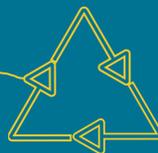


Strategic Plan 2015 – 2020



Contents

Foreword 3

1 The World We Work In 4

2 Mission, Vision and Values 6

3 Strategic Priorities 9

Foreword

We live in the most challenging of times for children and young people. Many children in Northern Ireland are growing up in poverty; an unemployed generation of young people find it hard to have hope; there is intense pressure and expectations on even very young children through the invasive aspects of the internet and social media and continued sectarianism in Northern Ireland impacts on community life and cohesion.

Our childhood and adolescent experiences lay the foundation for how we cope with the rest of our lives. CiNI and its members in the children's sector play an important role in influencing policy and the provision of opportunities, supports and services so that children and young people can realise their potential.

Based on what we know, the three pillars that will guide CiNI's work during 2015- 2020 will be Influencing, Learning and Collaboration. CiNI's membership provides insight into the realities facing children and young people. This will inform everything we do and on whose behalf CiNI will:

1. Challenge inequality and facilitate the participation and inclusion of all children and young people.

2. Advocate and influence for positive and lasting change.

3. Build capacity within the children's sector through our regional learning and development programme.

3. Illuminate the issues and identify evidence-informed solutions.

4. Develop networks to share knowledge and collectively achieve positive social change for all children and young people in Northern Ireland.

5. Work in partnership with others to achieve our mission and vision.

CiNI's vision is to make Northern Ireland a society where all children and young people are valued, treated fairly and are able to flourish. Our mission is to put children at the centre of policy making.

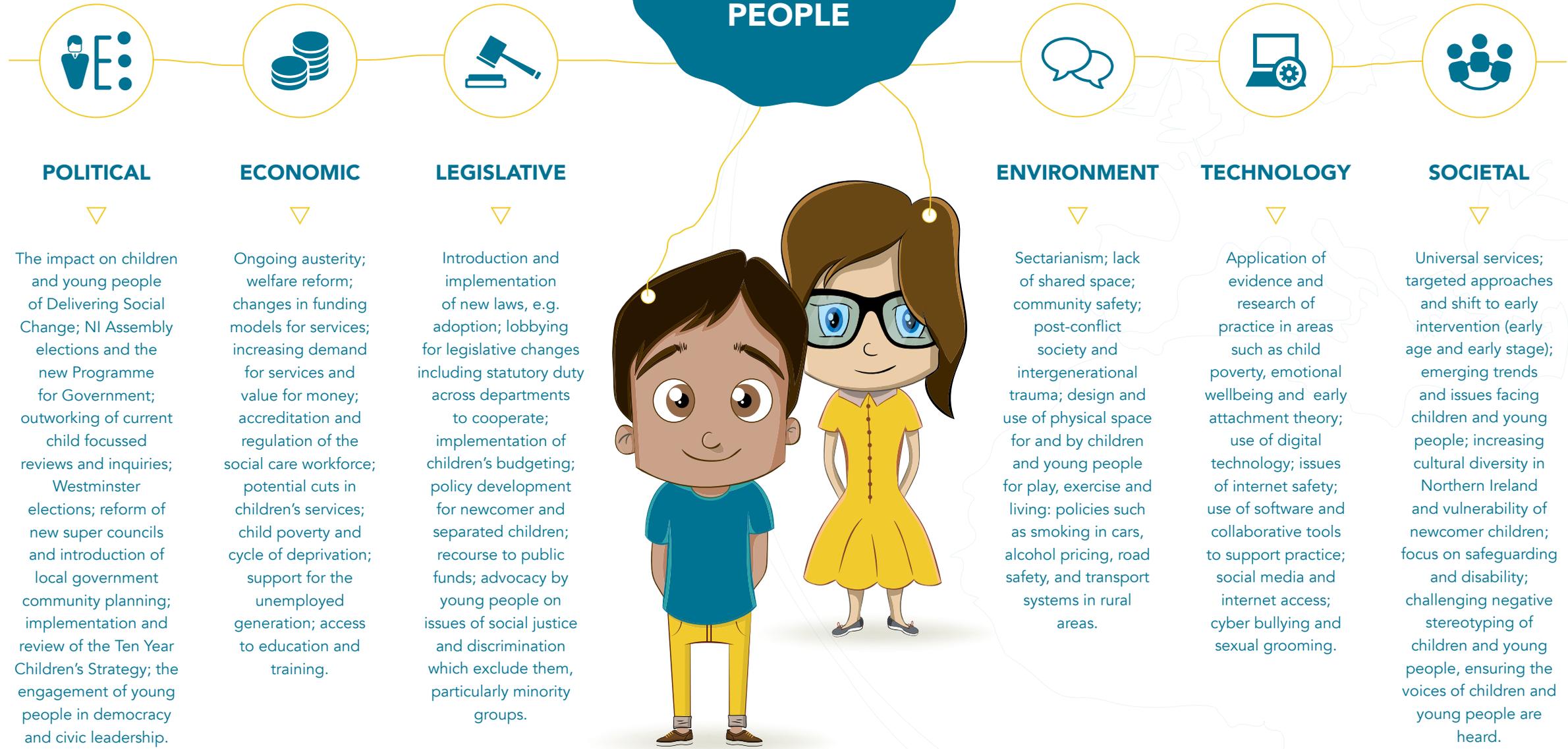
In this plan we set out the priorities that will guide Children in Northern Ireland over the next five years as we seek to make our vision a reality for all children and young people. Our approach will be underpinned by principles of professionalism, participation and practice.

