

NORTH LANARKSHIRE YOUTH WORK

**INTERIM RECOVERY AND
RENEWAL PLAN 2020 - 2022**



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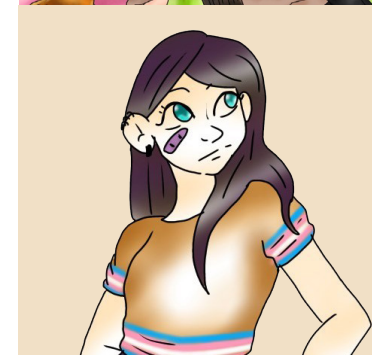
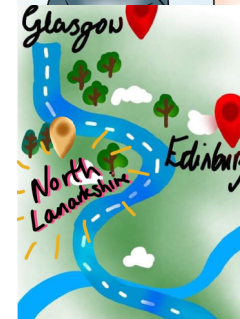


Thanks to **Wiktoria Orlicka**
for the awesome original artwork

contents

Page

4.	Welcome by North Lanarkshire Youth Council	12.	The Action Plan
5.	Foreword by Councillor Jim Logue, Leader of North Lanarkshire Council	12.	Monitoring and Evaluation
6.	Local and National Policy Context	13.	Awards and Accreditation Table
7.	Contribution to the North Lanarkshire Programme of work	15.	Diversionary Youth Work Table
8.	National Youth Work Outcomes	18.	Health and Wellbeing Table
8.	GIRFEC and A Rights based approach	21.	Support to the Voluntary and Community Sector
9.	Children's Rights	23.	Workforce Development
10.	Route Map to Youth Work Delivery Plan 2020 - 2023	27.	Youth Voice
		31.	Appendix 1



welcome

Foreword from North Lanarkshire Youth Council

As members of North Lanarkshire Youth Council, and as young people who have benefitted from the value of youth work for many years, it is our pleasure to introduce you to this ambitious and inclusive plan for working with young people across North Lanarkshire.

North Lanarkshire's young people are diverse and creative and come from a wide range of unique communities - and so it is only right that we have a plan, and representation infrastructure, that enhances this.

Our youth representation infrastructure consists of 6 youth forums, which represent the localities of Airdrie, Bellshill, Coatbridge, Cumbernauld, Motherwell, and Wishaw. Each of these has two representatives which attend North Lanarkshire Youth Council meetings, alongside the nine Members of the Scottish Youth Parliament (MSYPs) who represent North Lanarkshire constituencies. These groups, which ensure the representation and empowerment of North Lanarkshire's young people, are only some of the range of inputs that the Community Learning and Development (CLD) team help to deliver in our communities.

Young people's voices have contributed to the development of this plan, alongside those of youth workers and key partners. Since the discussions that informed the plan took place, much has changed in terms of the way youth work can and has been delivered, due to the Covid19 crisis. However the key issues that affect young people are still a focus of the plan, and youth workers have risen to the challenge of finding new ways to continue delivering the service.

This plan, designed with young people at its forefront, will be fundamental in the next few years, in ensuring that young people thrive, regardless of background, and have equal access of opportunity. Indeed, the priorities highlighted across the document, such as empowerment and economic opportunity, are key wishes of young people in the area, and this document outlines a clear commitment to delivering these.

As we enter a new era of youth work, the barriers to youth participation are clear, but so are the solutions. Youth work is integral to tackling key social and equalities issues, such as the attainment gap and mental illness. There is no better time to invest in young people.

We are looking forward to seeing this plan come to fruition, and to seeing the real impact that it will have not only on our youth infrastructure, but in empowering our young people to achieve their potential in our communities.



foreword

From Cllr Jim Logue, Leader of the Council



North Lanarkshire is committed to recognising the value and contribution of our young people, and supporting them to fulfil their potential.

Youth work has a key role to play in achieving this, so I am delighted to welcome and introduce you to the latest youth work plan for North Lanarkshire. Now more than ever, we must support young people and listen to their views.

In developing this plan, Community Learning and Development, on behalf of North Lanarkshire council and partners, has undertaken a variety of consultation events with young people, ensuring that their views are at the heart of the document. We have also engaged with partners and taken stock of the context in which we are working to ensure that this strategy is both realistic yet ambitious, but most importantly it is responsive to the needs of young people and that it works to deliver positive outcomes.

To deliver the shared ambition of inclusive growth and prosperity, the overarching plan for North Lanarkshire comprises five complementary priorities which are to:

- Improve economic opportunities and outcomes.
- Support all children and young people to realise their full potential.
- Improve the health and wellbeing of our communities.
- Enhance participation, capacity, and empowerment across our communities.
- Improve North Lanarkshire's resource base.

The youth work approach outlined in this document contributes greatly across these priorities. In particular it supports the commitments we have made as an authority to drive up attainment; develop pathways into training and employment; nurture the mental health of our residents; tackle poverty and inequality; and provide opportunities for active, healthy lifestyles.

I commend the local youth workforce for their ongoing dedication to supporting young people and I look forward to seeing the progress made as this plan is implemented to improve the lives of our young people.

Jim Logue
Leader of the Council

local and national policy context

The Plan for North Lanarkshire was launched in 2019. To deliver the shared ambition of inclusive growth and prosperity in North Lanarkshire, five complementary priorities were developed:

1. Improve economic opportunities and outcomes.
2. Support all children and young people to realise their full potential.
3. Improve the health and wellbeing of our communities.
4. Enhance participation, capacity and empowerment across our communities.
5. Improve North Lanarkshire's resource base

In particular, this plan for delivering youth work will aim to meet the linked ambition statements below, which have most relevance to our area of work:

Priority: Support all children and young people to realise their full potential

- Raise attainment and skills for learning, life, and work to enhance opportunities and choices.

