



Ballymun Regional Youth Resource

Strategic Plan 2022 - 2026

Supported by



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



Comhairle Cathrach
Bhaile Átha Cliath
Dublin City Council



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Purpose

To serve the young people of Ballymun with the support and opportunities to build their sense of self-worth and to enable them to contribute positively to our society.

"This club is important because it helps young people to express themselves and it also helps with young people's wellbeing and mental health. It also gives young people a good opportunity to meet with people from their community and to make new friends. BRYR lets young people have more freedom and to have fun."

Welcome by Chairperson

Youth work is of its essence challenging and energetic. It requires that there is a constant dynamic of change and staying the same. Change to adopt and develop in response to the flow and ebb of the lives and experiences of young people while remaining a constant steady and rooted source of support while the young person sways and bends negotiating their journey towards adulthood. It is in this spirit of dynamic paradox that BRYR excels. There is a continuous flow of reflection and evaluation regarding the programmes that BRYR offers while at the same time ensuring the presence and level of professional service offered to young people remains the same. The last number of years while responding to the Covid pandemic with flexibility and creativity, also presented us with an opportunity to re-think. Questions regarding the relevance of the type of work we do arose, the sustainability and the skills needed to embrace a world suffering and recovering from the experiences of the last few years. Was our reach wide enough? Will our capacity dig deep enough? We began a process in which the above questions and challenges were considered with honesty and sincerity. After months of discussions and consultations we arrived at a place where we could formulate our Strategic Plan, 2022-2026. A plan which will guide and challenge us for the next 5 years and beyond. This plan reflects the energy, enthusiasm, creativity, hard work and soul searching that underpins our work. We look forward to implementing it in the years to come.

Le meas
Fiona Gallagher
Chairperson BRYR



Mission Statement

To empower young people from the Ballymun region to reach their full potential, by putting in place a range of resources that will support them to make a happy, healthy and successful transition to adulthood, and promoting health, well-being and resilience at all stages of their development.

Core Values



Equal respect for and acceptance of all young people: **never give up on anyone**



Protection & nurturing for young people in Ballymun



Professionalism & integrity in our support of young people



Encouragement of volunteerism



Open and honest communication



Optimism for the future of Ballymun



To help build **positive, trusting relations** with and between young people

Programme of Work

Drop-ins

First point of contact for young people.

Mental Health

- 1) Prioritising well-being for both young people and staff
- 2) Counselling Services and mental health aspect within each programme/group
- 3) Staff wellbeing Programme

Inter-agency Collaboration

Working in conjunction with services and youth projects for the best interest of young people.

1-2-1 work

Providing additional supportive and meaningful spaces for young people.

Detached Youth Work

Reaching out to the hardest to reach young people in the community.

Digital Arts

Engaging young people through IT
i.e. Podcast and Social Media.

Creative Arts

Linking young people into music, arts and creative processes to meet their needs.

Events

BRYR facilitates events with the intent of bringing young people, adults and community members together to raise awareness and create further inclusivity

Youth Committee

Providing a space for young people to take ownership and lead out their initiatives in the best interest of young people, BRYR and community.

Summer Programme

Providing fun activities and trips for young people to engage in.

Interest-Based Groups

Listening to young people's voices and responding to their needs.

Residentials

Overnight experience and creating lasting positive memories.

Sustainability

Respectful approach to environment, building and wider community.



The Reco Ballymun Central Youth Facility

Since it's opening in 2005, The Reco Youth Facility has opened its doors to 100's of 1,000's of young people. Over the last 17 years, the building has played a pivotal role in BRYR's mission to undertake quality youth development, support and recreational programmes for young people aged 10 to 24 years from the Ballymun area. While the Reco belongs to Dublin City Council BRYR maintains it to the highest of standards and offers a range of varied spaces and experiences for young people to develop their physical, social & emotional skills while experiencing achievement, leadership, fun, friendship and recognition.

The Reco is a fantastic building that provides many alternative spaces to young people including; fully functioning kitchen and canteen area for young people to eat in, mingle and engage with one another. There is a pool and darts room for recreational use, a DJ'ing and podcasting space for young people to bring their ideas and knowledge together and learn new skills. We use our courtyard extensively to maximise outdoor games and to host events throughout the year. Our other spaces include 'City' which is a computer hub for young people to not only expand their IT skills, but also connect virtually with one another and positively engage online while being fully supervised. This area also includes a 3D printing lab that young people actively access to enhance their skill sets. There is also a music room for young people's learning to expand upon their musical talents. We have a Zen den where young people can relax and enjoy peace and quiet away from the stress. The Reco utilises all of its facilities meaningfully to ensure that young people are reaching their full potential expanding their own personal development.



Strategic Goals 2022-2026

1

We will be **accessible** to the young people of Ballymun especially those that are hardest to reach.

2

The **RECO** is the heart of BRYR and it serves as a Beacon that shines the light of BRYR's work throughout Ballymun and acts as a magnet to attract young people to participate.

3

We will **identify** issues that are current to our young people, **inform** ourselves on how to best deal with these and **advocate** for change when required.

4

We will **collaborate** as an **integrated** member of the **Ballymun community** of organisations that **meet the needs of our young people.**

5

We are **committed** to achieve the highest standards of governance in how we operate throughout the organisation.



Goal 1 Accessibility

Geographical and demographic considerations

Challenges – Because of the location of the Reco, there is a tendency for BRYR to disproportionately serve the neighbourhoods nearest the building. In addition, there are some newer neighbourhoods in our community with which we have a weaker connection. These communities include a higher number of minority ethnic communities than the rest of Ballymun.