Our mission and vision are ambitious but we fully accept the challenge. We look forward to working with all who are committed to our children and young people: funders, members and partners to achieve the changes that are necessary to deliver this plan.

The World We Work In

The CiNI Strategy is our response to the developments in the wider world that **impact on children and young people**. These are set out in the graphic below:

IMPACT ON CHILDREN AND YOUNG PEOPLE



POLITICAL

The impact on children and young people of Delivering Social Change; NI Assembly elections and the new Programme for Government; outworking of current child focussed reviews and inquiries; Westminster elections; reform of new super councils and introduction of local government community planning; implementation and review of the Ten Year Children's Strategy; the engagement of young people in democracy and civic leadership.

ECONOMIC

Ongoing austerity; welfare reform; changes in funding models for services; increasing demand for services and value for money; accreditation and regulation of the social care workforce; potential cuts in children's services; child poverty and cycle of deprivation; support for the unemployed generation; access to education and training.

LEGISLATIVE

Introduction and implementation of new laws, e.g. adoption; lobbying for legislative changes including statutory duty across departments to cooperate; implementation of children's budgeting; policy development for newcomer and separated children; recourse to public funds; advocacy by young people on issues of social justice and discrimination which exclude them, particularly minority groups.

ENVIRONMENT

Sectarianism; lack of shared space; community safety; post-conflict society and intergenerational trauma; design and use of physical space for and by children and young people for play, exercise and living; policies such as smoking in cars, alcohol pricing, road safety, and transport systems in rural areas.

TECHNOLOGY

Application of evidence and research of practice in areas such as child poverty, emotional wellbeing and early attachment theory; use of digital technology; issues of internet safety; use of software and collaborative tools to support practice; social media and internet access; cyber bullying and sexual grooming.

SOCIETAL

Universal services; targeted approaches and shift to early intervention (early age and early stage); emerging trends and issues facing children and young people; increasing cultural diversity in Northern Ireland and vulnerability of newcomer children; focus on safeguarding and disability; challenging negative stereotyping of children and young people, ensuring the voices of children and young people are heard.

Mission, Vision and Values

VISION
FOR
2020

Children in Northern Ireland's vision is to make Northern Ireland a society where all **children** are **valued**, are treated **fairly** and are able to **flourish**.



CINI'S MISSION

To put **children** at the **centre** of policy making in Northern Ireland.

CINI'S MANDATE

CiNI derives its authority for its role from two important sources:



MEMBERS

from across the children's sector

Membership: CiNI is accountable for representing and giving voice to the experiences, views and aspirations of its members across Northern Ireland to inform and influence those who make policy or plan and deliver services for children and young people.



SPONSOR

the Department of Health, Social Services and Public Safety in Northern Ireland

DHSSPSNI: funds CiNI to strategically represent the children's sector in Northern Ireland and translate its views into policy recommendations; to act as a consultative point of reference; and apply good governance to all aspects of its organisation and operation.

CiNI provides excellent services, well tailored to suit the needs of the sector. CiNI is responsive to needs whilst working in areas that continue to need improvement or development. CiNI is consistently good at lobbying and raising issues at the highest level.

Member Survey 2014

VALUES AND ASSOCIATED BEHAVIOURS

CiNI's five core values underpin its approach and how it conducts relationships internally and externally.

The organisation is guided by the principles of the United Nations Convention on the Rights of the Child (UNCRC) and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).

CiNI strives to reflect its values in all aspects of how it carries out its role, makes decisions, sets priorities and presents itself to the outside world. Set beside each value are examples of associated behaviours which can be observed in CiNI's approach.

