

NORTH LANARKSHIRE YOUTH WORK

INTERIM RECOVERY AND
RENEWAL PLAN

PROGRESS REPORT 2021



LIVE HERE

This report captures the progress that has been made on delivering the outcomes of the North Lanarkshire Youth Work plan, during the period Summer 2020 to early 2021.

Youth work services and partners demonstrated a clear focus on adapting provision to meet the needs of young people during the Covid19 pandemic. This report provides evidence of the actions taken to respond to changing circumstances and recover youth work delivery during challenging times.

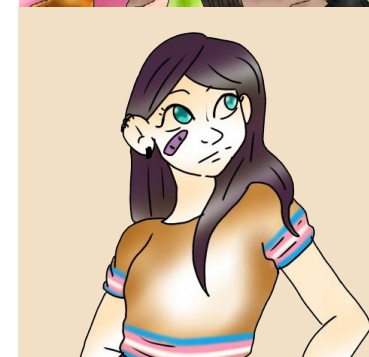
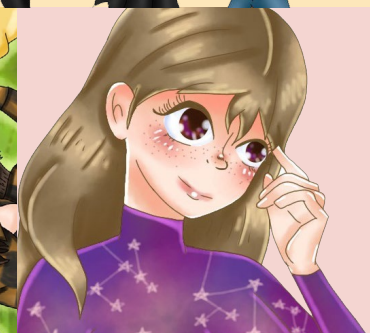
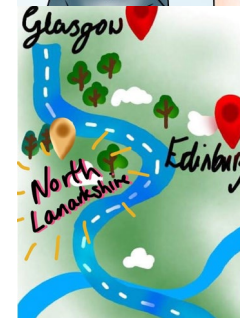
Thanks go to all the youth workers, youth work organisations and partners, and to all the youth participants for their commitment, dedication and engagement over the past year.



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

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awards and accreditation

WHAT WE SAID WE'D DO:

- Provide opportunities for young people to participate in youth award schemes and offer support via appropriate methods
- Deliver the awards in educational establishments and community and home-based settings.
- Ensure inclusion by targeting vulnerable and disadvantaged groups

OUTCOME SOUGHT:

- Young people gain new skills, confidence and recognition for their achievements.
- An Increase in the number of young people completing awards from vulnerable and disadvantaged groups
- 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.

PROGRESS MADE:

Youth workers have continued to embed awards and accreditation opportunities into all provision. A wide range of options are available and are tailored to the age, stage, needs and aspirations of young people. These include North Lanarkshire Challenge, Dynamic Youth Awards, Youth Achievement Awards, The John Muir Award and the Duke of Edinburgh's award, in addition to the Saltire Award for volunteering and SQA qualifications. Youth workers have adapted to be able offer awards in ways that suited the young people - online, on doorsteps, one-to-one or in small groups, and have targeted vulnerable young people in communities.

During 2020/21 694 awards were achieved by 673 unique individuals. Congratulations everyone!



Case Study | North Lanarkshire Challenge

North Lanarkshire Challenge aims to provide an enjoyable, challenging and rewarding programme of Personal and Social Development, by providing a programme of activities geared towards the individual. It is non-competitive, voluntary, flexible, progressive and achievement focussed, while providing a progression route on to other awards.

Some of young people with Additional Support Needs and those that came through Requests for Assistance (RfA) had the opportunity to participate in the Sapphire Level programme with continuous support from the summer hubs. Activities included various STEM challenges, Scavenger Hunt, Quiz Nights, Internet Safety, Recycling, Sports, Music and much more.

This provided the young people with the opportunity to gain confidence, take part in positive learning opportunities, have their voices heard and build relationships.

Further discussion took place with parents to provide information on a progression routes to continue to support their children's health and wellbeing which is at the heart of GIRFEC. The young people continue to thrive and enjoy the youth work activities they are involved in, with support from CLD youth workers to realise their full potential.



Case Study | Children's house Awards - Partnership working and keeping the promise

The Promise is responsible for driving the work of change demanded by the findings of the Independent Care Review.

It works with all kinds of organisations to support shifts in policy, practice and culture so Scotland can #KeepThePromise it made to care experienced infants, children, young people, adults and their families - that every child grows up loved, safe and respected, able to realise their full potential.

<https://thepromise.scot/>

Recently, the Youth Work team were delighted and privileged to be part of the First Forrest Street Children's House Awards Ceremony at which eight young people all received one or more awards.

