



2014 - 19

YOUTH WORK STRATEGY

PROGRESS REPORT



Scottish Government
Riaghaltas na h-Alba
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OPENING STATEMENT

Tim Frew, Chief Executive, YouthLink Scotland.



Everyday across the length and breadth of Scotland youth workers are supporting young people to fulfil their full potential. For many young people and especially those facing the challenge of poverty and inequality, youth work can and

does change lives.

Scotland's National Youth Work Strategy and the collaborative co-production approach of partners including Scottish Government, Education Scotland, YouthLink Scotland, local government, the voluntary sector and young people, attracts interest from policy makers and researchers across the world. To all the partners and every youth worker throughout Scotland I say thank you.

This report, taken with the Interim Review in 2017, demonstrates the significant progress made by the sector against the five key ambitions of the strategy. The National Youth Work Strategy and logic model have acted as a key pivot point, demonstrating youth work's contribution across the policy arena.

We now have a stronger evidence base that youth work, enhances the mental health and wellbeing of young people, enables young people to build skills and attributes for life and work, supports young people to attain and achieve through non-formal learning, promotes prevention, safer communities and resilience, encourages volunteering and social action, realises and recognises young people's rights and

participation, and promotes equality, diversity, and accessibility.

The development of Scottish Youth Work Outcomes and an improving research-base, thanks to partners such as the Scottish Youth Work Research Steering Group, confirms that we are making a real and significant difference in the lives of young people.

The role of youth work as a driving force behind the Year of Young People in 2018 has been one of many highlights over the last five years. Young people's expectations have been raised, and as the UNCRC comes into Scots Law, youth work will have a crucial role to play in order to ensure young people's rights are recognised and realised.

Part of that recognition is being acutely aware that there are significant challenges facing young people with rising social, economic and health inequalities.

The youth work sector, which has so much to offer in tackling inequality, has struggled to prevent cuts to vital services in the current fiscal climate. In order to match the growing demand and expectation, it is essential that we continue to invest in youth work through a new National Youth Work Strategy and we look forward to co-producing a new strategy with key stakeholders in 2020.

MINISTERIAL MESSAGE OF SUPPORT

Richard Lochhead MSP

Minister for Further Education, Higher Education and Science



As Minister with responsibility for youth work, I am delighted to see the progress made by Scotland's youth work strategy. It's clear that young people have benefitted immensely from the passion and dedication of our youth workers, and from

national and local campaigns, most notably that of the Year of Young People 2018.

The Scottish Government values the contribution youth work makes towards our national ambitions for education, health, justice and safety. And this report demonstrates that, without the support of youth workers, many young people would be unable to reach their full potential and might disengage entirely from their school and or their communities.

Indeed, it is particularly important in these times of upheaval, that Scotland has a resilient youth sector that continues to be able to adapt to best serve our young people. I welcome this progress report and look forward to seeing how we build on its successes.

STATEMENT FROM EDUCATION SCOTLAND

Gayle Gorman, Chief Executive, Education Scotland



I am delighted to see the real progress that has been made through the National Youth Work Strategy, 2014-19. I know from my own experience that participation in youth work has positive impacts on young people's life chances.

Youth work can help young people, particularly those who have to overcome barriers caused by poverty or other inequalities, to develop their confidence, their skills, their knowledge and their capacity for further learning and employability. It can also be a lot of fun!

We can't think about education as something that only happens inside our schools, because young people don't inhabit that world in isolation. So I very much value the significant contributions that youth workers make to closing the poverty related attainment gap – by re-engaging young people back into education through targeted programmes; helping young people to achieve youth awards or qualifications; supporting young people's health and wellbeing, and building positive relationships with families.

This progress report provides useful evidence that will inform the development of a new National Youth Work Strategy for 2020-25. At Education Scotland we are committed to working in partnership with young people, the Scottish Government, YouthLink Scotland and the whole of the education sector to develop that new strategy and ensure that young people across Scotland can access the support they need to realise their full potential

INTRODUCTION

In 2019, Scottish Government made a commitment to work with the youth work sector to co-produce a revised youth work strategy for Scotland for 2020-25. This Progress Report is intended to contribute to that process by evaluating progress made in achieving the outcomes of the current strategy.

The National Youth Work Strategy for Scotland (2014-19), developed jointly by YouthLink Scotland, Scottish Government and Education Scotland, set out the following five shared national ambitions to improve outcomes for young people through youth work.

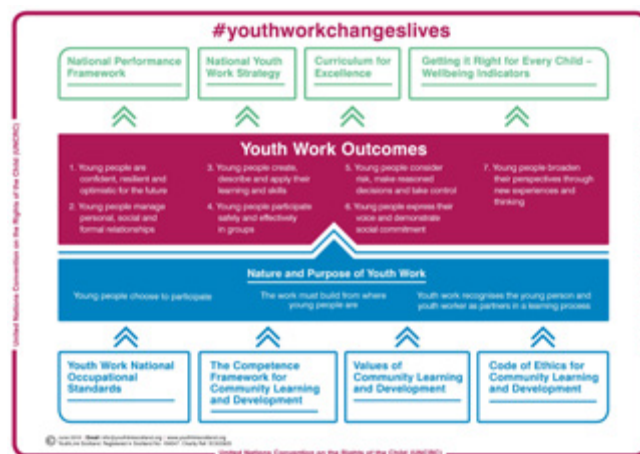
- Ensure Scotland is the best place to be young and grow up
- Put young people at the heart of policy
- Recognise the value of youth work
- Build workforce capacity
- Ensure we measure our impact

These shared ambitions have shaped youth work across Scotland over the past five years.

The National Youth Work Strategy Interim Report¹ was published in summer 2017, taking stock of progress against the five ambitions. A set of eight priorities were agreed by the National Youth Work Strategy Stakeholder Reference Group for activities in 2017 to 2019. It is these priorities against which this Progress Report has been assessed. The Youth Work Strategy Logic model² has been considered throughout the process.

The broad themes of the eight priorities for 2017-19 are as follows:

- Celebrating young people and youth workers in the Year of Young People 2018
- Rights and participation
- Health and wellbeing
- Workforce development
- Attainment and inequality
- Measuring impact
- Strategic and local planning
- Strategy evaluation and future plans



The Youth Work Strategy Logic model

¹ <https://www.youthlinkscotland.org/media/1824/national-youth-work-strategy-interim-report-july-2017.pdf>

² www.youthlinkscotland.org.uk/policy/national-youth-work-strategy/

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PRIORITY 1 ■ Celebrating Young People and Youth Workers in the Year of Young People 2018

National and local Youth Work organisations were key to the success of the YoYP2018 by engaging and supporting young people's involvement in planning and taking part in a range of activities throughout Scotland in 2018.

1.1 Celebrating young people in planning and promoting Year of Young People 2018 (YoYP).

- In 2018 Scotland made the unprecedented decision to focus its themed year on its youth by creating the YoYP³
- A codesign planning group – Communic18 – made up of children and young people and supported by Young Scot, the Scottish Youth Parliament and Children in Scotland
- Developed by EventScotland and Young Scot, Create18 funding programme distributed £42,000 of funding through grants of up to £1,000 for young people to host their own YoYP events
- The Young Scot Co-design Blueprint was helpful in guiding organisations and policymakers to engage meaningfully with young people⁴
- All young people who volunteered to deliver events, projects and activities linked to YoYP were eligible to apply for a special one-off YoYP 2018 Participation Certificate⁵
- Education Scotland worked with young people from Communic18 and the Scottish Learner Panel to co-design the 2018 Scottish Learning Festival programme
- Education Scotland developed a new Participation Award as part of the 2018 Scottish Education Awards with a judging panel and equal representation from young people and educationalists⁶
- YoYP inspired awards were also held in local areas. As one example, Inverclyde Youth Work Services hosted the YoYP Awards Ceremony in 2018 to encompass the YoYP vision⁷

³<http://yoyp2018.scot>

⁴<https://www.gov.scot/policies/tourism-and-events/major-events/>

⁵<https://www.youthscotland.org.uk/news/first-minister-recognises-yoyp-achievements>

⁶<https://www.scottisheducationawards.co.uk/>

⁷<https://www.inverclyde.gov.uk/community-life-and-leisure/community-learning-development/youth-work/year-of-the-young-person-awards>

1.2 Promote youth work's contribution to YoYP through a programme of national and local events.

Youth Work organisations took part in the success of the year. Some examples include:

- Dumfries and Galloway/ YouthBeatz, Shetland/The Big Takeover 2018
- National Youth Work Awards recognising valuable contribution to youth work
- First Minister's Question Time - Next Generation⁸
- Youth Community Action Fund (£50K)
- New national Youth Work Outcomes Framework

1.3 Support and promote the #IWill campaign in Scotland.

- Young Scot is co-partner with YouthLink Scotland and Education Scotland on #iWill, including co-leading the Advisory Group⁹
- Formation of the Scottish #IWill Advisory Group, which included key cross-sector stakeholders, and #IWill Ambassadors
- Key events to raise awareness of #IWill and celebrate young people's contribution to volunteering, such as a Parliamentary Reception at Dover House in November 2017, a partnership with Volunteer Scotland for the Youth Inclusion in Volunteering Conference in 2018, Workshops at the Scottish Learning Festival in 2017, 2018 and 2019 and #IWill4Nature Scotland Event in 2019
- YouthVIP group, led by #IWill partners; Young Scot and Project Scotland, developed and launched 13 recommendations in 2019 to Scottish Government to make volunteering opportunities more inclusive for all young people
- Recruitment and support to 25 new #IWill ambassadors between October 2017– November 2019 with a full time #IWill National Development Officer post created to grow the campaign in Scotland
- Online and social media engagement through Volunteer Week and #IWill Week with engagement increasing each year

⁸<https://www.youthlinkscotland.org/programmes/fmqt-next-generation/>

⁹<https://www.youthlinkscotland.org/programmes/iwill-in-scotland/>

- HM inspections of CLD took place in every Local Authority (2016-19) to provide an evidence base of young people's voluntary action across Scotland. The HMI summary report of findings from CLD inspections is awaiting publication
- The Gie's Peace Group in Inverclyde is helping to address sectarianism. twenty young people at St Columba's High School gained Saltire Awards and demonstrated changes in attitude as a result of their involvement

Fact:

- Sectarian crime in Inverclyde has recently fallen by 27%.

1.4 Provide opportunities and tools for young people to be aware of and understand the Youth Work Outcomes.

In partnership with the Youth Work Sector, YouthLink Scotland developed a toolkit with guides, templates and case studies to build understanding and encourage use of the Youth Work Outcomes and Indicators¹⁰.

1.5 Publish and deliver a YoYP Youth Work Communication Strategy; achieved through engagement of the youth work sector.

Education Scotland published a Year of Young People toolkit for schools and CLD groups on the National Improvement Hub¹¹.

1.6 Continue discussions concerning funding for voluntary youth work organisations.

On-going between Scottish Government, Education Scotland, YouthLink Scotland, and other key partners.

1.7 Continue to attract funding to the sector and develop a range of funding offers.

YouthLink Scotland administration of Funding Programmes is as follows:

- CashBack for Communities Youth Work Fund (£700,000/year)
- CashBack for Communities Facilities Fund (£2,000,000 2016/18)
- Year of Young People 2018 Community Action Fund (£50,000)
- Administration of the National Voluntary Youth Work Organisation Support Fund £500,000/year
- Research and promote current and emerging Youth Work Funding opportunities (Online database updated regularly and funding opportunities promoted through the e-bulletin every two weeks)
- Influence Public Sector Funders in order to secure capital investment in the Youth Work Sector
- Influence Charitable Trusts and Public Sector Funders in order to secure revenue investment in the Youth Work Sector (represent the youth work sector on the Scottish Funders Forum)

¹⁰ <https://www.youthlinkscotland.org/policy/youth-work-outcomes>

¹¹ <https://education.gov.scot/improvement/learning-resources/year-of-young-people-2018-toolkit-for-schools-and-cld-groups/>

- Scottish Government's Children, Young People and Families Early Intervention Fund and Adult Learning and Empowering Communities Fund provided approximately £1.2m per year every year from 2016 to 2020 to 18 voluntary sector organisations with a youth focus
- Erasmus+ Youth strand has increased and contributed €4.45million into the Youth Work Sector in Scotland from 2014-2019

1.8 Recognise the impact of youth workers (paid and voluntary) on young people's lives.

In 2019 YouthLink Scotland hosted two policy seminars with policy professionals, young people and youth workers.

- The first explored the incorporation of the UN Convention on the Rights of the Child (UNCRC) into Scots Law and the role of youth workers and any potential impacts as Scotland moves towards incorporation¹²
- The next seminar explored Youth Work's Role in the Youth Justice System, recognising the role of paid and voluntary youth work on prevention, care, recovery and support for young people in the youth justice system¹³
- The National Youth Work Awards celebrate the power of youth work and the vital role of Scotland's 70,000 youth work volunteers and staff in the lives of young people. It provides a platform for youth work to showcase the impact of their practice. Since the YoYP, this national event has been co-produced with young people, with an average of 200 nominations received each year, 45 finalists, 15 category winners and 300 guests on awards night

¹² <https://www.youthlinkscotland.org/policy/youth-work-outcomes>

¹³ <https://education.gov.scot/improvement/learning-resources/year-of-young-people-2018-toolkit-for-schools-and-cld-groups/>



YEAR OF YOUNG PEOPLE 2018 CASE STUDY

John Muir Trust – West Dunbartonshire

Amount Awarded: £1,830, Number of Young People: 45

YouthLink Scotland administered the Year of Young People 2018 Community Action Fund programme on behalf of Scottish Government. £50,000 was invested into 17 local authorities, which included 24 projects reaching 2,591 young people.

The Fund supported educational events and activities throughout the 2018 YOYP. The themes included:

- Participation
- Education
- Health and Wellbeing
- Equality and Discrimination
- Enterprise and Regeneration
- Culture

One of the 24 projects funded included John Muir Trust in West Dunbartonshire.

The Community Action Fund was used to deliver an event for young people, designed by young people that enabled the John Muir Trust to gather the views of young people in Scotland about their relationship with the outdoors and nature. Working with key partners such as Loch Lomond and The Trossachs National Park Authority and West Dunbartonshire Council they held an engagement event, within a public space in West Dunbartonshire. The main aims of this event were twofold, (1) to listen to the views of young people about their relationship with nature and the outdoors, and how they would like to be engaged on such concerns; and (2) showcase the positive engagement and actions of young people.

Youth Committee

The John Muir Trust worked in partnership with Loch Lomond and The Trossachs National Park to set up a Youth Committee. The National Park Youth Committee is made up of 15 dedicated and passionate young volunteers from across the National Park and local areas who want to contribute to the management of the National Park. Young people have had the opportunity to work with a variety of National Park staff and talk to us about issues that matter to them, providing vital insight to our work and representing the voice of local young people. The John Muir Trust has supported monthly meetings and two events Youth Committee events.

#NatureJam

The John Muir Trust worked with 30 young people from Tulloch, Haldane Youth Services and Loch Lomond & The Trossachs National Park Youth Committee at a #NatureJam event in Balloch. This event was supported by key partners Loch Lomond & The Trossachs National Park, The Conservation Volunteers and West Dunbartonshire Greenspace and co-designed alongside young people. The young people removed a heap of invasive Himalayan Balsam, built a new path in Balloch and tested their hand at Japanese Printing (Hapa Zome) using leaves. The young people took turns using the National Park GoPro to capture footage throughout the day¹⁴.

“Being here today has made me feel calm” (Participant).

The Braw Outdoor Question

#TheBrawOutdoorQuestion is a survey for young people, created by young people, to voice their feelings and connections with the outdoors and nature. Its aim is to inspire more young people to get involved in shaping the future of the outdoors and nature. This survey was co-designed by young people and the John Muir Trust as part of Scottish Government’s Year of Young People 2018.

Young people aged between 8 and 26 years old, and those working with young people, were invited to answer #TheBrawOutdoorQuestion and share their responses. A total of 424 young people responded to the questionnaire. Young people were invited to share their views on the outdoors and nature, irrespective of their positive or negative views and opinions. They were given an option to complete and share the short micro-survey online (taking an average of 02:19 minutes to complete) or download the printable version and post their responses to John Muir Trust. Participants were encouraged to get creative on Twitter and Instagram by using pictures, videos or text to share their connection with nature and the outdoors; highlighting what the outdoors/nature meant to them.

From this, the John Muir Trust hired a young filmmaker to create a short film with young people summarising the results of the survey.