- Enhance collaborative working to maximise support and ensure all our children and young people are included, supported, and safe.
- Engage children and families in early learning and childcare programmes and making positive transitions to school.
- Invest in early interventions, positive transitions, and preventative approaches to improve outcomes for children and young people.
- Engage with children, young people, parents, carers, and families to help all children and young people reach their full potential

Priority: Improve the health and wellbeing of our communities

- Encourage the health and wellbeing of people through a range of social, cultural, and leisure activities.

Priority: Enhance participation, capacity and empowerment across our communities

- Transform our natural environment to support wellbeing and inward investment and enhance it for current and future generations.
- Ensure we keep our environment clean, safe and attractive.
- Ensure our digital transformation is responsive to all people's needs and enables
- Access to the services they need.
- Improve engagement with communities and develop their capacity to help themselves.

- Improve the involvement of communities in the decisions, and development of services and supports, that affect them.



Contribution to the North Lanarkshire Programme of Work

The plan has clear links to the Plan for North Lanarkshire Programme of Work (2020). The following references indicate the main areas of synergy, although there are touch points across many others.

- PO5 Inclusion Growth/Tackling Poverty
- PO6 Child Poverty - Links to PO5, PO39, PO41
- PO9 Strategic Policy Framework - Links to PO34
- PO24 Employability Review - Links to PO36
Developing the Young Workforce
- PO31 GIRFEC
- PO32 Mental Health, Wellbeing and Resilience
- PO33 Improve Attainment and Qualifications
- PO39 Scottish Attainment Challenge and Pupil Equity Fund
- PO43 Young People on the Edges of Care
- PO44 Looked After Children and Young People
- PO48 Physical Activity Strategy Framework
- PO52 Support people to live well connected lives
- PO56 Working with communities
- PO57 Community Engagement - Links to PO55 and PO56)
- PO84 Building Community Capacity
- PO86 Equalities
- PO61/62 Employee Learning and Development / Digital workforce



National Youth Work Outcomes

Developed by the youth work sector in Scotland, we aim to meet these outcomes within a range of youth work contexts in North Lanarkshire.

Outcome 1: Young people are confident, resilient and optimistic for the future
Outcome 2: Young people manage personal, social and formal relationships

Outcome 3: Young people create, describe and apply their learning and skills
Outcome 4: Young people participate safely and effectively in groups

Outcome 5: Young people consider risk, make reasoned decisions and take control

Outcome 6: Young people express their voice and demonstrate social commitment

Outcome 7: Young people broaden their perspectives through new experiences and thinking

Our Landscape

Our work is informed by a large number of national drivers, local links, improvement programmes and planning and delivery governance. A list can be found in appendix 1 for reference. This list is not exhaustive and will be updated over time.

Cross Cutting Themes

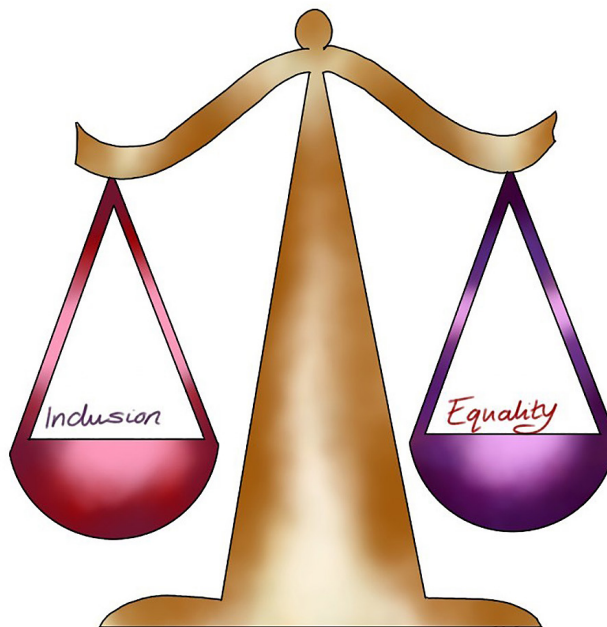
Inclusion and Equality

Inclusion is about taking action to remove barriers to participation and learning. Inclusion also involves eliminating discrimination and promoting equality.

Promoting inclusion and equality is crucial for all providers of youth work, along with all other service providers, to ensure that everyone is treated fairly, with dignity and respect, and that the learning and support opportunities provided are open to all.

Equality is a basic human right and, in line with the North Lanarkshire CLD partnership plan, the work undertaken in this plan will:

- Actively oppose all forms of unlawful or unfair discrimination
- Actively promote good relations and equality of opportunity for all sectors of the community
- Celebrate and value diversity



- Support the development of strong, secure, self-reliant, self-confident communities free from unlawful discrimination.
- Remove barriers to participation that arise due to poverty.

Equality and inclusion are also central to achieving the four capacities of Curriculum for Excellence and are key to developments within the Scottish Attainment Challenge, the National Improvement Framework and other local and national strategies.

