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**YouthLink
Scotland**

Annual Report

**National Voluntary Youth Organisation Support Fund
2022/23**



Summary:

54 awards were made totalling £597,683

42 organisations benefitted from the fund

18 specialist equalities youth work organisations benefitted from this (16 of which were new to the fund)

There were 9301 direct beneficiaries (youth work staff and volunteers at an average cost of £65 per head.

Across the fund 32 (76%) of the funded projects specifically selected the fund outcome “Enhanced capacity of youth work organisations, staff and volunteers to reach and support young people with protected characteristics”

The fund supported essential training for over 5,600 volunteers without which the beneficiary organisations could not operate.

The ongoing need for support to recruit, support and train volunteers is replicated in the needs of the specialist equalities organisations that benefitted from the additional funds made available.

The focus of the fund, across paid staff and volunteers is weighted towards the provision of essential training i.e., training without which beneficiary organisations could not operate and EDI related support. This is balanced by a smaller focus on senior staff and leadership development that is crucial to the sustainability of these organisations.

This focus reflects the central role of the fund in supporting the implementation of the National Youth Work Strategy.

*Please note that 2 organisations (specialist equalities) are yet to report, and one organisation has returned funds (specialist equalities)

1. Overview

The purpose of this annual Scottish Government fund is to support workforce development within the voluntary youth work sector in order that that the sector can continuously improve and offer high quality youth opportunities that meet the needs of all young people in Scotland. The fund also aims to support the implementation of the new National Youth Work Strategy for Scotland (in development).

Previous rounds of the fund were open only to national voluntary sector youth work organisations. In 2022/23 the fund was made available to specialist equalities focused voluntary youth work organisations to support them to build on and develop their reach and offer to young people with protected characteristics.

As in previous rounds, an additional of £500,000 was made available to eligible national voluntary sector youth work organisations. Awards were capped at £35,000 per organisation. In addition to this, an additional amount of £100,000 was made available to specialist equalities focused voluntary youth work organisations (can be regional or local). Awards are capped at £10,000 for regional organisations and £5,000 for local organisations.

Successful applications evidenced that work supported via the fund would contribute to one or more of the following capacity building outcomes (as agreed with CLD Policy Team, Scottish Government):

- Improved recruitment/engagement and support of volunteers
- Increased access to essential workforce development opportunities for paid staff and/or volunteers
- Increased access to leadership development opportunities for senior managers and/or senior volunteers
- Enhanced capacity of youth work organisations, staff and volunteers to reach and support young people with protected characteristics

54 awards were made totalling £597,683
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(Appendix 1 (Excel spreadsheet) shows the organisations funded and awarded amounts)

2. Beneficiaries

Paid staff (core)	615
Paid youth workers	2478
Senior managers (paid and voluntary)	562
Youth work volunteers (existing)	5202
Youth work volunteers (new)	444
Total	9301

Beneficiary numbers indicate how important the fund is in relation to supporting volunteers and particularly, post Covid-19, in relation to re-engaging, re-training and recruitment of the volunteers that make up much of the workforce of national voluntary sector youth work organisations.

Numbers relative to beneficiary type also indicate that the use of awards from this fund is heavily focused on those staff and volunteers delivering directly to young people. This is balanced by a smaller focus on senior staff and leadership development that is crucial to the sustainability of these organisations.

Per head costs are approximately £65 per head.



3. Outcomes

<u>Outcome</u>	<u>Number of Recipient organisations that selected and achieved outcome</u>
Improved recruitment/engagement and support of volunteers	40
Increased access to essential workforce development opportunities for paid staff and/or volunteers	42
Increased access to leadership development opportunities for senior managers and/or senior volunteers	25
Enhanced capacity of youth work organisations, staff and volunteers to reach and support young people with protected characteristics	32



(**Please note that applicants selected more than one outcome)

Outcome 1 - Improved recruitment/engagement and support of volunteers

The context:

The delivery of youth work in Scotland is dependent on youth work volunteers. There are an estimated 73,004 adult volunteers delivering 12.8M volunteering hours. Many of the uniformed youth work organisations are wholly volunteer-led. These volunteers have a huge impact of the lives of thousands of young people and it is critical to the sector and to the delivery of the national youth work strategy that supporting organisations to recruit and support volunteers remains central to the Scottish Government's investment in youth work. The NVYOS Fund is currently the only funding source for this essential volunteer support.