These challenges are:

- The distance of some neighbourhoods from the Reco
- Newer neighbourhoods will have residents new to Ballymun who have not

much knowledge of BRYR

- Minority Ethnic Community populations, in particular, are not accessing BRYR in as much as we would like

Our response to this challenge is “IF THEY ARE NOT COMING TO US - WE WILL GO TO THEM!”

1. We will ensure that neighbourhoods, whose young people are not accessing BRYR as much as we'd like, will be a focus in our non-centre-based work such as Detached / Community Youth Work
2. We will begin to operate BRYR programmes in outlying communities. This will involve
 - Identifying points of contact in these communities. Who are

the local leaders that could assist BRYR to locate some operations in these communities? Special attention will be given to connecting with leaders in minority ethnic communities

- Identifying premises from which BRYR could operate activities
- Completing a needs assessment in these communities to identify what programmes and activities will be most appropriate
- Planning programmes in-house
- Delivering programmes in the outlying communities Consistently linking young people in the outlying areas back to activities in the Reco



Enhancing accessibility for harder to reach (continued GOAL 1)

The challenges:

We have always been aware of young people who face barriers to accessing BRYR. They need that extra encouragement and support to step into our services and programmes.

These young people often face significant mental health challenges arising from trauma in their home lives and in our community.

COVID has exacerbated these challenges and added a new layer of isolation on many such young people.

Our response to these challenges is “WE WILL FIND WAYS TO MEET YOU AND SUPPORT YOU TO ACCESS US, AND WE WILL DEVELOP SPECIFIC PROGRAMMES TO MEET YOUR NEEDS”

1. Schools are where we will find most young people who are hard to reach. We will plan and undertake a programme of contact with schools to encourage young people to access us.
2. We will identify services that are in contact with cohorts of young people with specific mental health and other challenges and partner with them. Through this partnership we will offer young people they work with an extra layer of support in our services and

- programmes.
3. We will develop new specific programmes as required to meet the needs of such young people, such as specialised one-to-one supports. We will develop a COVID specific programme identifying and targeting young people most isolated through COVID. This may involve connecting with young people in their homes and bringing them into group programmes which will address mental health and wellbeing.



Goal 2 The RECO

The challenges:

The RECO is a remarkable facility, and we are always challenged to utilise it to its full potential. As a facility, it needs to evolve in line with the evolution of our programmes which in turn reflect the evolving needs of our community. It needs to be fully utilised and be available to the community as a whole, to be sustainable and first and foremost - a youth-centred building.

Our response to these challenges is “TO RE-COMMIT TO MAKING THE RECO A FULLY UTILISED, YOUTH FRIENDLY PLACE”

We will do this by:

1. An art based, developmental programme that facilitates young people to put their mark on the walls, floors and ceilings of the RECO. This will be done in a managed way that syncs with the developmental work we do with young people. It will also be done in a way that allows for what young people create to change and recreate constantly.
2. Make an investment plan to upgrade the building, its equipment, and furnishings within our resources. This includes an investment in our transport.
3. Adjust our rooms to reflect the programme needs that are current in BRYR with particular attention to reflecting our response to

mental health needs and the way digital technology has evolved.

4. Develop the outdoor space as another youthwork space with an emphasis on flexible use and physical activity.
5. Reintroduce our RECO-based community events as COVID restrictions lift.



Goal 3 Responding to Issues

The challenges:

While BRYR is known as an innovative responder to emerging needs, we need to be spotting, documenting, and understanding issues as they arise. This is especially true as we emerge from COVID, with mental health challenges to the fore. We also need to recognise that we are youth-workers and that we have a specific role to play. Notwithstanding this, sometimes we need to update our knowledge and skills regarding emerging challenges. We also recognise that at times, to effectively tackle some challenges, we need to advocate at a policy level.

Our Response is “IF ITS HAPPENING FOR YOUNG PEOPLE WE WILL SPOT IT, UNDERSTAND IT AND RESPOND TO IT”

We will do this by:

1. Creating specific spaces to pick out emerging needs that are evident from our existing programmes and our new work as part of this strategy. This will be part of management team meetings’ agendas and occasional gatherings of all staff to share our “practice wisdom”
2. Reviewing CRM so that it can be a source of spotting emerging needs. This will involve creating the facility for inputting

case-sensitive records with special levels of password protection.

3. Ringfencing a training budget to enable staff to access training regarding emerging needs such as working with young people from diverse cultures or areas of mental well-being.
4. Establishing within BRYR a team for advocacy which will identify and propose to the board specific policy issues on which

BRYR should advocate on behalf of young people. This group will include board and staff members.



Goal 4 Collaboration

The challenges:

BRYR has a long history of collaboration with local services, organisations and schools as part of its work with young people. However, COVID has disrupted much of our bilateral collaborative work. Aspects of this strategy will require new levels of engagement with some agencies.

We will:

1. Establish or re-establish our partnership with local services in pursuit of our goal to build an accessible link with hard-to-reach young people
2. Ensure collaborative links with local services, community members, agencies, schools, youth services to share relevant and appropriate information and resources in order to achieve a shared vision for young people in Ballymun



Goal 5

Governance

Governance is the specific charge of the Board of Managements of BRYR and works to the 6 principles of governance that applies to all charities:

Principle 1

Advancing charitable purpose

Principle 2

Behaving with integrity

Principle 3

Leading people

Principle 4

Exercising control

Principle 5

Working effectively

Principle 6

Being accountable and transparent

BRYR subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities Sorp (FRS 102)
- The Charities Act 2009







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Youth Facility**

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