GIRFEC and A Rights based approach

In line with the Children's Services plan for North Lanarkshire, we note the following:

GIRFEC

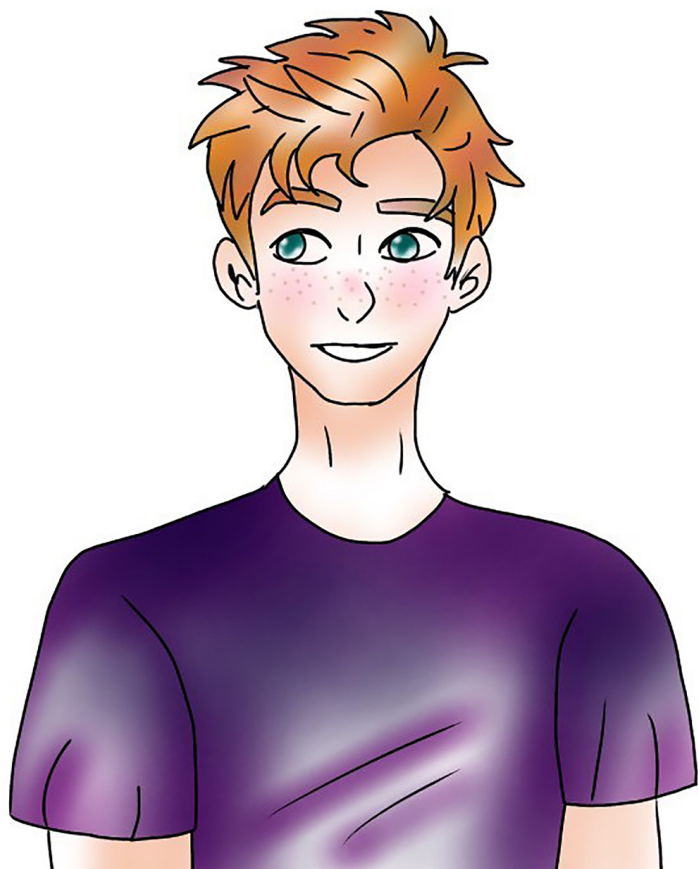
The GIRFEC (Getting It Right for Every Child) approach provides the overarching principles and practice model for children's services and is reflected in policy, strategy, practice and legislation affecting children, young people and their families.

GIRFEC is the National approach to promoting, supporting and safeguarding the wellbeing of our children and young people and using this approach enables practitioners to improve outcomes and reduce inequalities.

The wellbeing of children and young people is at the heart of GIRFEC. To achieve our aspirations for all of North Lanarkshire's children and young people to develop into **confident individuals, effective**

contributors, successful learners and responsible citizens, every child and young person needs to be **Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included**.

The aim of this plan is to work within the GIRFEC framework to ensure provision of effective services, based on the views of young people and stakeholders, to ensure positive outcomes.



Children's Rights

The 52 articles of UNCRC (United Nations Convention on the Rights of the Child) are relevant to delivering youth work. The priorities in this plan will have a positive impact on children and young people's rights.

Article 1 states that Everyone under the age of 18 has all the rights in the Convention, whilst article 2 states that the Convention applies to everyone: whatever their race, religion or abilities, whatever they think or say, whatever type of family they come from.

In addition, these articles in particular are most relevant to our work, the priorities we have established and the plan to deliver youth work going forward:

- **Article 3:** The best interests of the child must be a top priority in all things that affect children.
- **Article 12:** Every child has the right to have a say in all matters affecting them, and to have their views taken seriously.
- **Article 13:** Every child must be free to say what they think and to seek and receive all kinds of information, as long as it is within the law.
- **Article 15:** Every child has the right to meet with other children and to join groups and organisations, as long as this does not stop other people from enjoying their rights.
- **Article 17:** Every child has the right to reliable information from the media. This should be information that children can understand. Governments must help protect children from materials that could harm them.



- **Article 23:** A child with a disability has the right to live a full and decent life with dignity and independence, and to play an active part in the community. Governments must do all they can to provide support to disabled children.
- **Article 29:** Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.
- **Article 31:** Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.



Route Map to the Youth Work Delivery Plan 2020 -2023

How did we get here? This plan has been informed by the following information sources, processes and activities:

- Going the extra mile youth work strategy for North Lanarkshire
- Going the extra mile 2 - the journey continues
- Strategy progress report and review
- #NLCAAskMe Partnership Agreement (2018)
- Yoyp2018 legacy (2018)
- Youth Summit (2019)
- National youth work strategy consultation (2019)
- National and local policy desk research (2019 - 20)
- Stakeholder group formed December 2020
- Working in tandem with youth representatives
- National youth work strategy findings (2020)
- Online consultation survey to assess current priorities (February 2020)
- Youth consultation event to assess current priorities (March 2020)
- Consultation process on draft plan
- Coronavirus impacts and recovery planning (March 2020 onwards)
- Publication of document

'I'm very happy to see the variety of issues brought up and how they can be connected. I think the main thing is to make sure something is happening, even if it's

not big. Small changes over time can make a bigger impact than a few big ideas. The survey is a great idea as well, I like to see that we're being asked. I wish you the best of luck and look forward to seeing what happens.'

Throughout our research, young people told us about the issues that mattered most to them and these have become the focus of this plan.

In summary these are:

- Mental health and wellbeing
- Things to do and places to go
- The environment
- Youth Voice
- Employability, jobs and training





These match very closely to the legacy themes we developed following the Year of Young people 2018:

- Continued and developed youth engagement and participation
- Mental health issues and services for young people
- Environmental impacts
- Leisure and culture, things to do
- Jobs and training

During our most recent research, **mental health and wellbeing** came out top of the list.

'People need to fully understand the pressures young people are under for exams and in life in general'

'What would make life better? - less pressure!'

Young people wanted to see a greater awareness of mental health issues, alongside more support for those who need it. We know that youth work can support and promote positive mental health and wellbeing, and involvement in youth activities can be a protective factor in preventing mental health issues from escalating.

The issue that was next on young people's agenda was **things to do and places to go**. Young people expressed the desire to have more options in this area, and issues like transport, cost and accessible venues to meet in were raised.

'You should create more 'safe' places for young people to meet and socialise' 'Ensure it's cost effective for young people to participate'

Young people also wanted to see better **communication and access to information**. They suggested that opportunities were not advertised widely enough or that they did not always know about things that were happening in their local communities.

'It's all about Social Media! - more of that is needed and content needs to be well targeted'.