Example 1 – Venture Scotland

Award - £2,873

“Venture Scotland is a volunteer led organisation and for the last 30 years has been committed to the ethos of volunteering. We currently have 52 volunteers from all walks of life, and they bring a richness and depth to the work we do with young people. As well as helping us to deliver our programmes, volunteers help with social media, bothy maintenance, kit, driving, website development, sit on our Board and organisational strategy

We delivered our 'Venture' volunteer training to two groups of volunteers in Edinburgh and two groups in Glasgow. This allowed us to “on board” 40 new volunteers. Our new volunteer training covers - the history of Venture Scotland, what is youth work, a day in the life of a Venture Scotland volunteer, challenging behaviour and management of groups.

We also delivered our 'Residential' volunteer training which comprises a 3-day bothy trip to Glen Etive to one group of 12 volunteers. This is our advanced volunteering training comprising history of bothy, bothy life and schedule, how to support YP in remote locations, how to run games and reviews.

We also ran four full day training sessions for existing volunteers covering: safeguarding, group management, rock climbing and foundation water safety and rescue.

Example 2 - Girl Guiding Scotland

Award - £20,760

“Our local commissioners (volunteers who support a number of units in a small local area - the number of units could be anything from 5 to 20 units, they also manage anywhere between 10 and 50 volunteers) are one of our most important roles.

We invited all our local commissioners to a national event to upskill and allow them time to build up networks both within their areas and also with areas that have similar geographical/personnel issues, to allow them to both support and learn from each other. There was also a variety of training sessions available for the commissioners to attend including: Having honest conversations with other volunteers; risk assessment; area development; help with administration; time management

Example 3 – Marine Society and Sea Cadets (Scotland)

Award - £34,876

“The Sea Cadets is a national youth development organisation with over 400 independent community originations run by volunteers of which 37 are in Scotland. Our volunteers are local people who fully understand the demographics of their locale and the difficulties some of our families and young people are facing.

We used the award to create and pilot a series of volunteer toolkits and guidance for our volunteers based in Scotland, offering them the opportunity to upskill and have longevity and be experts in their roles. The toolkits equip volunteers with the knowledge and skills required to govern and grow their independent charities, whilst empowering them to be experts in the respective positions. The toolkits and guidance provide volunteers with in depth training on matters such as; governance, finance, working with young people, understanding mental health, teambuilding, suicide prevention and dealing with conflict. We believe that if our volunteers have the knowledge and the tools to be proactive in all the above areas then their youth volunteer experience will be more positive, which will transcend to the end user the young people.

Outcome 2 - Increased access to essential workforce development opportunities for paid staff and/or volunteers.

The context:

The NXYOS Fund supports essential training and development opportunities i.e. training that means that the organisations can operate at all. This type of training is often basic youth work training for new staff and volunteers; risk assessment and health and safety training. Where this fund supports more specialist competence and safety training it supports activity that is core to the purpose and existence of the organisation (e.g. outdoor activity qualifications) and to the safety of the young people involved.

Similar to the need to support the recruitment and support of volunteers (outcome 1), it is critical to the future of the youth work sector in Scotland that this core, essential training is funded. Many recipient organisations apply year on year for help with the costs of training without which they would literally have to “close the doors”.



Example 1 – Scottish Outdoor Environmental and Outdoor Education Centre

Award – £3,215

“Our recent training needs analysis, cross referenced with our participant young people’s feedback, highlighted a deficiency in suitably qualified staff to support our full programme range. This qualification deficiency centred around three key activity areas; rock climbing, paddle sports and archery (with the addition of the supporting minibus driving qualification). The training needs analysis also showed a need to further support neuro-divergent young people with techniques and systems that are pertinent to them.

