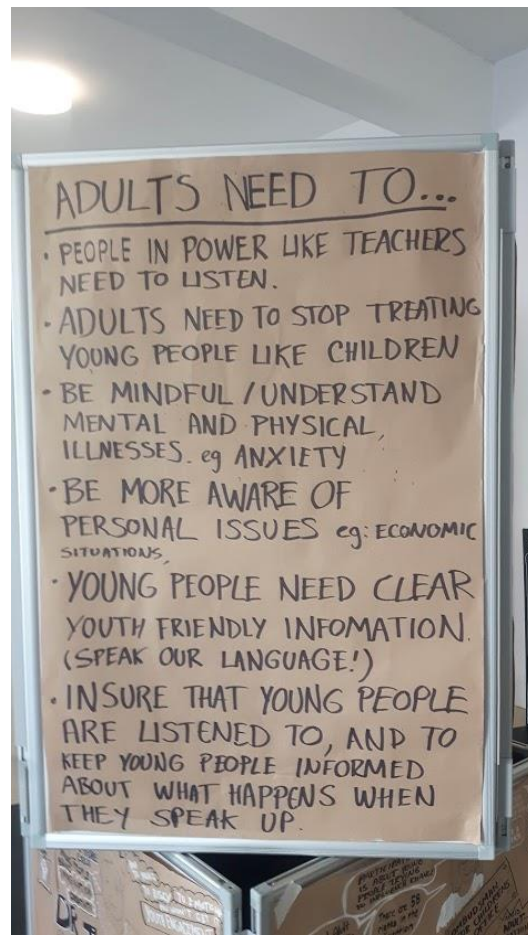
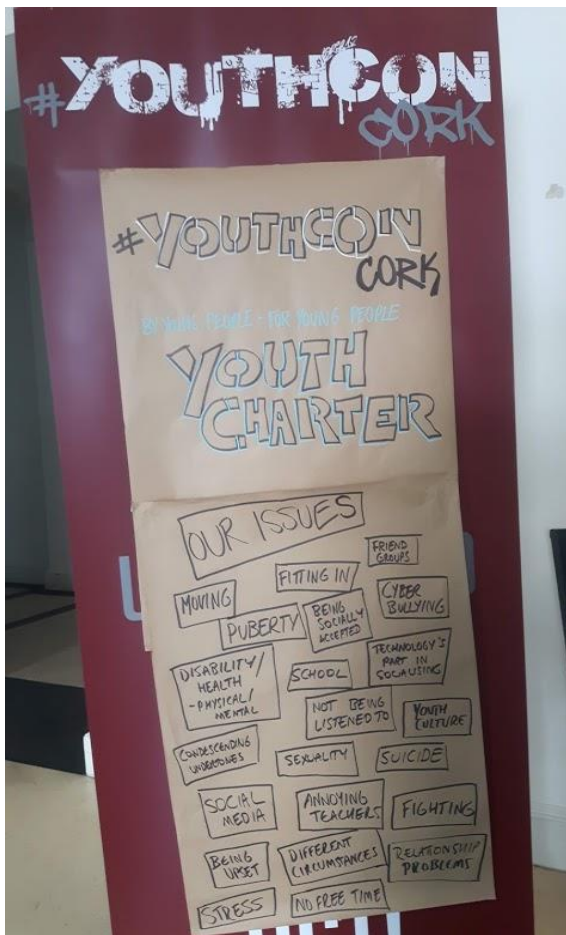
- **SPACE:** Children must be given safe, inclusive opportunities to form and express their view
- **VOICE:** Children must be facilitated to express their view
- **AUDIENCE:** The view must be listened to.
- **INFLUENCE:** The view must be acted upon, as appropriate.

Quotes from the Young People:

“I hope that whatever comes out of this event today is taken into consideration, Adults and organisations working with young people need to Listen and Act, That’s the main thing we are trying to get across today” (Youth Con facilitator and Jigsaw Advisory Panel member)

And the following quotes are from Youth Con Participants with a supporting infographic.

“I think the education system is important to facilitate mental health awareness.... Bring awareness of why it’s important to participate and what changes this can make in society and in the future”



“Huge dropout rate in schools I think if they can cater more for modern teenagers, or if you have to do a social care course before becoming a teacher, I think that would help out young people a lot”

“Well if children’s voices could actually be heard, maybe adults could do something about it and help us out and we could do a lot of good things”

“More Youth clubs and after schools/afterschool activities in communities they could start going to events like this and encourage students to speak up for themselves and stuff like that”

This youth-led committee met with participation sub-group members in Autumn 2018 to evaluate the Youth Con and to begin discussions about developing a CYPSC Youth Advisory Committee and acting on the wealth of information received from the Youth Con participants.