- ✓ **FAIRNESS FOR CHILDREN**
 - Advocacy
 - Inclusive
 - Challenging Inequality
 - Facilitating Participation
- ✓ **ENABLING**
 - Signposting
 - Partnering
 - Capacity Building
 - Supporting
- ✓ **REPRESENTATIVE**
 - Regional
 - Articulate
 - Objective
 - Vocal
- ✓ **AUTHORITATIVE**
 - Professional
 - Competent
 - Evidence Informed
 - Researched
- ✓ **RELEVANT**
 - Connected
 - Considered
 - Contemporary
 - Strategic

Strategic Priorities



To **deliver** on the vision, CiNI has five **strategic priorities** for 2015 – 2020

- ▷ INFLUENCING
- ▷ LEARNING
- ▷ COLLABORATION
- ▷ SUSTAINABILITY
- ▷ EFFECTIVENESS



INFLUENCING



Lobbying to ensure children are at the centre of decision making.

OUTCOME

Children and young people are a priority in Northern Ireland government policy at Assembly, local government and European levels.

INDICATORS



CiNI will have shaped policy and the next Programme for Government and proposed strategies for future delivery that are affordable and tangible.



CiNI will work with government to produce child friendly versions of policies.



CiNI will highlight emerging trends and engage with politicians to deepen their understanding of the complex issues which face children and young people.



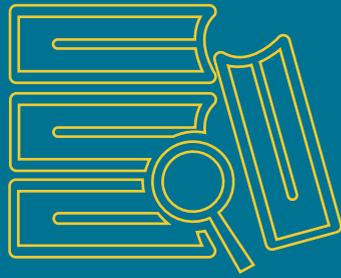
CiNI will work with Government to encourage greater co-operation between Government Departments and an open and transparent budgeting process for children and young people is established.



CiNI will work with local government to ensure the voice and interests of children and young people inform community planning processes.



CiNI will integrate evidence from a range of sources to inform planning and decision making at all levels as the 'go to' source for child policy information in Northern Ireland.



LEARNING



Capacity building across the sector and innovating best practice.

OUTCOME

CiNI will support the development of a strong professional community of practice across the voluntary and community sector who are able to work effectively with children and young people.

INDICATORS



CiNI will develop a sector wide training needs analysis as a basis for a comprehensive menu of learning and development to increase the capacity and quality of services provided for children and young people.



CiNI will optimise digital software and tools to provide relevant, accessible knowledge and skills development in areas such as child development and child protection.



CiNI will gather information to forecast future trends and stimulate innovation to meet the emerging needs of children, young people and practitioners.



CiNI will promote the accreditation of social care staff who work with children and young people as a quality standard.



CiNI will support the joint working group with the Health and Social Care Trusts to drive cross-boundary training and co-operative working.



CiNI will source evidence and best practice to inform the development of practice and provision.



COLLABORATION



Working with others to increase impact.

OUTCOME

CiNI has played a key role in the development of a network of strategic relationships that collectively achieve positive social change for children in Northern Ireland.

INDICATORS



CiNI builds alliances to drive reform on issues affecting children and young people across education, justice, health, employment and the private sector.



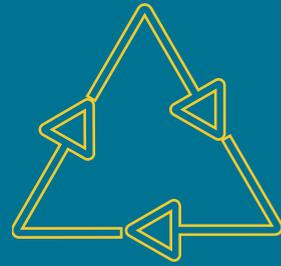
CiNI is positively contributing to systemic change in Northern Ireland through its membership of strategic partnerships such as the Children and Young People's Strategic Partnership, the Safeguarding Board for Northern Ireland and the NI Commissioner for Children and Young People.



The key Partnerships which CiNI chairs: Child Poverty Alliance, Early Years Strategic Alliance and Children's Disability Strategic Alliance have made a demonstrable impact on policy.



CiNI convenes the Policy Sub-Group to respond and inform on policy matters.



SUSTAINABILITY



Future proofing
the sector.

OUTCOME

Resources are directed towards activities and services that maximise benefits for all children.

INDICATORS



CiNI makes the case for investing in children and young people for the longer term benefit of Northern Ireland.



CiNI provides members with value for money for use of the services and benefits.



CiNI will lobby for children's budgeting to be mapped through DFP to create transparency and accountability for spending.



CiNI continues to increase its membership across Northern Ireland to strengthen the voice of the sector and enable members to carry out their activities successfully.



EFFECTIVENESS



Delivering
results.

OUTCOME

CiNI is using the right approaches to achieve impact and progress can be demonstrated through reliable measures.

INDICATORS



CiNI members encouraged to determine their needs and the extent to which CiNI responds effectively, as well as identifying new needs.



CiNI is peer reviewed and benchmarked with similar 'best in class' organisations to identify areas for improvement and development.



CiNI's role and impact is reviewed with the Department.



CiNI Annual Report and Accounts are approved by its members at Annual General Meeting.

CiNI
Children **in** Northern Ireland

Unit 9
40 Montgomery Road
Belfast
BT6 9HL

T: 028 9040 129

W: ci-ni.org.uk

 Find us on
Facebook

 **@ChildreninNI**