The NXYOSF award enhanced our capacity in these areas, allowing us to deliver impactful and meaningful outdoor learning for a broader spectrum of young people. This is particularly relevant to young people’s development in the areas of coping with stressors, acceptance of new experiences, maintaining positivity, pro-social behaviour and divergent thinking processes.

We also provided the following:

Climbing Instructor Award= £272 (1 Person)

Foundation Safety Rescue Training = £228 (2 Persons)

Paddle Sports Instructor Award = £293 (1 Person)

Archery Instructor Award = £500 (2 Persons)

NSPCC Safeguarding Course = £250 (10 Persons)

Minibus Driving Test = £858 (1 Person)

Medical for Minibus Driving = £140 (1 Person)

Neuro Divergent Training = £400 (10 Persons)

Diversity Training = £295

Example 2 – Scottish Youth Parliament

Award - £21,278

To meet the needs of SYP and its youth led structure and staff management, we delivered tailored HR training, Informed Legal Training on what it means to be a young trustee and how this impacts on other work linking in Companies House, OSCR and collective responsibility. Engaging Finance Training to ensure oversight of incomes and expenditures.

Dedicated media training, including social media- covering media profiles, traditional media and appropriate behaviour online and on social channels - Public Speaking and Leadership Training from a professional coach. Child Protection Training, Roles and responsibilities of volunteer managers. Conflict Resolution and Communication skills training.

Example 3 – Ocean's Youth Trust

Award – £24,100

“In February 2023, OYT Scotland delivered our annual volunteer training seminar to support and prepare our valued volunteers for the upcoming sailing season. This seminar was more important than ever as we finally emerge from a global pandemic. This is our annual opportunity to re-educate, refresh and prepare our volunteers for delivering youth work at sea now that voyages have recommenced.

This event is essential for the sustainability of OYT Scotland which is a volunteer-led organisation.

This two-day residential seminar took place at Stirling Management Centre, and offered compulsory and elective courses in youth work and sail training which enhanced our volunteers' continuous professional development.

Courses included youth work training in subjects including: safeguarding, delivering accredited qualifications, working with those at risk of entering the judicial system, mental health first aid, games with aims, working with care experienced young people, food hygiene, nutrition & healthy eating, supporting people with learning difficulties; delivering RYA qualifications including first aid and diesel engine maintenance.

These courses are vital to delivering our residential youth work programme, as our voyages are staffed mostly by our highly trained volunteers. By making such land-based training available, accessible, and affordable, we are widening the range and capacity of people to gain the necessary skills and training required for delivering youth work at sea and land-based activities. This was our largest annual volunteer training event and around 100 highly engaged volunteers attended.



Outcome 3 - Increased access to leadership development opportunities for senior managers and/or senior volunteers

The context:

The NVYOS Fund also supports leadership development. Although this outcome features less in the profile of the awards given, it is nevertheless as essential to (and tied to) the support provided to youth work volunteers and essential training costs.

High-quality leadership is essential to the management of large, complex and often volunteer dependent organisations and to the role that these organisations play in achieving shared policy outcomes related to young people and to the implementation of the National Youth Work Strategy.

Example 1 – The Prince’s Trust Award - £32,909

“After excellent feedback from staff taking part in the ‘Stepping into Management’ training we offered last year, funded by NVYOS, we ran another course with 16 staff. The training helped participants understand the role of a leader, the tasks involved, what it takes to be a good leader, and encourage self-awareness and reflection to support their personal leadership development and everyone received a personalised MBTI report.

These reports help participants identify their leadership type, strengths, and blind spots (perception, decision making and leadership skills). This helps build their personal awareness, support their development as potential leaders, and lead to more efficient and successful teams. The course also included one to one coaching support to enhance the offer and impact.