This work will continue into 2020 with the Aim being to develop a Cork CYPSC youth advisory committee.

The participation sub-group also sought feedback from service providers on the benefits and concerns and identified potential solutions of participation practice to inform their work plan.

The following figure summarises the feedback:

BENEFITS
<ul style="list-style-type: none"> • Promotes positive mental well-being • Creates good social networks • Socially included • Feeling of autonomy grows through participation
<ul style="list-style-type: none"> • Improved self esteem • Sense of control • Empowerment
<ul style="list-style-type: none"> • Children and young people like being heard • They feel safe and valued and respected • Needs to be a plan, something for them to do
<ul style="list-style-type: none"> • Policies, structures and responses/resources are developed with relevancy to Children and Young people's needs or issues • Safe spaces for young people to be heard
<ul style="list-style-type: none"> • Depth of information • The importance of language, context
<ul style="list-style-type: none"> • It creates ownership of young people • Gaining vital information of what is important for them
<ul style="list-style-type: none"> • Empowerment • Valuing – sense of esteem • User friendly, realistic development of a society that nurtures all and their development and seeks to redress imbalance in core conditions for positive development
<ul style="list-style-type: none"> • Enables organisations to develop services to meet the real needs of young people and children rather than meeting perceived needs
<ul style="list-style-type: none"> • Meaningful actions and needs/views/wishes of children and young people • Shared experiences • Providing approved service
<ul style="list-style-type: none"> • Children have something valuable to say about their own life experience • When Children/Young People are given an opportunity to share their experience with their peers they can feel valued and less isolated • Participation is an end in itself
<ul style="list-style-type: none"> • The child/youth tendency to 'buy' into various programmes when opinion is sought. Also, the sense of self-governance that occurs and ownership of involvement

CONCERNS and identified potential SOLUTIONS

- How best to 'hear' the voice of children and young people
- To be prepared to take on board what they say
- Might often be a lack of it due to expected standards in certain groups e.g. GAA in local clubs – clubs in University. Needs to be the best at a given activity, not usually a leisurely activity e.g. UCC
- Need to get something back
- Not just lip service
 - Feedback to young people
 - concrete answers
- Relevant researchers
- Established relationships
- Not everyone wants to participate
- Need to provide different methods of participation
- Tokenism e.g. leaflets
- Raising expectations
- Lack of follow through
 - not a leaflet
 - more interaction
- The only concern would be the inability to meet the needs expressed.
- Listening and agreeing with needs expressed may not be sufficient.
- Lead to unreal expectations which cannot be met
 - could lead to disillusionment among children and young people who participated
- School system: Does it promote a culture of disempowerment believing you have no voice... won't be listened to or respected
- Participation can cause confidentiality concerns.
- Also, Young people can sometimes not engage in opportunity
- Direction and guidance may help
- It will be a paper exercise only
- It will be a once off exercise rather than an on-going process
- Develop a framework of participation that can be sustainable

Youth Con Exercise (Carmel Corrigan Ombudsman for Children's Office)

Write-up - YOUNG PEOPLE ON *Article 12 of the UN Convention on the rights of the child*
'Lundy Model'

Space

- Colourful
- Peaceful
- Feeling safe
- Recreational activities (e.g. pool table)
- Couches (comfortable furniture)
- People
- Art
- Sensory Room
- Living Room
- Comfier chairs
- Designed walls
- Velvet walls
- Carpets
- More workers
- Supportive adults
- Smoking area
- Quiet space
- Going for a walk
- Talking too much
- Office
- Pub
- Go to a beach
- Wifi
- Water
- Food e.g. pizza
- Speakers
- Outside space
- Good people
- Not too packed with people
- People you feel comfortable talking to
- Adults that ask open questions
- No right or wrong – open mind
- Adults that know how to deal with young people

Voice

- Youth to youth
- Equal terms
- Making sure your voice is heard
- Taken into consideration
- Share your experiences as young people
- Give feedback to what we say
- Body language showing that you're listening
- Getting a response
- Social media (indirect contact)
- Quiet and understanding setting
- Nice

