

NATIONAL YOUTH POLICY



GOVERNMENT OF BERMUDA

Department of Youth, Sport and Recreation

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PURPOSE



Empower and Engage

Young people are vital agents for social, cultural, economic and political development. The National Youth Policy (NYP) sets out the Government of Bermuda’s plan to support, empower and engage Bermuda’s young people to 2026.



Youth as the Transition from Childhood to Adulthood

Although the term “youth” is commonly used, there is no universally agreed definition and age range. It is often understood as a period of transition from the dependence of childhood to adulthood’s independence. The Policy is aimed at supporting young people between the ages of 14 and 24.



8 Goals for Bermuda’s Youth

The purpose of this policy is to put in place clear goals and objectives to develop and empower Bermuda’s youth. Eight goals have been identified focused on safeguarding, education, anti-social behaviour, employment, sport, health, civic engagement and diversity.



Consultation

For any policy to be effective and successful it must be owned by all those concerned and accordingly it is being published following on extensive consultation with all relevant stakeholders.



Partnership and Collaboration

We will achieve the policy goals in partnership with our stakeholders. We are committed to strengthening existing partnerships and forming new collaborations with stakeholders across Government and community organisations.



Vision

To develop and empower Bermuda's youth.



Mission

To form a unified approach to tackle issues faced by Bermuda's young people and provide them with the support to have positive and productive futures.

EIGHT POLICY GOALS



Each goal has specific objectives to achieve by 2026.

1

KEEP YOUNG PEOPLE SAFE AND PROTECTED FROM HARM

Safeguarding is necessary to ensure that all young people are protected. The NYP commits to promoting effective multi-agency partnerships.

We will: ↘

- 1.1.** Establish a Register which lists youth organisations committed to safeguarding;
- 1.2.** Work with youth-focused organisations to ensure they have a safeguarding policy in place;
- 1.3.** Only consider grant funding to those organisations that have a child safe guarding policy in place;
- 1.4.** Provide safe spaces and places for young people to socialize and develop;
- 1.5.** Educate young people about staying safe online.



“When children are not involved in positive activities, they are at risk of getting into trouble. As a parent, it becomes your job to try and keep your child out of trouble, but often times there aren’t any opportunities for them.” - *Parent, Focus Group*

2

ACHIEVE FULL POTENTIAL IN LEARNING, DEVELOPMENT AND EDUCATION

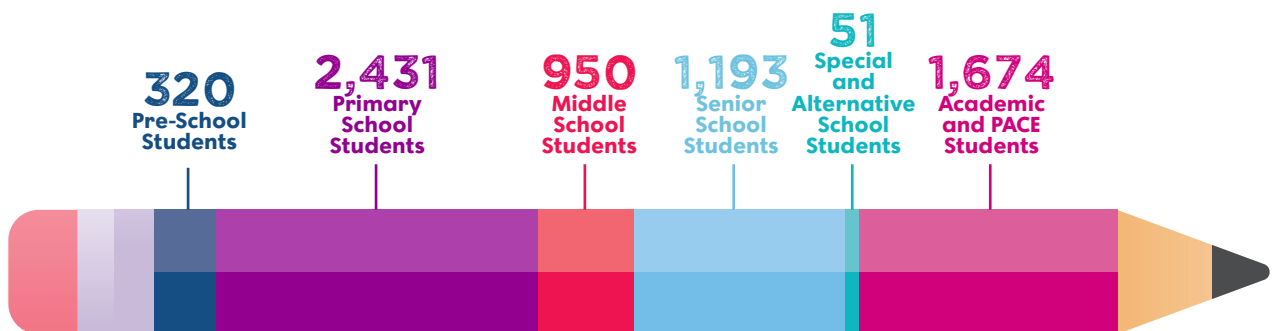
High quality education is vital for young people.

We are committed to working with multi-disciplinary agencies to:

- 2.1. Support young people to be well prepared socially, emotionally and academically for postsecondary success;
- 2.2. Maintain relationships with all schools to ensure that the youth in their care are supported;
- 2.3. Ensure college, career and workforce readiness;
- 2.4. Review and update courses at the Bermuda College to ensure it continues to meet the needs of Bermuda's young people.



PUBLIC SCHOOL + BERMUDA COLLEGE ENROLMENT NUMBERS



3

MINIMIZE ANTI-SOCIAL BEHAVIOUR

When young people are confronted with poverty, crime, violence, neglect or abuse they can exhibit anti-social behaviour. This behaviour may inhibit their psychological, educational and professional development. It can also lead to them becoming detached from formal social systems and ultimately may find themselves in conflict with the law.

