



Subject:	Belfast City Youth Council (BCYC) Recruitment
Date:	3 rd December 2024
Reporting Officer:	Jim Girvan, Director of Neighbourhood Services
Contact Officer:	Nicola Lane, Neighbourhood Services Manager, CNS Stephen Mulholland, Young People's Co-ordinator

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Please indicate the description, as listed in Schedule 6, of the exempt information by virtue of which the council has deemed this report restricted.	
Insert number <input type="checkbox"/>	
<ol style="list-style-type: none">1. Information relating to any individual2. Information likely to reveal the identity of an individual3. Information relating to the financial or business affairs of any particular person (including the council holding that information)4. Information in connection with any labour relations matter5. Information in relation to which a claim to legal professional privilege could be maintained6. Information showing that the council proposes to (a) to give a notice imposing restrictions on a person; or (b) to make an order or direction7. Information on any action in relation to the prevention, investigation or prosecution of crime	
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	<p>The purpose of this report is to;</p> <ul style="list-style-type: none"> • Seek members' approval to undertake a second recruitment exercise to appoint a full complement of members for the Belfast City Youth Council. • Outline the recruitment strategy and timeline officers will follow if approval is granted.
2.0	Recommendation
2.1	<p>Members are asked to;</p> <ul style="list-style-type: none"> • Approve the proposal to undertake a second recruitment exercise to appoint a full complement of members for the Belfast City Youth Council. • Note the proposed recruitment exercise process officers will follow if approval is granted.
3.0	Main Report
3.1	<p><u>Overview</u> Background</p> <p>Members will recall at May committee they received an update on the work of the Belfast City Youth Council (BCYC) and the recruitment exercise which began in November 2023 to select the current cohort of young people to the Council.</p> <p>Members agreed in October 2023 that in order to support a more effective programme for the young people that membership of BCYC would be reduced from 40 to 30. This would allow for more meaningful group work practice, discussions, activities and member participation, as well as more consistent staff support and more effective allocation of budget.</p> <p>The Terms of Reference had been revised to reduce the membership quota to 30 young people drawn proportionately from each DEA (3 members from each DEA rather than 4) and recruitment sought to have a balance in terms of the background of members that is reflective of the make up of the city.</p> <p>27 young people were successfully recruited in December 2023 and have spent the last year working on capacity building, forming relationships as a group, participating in the Queens Radical Programme, taking part in residential activities and developing their ideas for work around their selected priority – Positive Mental Health for young people.</p> <p>Since beginning this work, 8 young people have left the programme. This has been due to university placements, personal issues and time commitments from some of the young people.</p> <p>Therefore, The Young People's Coordinator is seeking approval to carry out a second recruitment exercise to recruit up to 11 new members to bring the group back to a full complement and allow for any further drop outs throughout the next year.</p> <p>Members should note that the remaining 19 members continue to be actively involved, meeting every fortnight to progress work and continue their involvement with the Radical Programme, QUB. Members may also note that there is a planned workshop with BCYC on Monday 9th December at 5.15pm.</p>

3.8	<p>Recruitment and Selection</p> <p>The Young People’s Co-ordinator will work with Council’s Marketing and Corporate Communications team to plan a second recruitment exercise and ensure a balance of participants are targeted and recruited.</p>										
3.9	<p>The current DEAs with a shortfall in participants are Collin, Old Park, Ormiston and Titanic. The Young Peoples Coordinator will engage youth organisations from the target areas, and the current group of young people will be active in encouraging new applicants.</p> <p><u>The proposed timeline for recruitment will be as follows:</u></p> <table border="1" data-bbox="276 526 1469 1464"> <thead> <tr> <th data-bbox="276 526 456 600">Month</th> <th data-bbox="456 526 1469 600">Actions</th> </tr> </thead> <tbody> <tr> <td data-bbox="276 600 456 958">December 24/January 25</td> <td data-bbox="456 600 1469 958"> <ul style="list-style-type: none"> • Prepare content for all media and promotional materials. • Update website, social media, online application form. • Engagement with targeted youth organisations to raise awareness of the BCYC opportunity and promote the recruitment and selection process. • Face to face engagement event hosted by BCYC to promote opportunity and meet potential applicants. </td> </tr> <tr> <td data-bbox="276 958 456 1167">January 25</td> <td data-bbox="456 958 1469 1167"> <ul style="list-style-type: none"> • Application process opens Monday 6th January. This will be through an online system. Provision for hardcopy applications will also be made available if requested. • Application process closes Friday 31st January </td> </tr> <tr> <td data-bbox="276 1167 456 1391">February 25</td> <td data-bbox="456 1167 1469 1391"> <ul style="list-style-type: none"> • Assessment of applications - 3rd - 7th February • Interview Process – 10th – 21st February. • New Belfast City Youth Council members selected and notified by 28th February. </td> </tr> <tr> <td data-bbox="276 1391 456 1464">March 25</td> <td data-bbox="456 1391 1469 1464"> <ul style="list-style-type: none"> • Committee Report – Update on outcome of Recruitment </td> </tr> </tbody> </table>	Month	Actions	December 24/January 25	<ul style="list-style-type: none"> • Prepare content for all media and promotional materials. • Update website, social media, online application form. • Engagement with targeted youth organisations to raise awareness of the BCYC opportunity and promote the recruitment and selection process. • Face to face engagement event hosted by BCYC to promote opportunity and meet potential applicants. 	January 25	<ul style="list-style-type: none"> • Application process opens Monday 6th January. This will be through an online system. Provision for hardcopy applications will also be made available if requested. • Application process closes Friday 31st January 	February 25	<ul style="list-style-type: none"> • Assessment of applications - 3rd - 7th February • Interview Process – 10th – 21st February. • New Belfast City Youth Council members selected and notified by 28th February. 	March 25	<ul style="list-style-type: none"> • Committee Report – Update on outcome of Recruitment
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3.10	<p>Please note that Members can contact the Young People’s Co-ordinator at mulhollandstevie@belfastcity.gov.uk to suggest specific youth organisations or clubs that should be contacted or if they have other queries about the youth council.</p>										
3.11	<p><u>Financial & Resource Implications</u></p> <p>All activity outlined in this report can be completed using existing budgets.</p>										
3.12	<p><u>Equality or Good Relations Implications</u></p> <p>Recruitment for the Youth Council seeks to ensure representation for young people from all sections of society, particularly relevant Section 75 groups and promotion and engagement is designed to support this.</p>										
4.0	<p>Appendices - Documents Attached</p>										
4.1	<p>N/A</p>										