- Listen
- Be happy
- Sit down
- Be calm
- Make us feel safe
- Hear you
- Have an answer
- Funny
- Feedback
- Loud
- Personal talk
- One-to-one
- More conventions
- To listen/talk
- Skype
- Facebook
- Not to be judged
- Respected
- To actually be heard e.g. actions
- When you're being spoken back to about it
- Sing
- Write
- Rap
- Newsletter
- If we're nervous when we speak, keep reassuring us/support us to continue

Audience

- Clarification:
 - who will know
 - what will they know
- Confidentiality within limits:
 - family
 - legal representatives
- Choice:
 - keeping secrets (within limits)
 - from people
 - from anyone
- Small groups
- Wouldn't like to be alone with all strangers
- Friends
- Do something about it
- Parents
- Family Members
- Teacher (depends what one)
- Doctor
- EPIC
- Counsellor
- Youth workers
- Leaders
- Co-ordinator
- Sit down and talk to one person at a time
- Close friends

- Someone you trust
- Someone who knows you personally
- Everyone to listen
- Government / politicians
- Gardaí
- Judge
- Education system
- County council
- Press/news
- Write it down/write it to them
- Blogs
- People who know how to listen and validate
- Encourage us to speak up
- Adults close to our age
- Keep reminding us about the influence we have

Influence

- Those in power hear feedback
- Feedback from decision makers
- A meeting with an official
- Knowing if you were considered
- Knowing how they've been implemented
- Personalised responses
- Do something about it
- Parent with power
- Dealt with
- Acknowledge the problem
- Mayors
- Government
- Gardaí
- Should be less intrusive
- School should listen more
- Organisation should help more
- Youth reach
- Making us aware of the steps you're going to take
- Who else will know what we say?
- If you don't agree, say it in a nice way
- Make sure you give us time
- What do you think, as an adult, about our opinions?
- Is it safe to give genuine opinions?
- Help us to know our rights

Comhairle Na nÓg

Comhairle na nÓg (CNN) consists of child and youth councils in the 31 local authorities of the country, which give children and young people the opportunity to be involved in the development of local services and policies.

Comhairle Na nÓg is designed to enable young people to have a voice on the services, policies and issues that affect them in their local area.

The CYPSC coordinator sits on both the City and County CNN Steering group.

The following summarises the priorities of each CNN and consultations:

Cork County CNN

Cork County CNN main topic of focus is Sexual Education; Taking Action for more effective content and delivery of this subject through the school curriculum. They are calling for an inclusive modern and relevant sexual education for their generation

Their secondary project: is Cyber Security: organising an event to help educate young people to use social media responsibly.

Cork County Comhairle chose to complete a questionnaire identifying the most important issues affecting young people/ youth participation and how they thought CYPSC could address the positive wellbeing of young people.

Cork City CNN

Consultations designed to engage with young people regarding social and emotional well-being took place at the City CNN AGM on the 24th of October 2017.

A group of approximately 120 young people were introduced to CYPSC and a consultation completed to explore what the young people identified as the most important issues affecting their lives, suggestions for participation and what they thought CYPSC could do to support the positive wellbeing of young people.

Cork City CNN primary topic for 2018 is a suicide awareness campaign with the aim of:

- Developing a video in partnership with Samaritans, Child Line and pieta house that details what it is like for a service user using these services.
- Designing a signposting session that can be delivered by young people to young people highlighting the main three services available nationwide to young people who are feeling suicidal.
- Developing an animation video to explain who they are to new groups /give an overview of what it is like to be a member of Comhairle Na nÓg.
- Work, with the support of their local councillors and HSE members, towards advocacy for peer training on suicide awareness for young people aged 16+. The current age limit around training is 18+.

Themes identified by young people from both the County and City CNNs through the consultations:

Focus on health and wellbeing (with mental health being a priority/ alcohol and drugs)	Sexual health, sexuality and sex education LGBTQ focus	Social media (bullying/ pressures and dangers)	Equality and Inclusion: Highlight issues affecting Travellers and other marginalised groups including young people with disabilities (Include gender issues)
Support Parents	Education system – Doesn't fit all (children out of education Exam pressures)	Youth services (including encouragement of sport)	Raising awareness of CYPSC
Highlight gaps in rural area e/g Transport	Consultation and participation (safe spaces)	Homelessness crisis	

West Cork Youth Mental Health Day 2017

Over 160 students from West Cork schools attended the West Cork Youth Mental Health day in 2017, which gave us the opportunity to present CYPSC and the Cork priority action area; Social and Emotional Wellbeing of children and young people.