In response to our training needs survey which showed that delivery staff had the lowest confidence and knowledge in working with young people, with protected characteristics of race and disability, we also provided training delivered by organisations specialising in working with people with disabilities, those from BAME communities, and refugees and asylum seekers; to build participants skills, knowledge and confidence in engaging and working with these young people. This training was aligned to our wider organisational objective to become a leading youth organisation in terms of championing equality, diversity and inclusion; aiming to reach the young people who need us most, with many of those from BAME communities, experiencing disabilities, or refugees or asylum seekers.

Example 2 – YMCA Scotland

Award - £17,250

“This funding provided CPD training for 6 youth work managers employed within YMCAs to undertake an Executive Masters programme in Management for Civil Society Organisations.

The programme is organised by YMCA Europe in partnership with ISCTE-University Institute of Lisbon (Portugal), ISCTE-Executive Education and YMCA George Williams College (UK). On completion of the course the participants will obtain double certification with a Post-Graduation Diploma in “Management of Civil Society Organisations” issued by ISCTE-University Institute of Lisbon and an Executive Professional Master Certificate in “Management of Civil Society Organisations” issued by ISCTE-Executive Education. The participants engaged in a hybrid learning model (residential and online) with other senior workers across Europe.

Example 3 – Venture Trust

Award - £500

“Venture Trust’s Leadership Development project is designed to grow our Senior Leadership Team (SLT) and Management Team’s skills and understanding across a range of subjects. By developing understanding of leadership roles and theories, Venture Trust’s managers will grow core leadership skills including self-awareness, how to motivate and empower others, and engage in positive conversations. The insights gained during the programme build confidence to help them step up in their leadership roles and make a greater contribution to the effective running of Venture Trust.

This project was comprised of a single training programme: Aspiring Leaders Training (provided by Just Enterprise). This 6-day development programme for third sector leaders and managers developed senior managers’ ability to lead effective and collaborative teams.

Outcome 4 - Enhanced capacity of youth work organisations, staff and volunteers to reach and support young people with protected characteristics

The context:

This outcome is new for 2022/23 and responds to the need of specialist equalities organisations for basic organisational capacity-building support and to the need across the youth work sector to develop practice in relation to EDI. Of particular interest is the extent to which smaller equalities focused youth work organisations are struggling to cope in terms of capacity and infrastructure and the extent to which emotional support for youth workers working with young people facing racism and or trauma related to refugee status was identified by these organisations.

Example 1 – Hot Chocolate Trust

Award - £4,950

“In terms of protected characteristics, 62% of Hot Chocolate's young people have additional support needs, including a high proportion of neurodiversity. 71% identify as LGB+). 24% identify as trans/gender fluid/non-binary. 28% identify as Care Experienced.

These protected characteristics bring unique challenges to young people as they navigate life, often experiencing exclusion, oppression and abuses in various forms.

The opportunity to develop a bespoke safeguarding training programme, focussed around these protected characteristics has been invaluable for the team, and has seen a marked difference in knowledge, skills and confidence - ultimately improving the quality of support that the young people experience”.

Example 2 – Intercultural Youth Scotland Award – £10,000

“It is crucial that we support BPOC youth workers as there are not many in Scotland. If we didn’t have this funding, staff would not have the proper space to be heard and in particular, heard by someone who has lived experience in racial trauma. Our teams are working in environments where they deal with micro-aggressions and direct racism daily. This is often unseen by others but has a negative impact to their mental health as often they are working with young people who also face racism and school and in youth work settings. Our services currently work giving employability support, anti-racist education in schools and also our mental health service and our youth group. This fund supported that work, and if it wasn’t for the counselling, we feel that many may have left due to the external pressures of dealing with racism and structural racism as part of their employment”.

Example 3 – Passion4Fusion Award - £9,670

“Passion4Fusion mainly supports Black and ethnic minority young people, this award has supported us to increase capacity and improve the services that we provide to young people from ethnic minority communities. The award has supported us to provide more targeted interventions to help them overcome barriers and challenges. We supported our staff and peer leaders with anti-racism training. Some of the benefits of providing this training were that staff members and peer leaders were empowered and developed their knowledge, skills, and confidence to challenge bad practice, discrimination, and racism. The training also helped our peer leaders develop a deeper understanding of their own experiences and identity, which helped them communicate more effectively with others and build stronger relationships. The peer leaders reported that they could better articulate their experiences and perspectives, and also listen more effectively to the experiences and perspectives of others.