¹⁴ <https://www.facebook.com/lomondtrossachs/videos/287002965417355/>

Conserve Audit

Research and feedback from young people – including young people engaged with the Trust in West Dunbartonshire through Loch Lomond & The Trossachs National Park - shows that they value opportunities to engage with, care for, and invest in nature.

A Conserve Audit is a monitoring exercise. It identifies the amount and type of activity carried out to meet the Conserve Challenge of John Muir Award.

Young People in Scotland Conserve Audit 2018 reveals:

- 29,848 days of 'Conserve' activity (208,936 hours)
- carried out by 19,346 young people completing their John Muir Award
- valued at £783,500 based on Heritage Lottery Fund figures
- over 10.5 hours of 'Conserve' activity per participant
- 30% of activity carried out by young people experiencing disadvantage
- activity participation is closely split between males (52%) and females (48%)

PRIORITY 2: Rights and Participation

Delivery of the Recognising and Realising Children's Rights Toolkit Training and other participative rights based training and activities has advanced across the country and will remain a focus into 2020 and integral to the renewed Youth Work Strategy (2020-25).

2.1 Deliver 'Recognising and Realising Children's Rights Toolkit' Training.

YouthLink Scotland delivered the following training sessions:

- Two train the trainer sessions in Edinburgh and Glasgow in partnership with Education Scotland with a total of 23 participants 2017
- An introductory session in Orkney with 17 participants 2017
- An introductory session in Aberdeen with 10 participants 2017
- Introduction session delivered in North Ayrshire in 2018 for 20 participants
- A train the trainers session in 2018 for 12 participants
- The Resource underwent a refresh in 2018-19¹⁵

2.2 Promote best practice in Equalities and Human Rights through Equalities in Youth Work Steering Group.

- In 2019 the steering group was renamed the Equality and Diversity in Youth Work Network
- Youth work representation on the New Scots Strategy Education and Language Group on the Tackling Prejudice and Building Connected Communities Action Group and on the Education Scotland Equality and Diversity Network
- Members of the Equality and Diversity in Youth Work Network are contributing towards the next National Youth Work Strategy
- Inclusion at wider Equalities Networks, including the First Minister's National Advisory Council on Women and Girls
- Linking equalities to National Youth Work Outcomes
- Scottish Government have produced an Action Plan to Progress the Human Rights of Children in Scotland 2018-2021¹⁶ and consulted with representatives from the youth work sector and the wider public on the incorporation of the UNCRC into Scots law¹⁷

¹⁵ <https://education.gov.scot/improvement/learning-resources/recognising-and-realising-childrens-rights>

¹⁶ <https://www.gov.scot/publications/progressing-human-rights-children-scotland-action-plan-2018-2021/>

¹⁷ <https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

2.3 Development of Inclusive Practice toolkit (ALL IN) for Youth Workers (Erasmus +) and dissemination to the youth work sector.

- ALL IN is a strategic partnership project funded by Erasmus+ with partners from Austria, Spain, Italy, Bulgaria, Belgium, Slovenia and Scotland. The project aims to develop and test training for youth work practitioners, youth leaders, project coordinators and other people involved in youth work on making youth work inclusive¹⁸
- Modules have been written and tested in the seven participating countries for the ALL IN Toolkit training
- The modules are available online and youth workers can register for access through the online portal
- The toolkit has been co-authored by the participating countries
- Dissemination events have been held in all seven participating countries
- YouthLink Scotland held a Members Network event focused on Inclusive Youth Work this included testimonial from international partners

2.4 Promote Youth Work Awards which support rights and participation.

- The Awards Network members developed and promoted opportunities for youth participation, harnessing co-design and co-production approaches, youth and related initiatives, with a growth in award recognition for volunteering and leadership skills. For example, Saltire Award, Participative Democracy Certificate (SCQF L5), Sports Leadership (L4/5), SQA Leadership Award (L5/6), Boys' Brigade KG VI Leadership Award (L7)

¹⁸ <https://www.youthlinkscotland.org/programmes/allin/>

gstart

YOUTH
CAN
DO IT



SCOTTISH
FIRE AND RESCUE SERVICE

youth
SCOTLAND

The network
of youth groups



CREATIVE
ALBA

2019 National
Youth Work Awards

Mental Health & Wellbeing

Donna Anderson &
North Ayrshire YOYP Ambassadors

YOUTH
CAN
DO IT

YOUTH
CAN
DO IT

2.5 Support activities which promote democratic engagement and participation and which focus on young people at the heart of policy making; at local and national level.

- YouthLink Scotland ran engagement event with young people aged 12-18 and youth work practitioners to get their views on Incorporation of the UNCRC into Scots Law
- YouthLink Scotland's Policy Seminars explored digital youth work, Adverse Childhood Experiences, UNCRC, and Youth Justice, to inform local and national policy responding¹⁹
- North Ayrshire Council Participation Strategy refresh contains information and guidance on the importance of engaging with young people to progress their rights and participation in the decision making process. A young person friendly version of the strategy will be created using a graphic artist working alongside Modern Apprentices
- The establishment of the Children and Young People's Cabinet in 2018 has rejuvenated engagement by young people in civic and democratic decisions and provided a platform for their opinions to be heard by the Council and our Community Planning Partners. Children and Young People's Cabinet members were instrumental with the co-delivery of the YoYP Plan throughout the year
- 10 young transgender young people met with 15 MSPs to discuss their rights. The First Minister Nicola Sturgeon marched with young people from the Scottish Youth Parliament and LGBT Youth Scotland at the front of Glasgow Pride
- The Independent Care Review is working with partners to help deliver lasting change in the care system to leave a legacy that will transform the life chances and wellbeing of infants, children and young people in care in Scotland. The Independent Care Review will conclude in early 2020²⁰
- In November 2018 SeeMe hosted a national event looking at mental health, equality and human rights. This helped influence policy priorities linked to the mental health strategy and practice change

¹⁹ <https://www.youthlinkscotland.org/media/3802/young-peoples-response-to-consultation-on-uncrc-incorporation-facilitated.pdf>

²⁰ <https://www.carereview.scot/>

- SeeMe youth champions co-facilitated the workshops and table discussions providing direct input, based on their experience enriching the conversation and influencing the prioritised actions and linking to mental health policy teams²¹
- Education Scotland published new resources on Learner Participation in Educational settings to help schools and early years settings to develop their understanding of learner participation²²
- Education Scotland developed a young person's version of How Good is our School to support improvement in learner participation in self-evaluation and school improvement and implemented a young inspectors programme to ensure that children and young people are more actively involved in on-going self-evaluation and improvement activities²³

2.6 Identify the role of youth work and contribute to Public Authority Children's Rights Reports prior to first plans reporting in 2020.

- Work on-going on this priority action. However, in the Programme for Government 2018-2019, a commitment included incorporating the principles of the UNCRC into Scots Law with a bill to be laid before the Parliament in 2020 allowing for incorporation²⁴
- The announcement came as children and young people from youth work backgrounds and youth work practitioners and organisations and alongside key partners, gathered at the Scottish Parliament for the 30th anniversary of the UNCRC to show strength of support to enhance children's rights in Scotland²⁵

²¹ <https://www.seemescotland.org/movement-for-change/get-involved/volunteers/young-champions/>

²² <https://education.gov.scot/improvement/self-evaluation/learner-participation-in-educational-settings-3-18>

²³ <https://education.gov.scot/improvement/self-evaluation/HGIOS4#hgiours>

²⁴ <http://www.parliament.scot/parliamentarybusiness/report.aspx?r=12376&i=111834>

²⁵ <https://www.togetherscotland.org.uk/news-and-events/news/2019/11/today-we-mark-the-30th-anniversary-of-the-united-nations-convention-on-the-rights-of-the-child/>

YOUNG PEOPLE'S RIGHTS AND PARTICIPATION IN DECISION MAKING CASE STUDY

Glasgow Youth Council's Participation in European Youth Seminar

In 2019, Glasgow Youth Council's (GYC) participated in a European Youth Seminar *"The Future of Europe - Hope for the Best, but Prepare for the Worst"*.

Funded by the European Parliament's Visits and Seminars Unit, the GYC were joined by young people from Tallin University of Technology, Estonia (including Finnish Students) and members of the JEF in Denmark. The young people were asked to debate and make recommendations to resolve three key challenges faced by the European Union.

The three day programme enabled participants to be at the centre of the European Union and increased their knowledge and understanding of the internal workings and decision making processes.