Pictured below at the CYPSC stand on the day are Tracey Holt CYPSC Coordinator, Steve Cameron, Coordinator, West Cork Young Carers Project, and Helen Ford, Youth Worker with both this and the second photograph showing young people completing the questions.



The young people were asked three questions which they could answer anonymously, they also had an opportunity to attend a workshop exploring the National Outcomes and what they meant to young people.

Question 1: *What are the 3 most important issues for young people that adults need to listen to?*

Question 2: *What supports do you think should be available to young people for their positive wellbeing?*

Question 3: *What do you think would encourage young people to participate and speak up about issues that affect your lives?*

Quotes from young people:

“I think there should be more opportunities for young people to understand the concept of mental health and its importance. This can be achieved by classes – SPHE, workshops, talks and events like today”

“I think support groups where teenagers can bring forward their ideas and more groups and talks in school”

“More talk groups for teens to be able to be open about their issues and bring forward ideas on how to help their peers”

(Full report available at www.cypsc.ie)

Social & Emotional Wellbeing Consultation (Boxing Camp)

From the 22nd to 25th August 2017, twenty-one female boxers, based in predominantly rural locations in Co. Cork, between the ages of 11–18, took part in a 4-day camp that ran from 10 a.m. to 2 p.m. in The Boxing Academy in Churchfield, Cork city.

Two IABA coaches ran the camp offering boxing training in the mornings along with classes on nutrition to a sub-group each day. The young people took part in a Yoga session in the middle of each day and recorded focus groups in the evenings. The aim of the Camp was to deliver a holistic experience accounting for mental, physical, social and emotional wellbeing.

The boxing camp served to function as both an information gathering forum for CYPSC and as an opportunity to put into practice some of the recommendations from the ‘CYPSC: **Social and Emotional Well-being**’ report.

The analysis of this programme showed a strong need for the voices of young people to be heard. With regard to young people living in rural areas, **access to transport and feelings**

of isolation from community and peers, proved challenging. **Religious influence** in the roles of counsellors and chaplaincy in schools, became apparent as an obstacle for young people **accessing support regarding mental health, sexuality and family problems.**

The young people voiced concerns about **suicidal feelings, depression and high anxiety not being recognised by parents and teachers** and a need for **safe access to socialising and peers** was prominent. **Expressions of contentment and enthusiasm regarding the camp model** was apparent via the diary entries and the focus groups; across all ages the young people **felt valued with respect** to their needs, with particular reference to **inclusion** and being **listened to by adults.**

Consulting Young Children

The next stage for the Participation sub-group is to look at consultations and the participation of young children 1-6 6-12. A working group has been set up under the participation sub-group to consider how to consult with the younger age children and to further develop links with Young Knocknaheeny ABC programme that has carried out consultation with the preschool aged child.

Summary of Issues from All Consultations with Young People Aligned with the 5 National Outcomes