Example 4 – Youth Community Support Agency Award – £4,083

YCSA works with BME young people also asylum seekers and refugees. The funding supported training opportunities for youth workers and also volunteer including how to deescalate situations in a group work setting and general youth work. YCSA have staff who work with asylum seekers and refugees who have faced trauma and at times this can be emotionally exhausting for them. The fund supported a number of sessions on how to cope with these feelings.”

4. Supporting equality, diversity and inclusion:

a) This year (in a pilot basis) an additional £100,000 was added to the fund dedicated to supporting specialist local or regional equalities focused youth work organisations.

18 specialist equalities youth work organisations benefitted from this (16 of which were new to the fund)

b) The inclusion of a cross fund outcome related to improvement in the capacity of youth work organisations to reach and supported young people with protected characteristics

Across the fund (both pots) 32 (76%) of the funded projects specifically selected the fund outcome "Enhanced capacity of youth work organisations, staff and volunteers to reach and support young people with protected characteristics"

c) The requirement to submit a short case study where organisations applied for funding as specialist equalities youth work organisations.





“We know life isn’t always easy for young people, but LGBTQ+ young people face additional barriers to achieving their full potential, placing them at higher risk of poor health, homelessness and poverty.

The young people we work with all come from diverse backgrounds (including disability, neurodivergence or being care experienced) and in some cases we are the only people in their lives that care about what they want or need. This funding has allowed us to enhance a learning and development journey so our teams (staff and volunteers) have all of the tools to be successful in their role and provide support that young people need to thrive and flourish in life. Our Intersectional Working Group are working on several initiatives that have Equality, Diversity & Inclusion at its centre. We have implemented recommendations from that group that all staff and volunteers undergo regular training which includes a broader Equality, Diversity & Inclusion course which highlights different topics including, all nine protected characteristics, The Equality Act, Direct and indirect discrimination”.

-LGBT Youth Scotland



“The National Interfaith Youth Advisory Board received applications from young people across Scotland and is now a board comprising 12 young people (18+) from Christian, Muslim, Hindu, Sikh, Baha’i, and Buddhist backgrounds.

As the national interfaith organisation, we are in a unique position to support and provide a safe space for young people from various major and minority ethnic backgrounds to come together. Here is some feedback from the young people highlighting how the project, and therefore the award, made a difference. Q: What new skills and knowledge have you gained from being a part of the National Interfaith Youth Advisory board? A: Diversity, equity and inclusions, Facilitation Skills and Knowledge about different religions and their values along with why we should try to understand different point of views. Q: How has being a member of the board helped in your personal development? A: Being a member of the board has helped me believe that I can help create a safe and inclusive environment. It has made me confident in my aims."

-Interfaith Scotland

(Submitted case studies can be found in Appendix 1)

d) The request for recipient organisation to submit information re the numbers of young people they work with that have protected characteristics.

23 of the 42 funded organisations responded and the following information was provided. (Please note that most of those that did not respond (and some that did) do not routinely gather this information so these figures are likely to be considerably higher).