As well as participating in the European Youth Seminar, members took part in briefings at the European Commission and immersed themselves in European history during their visit to the House of European History.

All participants gained formal qualifications by completing the Glasgow Kelvin Community Achievement Awards at Scottish Credit and Qualifications Framework (SCQF) level 4.

On reflecting on the experience, Danyaal Raja (Chair of Glasgow Youth Council) commented:

"I'm so proud of every single young person who participated in the GYC Visit to Brussels. They embraced the social, cultural and political activities on offer, as well as each other as a group. If these young people are our future – the future is indeed bright!"

PRIORITY 3: Health and Wellbeing

There is clear evidence that youth work organisations are supporting young people's health and wellbeing in areas including mental health and healthy eating.

3.1 Contribute to the development of Child and Adolescent Health and Wellbeing Strategy.

- Scottish Government is currently undertaking work to develop a set of outcomes for children, young people and families and draw together a publication which will set out the vision and the actions which Scottish Government is taking to improve health and all outcomes for children and young people. The publication, “*Making Scotland the Best Place to Grow Up – Vision, Priorities and Actions*” will be published in early 2020
- YouthLink Scotland are members of the Child and Adolescent Mental Health Taskforce and currently sit on the Child and Adolescent Mental Health Programme Board

3.2 Delivery of joint professional training opportunities around shared resources e.g. Under Pressure, Healthy Young Lives.

- YouthLink Scotland trained 38 trainers in Healthy Young Lives using a train-the-trainers model
- Youth Scotland trained 22 youth workers in Youth Borders during 2017 with a focus on healthy and unhealthy relationships and grooming
- YouthLink Scotland jointly delivered train-the-trainer sessions to 46 participants in partnership with Zero Tolerance

3.3 Demonstrate the impact of youth work on positive health and wellbeing including the delivery of a joint conference and Health and Well-being Link Magazine.

- In 2017 YouthLink Scotland held their National Youth Work Conference, focused on Young People, Mental Health and Wellbeing. There were 238 attendees from across the youth work sector
- The focus of the Autumn edition of the Link Magazine was how youth work, social work and the health sector contribute to young people's mental health and wellbeing²⁶
- In 2018 and 2019 a category at the National Youth Work Awards included Mental Health and Wellbeing

²⁶ <https://www.youthlinkscotland.org/media/2264/the-link-autumn-2017.pdf>

3.4 Youth Work Sector engagement with European Seminars on Mental Health and publish and disseminate report to public Health and Youth Work Sector on 'Promising Practice'.

- Together with Finland - and with the participation of Ireland, Cyprus, Malta, Romania, Greece and Scotland and Estonia - the topic of the participation of young people with mental health issues and the role of youth work continues via peer networking²⁷

3.5 Develop strategic relationships between youth work and NHS Health Scotland with the aim of upskilling the workforce and ensuring effective youth work representation in Public Health matters.

- YouthLink Scotland is on the Public Mental Health Collaborative and has attended consultation events on the future of Suicide Prevention Training Resources
- YouthLink Scotland is working in partnership with Scottish Youth Parliament, Young Scot and Children in Scotland to deliver Action 1.9 of '*A Healthier Future – Scotland's Diet & Healthy Weight Delivery Plan*'²⁸ to support young people to lead change and action on healthy eating

²⁷ <https://mieli.fi/en/development-projects/peer-learning-participation-young-people-mental-health-issues>

²⁸ <https://www.gov.scot/publications/healthier-future-scotlands-diet-healthy-weight-delivery-plan/>

HEALTH AND WELLBEING CASE STUDY

Girlguiding Scotland – Think Resilient

Girlguiding Scotland has been supporting its young members to take the lead and get talking with Think Resilient – an innovative peer education programme to tackle stigma and promote wellbeing.

Since launching Think Resilient in 2016, Girlguiding Scotland's network of Peer Educators has helped more than 500 girls to talk about positive mental wellbeing. Specially trained Peer Educators, members aged 14 to 25, have been running Think Resilient sessions with Brownie, Guide and Senior Section units across Scotland.

Following the success of the programme's first year, Girlguiding Scotland hopes to help even more girls talk about mental health in the year ahead.

Developed in partnership with mental health charity Young Minds, Think Resilient aims to help girls aged 10 and over to boost their mental wellbeing, find positive ways to deal with day to day pressures and encourage them to speak up.

Research by Girlguiding has highlighted mental health as a top concern for girls, with 69% of girls aged 7 to 21 saying they feel they are not good enough, while over half of girls in the same age group said they would not seek help because they are not comfortable talking about their feelings.

Mhairi MacKay, aged 23, from Midlothian, the Lead Volunteer for Peer Education across the UK, as well a leader with her local Brownie unit, shares why she thinks the peer-led approach is so successful:

"Peer Education empowers and develops young women to run thought-provoking and fun activities, helping Brownies, Guides and members of the Senior Section to explore how they can deal with challenging situations in life better, using resilience-building techniques."

Katie-Rebecca Whitham, aged 21, a Guide Leader, Senior Section Advisor and Peer Educator in Dundee, said:

"I think it's incredibly important to give girls a safe space to talk about important issues like mental health. From personal experience, I know how hard it can be to need help but feel alone and that's why I feel that Think Resilient is so important, to make sure the girls know that it's okay to talk about worries and problems. Think Resilient gives girls the tools to build up resilience and learn healthy ways to cope with everyday pressures. It also reminds girls that they're not alone, that mental health is an important topic to be able to talk about and that it's essential to ask for help if they're struggling."

Peer education is just one of the ways Girlguiding Scotland supports girls and young women to use their voice and grow in confidence. The varied programme for girls aged 5 to 25 includes a wide range of activities, from outdoor adventure to social action, advocacy to international travel.



5 Tips for...

5 ways to keep in touch

5 ways to cope with change

5 Tips on finding...

Decorating a new home

5 ways to say goodbye to friends

packing tips

PRIORITY 4: Workforce Development

There has been notable progress from youth work partners to develop the workforce and deliver on the National Workforce Development Plan.

4.1 YouthLink Scotland will work with Education Scotland, Scottish Government and CLD Standards Council to ensure that the youth work workforce needs are known and are fully articulated and represented. In particular to support the youth work sector to be well represented in the national survey of the CLD workforce in 2018.

- During 2018 Education Scotland and YouthLink Scotland worked with partners to develop a pilot national workforce development plan²⁹
- A recent partnership evaluation of the plan identified that whilst the pilot plan had provided some focus and was a useful first step there continues to be a need to establish a clearer vision for CLD professional development
- The CLD Workforce Survey 2018 was published in the summer of 2019. Key messages include: There are likely to be more CLD practitioners in the third sector than in the public sector. There has been a gradual reduction in CLD posts with local authorities – up to 30% since 2008. The workforce – particularly in the public sector is an ageing one. Skills gaps include leadership and digital³⁰

4.2 Provide leadership to influence and shape the forthcoming Education Bill by supporting the youth work sector to engage in the legislative process and in particular to contribute to the consultation on the Education Workforce Council and keep the youth work sector informed of changes impacting upon them.

- Scottish Government did not pursue the planned Education Bill in 2018 as they believed that education reforms could be taken forward more quickly without a change in the law. Elements including Regional Improvement Collaboratives and A “*Headteachers’ Charter*” have been implemented
- Scottish Government advised the existing General Teaching Council for Scotland to broaden its membership
- YouthLink Scotland undertook a consultation exercise with its membership and prepared a briefing paper

²⁹ <http://www.i-develop-cld.org.uk/course/view.php?id=132>

³⁰ <http://cldstandardscouncil.org.uk/about-cld/working-with-scotlands-communities-2018/>

4.3 Establish an approach to further develop support and training for volunteers, linked to CLDSC CPD strategy.

- The CLD Standards Council supported consultation events with over 600 CLD practitioners involved, including youth workers, from both the voluntary and local authority sectors
- The Standards Council also developed links with Scottish Government, Education Scotland, General Teaching Council for Scotland and Convention of Scottish Local Authorities
- The CLD Standards Council has developed an area on the i-develop CPD forum around recruiting and supporting volunteers in Community Learning and Development³¹
- Development of CLDSC Volunteer Strategy³²
- The Youth Work Training Forum developed the National Youth Work Induction Checklist for paid staff and volunteers

4.4 Provide access for the youth work workforce to access high quality CPD and training, appropriate induction training and which is reflective of workforce needs and strategic priorities.