We are committed to: ↘

- 3.1. Providing programmes and activities at our community centres;
- 3.2. Working with the gang violence reduction team;
- 3.3. Ensuring that families of at-risk young people are referred to the appropriate agencies for support services;
- 3.4. Mentoring and supporting at-risk youth to encourage them away from anti-social behaviour and crime.
- 3.5. Supporting the organisations that assist youth in overcoming their involvement in anti-social behaviour.



REDUCING ANTI-SOCIAL BEHAVIOUR

COMMUNITY CENTRES

“Community Centres provide programmes, activities and spaces that positively impact our community because we believe joy, support and positive relationships build better people.”

COMMUNITY CENTRE PROGRAMMES

Examples include: Dancerettes, Free Up Friday, Badminton, Yu-Gi-Oh Trading Card Game, Table Tennis, Boys Club/Girls Club, Intra-mural tournaments, yoga.

COMMUNITY PARTNERSHIPS

The Community Centres engage in partnerships with organisations to operate programmes. Examples of some of these partnerships are Bermuda Police Service, SCARS, Life-Skills Programme, Community Action Team.

Average of

19,000

Community Centre contacts by young people.



Out of School Programmes

660
young people

Recreational Programmes

550
young people

After School Programmes and Clubs

450
young people

THE MIRRORS PROGRAMME

“The Mirrors programme aims to transform the lives of participants through personal development training and performance coaching.”

MISSION: To empower young people to reach their potential through personal transformation that promotes healthy relationships and positive contributions to society.

27 cohorts and **652** students
over the past 10 years

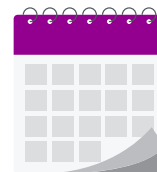


4,048
Youth Served

4,194
Adults Served

Percentage of young people
that have not reoffended:

98%
in the last
two years



72%
in the last
10 years

The MIRRORS Programme 4 August, 2020

4

INCREASE EMPLOYMENT AND ENTREPRENEURSHIP OPPORTUNITIES

In 2019 the unemployment rate for ages 16-24 was 23.8%; the highest age bracket facing unemployment.

We must reverse this trend by working with multiple agencies to:

- 4.1.** Ensure that young people have access to increased tertiary education and vocational training;
- 4.2.** Develop and promote young people's core skills and competencies in line with Bermuda's employment needs;
- 4.3.** Establish partnerships with businesses and professions to create and maintain training schemes;
- 4.4.** Encourage and promote entrepreneurship;
- 4.5.** Undertake surveys to present a fuller picture on the status of young people in Bermuda





SPOTLIGHT ON *Youth Unemployment*

Unemployment rate for youth aged 16-24: 23.8%



23.8%
Unemployment
rate

16-24 year olds are the largest unemployed age group.
All youth in this bracket say they are actively seeking work.

The Labour Force Survey Report of May 2019

DEPARTMENT OF WORKFORCE DEVELOPMENT

Summer Employment Programme

Connects college and university students to work experiences related to their career goals.

2016-20

Average of **90** university and college students per year placed.

Summer Internship Programme

Provides high school students with an introduction to the workforce and career exposure.

2019-20

Total of **152** students placed.



Graduate Trainee Programme

Launched in 2020 and positions college graduates to enter the workforce.

15 selected to take part.

Employability Skills Programme

Provides employability skills training and career guidance to **200** high school students annually.

5

ENGAGE YOUTH IN SPORT, CULTURE AND RECREATION

When young people participate in sport, extracurricular and leisure activities, they create healthy habits and become involved and invested in their communities.

We will promote opportunities to foster engaged and well rounded young people by: ↪

- 5.1.** Offering a range of developmentally appropriate community sports and recreation programmes that are attractive to young people;
- 5.2.** Providing training for coaching, recreation, and healthcare to impart knowledge and skills to young people;
- 5.3.** Creating a Youth Sponsorship Programme to provide short term sponsorship to young people who wish to pursue their recreational passions in areas including arts, oration, culinary arts, science, technology, engineering and math (STEM);
- 5.4.** Providing extracurricular programmes that meet the needs and interests of all young people.
- 5.5.** Including parents and guardians in physical activity and encourage their support with their children's participation;



DEPARTMENT OF YOUTH, SPORT AND RECREATION

National Junior Athlete Sponsorship Programme 2010-2020

172 young people involved **19** different sports received funding.



Athletics
Baseball
Basketball
Cricket
Cycling
Equestrian
Fencing
Football
Golf
Hockey

Motorsports
Netball
Rowing
Rugby
Sailing
Squash
Swimming
Tennis
Triathlon



“Disengagement is a normal part of child development, as children progress they naturally want to separate and create their own identities; it is our role to help them healthily do this” - *Stakeholder face to face meeting*

6

SUPPORT YOUNG PEOPLE TO BE ACTIVE AND HEALTHY

Unhealthy lifestyles can have a damaging effect on quality of life; by contrast being active and healthy is a significant contributor to overall wellbeing.