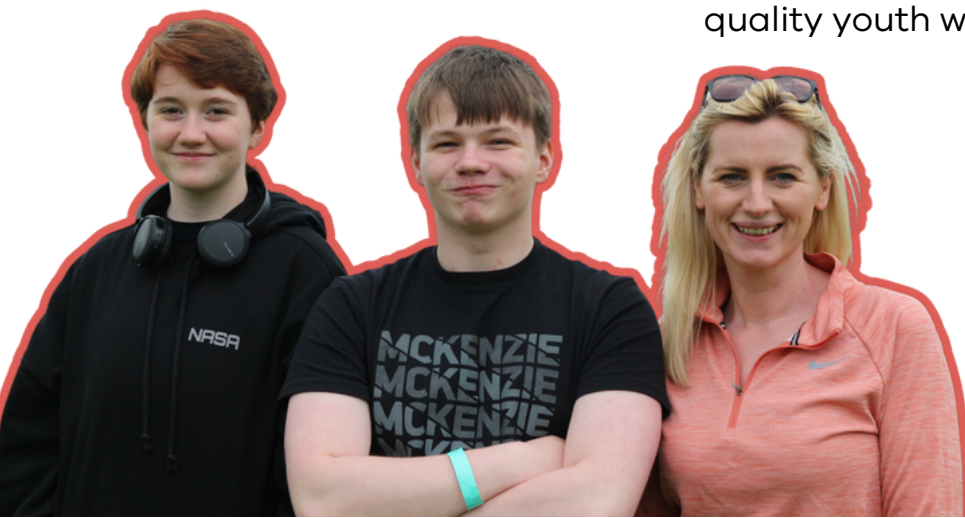
LGBTI young people	967
Care experienced young people	447
Young carers	194
Black and minority ethnic young people	1347
Disabled young people	1880
Trans young people	156
Young People with additional support needs	910

e) UNCRC requirements - the ongoing inclusion of the requirement for funded organisations to:

- Ensure that links to relevant UNCRC are provided on organisational websites
- Ensure that all staff have completed UNCRC training,
- Submit EDI policies at the point of award
- Report on the impact of the award in relation to the UNCRC and the young people they work with.

All funded organisations provided relevant links to UNCRC information on their websites and ensured that all staff had undertaken the 10-minute UNCRC training.

The short case studies submitted confirmed that this fund supports the capacity of national voluntary sector youth organisations to deliver high quality youth work organisations which overlap with several UNCRC articles.



Quotes from case studies:



'Youth work in the Church of Scotland is predominantly open access, with many youth workers offering drop in activities, thematic group activities and working in partnership with local schools to enhance their provision.

The funding provided enabled us to provide youth workers with learning, support and skills in the areas of exclusion, exhaustion, well-being, community, creativity, sustainability, identity, belonging, purpose and faith. All of these areas pertain to the UNCRC and will benefit the work being undertaken with young people in local communities. Some of the participants were unknown to us before they attended so we were able to share Children's Rights training tool with them and asked them to pass it on to others in their teams".



"All 4 general/core principals of the UNCRC are relevant to what we have achieved through this funding. Non-discrimination is at the heart of what we do as we work with children & YP who have protected characteristics and face discrimination from the mainstream everyday due to their deafness.

Children & young people with protected characteristics are often under supported, especially for those who use British Sign Language (BSL) as their first or preferred language. A general lack of awareness in the mainstream means they often fall through the gaps of support services due to accidental or purposeful discrimination (e.g. language access barriers) resulting in a lack of accessible channels to report safeguarding concerns. By having a multi-lingual team who are now (thanks to this funding) trained in enhanced child & YP safeguarding, we are positioned to give expert support to those who use either BSL or English. We have always worked hard to create a safe space, build trust and maintain an environment where our young people are heard, and their voices are considered in all aspects of our service.

We have observed several times recently that our young people can confidently disclose concerns to us, and now that our YSC has the training to lead on addressing these disclosures, we can ensure a fast response without having to wait for another safeguarding lead to get involved (e.g. if the disclosure is made on the weekend when the other lead is not working and/or is unreachable).

Through our expertise, we can also advocate for the best interests of the children & YP in our care (e.g. fighting for them to have appropriate language access and guiding external services on communication best practice when appropriate) to ensure they are heard, that appropriate support is provided and their voices are not misrepresented by people around them who may not have their best interests at heart.

We are also now armed with the expertise to ensure our children & YP's right to life, survival and development is protected - especially when it comes to the development aspect. Deaf children & YP are statistically more likely to have delayed development due to language and communication deprivation during their early years. We now have all the tools at our disposal to identify when a deaf child's developmental needs are not being met, and we can offer appropriate support or intervention if required, above and beyond what we could have before with the basic safeguarding knowledge the team already had".



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