- Scottish Government provides the National Voluntary Organisations Support Fund (£500,000 per year – the total over 2014-19 is £2.5 million). The fund supports national youth work organisations to build capacity and support volunteering locally and is administered by YouthLink Scotland
- The Youth Work Training Forum developed the National Youth Work Induction Checklist which was endorsed by the Scottish Youth Work Leaders Forum^{33 34}
- The checklist was developed as a mutually recognised framework for induction into youth work across the breadth and diversity of the sector. It highlights the knowledge, skills and values and principles needed to start out in youth work and is designed to recognise existing induction pathways in a variety of organisations or update their own induction frameworks
- The National Occupational Standards for Youth Work and the CLD Competences incorporates the role of the Youth Work Outcomes into planning, delivery and evaluation of youth work

³¹ <http://www.i-develop-cld.org.uk/course/view.php?id=108§ion=0>

³² <http://cldstandardscouncil.org.uk/a-new-volunteering-in-cld-theme-added-to-i-develop/>

³³ <https://www.youthlinkscotland.org/media/3180/national-youth-work-induction-checklist-september-2018-designed.pdf>

³⁴ <https://www.youthlinkscotland.org/develop/training/>

- The Youth Work Training Forum is currently exploring how to express and recognise the “passportable” nature of the induction
- YouthLink Scotland and partners have offered a wide range of high quality CPD, professional learning and training opportunities to staff and volunteers in the youth work sector. These professional learning offers have focused on areas of need for the youth work sector
- The youth work sector in Scotland was actively involved in the review of the National Occupational Standards for Youth Work, led by the CLD Standards Council. As a result of the sector’s input the language is much more accessible and there are new standards focusing on digital youth work and on youth work supporting young people’s mental health and wellbeing
- The Standards Council developed CLD Practice Placement Guidelines in 2017³⁵
- The CLD Standards Council negotiated a number of agreements for members including, agreement with COSLA for local authority based youth workers to serve on the CLD Standards Council Committees, discounted membership with ACOSVO, free online access to the Times Educational Supplement, and access to all of Scotland’s University and Research Libraries

³⁵ http://cldstandardscouncil.org.uk/wp-content/uploads/ProfessionalPracticeGuidelines_WEB.pdf

CASE STUDY

Digital Youth Work European Workforce Development

The Project

The Digital Youth Work Project aimed to build capacity to deliver digital youth work at local, national, regional and European levels. It was a transnational Erasmus+ funded project with seven partners from six different countries across Europe, led by YouthLink Scotland and implemented during 2017-2019.

The project partners are YouthLink Scotland, Centre for Digital Youth Care (Denmark), Verke – The National Centre of Expertise for Digital Youth Work (Finland), wienXtra MedienZentrum (Austria), JFF – Institut für Medienpädagogik (Germany), National Youth Council of Ireland and Camara Education Ireland.

The Purpose

As a partnership, we believe that quality youth work that meets young people's needs must, in this modern era, include digital considerations. This does not mean that every youth worker should be a technical expert, but that a recognition that young people are growing up in a digital era and that they need support to navigate the online aspects of their lives and critically analyse online information and interaction is becoming increasingly central to youth work.

There is also huge potential within the youth work sector to enhance and innovate practice through the use of digital technology and media and to use non formal and informal learning to help young people to create digital content and shape the digital world of the future.

However, alongside these needs and opportunities there is also evidence of a lack of confidence, competence, strategic planning and investment to enable the youth work sector to fully embrace these developments. This project aimed to increase capacity of the youth work sector to engage with these two areas by offering training, guidance and best practice sharing to practitioners and managers to help incorporate digital youth work into their planning. Alongside these workforce development resources, it also created opportunities to raise the profile of and showcase the value of digital youth work.

The Outputs

1. Good practice collection.

This is a collection of 36 short films illustrating replicable good practice in a wide range of digital youth work from Austria, Denmark, Finland, Germany, Ireland and Scotland. These are intended to inspire practitioners, creating enthusiasm for experimentation and further training.

2. Digital Youth Work Training Resources.

This is a significant body of professional learning tools including: workshops to train youth work staff and volunteers, sessions that can be run with young people and planning and self-assessment tools for the development of digital youth work in your organisation and as an individual practitioner.

YouthLink Scotland and partners are delivering training utilising these resources to upskill the workforce. A number of training providers are building these workshops into their offer.

3. European Guidelines for Digital Youth Work.

These guidelines are for youth workers, youth organisations, funders and policy makers - to give practical guidance around the importance of youth workers in the critical role of informal educators supporting young people to navigate the online aspects of their lives.

The Guidelines include ethical, practice and professional learning considerations for the workforce as well as highlighting the investment and partnerships needed to deliver high quality digital youth work.



PRIORITY 5: Attainment and Inequality

Youth workers make important contributions to the aims of the Scottish Attainment Challenge. Youth awards are being used to recognise young people's wider achievements. The number of youth awards achieved by young people across Scotland has grown hugely since 2014.

5.1 The Youth work steering research group will work with the formal education sector to communicate key messages on the role of youth work in closing the educational attainment gap, developing Scotland's young workforce and creating a fairer Scotland.

In 2018-19, Scottish Government allocated funding from the Scottish Attainment Challenge National Board for a three year Youth Work and Schools Partnership Programme. The programme is hosted by YouthLink Scotland. The aims of the programme are to:

- Build capacity to support the development of effective youth work and school partnerships
- Measure and demonstrate youth work's impact to closing the attainment gap
- The programme team are working with Attainment Advisors, Quality Improvement Officers, youth work sector networks and others to provide tailored capacity building support
- A national working group on Wider Learning and Achievement facilitated by Education Scotland and involving Awards Network partners is currently developing professional learning resources for teachers and youth workers³⁶

5.2 Develop examples of effective partnerships with youth work providers which address the aims of the Scottish Attainment Challenge (SAC), Pupil Equity Fund (PEF) and Developing the Young Workforce (DYW) and share them via the National Improvement Hub (NIH).

- Youth Work and Schools Programme worked closely with the sector to develop key messages on the role of youth work in closing the educational attainment gap and wider education policy areas such as Developing Scotland's Young Workforce. They have:
 - Produced a guide for schools to communicate Youth work's role as part of the Scottish Attainment Challenge
 - Produced an attainment-focused edition of the Link magazine which shared examples of effective youth work and school partnerships - distributed to all secondary schools
 - Delivered a seminar at the Scottish Learning Festival alongside formal education colleagues

³⁶ <https://www.awardsnetwork.org/news/slf19-recognising-wider-learning-and-achievement>

- The Young Scot Scottish Attainment Challenge Strategic Partnership Programme has worked with six Local Authorities across Scotland, including youth work and third sector partners, to explore how the Young Scot Rewards and Entitlements Programme can contribute to wellbeing and to tackling poverty and inequality
- Engaged with Attainment Advisors and through Regional Improvement Collaboratives to advocate for the sector
- Worked alongside formal education colleagues locally to support increased understanding and value of the role of youth work
- Collated good practice examples of youth work's role and impact in closing the attainment gap and shared these via youth work networks
- Resources produced for formal education and youth work to support improved collaboration
- Supported youth work organisations to build capacity to measure and articulate impact in relation to closing the poverty related attainment gap
- Youth work contribution to Scottish Government draft strategy on Out of School Care, particularly in addressing holiday hunger and holiday learning loss
- YouthLink Scotland supported Scottish Government communications around Results Week, ensuring celebration of wider learning and achievement
- Young Scot helped ensure that the role of youth work within a young person's learning journey was articulated within the final report from the young person's Learner Journey Ambassador Group
- Youth work sector representation at the 2019 Schools Programme Conference as a panel member
- Youth Work Conference 2019 provided an opportunity for formal education and youth work to collaborate in discussing the role of youth work and to learn from good practice

5.3 Youth work partners to articulate the role of youth work organisations in the STEM agenda.

- A core priority of the national STEM Education and Training Strategy is to ensure that CLD practitioners have access to high-quality professional learning in sciences, technologies, engineering and mathematics (STEM)³⁷
- Scottish Government has invested over £2m in STEM professional learning initiatives since 2018
- Education Scotland has surveyed the STEM professional learning needs of CLD practitioners in 2018 and 2019³⁸
- Education Scotland held a successful national professional learning event for CLD practitioners in February 2019³⁹

³⁷ <https://www.gov.scot/policies/science-and-research/stem-education-training/>

³⁸ <https://educationscotland.formic.com/i/WebForm.aspx?ID=9BDD28B365054E6B877B62E6151194CA>