To encourage positive and healthy lifestyles we will: ↷

- 6.1. Encourage young people to establish balance in their lives and reach a healthy level of engagement in activities;
- 6.2. Support young people to engage in physical activity and emphasize its connection to and impact on, mental health;
- 6.3. Work with the Department of Health to encourage good nutrition and exercise habits in young people.



PREMIER'S YOUTH FITNESS PROGRAMME

Developed by the Premier's Council on Fitness, Sports and Nutrition

3700 students completed FitnessGram assessments

20%
Obese



14%
Overweight



66%
Healthy weight or very lean



7

ENABLE PARTICIPATION IN CIVIC ENGAGEMENT

Participating in discussions on proposed Government policies and legislation is vital and ensures that young people are connected and represented.

To encourage positive and healthy lifestyles we will: ↷

- 7.1.** Provide a mechanism by which young people can contribute to public dialogue and voice opinions on proposed Government policies;
- 7.2.** Develop and implement an internal Public Service policy requiring public officers to consult young people when developing new policies and legislation.
- 7.3.** Formation of the Association of National Youth Organisations and Bodies



SPOTLIGHT ON *Positive Youth Engagement*

Currently, the Youth Parliament of Bermuda is the official voice of Bermuda's youth. Young people between the ages of 14 and 24 can participate in the programme which strives to provide Bermuda's youth with education on parliamentary procedures, create awareness of current events and issues with local and international impact, while also fostering relationships between our youth leaders and political figures in our society.

8

ENCOURAGE DIVERSITY AND INCLUSION

Empowering young people to express themselves despite their age, race, socio-economic background, ability, gender and sexual orientation is vital to creating an environment where they feel safe and appreciated.

We will foster this by: ↪

- 8.1.** Creating safe environments where young people are free from discrimination, stigma and disadvantage;
- 8.2.** Ensuring equal access to opportunity and resources;
- 8.3.** Encouraging young people to speak out against injustice;
- 8.4.** Supporting youth led organizations committed to making positive change.



ACCOUNTABILITY

Implementation through collaboration

The National Youth Policy is committed to strong engagement by the Department of Youth, Sport and Recreation. We recognize the importance of collaboration with other Ministries and Departments of the public sector, non-governmental and community organisations.



Establish the NYP Working Group

A Working Group consisting of officers from the Department of Youth, Sport and Recreation, representatives from the Bermuda Youth Parliament and other organisations with a focus on young people, will be created to implement the NYP. The Working Group will issue a progress report annually.

Evaluate success

Implementation of the NYP will be monitored on a continuous basis to evaluate the Policy's effectiveness. Lead and lag indicators will be used to measure progress. Leading indicators are forward looking and will identify the early signs that the Policy is on track to meeting its goals. Lag indicators measure the current results of past efforts i.e. whether the goals have been accomplished.



The lead indicators for the Policy are:

- Formation of the Working Group
- Annual progress report of the Working Group
- Data collected to accurately set out the position of Bermuda's young people

The lag indicators are:

- Number of goals successfully achieved
- Research and publication of a status report on Bermuda's young people for 2026

STAKEHOLDER CONSULTATION

Thanks to the stakeholders below for lending their time, professional expertise and technical support.

Focus Group Listing:

High School Educators
Middle School Educators
Primary School Educators
Young Men
Young People (Gender Mix)
Youth Parliamentarians
Youth Parliament (Small Group)

Youth Exploration Focus Group:

Windreach / BDA Sea Cadets

Youth Evangelism Focus Group:

Young Life

Youth Investment Meetings:

Bermuda Archery
Bermuda Badminton
Bermuda Gymnastics
Bermuda National Athletic Association
Bermuda Overseas Mission
Bermuda Sea Cadets
Bermuda Sloop Foundation
Bermuda Volleyball Association
Big Brothers Big Sisters
Children's Reading Festival Committee

Controversy Gym
Epsilon Theta Lambda Chapter
GEMS - Delta Sigma Theta Sorority, Inc.
Grotto Bay Tennis Club
Jump Rope Federation
Kappa Alpha Psi
Pink Sand Entertainment
Raleigh International Bermuda
Teen Services
Tomorrow's Voices
Windreach
Youthnet
Youth Visions Promotions Limited

Meetings Group Listing:

Bermuda National Standards Committee
Chewstick
Child Adolescent Services
Department of Child and Family Services
Family Centre Inter Agency Committee
Future Leaders Programme
Healthy Schools Programme
Inter Agency Committee
Mirrors
P.R.I.D.E
SCARS - Saving Children and Revealing Secrets

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