Active and healthy	<ul style="list-style-type: none"> • Initiatives with social and emotional wellbeing at its core • More outdoor time – Young people in the City want visits to Rural areas • Regular talks around healthy eating • More In-depth talks on sexual health for different sexual orientations • Adequate, appropriate and timely counselling services/interventions and mental health Check-ups • Resilience workshops • Alternative access to mental health aids- messaging service • People to talk to in the schools and community about suicide • More outdoor activities • Promote positive body images/ talks on body positivity • Sexual health • Confidence building workshops • Raise awareness around gender issues • Get involved with schools as part of a consistent well-being programme • Run courses for parents/carers or send mails on mental health
Achieving, learning and developing	<ul style="list-style-type: none"> • Different speakers in Schools around Mental Health Promotion • Education system doesn't always suit/fit us • Support for alternatives • Places to study (Libraries closed on Sundays and Mondays) • SPHE – teacher training and competency to address well being • Conduct consultations with Parents • Support for young people with Autism – often misrepresented • Social skills training • Encourage awareness of practical subjects • Include teachers in Consultations • More class debates
Safe and protected	<ul style="list-style-type: none"> • Accessible and inexpensive places to meet (In the County) • Trained Youth Workers/ • Safe Adults/ 'One Good Adult' • Education and support in relation to alcohol/drugs – support for parents • Raise awareness of anti-social behaviour • More information/talks on abuse and neglect and organisations that support young people • Awareness raising social media campaign – Cyber Bullying/ keeping safe • Social media pages for children and YP • More education and support in relation to the effects of bullying/ peer pressure • Help us with Exam stress • Have somewhere young people can talk to a trusting adult confidentially
Economic security and opportunity	<ul style="list-style-type: none"> • Affordable transport (rural areas) • Opportunities for Volunteering • Apprenticeships • Opportunities to learn new skills – on-going education and training • Independent living courses • Help with job seeking • Training for young people to build confidence and learn how to speak up.
Connected, respected and contributing	<ul style="list-style-type: none"> • Validate our Opinions/ Respect Us • Listen to Us – train young people as advocates/trainers • Participating in Decision making. Make participation fun/ engaging • Acceptance of diversity – greater representation from Young people in care, on the spectrum, young people with disabilities, LGBT+, Refugees etc. • Create spaces for young people to speak and be heard with continued consultations and discussion groups • Campaign to encourage young female athletes to continue in sport and provide adequate training for coaches and young athletes • Commissioning of supports for areas where supports are lacking (Rural access) • Schools to consult with young people more about issues in schools and in Communities

	<ul style="list-style-type: none">• Having cultural beliefs accepted• Highlight issues affecting travellers• Create 'Mobile areas to consult with young people/give space to YP to be listened to (where young people are)• An award for participation• More opportunities like Youth Con Cork to be heard• Let us in to adult conversations• Consultations are good but only if something happens/ feedback/action
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Appendix 3: Copy of Young People's Questionnaire



PLEASE NOTE: YOU HAVE A FREE CHOICE TO PARTICIPATE IN THIS SURVEY OR NOT. IF YOU DO NOT WISH TO TAKE PART, YOU CAN JUST FOLD THIS QUESTIONNAIRE AND HAND IT BACK UNFILLED

Introduction

Cork Children and Young People's Services' Committee is trying to find out the best way for young people to participate and be consulted about their views. We would also like to know what young people in the county consider are the important issues for them. We are asking you to take a little time to give us your views by filling out this questionnaire.

WHAT'S IT FOR? The Children and Young Person's Services Committee has been set up to get the services to work together better so as to improve the lives of children and young people. Services like the schools, the County Council, the Health services, the youth services and others have come together on the Children's Services Committee to make a plan to do this. As part of this, the committee first needs to find out what the needs of young people are in the county and how to support young people's participation.

HOW IS THE INFORMATION THAT I GIVE GOING TO BE USED?

The information in this questionnaire will be anonymous. *For this reason, please make sure that you do not put in any details, like your name or address that might identify you.* With the information from this and other questionnaires, we hope that it contributes towards getting a general picture of what young people are thinking about and help us develop a Children and Young People's Plan for Cork

Remember: Please do not write your name on the questionnaire

1. Your Age Group

(Please tick () the most appropriate Box)

12 – 13 years

14 - 15 years

16 – 17 years

18 + years

2. Your gender:

Female

Male

Other

3. If you were to meet with President Michael D Higgins and the Taoiseach Leo Varadkar what are the three most important issues affecting your life you would want to speak to them about and why?

1.

2.

3.

A priority theme for the Children and Young Persons Services Committee is that the Social and Emotional Wellbeing of children and young people is supported. Wellbeing Includes managing your feelings, thoughts and behaviours, having positive relationships, feeling confident, having friends, and being listened to.

4. What do you think the Children and Young People's services Committee should address to support positive wellbeing for young people?

5. What do you understand to mean by 'youth participation'? Give an example.

6. Can you give any suggestions for inviting or encouraging participation from young people, what would make it fun to speak up and get involved?