³⁹ <https://education.gov.scot/improvement/practice-exemplars/whats-stem-got-to-do-with-it>

- YouthLink Scotland, through its priority focus on Digital Youth Work, has championed the role of the youth work sector in delivering STEM-related learning from the Digitally Agile National Principles, launched in 2014 to YouthLink Scotland's European Digital Youth Work Project 2017-19. This has developed:
- Good practice collection of 36 short films showcasing youth work incorporating Digital and STEM
 - Resources for training practitioners and organisational development to deliver digital youth work and STEM learning
 - European Guidelines for Digital Youth Work, highlighting the important role of youth workers as educators with opportunities to empower young people in a digitalising society
 - In 2019 YouthLink Scotland held an international summit entitled 'Youth Work in the Digital Age – What Next?', highlighting the role of youth work in digital and STEM

Facts:

- Young people from more deprived backgrounds are less likely to choose STEM subjects at school (57% v 71%) and fewer of them report that their family encouraged them in STEM (26% v 42%)
- Girls are more likely to report that they weren't very good at STEM subjects (40% v 17%)

Examples of grants to Youth Work/CLD initiatives:

Youth Scotland secured 2 years of STEM funding to develop professional learning opportunities to upskill primary teachers, CLD practitioners, parents and volunteers in the use of Youth Scotland's Hi-5 STEM activity toolkit. The existing toolkit contains 50 fun challenges to inspire children and young people from the age of five to engage in STEM activities and work towards achieving a SCQF Level 2 Hi-5 award. Youth Scotland will further support up to 160 participants by delivering a series of eight practical workshops across Scotland. The hands-on training gives participants an opportunity to increase their knowledge of STEM, learn how to accredit achievements and inspire young people to engage in STEM by making it fun and engaging from an early age.

The new Youth, Family and Community Learning Service in South Lanarkshire secured two years of STEM funding in 2018 to facilitate the delivery of 350 hours' worth of professional learning through a series of four STEM based activities. Six practitioners will be trained to deliver the Young Navigator Award and the Bronze and Silver Level National Navigation Award Schemes. Four practitioners will be trained in the use of Lego Mindstorms through online and in-house workshops. John Muir Award Leader Training will also be delivered to four practitioners, enabling a greater number of learners to benefit from participation in the award. A further five practitioners will be trained in the use of Autodesk 3D Modelling and 3D printing. This varied range of professional learning opportunities will provide practitioners with the skills and confidence to inspire learners across communities whilst closing the equity gap and growing the learning culture within community learning and development.

⁴⁰ <https://www.gov.scot/publications/young-peoples-participation-decision-making-scotland-attitudes-perceptions/pages/2/>

5.4 Grow the youth awards network and promoting greater awareness of youth awards via the Awards Aware initiative which will increase recognition of non-formal learning awards to parents, youth workers, employers, colleges and young people.

- The number of youth awards achieved by young people across Scotland has grown hugely from 73,000 in 2014/15 to 115,000 in 2018-19. HMI review of youth awards in 2016; £50k per annum from Education Scotland and Scottish Government funding to Youth Scotland to support the Awards Network and training activity delivered through Youth Scotland

The Awards Network have:

- Refreshed “Amazing Things” (4th edition)⁴¹
- Established the “Awards Aware” scheme to raise awareness of the breadth and impact of non-formal learning youth awards provide for young people⁴²
- Produced good video case studies with young people, schools and employers online⁴³
- Introduced a monthly e-Newsletter to inform, promote and share good practice
- Recruited nine new members, encompassing youth award programmes with a particular focus on employability, enterprise skills, arts, heritage, community action
- Secured Strategic Partners connected to accreditation, business, education, policy and youth philanthropy/social action to help to amplify messaging around awards aware and recognition of the scope and role of youth awards in recognising and accreditation wider learning and achievement

The Awards Network held the first youth-led Parliamentary Reception during YoYP 2018, engaging member organisation youth representatives and promoting Awards aware to MSPs and a wider range of stakeholders. Addressed by the Minister for Further Education, Higher Education and Science, and young people with different back-stories (including care-experienced) relating the impact on them of their award journey, the event was instrumental in the subsequent establishing of a National Group on Recognising Wider Learning and Achievement.

⁴¹ http://www.awardsnetwork.org/assets/uploads/documents/Amazing_Things_4th_2.pdf

⁴² <https://www.awardsnetwork.org/awardsaware>

⁴³ https://www.youtube.com/channel/UCQEsZXqhrmQ3717I91vrtsA/videos?view_as=public

5.5 Deliver the YouthLink Scotland pledge within the Fairer Scotland Action Plan whereby YouthLink Scotland will continue to support the significant contribution that youth work makes to equality and the realisation of young people's human rights.

- In 2018, YouthLink Scotland launched the Action on Prejudice website, a one-stop shop for young people and youth work practitioners to find information, support and resources to tackle prejudice in their communities
- The group is working towards the development of a hate crime prevention toolkit which will be co-designed by young people as a peer education tool
- A "Speak Up"⁴⁴ resource was created, supporting young people to become active bystanders. Using a comic book style and images by Steven Ingram, the resource presents young people with different ways to intervene if they witness a situation that may be a hate crime or incident and information on the different ways to report hate crime
- The resource is featured on the Action on Prejudice website alongside activities which can be downloaded and used by anyone working with young people⁴⁵. The activities encourage discussion with young people about how to recognise a hate crime, to risk assess a situation and look at their own prejudices and stereotypes
- YouthLink Scotland partnered with Sense Over Sectarianism to deliver CPD training to teachers and CLD workers on anti-sectarianism resources quality assured by Education Scotland. The training has been offered to schools, youth work organisations and local authorities across Scotland
- With funding from the Heritage Lottery Fund and in partnership with the National Library of Scotland, the Youngwummin project helped train and support 10 early career youth workers and 44 young people from five youth groups across Scotland to use youth-led research to examine the impact of WW1 on young women in Scotland. This culminated in a three month exhibition of the young people's findings at the National Library of Scotland between June and September 2018

5.6 Seek appropriate representation and engagement of the youth work sector with the functions of the Scottish Education Council.

- The Scottish Learner Panel is a group of 30 young people (aged 3 to 18) who deliver their views on education policy to Scottish Government. As part of the YoYP 2018, the panel was supported by Scottish Youth Parliament, Children in Scotland, Children's Parliament, and Young Scot
- A final report has been published, including the recommendations of the panel⁴⁶

⁴⁴ <https://actiononprejudice.info/speak-up/>

⁴⁵ <https://actiononprejudice.info/>

⁴⁶ <https://syp.org.uk/project/scottish-learner-panel>



ATTAINMENT AND INEQUALITY CASE STUDY

Youth Literacies

Scottish Attainment Challenge Vibrant Communities – Lifeskills and Inclusion

East Ayrshire Council, Vibrant Communities-Lifeskills and Inclusion Essential Skills Service were successful in gaining funding through the Authorities Scottish Attainment Challenge, to provide support to young people (aged 14+) from Scottish Multiple Deprivation Index areas 1+2 to improve their confidence with literacy and numeracy with the overall aim to contribute to reducing the poverty related attainment gap.

Through the Scottish Attainment Challenge, Youth Literacies intervention aims to target young people in the early stages Secondary school. Supporting young people S1 to S3 who are showing signs of underachievement in all 4 CfE subjects specific to literacy and numeracy (third level reading, writing and numeracy).

Youth Literacies work with young people 14+ to engage them back into literacy and numeracy learning through a fun, informative manner with the aspiration that this will raise their educational attainment by supporting them to raise their confidence and abilities with their own reading, writing, numbers and communication skills. Youth Literacies uses an early intervention and preventative approach so that young people build positive paths within their academic learning journey ensuring effective support networks are created and positive destinations are encouraged when leaving school.

The service is based on a social practice model of lifelong learning which seeks to build on the strengths, assets and aspirations of each young person in order for them to fulfil their full potential.

They encourage young people to build on existing skills, learn new skills and develop confidence and self-esteem through their engagement in these creative and innovative methods to improving their reading, writing and number skills with the aim that young people will want to continue and sustain their engagement in learning.

Youth Literacies Worker has created a number of vibrant, innovative, relevant and age appropriate programmes as a way to engage young people back into learning. These programmes are used as a hook to encourage young people to take ownership for their own learning journey and become self-aware on the areas they wish to improve on in relation to their literacy, numeracy, communication and confidence.