'Better linkages with schools and other organisations to share the information about what's on or any youth issues.'

The **environment**, climate change, pollution and related issues were also raised by young people, who are worries for the future of the planet.

'We need to encourage young people to recycle'

'Teach children about how bad climate change is and how they can help stop the climate emergency. Teach them about the damage climate change is doing to our earth and what to do to help stop this.'

The **opportunity to have their voices heard** and be able to **participate** in activities was also important to young people. We have a strong youth participation culture in North Lanarkshire and we want this to develop further through this plan.

'More opportunities. More information. Take young people's view and opinions on this issue seriously'

'I think overall youth involvement is a main focus that you should concentrate on'



Concerns about **employability, jobs and training** were also raised, with many young people feeling like it was hard to get a job and that they needed more skills and confidence in this area.

'We need to get information about different jobs, what skills we need to do a job and pretend interviews to give us practice'.

'Provide more information on how to apply for a job, provide training for job interviews spread more awareness on jobs available for young people'

Youth workers and other key stakeholders also shared the same priority areas as young people when we asked them about current issues. They also had some concerns about funding and resources, workforce training and upskilling, the need for better and increased partnership working, the need for better communication and information amongst professionals and staff members in the field and a desire to continue to raise profile and recognise value of Youth Work.

Local and national research and policy tells us that we are on the right track with recent findings across the country, and we recognise that the success of this plan will be partially reliant on working alongside partners and harnessing the opportunities from national initiatives.

In response to all our research, combined with a re-evaluation and renewed focus of activity post-Covid19, we have come up with the following action plan.

The Action Plan

Since the outbreak of Covid19, youth work staff teams, along with our partners, have responded in dynamic and creative ways to quickly establish new ways of working in order to continue to deliver the best outcomes for young people in North Lanarkshire.

Developed through a series of collaborative workshops, these actions have been written by young people and key stakeholders. Many of the actions require partnership working in order to achieve them and additional prioritised actions that emerged from the process have been referred to the appropriate agency or organisation if it was felt that they were better placed to take the lead than the youth work service.

Examples of our Covid19 response include the shift to digital youth work delivery, the creation of large scale community engagement events such as the #NLBigCampOut, immediate collaboration with voluntary sector and partners to respond to the urgent needs of individuals and communities during the Covid 19 crisis and the continued commitment to position the service as sector leading in Scotland.

This adaptability and dedication will continue throughout the life of this plan to ensure that the needs of young people are met and responded to.

Monitoring and Evaluation

The actions are set against timescales and progress will be monitored regularly.

In an ever changing and complex environment, the work of the plan will undergo continuous evaluation in line with the scrutiny requirements of North Lanarkshire Council and the Scottish Government which includes the self-evaluation framework 'How Good Is Our Community Learning and Development'. This approach will track progress and assess the ongoing feasibility and robustness of response against current Government guidance in light of the Coronavirus Crisis, matched with the evolving needs of our target groups, staff and partners.



Awards and Accreditation


North Lanarkshire's highly trained and skilled Youth Work Sector will facilitate a range of youth awards appropriate to the needs and aspirations of young people.

NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
Support all children and young people to realise their full potential.	PO33 Improve Attainment and Qualifications	Young people create, describe and apply their learning and skills. Young people are confident, resilient and optimistic for the future.	Support the wider achievement, employability and attainment agendas by offering young people the opportunity to participate in accredited youth awards. Our varied awards offer includes Hi5, Dynamic Youth, Youth Achievement, SQA, Duke of Edinburgh's Award, Saltire, North Lanarkshire Challenge, and John Muir Awards.	Provide opportunities for young people to participate in youth award schemes and offer support via appropriate methods such as one-to-one, small group work sessions or online engagement using digital methods. Deliver the awards in educational establishments and community and home based settings. Ensure inclusion by targeting vulnerable groups for example young people who reside with SIMD data zones, LGBT Young People, ASN young people, BAME groups, young carers, care experienced young people and those in kinship care.	Young people gain new skills, confidence and recognition for their achievements. An Increase in the number of young people completing awards from vulnerable groups such as LGBT Young People, ASN young people, BAME groups, young carers, care experienced young people and those in Kinship care, and young people residing in SIMD data zones. Young people have a range of opportunities and the necessary support to start or continue with their DofE awards through schools, youth groups and open awards centres.	CLD in partnership with schools, social work, employability programmes and voluntary organisations.	12 months



Awards and Accreditation

North Lanarkshire's highly trained and skilled Youth Work Sector will facilitate a range of youth awards appropriate to the needs and aspirations of young people.

NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
				<p>Promote the opportunity to gain a unique COVID19 related Duke of Edinburgh's Award 2020 certificate of achievement for 3 complete sections. Provide appropriate training, resources and development opportunities for staff, leaders and volunteers so they are fully equipped to support the programmes and aligned with ongoing needs.</p> <p>Celebrate the success of award recipients.</p>	<p>Staff members are fully equipped with the skills, knowledge and resources to support the award programmes.</p>		
Support all children and young people to realise their full potential.	PO33 Improve Attainment and Qualifications	Young people create, describe and apply their learning and skills.	Scottish Government COVID-19 guidance encourages schools and local authorities to engage with partners such as youth work during the recovery phase.	We will provide support to the delivery of a blended, flexible curriculum that includes both school and youth work	The provision of blended learning materials that support young people and schools in the wider achievement agenda and to reduce the poverty related attainment gap.	CLD and schools	6 months

Diversionsary Youth Work

By working in partnership, North Lanarkshire's Youth Work Sector will facilitate a diverse range of positive opportunities and activities which will encourage participation, improved health and wellbeing, connectedness, skills development and inclusion amongst young people.

NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
Support all children and young people to realise their full potential.	PO32 Mental Health, Wellbeing and Resilience PO52 Support people to live well connected lives PO31 GIRFEC	Young people are confident, resilient and optimistic for the future	Continue to expand a Digital Youth Work offer - a programme of online learning opportunities and activities for young people.	<p>Renew our youth work offer by providing an exciting digital package for young people in response to Covid19 circumstances.</p> <p>Provide and promote a range of activities through digital methods and online engagement.</p> <p>Ensure inclusion by targeting vulnerable or harder to reach groups and enable accessibility for those who require devices or the ability to get online by provision of resources.</p> <p>Deliver a creative summer programme of virtual activities led by staff and young volunteers including STEM, fitness, health and well-being, arts and crafts, digital themed work and daily online challenges.</p>	<p>Young people look for new challenges</p> <p>Young people access learning opportunities.</p> <p>Young people identify what new skills or knowledge they have developed</p> <p>Young people gain accreditation or recognition for their achievements</p>	CLD	3 months



NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
Support all children and young people to realise their full potential.	PO39 Scottish Attainment Challenge and Pupil Equity Fund PO31 GIRFEC	Young people broaden their perspectives through new experiences and thinking.	Tackle the poverty and attainment gap by supporting the ongoing delivery of the Young Scot Attain Pilot Project in Bellshill.	Monitor progress and budgets, provide reports, develop partnerships, increase engagement and uptake, further develop web content and rewards platform and carry out research on impact of the project with young people and parents	Project is delivered effectively providing a wellbeing focus to participants. Levels of engagement in the project will increase. Renewed delivery models are established in response to Covid19.	CLD in partnership with Young Scot, national and local partners and schools.	6 months
Improve the health and wellbeing of our communities.	PO32 Mental Health, Wellbeing and Resilience PO48 Physical Activity Strategy Framework	Young people consider risk, make reasoned decisions and take control.	During the phases of the Scottish Government's route map for moving out of lockdown, young people have expressed a desire to take up outdoor learning and activities focussed on the environment.	Develop a safe plan for delivering youth work activities and projects in an outdoor setting, working alongside key partners. Build in opportunities for accreditation and support young people to learn more about environmental issues and take action on the climate emergency.	Young people will reduce their level of risk within the community. Young people will have a better understanding of Scottish Government guidelines. Young people will participate in positive outdoor learning experiences. Young people will gain information and be empowered to make change.	CLD in partnership with Active Schools team, Schools, and voluntary sector partners.	6 months




NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
Improve the health and wellbeing of our communities Support children and young people to reach their full potential.	PO48 Physical Activity Strategy Framework PO32 Mental Health, Wellbeing and Resilience PO31 GIRFEC	Young people create, describe and apply their learning and skills	The need to provide summer provision within community hubs for children of key workers and vulnerable young people.	Youth workers will work with partners and the wider CLD team to co-ordinate the community hubs, providing a range of activities and opportunities conducive to supporting, educating and entertaining children and young people throughout the summer.	Young people experience new challenges and learning opportunities in a fun, safe and nurturing environment. Young people identify what new skills or knowledge they have developed. Young people gain accreditation or recognition for their achievements. Young people are safe and supported.	CLD in partnership with NL Leisure, Active schools, Culture NL and volunteers.	3 months
Support children and young people to reach their full potential.	PO32 Mental Health, Wellbeing and Resilience PO56 Working with communities	Young people consider risk, make reasoned decisions and take control.	Provision of 'youth work without walls' service, targeting vulnerable young people in a creative way.	Youth workers and partners will develop a 'without walls' programme to engage young people in new or previously underused spaces and outdoor locations, drawing on the new national guidance on detached youth work and other techniques to harness dialogue and participation.	Young people experience new challenges and learning opportunities in a fun, safe and nurturing environment. Young people identify what new skills or knowledge they have developed.	CLD in partnership with NL Leisure and Police Scotland.	12 months
Support children and young people to reach their full potential.	PO43 Young People on the Edges of Care PO31 GIRFEC	Young people consider risk, make reasoned decisions and take control.	Continuation of diversionary programmes such as 'No Knives, Better Lives' and 'Mentors in Violence Prevention' to reduce violence and conflict in communities.	Youth workers and partners will maintain these and similar programmes within school and community based settings.	Young people develop resilience and negotiate risk. Young people are safe and supported.	CLD in partnership with Schools and Police Scotland.	12 months

Health and Wellbeing

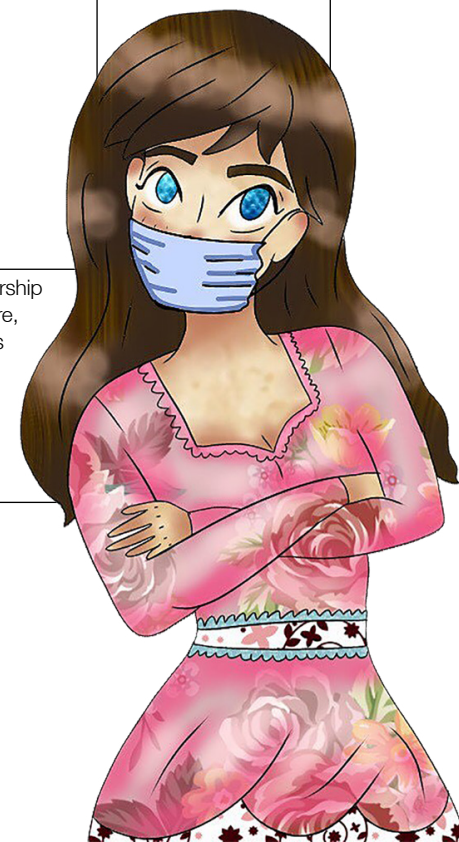
By working in partnership, North Lanarkshire's Youth Work Sector will provide opportunities for young people to gain knowledge of healthy lifestyle choices, provide support for mental and physical wellbeing and support the implementation of holistic, health-focussed activity.

NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
Improve the health and wellbeing of our communities.	PO32 Mental Health, Wellbeing and Resilience PO31 GIRFEC	Young people consider risk, make reasoned decisions and take control	Young people have expressed the need for continued youth sexual health services.	We will work with partners to adapt the service delivery model in order to continue to meet demand for example by providing an appointment only service for young people to access support and advice on sexual health, or considering online consulting options. We will share youth targeted public health information on this subject through our web space, social media channels and networks.	A reduction on the number of young people putting themselves at risk. An increase in the number of young people accessing sexual health support and advice.	CLD / NHS Lanarkshire	3 months



NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
<p>Improve the health and wellbeing of our communities.</p>	<p>PO32 Mental Health, Wellbeing and Resilience PO31 GIRFEC</p>	<p>Young people are confident, resilient and optimistic for the future</p>	<p>The need to provide a Tier 2 response to the increasing demand for Mental Health services for Young People.</p>	<p>Explore the issue of mental health in all youth work settings in order to offer support and information, without the label</p> <p>Launch 'safe spaces' in each area where vulnerable young people can be supported individually or in small groups to build resilience, gain knowledge and improve their mental wellbeing.</p> <p>Work with partners to provide regular, appropriate and relevant health and wellbeing information on our web space and social media channels and within our youth work settings, building on local and national campaigns.</p> <p>Sign up to the Ash Scotland Smoke free pledge and support this alongside other substance misuse initiatives by promoting in all youth settings.</p> <p>Maintain youth work representation on relevant working groups and projects and support youth involvement.</p>			

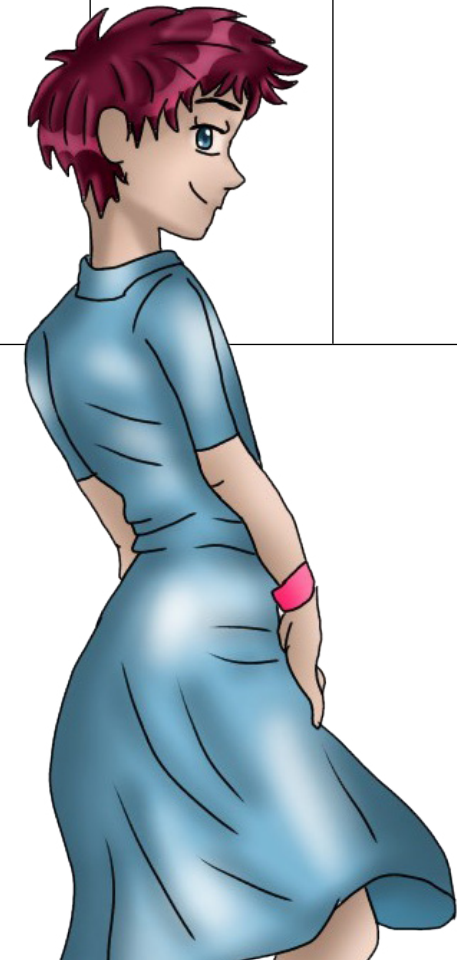
NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
Improve the health and wellbeing of our communities.	PO32 Mental Health, Wellbeing and Resilience PO31 GIRFEC	Young people are confident, resilient and optimistic for the future	The need to respond to requests for assistance and offer support to vulnerable groups.	Organise one-to-one sessions with individuals to gauge interest, build a relationship and find out their starting point and any additional needs or requirements Develop short-term small group work sessions looking at mental health and self-esteem, which includes a pilot prior to rolling out the Living Life to the Full resource. We will also make referrals to appropriate agencies and partners.	Young people show respect towards others Young people resolve conflict peacefully within their relationships Young people look for new challenges	CLD, schools and Social Work	6 months
Improve the health and wellbeing of our communities.	PO32 Mental Health, Wellbeing and Resilience PO31 GIRFEC	Young people broaden their perspectives through new experiences and thinking	Promotion of healthy, active lifestyles to increase the health and wellbeing of young people.	To complement the focus on mental wellbeing, we will continue to promote healthy lifestyle choices and opportunities related to diet, exercise, substance use and sexual health.	Young people will be able to access information and gain support and opportunities to make and undertake healthy lifestyle choices and activities.	CLD in partnership with NL Leisure, Active schools and NHS Lanarkshire.	



Support to the Voluntary and Community Sector

North Lanarkshire's Sector Leading Youth Work Service will build upon previous successes to further develop partnership working in local communities, with a focus on poverty and inclusion.

NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
Enhance participation, capacity and empowerment across our communities.	PO56 Working with communities PO57 Community Engagement - Links to PO55 and PO56) PO84 Building Community Capacity	Young people express their voice and demonstrate social commitment	Support to Community Based 3rd Sector Youth Work provision and NLC partners (e.g. Active schools, Virtual schools and North Lanarkshire Leisure)	Establish an NLC Youth Work sector practitioner group led by CLD to improve communication, collaboration, standards and development opportunities within the sector. Agree terms of reference and short to medium term objectives for the group, including staff skills and training audit Agree and implement a youth work sector training calendar of "core skills" and additional skills.	A cohesive and robust youth work sector in North Lanarkshire, working in partnership to deliver the best youth work outcomes for young people.	CLD in partnership with VANL	3 months





NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
Enhance participation, capacity and empowerment across our communities.	PO6 Child Poverty – Links to PO5, PO39, PO41 PO56 Working with communities PO84 Building Community Capacity	Young people express their voice and demonstrate social commitment	Young people and their families require emergency support during Covid 19.	We will work in partnership with grassroots community organisations to provide support to vulnerable young people and their families by maintaining weekly communication to identify their needs. We will signpost to appropriate agencies providing support such as benefit advice, emergency food parcels, mobile phone top up cards, accredited learning opportunities and mental health support, in addition to providing educational packs, resources and activities.	There will be continued communication and engagement between CLD staff and families during Covid 19 so that needs are met. Vulnerable families' situations will be improved by partner support.	CLD and the voluntary sector	
Enhance participation, capacity and empowerment across our communities.	PO84 Building Community Capacity PO33 Improve Attainment and Qualifications	Young people express their voice and demonstrate social commitment	Young people are supported to undertake volunteering roles within their local communities	We will work in partnership, to provide support, training and resources to support youth volunteering provide opportunities for recognition of young people through accreditation. We will encourage community volunteers to take up risk-assessed safe volunteering roles.	Young people will use their skills and enthusiasm to volunteer within the community, whilst gaining personal development and leadership qualities through their experiences. Community relationships will be improved through opportunities for intergenerational work Increased accreditation opportunities for young people	CLD and VANL	3 months



Workforce Development

North Lanarkshire's youth workers embrace continuous professional development and create and support opportunities for young people to progress their skills, learning, employment and training ambitions.

NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
<p>Improve North Lanarkshire's resource base</p> 	<p>PO61/62 Employee Learning and Development / Digital workforce</p>	<p>Young people express their voice and demonstrate social commitment</p>	<p>Implement actions to meet workforce training and development needs so they remain at the forefront of youth work delivery in Scotland and can best respond to the needs of young people.</p>	<p>Provide relevant training and development activities for staff</p> <p>Policies and guidance around digital youth work will be reviewed, updated and circulated to all staff.</p> <p>The youth work training sub group will continue to meet to develop training plans, respond to emerging needs, develop a training calendar, and circulate resources and signpost to opportunities that support staff training and development.</p> <p>Offer more cross-sector and multi-agency training and shared working opportunities to build staff confidence and strengthen networks</p> <p>Continue to contribute to national working groups.</p>	<p>Staff are informed, confident and fully equipped to support the needs of young people and the delivery of youth work services in the Covid19 and post-Covid 19 environment.</p>	<p>CLD</p> 	<p>3 months</p>

NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
Support all children and young people to realise their full potential.	PO56 Working with communities	Young people create, describe and apply their learning and skills	Promote the youth work service and provide accessible information about youth issues and youth work services.	<p>Utilise social media channels, monitor usage stats and build on successful campaigns</p> <p>Curate all youth engagement and participation opportunities information on a new Young Scot webpage campaign</p> <p>Liaise with corporate communications to develop a new NLC Youthwork 'brand' for consistency across all localities</p> <p>Develop a comprehensive mailing list of key partners with whom to network and share information</p> <p>Ensure information is targeted at harder to reach groups and make use of other opportunities to promote the service widely.</p>	<p>The profile of youth work is raised</p> <p>Young people and partners know where to access relevant information about youth work services and youth related issues</p> <p>A cohesive brand is developed to promote youth work services in North Lanarkshire.</p>	CLD and Corporate Communications	3 months



NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
<p>Improve economic opportunities and outcomes.</p>	<p>PO24 Employability Review - Links to PO36 Developing the Young Workforce</p>	<p>Young people are confident, resilient and optimistic for the future</p>	<p>The need to contribute to the Developing the Young Workforce Agenda and support youth employment and training.</p>	<p>Invite organisations and businesses to attend drop-ins or youth groups and give opportunities of jobs and training</p> <p>Create an online information source of jobs and training opportunities for young people</p> <p>Provide opportunities for young people to build 'real life skills' including home-making, practical and financial knowledge and skills.</p> <p>Continue the successful winter leavers' programme.</p> <p>Increase the numbers of young people achieving SQA qualifications and youth accreditations in youth work settings.</p> <p>Provide clear progression pathways and signposting to employability related opportunities, young adult learning services and other relevant agencies.</p>	<p>Young people are able to gain qualifications in youth work and follow a progression route to employment.</p> <p>Young people move into positive destinations, whether it be further training, study or employment.</p> <p>Young people can easily access information to support their training and employment ambitions.</p>	<p>CLD, Employability hubs and services, Winter Leavers programmes, Schools</p>	<p>6 months</p>



NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
				<p>Continue to work with VANL to encourage and support the growth of youth volunteering as an opportunity to enhance skills, boost CV and gain experience.</p> <p>Provide opportunities the support youth entrepreneurship</p> <p>Introduce a Modern Apprenticeship or traineeship for young people in youth work</p> <p>Promote and deliver Youth Work qualifications.</p>			



Youth Voice

North Lanarkshire's youth participation structure is recognised as sector leading in Scotland. We will continue to maintain this high standard and build on greater youth participation by rejuvenating services in this area.

NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
Support all children and young people to realise their full potential.	PO52 Support people to live well connected lives PO31 GIRFEC	Young people broaden their perspectives through new experiences and thinking	The need to deliver Young Scot (YS) services in line with YS partnership action plan and internal priorities	<p>Further capitalise on the functionality of the Young Scot NEC card and Young Scot platform by using the card at key transitional stages (P7 - S1 and Senior Phase), Digital engagement, consultation opportunities and poverty related issues such as food and life style insecurities.</p> <p>Oversee the ongoing promotion and provision of the Young Scot card</p> <p>Undertake annual PASS audit/PASS staff training</p> <p>Support the provision of YS card at transition P7/S1</p> <p>Develop the YS website further to contain up to date and relevant information and campaigns</p> <p>Develop the YS rewards platform to provide more local rewards and reward point opportunities</p> <p>Work with young people to negotiate and secure more local discounts.</p>	<p>Young Scot services are delivered effectively and the high uptake of YS cards is maintained.</p> <p>There is an increase in web engagement, YS membership and rewards uptake.</p> <p>The card is used in innovative ways to tackle poverty, health and wellbeing and attainment related issues.</p>	GLD in partnership with Young Scot	3 months

Youth Voice!



NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
<p>Enhance participation, capacity and empowerment across our communities.</p>	<p>PO56 Working with communities PO57 Community Engagement – Links to PO55 and PO56) PO84 Building Community Capacity</p>	<p>The youth voice infrastructure in North Lanarkshire has been evolving over the last couple of years and now needs to be reviewed and developed further.</p>	<p>The youth voice infrastructure in North Lanarkshire has been evolving over the last couple of years and now needs to be reviewed and developed further.</p>	<p>CLD staff, partners and young people will undertake a self-evaluation of the current infrastructure and research other structures across Scotland to compare options.</p> <p>We will aim to boost engagement, particularly in areas where it is lacking, and develop links with the third sector.</p> <p>Ensure inclusion by targeting vulnerable groups for example young people who reside with SIMD data zones, LGBT Young People, ASN young people, BAME groups, young carers, care experienced young people and those in kinship care.</p> <p>Support young people to develop leadership skills by undertaking representation roles on the West Partnership, the North Lanarkshire Children’s Service Partnership and Committee structures amongst other functions.</p>	<p>A youth voice infrastructure for North Lanarkshire that is fit for purpose, sector-leading and inclusive for all young people in North Lanarkshire will be developed, building on the strengths of the existing model.</p> <p>Opportunities for youth participation are increased.</p> <p>Young people’s voices are heard in all decisions and activities that affect them, and they are viewed as equal partners in the process of decision making.</p> <p>Young people are seen as key stakeholders in the co- production process who advise and influence council and partners’ policy developments.</p>	<p>CLD</p>	<p>6 months</p>



NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
				We will support young people to take on leadership roles within their youth groups, and develop their own local projects and initiatives, including involvement in Participatory Budgeting and the new Town Boards.			
Support all children and young people to realise their full potential.	PO56 Working with communities PO57 Community Engagement – Links to PO55 and PO56) PO84 Building Community Capacity	Young people express their voice and demonstrate social commitment	The need to maintain the support and development of North Lanarkshire's MSYPs to ensure they are using their skills and knowledge to undertake the role to the best of their ability.	<p>Create an individual action plan for each MSYP</p> <p>Support MSYPs in campaign promotion and events.</p> <p>Attend National support worker meetings and partner in initiatives across Scotland where appropriate.</p> <p>Co-ordination of the March 2021 elections and supporting participation in future SYP sittings.</p> <p>Work in partnership with communities and local businesses to develop dedicated youth rooms, youth spaces and drop-ins.</p>	<p>Each MSYP will have an individual action plan and will be supported to fulfil their role.</p> <p>MSYPs will be supported to virtually attend SYP 72.</p> <p>Support MSYPs to safely attend SYP 73 and 74.</p> <p>MSYPs will engage in current campaign (Environment theme)</p> <p>Take part in the next set of SYP elections.</p> <p>Young people have safe and attractive spaces to go within local communities.</p>	CLD	12 months



NLC priority	Plan for North Lanarkshire reference	National Youth Work outcome	Identified need	What action will we take?	Outcome sought	Lead agency / partner	Timescale
Enhance participation, capacity and empowerment across our communities.		Young people express their voice and demonstrate social commitment	Support young people to respond to the climate emergency by taking action and making representation	<p>Initiate climate and environment themed work with young people and link to local and national campaigns.</p> <p>Support youth representatives in North Lanarkshire's response to the climate emergency, particularly in relation to The 2020 United Nations Climate Change Conference, known as COP26, Glasgow.</p>	<p>Opportunities for youth participation are increased.</p> <p>Young people are seen as key stakeholders in the co- production process who advise and influence council and partners' policy developments.</p> <p>Young people are change makers in their own community.</p>	CLD and council	12 months



appendix 1

The Policy Landscape

- Children and Young People (Scotland) Act 2014
Child Poverty (Scotland) Bill
- Children and Young People's Improvement Collaborative



- Community Empowerment (Scotland) Act 2015
- Community Learning and Development (Scotland) Regulations (2013) Curriculum for Excellence (2004 onwards)
- Developing the young workforce: Scotland's youth employment strategy (2014) Education (Scotland) Act (2016)
- Equality Act (2010)
- Fairer Scotland Action Plan (2016)
- Getting it Right for Every Child (2010 onwards) Independent Care Review (Scotland 2020)
- National Improvement Framework and Improvement Plan (2018) National Youth Work Strategy (2014 onwards)
- NHS Lanarkshire Children and young people's health plan Opportunities For All – Post-16 transitions (2014) Scottish Attainment Challenge (2015 onwards)
- North Lanarkshire CLD Partnership Interim Strategic Alignment Plan (2018-21)
- NLC Education Mental Health Wellbeing and resilience delivery plan (2019 onwards) National Standards for Community Engagement (2016 onwards)
- North Lanarkshire Child Protection Plan North Lanarkshire Children's Services Plan North Lanarkshire Equality Strategy
- North Lanarkshire Fairness Commission
- North Lanarkshire Local Outcome Improvement Plan
- Pregnancy and Parenthood in Young People Strategy 2016-2026 Scotland Mental Health Strategy (2017)
- Coronavirus (COVID-19): Scotland's route map through and out of the crisis (2020) Lockdown Lowdown report (Young Scot and Youthlink Scotland) April 2020

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