Any Other Comments

If any part of this questionnaire brings up sad or upset feelings for you, please talk to _____ (**organisation to add contact person**)

Thank you

Tracey Holt Coordinator Children and Young Person's Services Committee Cork
Tracey.holt@tusla.ie

Appendix 4: Abbreviations

Child and Family Support Networks	CFSN
Child Safeguarding Statement	CSS
Children & Adolescent Mental Health Services	CAMHS
Children & Young People Services Committees	CYPSC
Children and Young People's Plan	CYPP
Department of Children and Youth Affairs	DCYA
Domestic Sexual and Gender Based Violence Advisory Group	DSGBV
Domestic, Sexual and Gender Based Violence	DSGBV
Early Childhood Care and Education	ECCE
Health Service Executive	HSE
Labour Force Participation Rate	LFPR
Local Economic Community Plans	LECP
Local Health Office	LHO
Needs' Analysis Project	NAP
Not in Employment Education Training	NEET
Office of the Minister for Children and Youth Affairs	OMCYA
Prevention Partnership and Family Support	PPFS
Public Health Nurse	PHN
Social and Emotional Wellbeing	SEWB
Social Personal and Health Education	SPHE
Youth Dependency Ratio	YDR

Appendix 5 Terms of reference

1. Purpose and Mandate: The central purpose of the Cork Children and Young Peoples Services Committee (CYPSC) will be to provide strategic direction and leadership to ensure effective interagency co-ordination and collaboration to achieve the best outcomes for all children and young people in Cork. Cork CYPSC will act as the structure whereby services can work together in a systematic manner to achieve shared goals and which bridge national policy with local provision. The mandate for Cork CYPSCs has developed from Government policy over time and is renewed in the context of Better Outcomes Better Futures: The National Policy Framework for Children and Young People 2014 – 2020.

2. Remit: Cork CYPSC is the key vehicle for interagency working for children and young people in the age range 0-24 year (inclusive), reflecting the different developmental phases and associated needs and challenges of each stage of childhood, youth and extending into early adulthood. The work of Cork CYPSC adheres to the concept of progressive universalism and spans policy areas and service provision, from the universal to targeted services and supports for children and young people.

3. Functions of the Cork CYPSC: Cork CYPSC will develop and implement a 3 year Children and Young People's Plan (CYPP) designed to improve outcomes for children and young people in County Donegal. The CYPP will be informed by the CYPSC member agencies, have a specific regard for the voice of children and young people and be linked to all members agencies service plans. The CYPP outlines Cork CYPSC priorities and includes:

- A socio-demographic profile of County Cork
- An audit of services for children and young people in County Cork
- An analysis of the needs of children and young people living in County Cork
- A detailed action plan mapping the committee's planned actions to respond to its priorities Cork CYPSC members will work together to leverage and make best use of existing funding to deliver on the objectives of the Cork CYPP.

CYPSC Members will consider the wider knowledge and experience of the committee in relation to identifying local need and effective, evidence informed responses, to inform their organisations priorities, actions and services going forward. (This approach is informed by Commitment G68 of 'Better Outcomes, Better Futures', which commits to: 'Use intelligence from Children and Young Peoples Services Committees in relation in local need and priorities to inform the allocation of national and local funding streams') Where funding opportunities arise, the best placed CYPSC member Agency will make the application and act as lead agency for that piece of work.

Membership In selecting the membership of Cork CYPSC, every effort will be made to ensure there is an appropriate skill mix and range of expertise/experience. Membership of the Cork CYPSC will be sufficiently flexible to ensure that as the work of the Cork CYPSC develops the required range of representatives across all associated agencies and sectors are invited to attend. It is important that membership is drawn from the most senior rank possible from each agency and stakeholder group.

5. Roles and Responsibilities:

The key responsibilities of the Chairperson are as follows:

- Chair meetings of Cork CYPSC and manage all proceedings.

- Provide leadership and direction
- Ensure participation and contributions from all members
- Ensure appropriate interaction between the CYPSC and external stakeholders
- Communicate a clear sense of purpose and direction on behalf of the Cork CYPSC
- Ensure the effectiveness of Cork CYPSC in all aspects of its role including the development and implementation of the Cork Children and Young Peoples Plan (CYPP)

The key responsibilities of the Vice Chairperson are as follows:

- The Vice Chairperson will be a representative from the local authority i.e. Cork County Council.
- Provide support to the Chairperson in the performance of his/her duties
- If the Chairperson is unavailable, to take the role of Chairperson for that meeting
- Ensure an appropriate balance between the voice of the Chairperson's organisation and that of the other member organisations.