Some of the programmes developed are:

- You Tube programme
- Literacy through film programme
- Media Literacies programme
- Street Art programme
- Stop Animation programme
- Football Literacies programme

All programmes are discussed and negotiated with teaching staff and pupils, allowing them to influence their own learning. All young people involved create their own Learner Portfolio which includes Rickter self-evaluations as well as case studies; evidencing the progress and work they are completing during their duration and participation of the programme. Rickter is a self-evaluation tool that stimulates conversation on how a young person is feeling in relation to their literacy, numeracy and confidence. Evidencing both qualitative and quantitative feedback from young people.

2017-2018 was the first academic year of delivery and showed positive results in engaging vulnerable young people in education and contributing towards closing the poverty related attainment gap. They have engaged with 6 East Ayrshire Secondary schools working with a total of 66 young people for this first year of delivery.

2018-2019 they worked with 6 East Ayrshire Secondary Schools working with a total of 153 young people.

PRIORITY 6: Measuring Impact

The Scottish Youth Work Research Steering Group published *The Impact of Community Based Universal Youth Work in Scotland* in 2018. The National Youth Work outcomes have been endorsed and adopted by CLD Managers in Scotland and a step-by-step guide to developing an impact evaluation strategy, intended for small-scale local youth work organisations has been created.

6.1 Embed the youth work outcomes model throughout sector through the delivery of a suite of online resources and regional training for trainers events.

- A suite of online resources including good practice case studies have been developed for youth workers and volunteers who deliver and manage youth work in Scotland⁴⁷
- YouthLink Scotland held a Network event for their members focused on the youth work outcomes attended by over 40 youth work practitioners
- The outcomes have been endorsed and adopted by CLD Managers in Scotland

6.2 Carry out research on the impact of universal youth work and share findings widely.

- In November 2018 the Scottish Youth Work Research Steering Group published *The Impact of Community Based Universal Youth Work in Scotland*⁴⁸
- The report includes the context for study, the method undertaken and the findings of this 18-month project. The research was commissioned by the Steering Group and undertaken by a research partnership involving YouthLink Scotland, University of Edinburgh, University of St. Mark and St. John (MARJON) in Plymouth alongside three community-based youth work organisations in Scotland. The research adopted a participatory methodology, involving young people and youth workers in the generation of 129 Significant Change Stories
- The findings from this research have been shared widely - including the distribution of nearly 2000 printed copies
- Local variations of the national study are being undertaken in Dumfries and Galloway Council and in Edinburgh (with a local regional cohort from the voluntary sector). Combined over 200 significant change stories will be collected and the reports will be distributed locally and nationally

⁴⁷ <https://www.youthlinkscotland.org/policy/youth-work-outcomes/>

⁴⁸ <https://www.youthlinkscotland.org/media/3183/impact-of-community-based-universal-youth-work-in-scotland-november-2018.pdf>

6.3 Influence the implementation of the Scottish Government Education Research Strategy to reflect youth work's need and contribution to research.

- Work on-going. Renewed impetus required

6.4 Work with HM Inspectors and partners in quality improvement to utilise data from inspection to identify and share key messages and information with the sector.

- HM Inspectors inspected CLD in every local authority in Scotland in 2016-19 and provided feedback on their findings
- Inspectors shared feedback on trends/common themes at various stages during the 2016-19 inspection. For example, CLDMS conferences and QI sub group meetings and good practice sharing sessions
- The HMI review of youth awards in 2015-16 informed the Awards Network action plan and the support provided by Scottish Government and Education Scotland⁴⁹
- HMI summary report of findings from CLD inspections 2016-19 is awaiting publication

6.5 Support the use of the Youth Work Outcomes as a tool for self-evaluation and improvement of quality youth work.

- YouthLink Scotland published a youth work outcomes toolkit, learning resources⁵⁰ and podcast⁵¹
- YouthLink Scotland delivered 3 workshops in Linlithgow, Glasgow and Elgin to 120 youth work practitioners, with the following key aims:
 - Improve understanding of why evaluation is important
 - Establish appropriate measurable indicators in the context of organisational aims
 - Develop awareness of challenges for youth work evaluation at local level and improved confidence that these can be overcome
 - Build a practical toolkit of evaluation strategies and a concrete plan for gathering useful data on 1-2 measurable indicators
- YouthLink Scotland developed a step-by-step guide to developing an impact evaluation strategy, intended for small-scale local youth work organisations⁵²

⁴⁹ <https://education.gov.scot/Documents/youth-awards-review-2015.pdf>

⁵⁰ <https://www.youthlinkscotland.org/policy/youth-work-outcomes>

⁵¹ <https://soundcloud.com/youthlink-scotland/using-the-youth-work-outcomes-in-self-evaluation-and-improvement>

⁵² <https://www.youthlinkscotland.org/programmes/closing-the-attainment-gap/resources/measuring-impact/>

MEASURING IMPACT CASE STUDY

Universal Youth Work

In 2018 the Scottish Youth Work Research Steering Group released a report on the findings from a national research project on the impact of community-based Universal youth work in Scotland. This study engaged with 3 communities across Scotland (Falkirk, Edinburgh and Callander) using transformative evaluation. This involved young people sharing personal reflections of significant changes to their lives resulting from participation in community-based youth work. This approach means that the impact came from the young people's stories rather than us trying to find evidence for pre-agreed outcomes. These stories were enriched by including commentary of youth workers to create co-authored significant change stories. 129 significant change stories were collected across the 3 areas. The stories were coded and analysed and the impacts identified by the young people in their stories included:

- Confidence
- Friendship
- Feeling equal and included
- Getting on well with others
- Feeling safe and well
- Skills for life
- Able to lead and help others

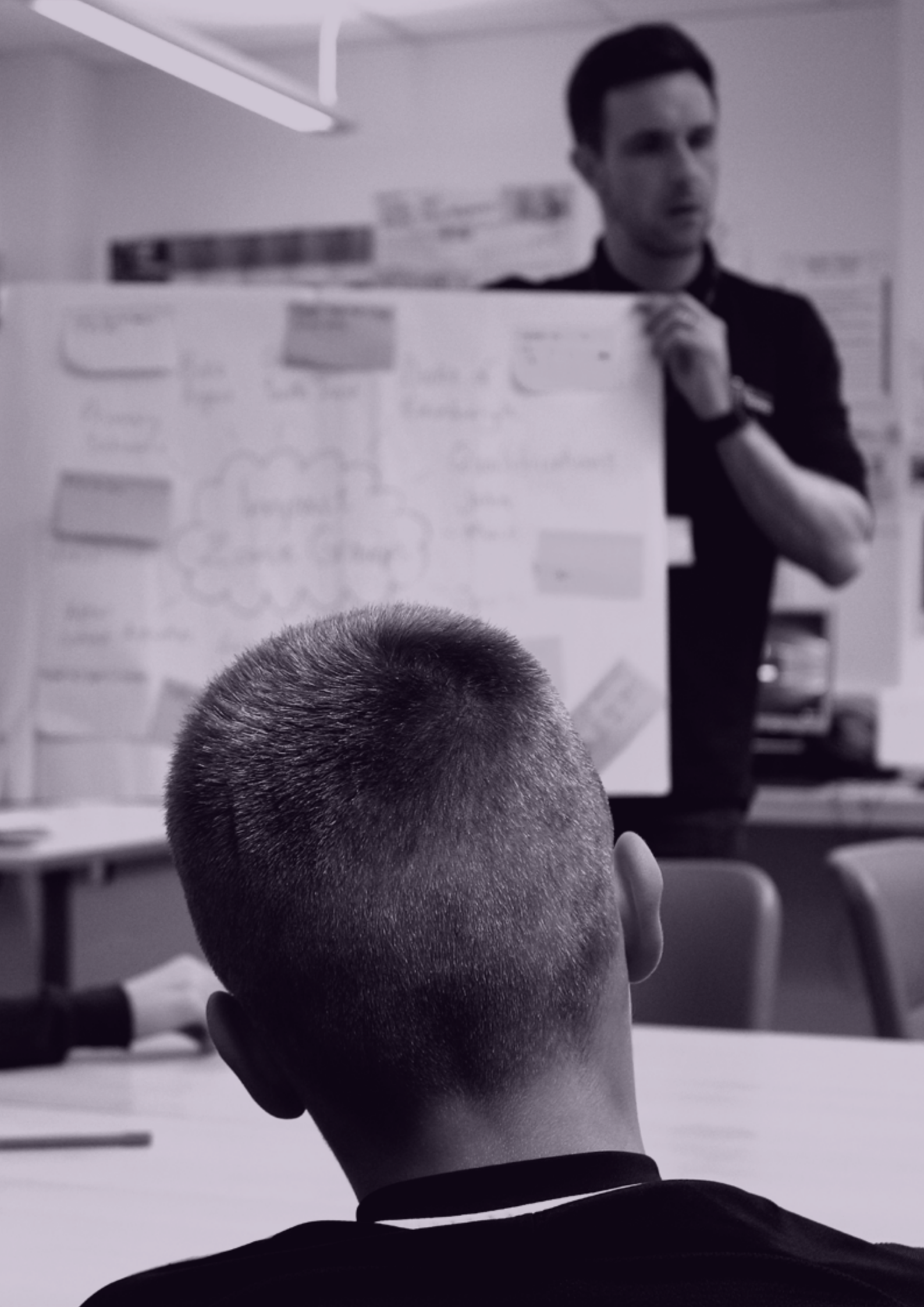
Through these stories we also learnt that the ways in which youth workers work with young people contributed to these impact, these included:

- Being a trusted adult
- Practitioners as role models
- Providing a space to be heard
- Long term relationships
- Giving praise and encouragement
- Negotiated learning
- Working effectively alongside others
- Inclusive practice

The study makes an important contribution to the understanding and evidence of how youth work achieves significant change for young people⁵³.

“Well, I was a wee radge... Getting barred and that all the time. One of the seniors asked me to go along to the senior night and I came along and it was better, more freedom. I got involved in DofE . Then I started volunteering on the night I used to get banned from. Then I was volunteering 2 nights a week. I volunteered because I enjoyed being a role model. I didn't like school. It wasn't my cup of coffee. I learned more here than I did at school, just like day to day skills. My attitude and way around things, dealing with things, I changed for the better. Well I wasn't a radge any more. I started listening to people, youth workers, cos they weren't like teachers. They were easier to have a relationship with, talk to and that. I kept volunteering and got to know people, higher up people, made contacts. I got kicked out of school and came to a group... where I did my school work and worked one to one with a youth worker. I learned how to live in the big wide world. How to run a house and that. Well I have a job and am still highly involved in youth work. I am the chair of a youth committee we are making chances and changes for people like me” (Young Person, aged 17).

⁵³ <https://www.youthlinkscotland.org/policy/youth-work-research/>



PRIORITY 7. Strategic and Local Planning

The youth work outcomes for Scotland have been embedded throughout sector. Every current CLD plan in Scotland includes priorities focused on youth work or work with young people.

7.1 Development of national guidance for local authorities and their partners on CLD planning 2018-21.

- Education Scotland worked in partnership with the CLD sector to develop a revised Guidance Note in 2017. Over 200 stakeholders from the voluntary and public sectors helped to shape the Guidance. National partners including Learning Link Scotland, Scottish Community Development Centre, YouthLink Scotland and Youth Scotland also contributed to drafting the final Guidance Note⁵⁴

7.2 Support CLD planning partners to reflect and articulate youth work and youth work outcomes within CLD Plans and advocate for the inclusion of the third sector within local planning processes.

- Most of the current round of CLD plans covering the period 2018-21 were put in place by local authorities and their partners in the second half of 2018⁵⁵
- Education Scotland, Scottish Government's CLD Policy Team and key national partners including YouthLink Scotland and Youth Scotland carried out a review of the content of current CLD plans in the spring of 2019⁵⁶

The review content included:

- All current plans include priorities focused on youth work or work with young people. The majority refer to targeted youth work, universal youth work and youth work in schools
- Education attainment and achievement
- Employability and inclusion
- Mental health and well-being
- Some of the common themes that plans identified as being relevant to young people include:
- Youth voice
- Poverty
- The National Youth Work Strategy is referenced as a strategic driver in most plans

⁵⁴ <https://education.gov.scot/education-scotland/scottish-education-system/cld/revised-cld-guidance-note>

⁵⁵ <https://education.gov.scot/improvement/self-evaluation/community-learning-and-development-planning-2018-21>

⁵⁶ <https://education.gov.scot/improvement/self-evaluation/planning-for-change-a-review-of-cld-plans-in-scotland-2018-21>

7.3 Facilitate a series of regional Youth Work Expo events which will share information and knowledge of Youth Work Strategy, Youth Work Outcomes and promoting the value of youth work.

- Some Local Authorities ran their own self-directed expo events with input from YouthLink Scotland staff. This included information on the youth work strategy, youth work outcomes and promoting the value of youth work.

STRATEGIC AND LOCAL PLANNING CASE STUDY

Highland Youth Work Strategy 2019-2024

Co-production was central to the development of the Highland Youth Work Strategy. Over 1000 young people contributed in a wide variety of ways. They explained in detail what the impact they have and how young people want and need youth work support to work alongside them in the next five years.

In June 2018 The Highland Council's Care, Learning and Housing committee asked the Youth Work Improvement Group (a cross sector group of youth work professionals) to support and fully include young people in Highland to co-create an updated Youth Work Strategy for the region.

A period of engagement, consultation and collaboration took place that resulted in 473 online surveys being completed and 62 focus groups and workshops being coordinated.

A Youth Work Strategy Review Group met regularly to steer the process and ensure that the voices of young people and those working across the sector were being considered.

The result of this work has been the development of this strategy. It has one central purpose - to ensure that a positive difference is made with, by and for young people through youth work, especially where it's needed most.

PRIORITY 8. Strategy Evaluation and Future Plans

YouthLink Scotland has engaged young people and youth work practitioners from Local Authority and Voluntary Sectors in this progress report. Alongside key partners, the organisation has also worked with 1000s of young people and youth work practitioners during the pre-public consultation phase of the renewed National Youth Work Strategy (2020-25). An event was co-produced by young people and partners in January 2020, highlighting the key themes emerging from engagement so far, to ensure the strategy is reflective of the needs and aspirations of young people and the youth work sector.

8.1 All partners will engage in regular monitoring, self-evaluation and reflection on progress of actions contained in this plan and the ambitions of the Strategy.

- The Youth Work Strategy Stakeholder Reference Group meets quarterly and regularly considers progress reports on the progress of actions contained in the youth work strategy

8.2 Youth workers will have an opportunity to provide their feedback on the impact of the Youth Work Strategy.

- YouthLink Scotland has canvassed young people, its members and Local Authority and Voluntary youth work practitioners for feedback on the previous strategy and for input and information throughout the course of this Progress Report

8.3 Young people will be involved in providing feedback on the impact of the Youth Work Strategy.

- As part of engagement on the National Youth Work Strategy (2020-2025), a National Young People's Group called "VOICE" has been convened via Young Scot and Scottish Youth Parliament from a range of youth work backgrounds
- The group designed and conducted surveys responded to by over 800 young people and have been involved in workshops, including a session designed specifically to provide feedback on the 2014-19 strategy

8.4 Stakeholders will have an opportunity to provide their feedback on the impact of the Youth Work Strategy.

- Through funding from Scottish Government, YouthLink Scotland commissioned 25 local and thematic youth work strategy events to help shape the future strategy. This has engaged over 1500 young people and youth work practitioners from all over Scotland and from a range of backgrounds and included workshops to gain feedback on the impact of the previous strategy
- Scottish Government plans to publish an evaluation report on YoYP which will help inform the new youth work strategy

8.5 An end of strategy evaluation and impact report will be written, published and disseminated.

- This Progress Report demonstrates commitment to this action. The report will be distributed to the youth work sector and key partners in early 2020

8.6 Engage with the youth work sector and young people to identify next steps and recommendations for a youth work strategy – and seek opportunities in YoYP 2018 to achieve this.

- YouthLink Scotland continues to engage all its networks. The organisation provided information, sample questions, session plans, and in many cases, direct input at events to enable all stakeholders an opportunity to provide recommendations and highlight opportunities during the co-production of the renewed strategy
- The young people's group made their own recommendations for the renewed youth work strategy and are involved in event planning processes for a youth work strategy, "the story so far" event in January 2020, around the key themes emerging and the youth work sector's priorities for youth work in Scotland
- A consultative draft of the renewed youth work strategy (2020-25) is expected in summer 2020
- The public consultation is expected to run for around three months



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