The key responsibilities of the CYPSC Co-ordinator are as follows:

- Support the establishment and development of the Cork CYPSC and its sub-groups
- Communicate a clear sense of purpose and direction on behalf of the Cork CYPSC
- Co-ordinate the development and implementation Cork CYPSC's 3 year CYPP
- Foster and develop relationships with key personnel including CYPSC members, SubCommittee members, CYPSC working groups and other external stakeholders, agencies and service providers.
- Assist the overall committee and sub committees to implement the 3 year work plan and monitor progress in line with the five national outcomes for children and young people as set out in 'Better Outcomes, Better Futures'.

The key responsibilities of the Cork CYPSC Members are as follows:

- All members of the Cork CYPSC are expected to fulfil their role by actively contributing to the proceedings of the CYPSC and by maintaining a strong link between the CYPSC and their respective organisations at all times.
- Fully participate in the development and implementation of the Cork Children and Young Peoples Plan.
- Actively engage in the workings of CYPSC, the Sub-Committees and their respective working groups on an on-going basis
- Drive the implementation of the CYPSC's objectives and work plan within their respective organisations, within CYPSC and Sub/Working groups
- Report, as required to CYPSC on implementation progress of the CYPSC objectives within their respective organisation
- Keep Cork CYPSC informed of all relevant policy and/or operational decisions within their respective organisations

6. Meetings

- Where possible, all meetings will be chaired by the County Manager Tusla. In the event that the CYPSC Chair is not available, the Vice Chair will chair the Meeting
- A meeting quorum will be 6 members of Cork CYPSC

- Decisions made by consensus i.e. members are satisfied with the decision even though it may not be their first choice. If not possible, CYPSC Chairperson makes the final decision.
- Meetings will be held 6 times a year. Dates will be decided by Cork CYPSC at the beginning of each year.
- Meetings will have a maximum duration of 2 hours. Specific pieces of work such as CYPP planning events or Presentations to CYPSC where a greater time commitment is required will be discussed and decided by the CYPSC in advance as required.
- Meeting agendas and supporting documents will be prepared by the CYPSC Chairperson and Co-ordinator and circulated 1 week prior to each CYPSC meeting.
- In the event that Administrative support cannot be accessed from among the CYPSC Membership organisations, Minutes will be taken by members of the Cork CYPSC on a rotating basis, decided at the previous meeting.
- Typed minutes will be emailed to the CYPSC Co-ordinator within one week of each meeting for filing and circulation. The Co-ordinator will supply a template for CYPSC Minutes.
- Each CYPSC member will supply a written report to the CYPSC members on the progress of the Sub-committees and/or Working groups they represent.

7. Sub-committees

Cork CYPSC will establish sub committees aligned to the national outcomes and transformation goals in 'Better Outcomes, Better Futures' as follows:

- ⊗ Active and healthy, physical and mental wellbeing
- ⊗ Achieving full potential in learning and development
- ⊗ Safe and protected from harm
- ⊗ Economic security and opportunity
- ⊗ Connected, respected and contributing to their world
- ⊗ Transformational Goals and Emerging issues

- Each Sub-committee will consist of a mix of operational and strategic staff. It is envisaged that all Sub-committee members will discuss potential actions of the CYPSC internally within their respective organisations.
- Each Sub-committee will agree a Terms of Reference and develop a 3 year action plan to guide their work and to feed into the Children and Young Peoples Plan. (supported by the CYPSC Coordinator)
- As a standing item at each CYPSC meeting; the Chairperson or representative of each sub-committee will provide a written progress update and will in turn, relay information from the CYPSC meeting to their respective sub-committee.
- Subcommittees may also develop working groups to address specific issues or areas of work and will ensure that working group members are informed of developments of Cork CYPSC. Working groups will also provide a progress report to their SubCommittee as a standing item.
- It is envisaged that the Working groups will also play a leading role in managing the future implementation of their respective action plans with relevant input from CYPSC members as required.

8. Branding of CYPSC Events

All events or pieces of work undertaken by Cork CYPSC should be branded with the CYPSC logo. The CYPSC logo represents all stakeholder organisations. To facilitate a lead organisation funding the

work / activity, the logo of the lead organisation will be added. The criteria stipulated by the funding body will be followed and the relevant logo/branding given prominence.

9. Reporting Mechanism

Cork CYPSC will submit a progress report to the National Co-ordinator 3 times a year. This report will be informed by Cork CYPSC membership and compiled by the CYPSC Co-ordinator.

10. Review and Evaluation

Cork CYPSC, led by the Chairperson, will undertake an annual review and evaluation of its performance, based on the goals and targets as outlined in the Cork CYPP.