The young people have worked well throughout the past year - not only facing their everyday barriers to engaging fully in their communities, but also overcoming the additional barriers that lockdown brought for them.

Group living isn't always easy for our young people, however, through great team work with residential staff, Youth work staff and residents the young people were

able to take part in a variety of different activities and events to keep their minds and bodies healthy and active.

STEM was introduced and this proved to be a popular theme throughout the house. Young people have crafted volcanos (and blown them up!), made lava lamps, learned about diffusion and osmosis, made slime, cooked, baked and tasted new foods as well as being engineers and construction workers.

Awards that were recognised on the night were:

- **Earth Hour Certificate**
- **Blue Peters Green Badges and Sports Badges**
- **North Lanarkshire Challenge Awards**
- **Hi 5 Awards**
- **Dynamic Youth Awards**
- **Outdoor Discovery Awards**
- **John Muir Family Award**
- **And a nomination from Young Scot Awards for Enhancing Education.**

When asked by June Ford, CLD Youth Work Manager what they wanted to do next, D replied 'More Awards' which is a great goal to set!

These young people were excited and overwhelmed at the effort the staff had put in to make sure the ceremony was special, unique and individual to them. All their photos and videos were on display on the big screen the smiles on their faces were even bigger.

WHAT WE SAID WE'D DO:

We will provide support to the delivery of a blended, flexible curriculum that includes both school and youth work.

OUTCOME SOUGHT:

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.

PROGRESS MADE:

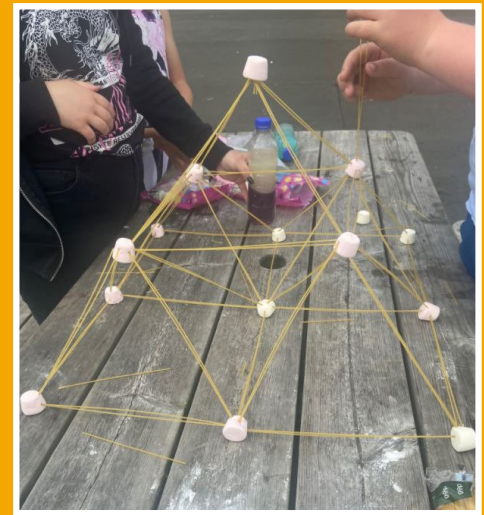
A Glow sharepoint site has been created and content uploaded so it can be made available to school-based staff. The content supports the many PSHE topics such as online safety, health and wellbeing and Young Scot related services.

Home School Partnership Officers and locality-based youth work staff have continued to provide learning opportunities in schools throughout the year.

Case study | STEM

The Wishaw Shotts locality STEM @home group is a pilot project to introduce STEM to vulnerable young people and families including the NLC children's house nurture unit.

Each week we cover different learning challenges and experiments to introduce STEM in a fun and interactive way to young people and promote STEM activities to girls. Our program is part of our Young STEM leaders award and this has proved a great activity for hard to reach young people who are not necessarily interested in sports and face to face activities. Resource packs were given to each young person with accompanying activities to take part in. The STEM items used are low cost, affordable, everyday items which families can easily source to repeat any of our workshops again. The feedback from families and young people has been very positive, with young people asking to log in daily for activities and showing lots of enthusiasm to learn more.



Case Study | Peer Mentoring Offer - YMCA Bellshill

YMCA Bellshill & Mossend is working with secondary schools in the Bellshill area to deliver the Include & Aspire peer mentoring programme. Senior pupils have been given the opportunity to join us as volunteers, to co-design and then deliver a peer mentoring programme to support younger pupils as they transition from primary to secondary school.

Senior pupils are leaders and decision makers, taking part in peer mentor training before shaping and creating an inclusive and engaging programme for younger pupils. Peer mentors will learn and develop a variety of new skills, including communication, planning and facilitation, while building their confidence. Peer mentors are given the opportunity to work towards a Participative Democracy Certificate, an SCQF level 5 accreditation which recognises their contribution to the design this programme and the positive impact it will have on their school community. The learning and accreditation from this programme will support pupils in their next steps beyond school.

WHAT WE SAID WE'D DO:

- 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.
- Celebrate the success of award recipients.

OUTCOME SOUGHT:

Staff members are fully equipped with the skills, knowledge and resources to support the award programmes

PROGRESS MADE:

The past year has been challenging for everyone. Young people were hit particularly hard by missing out education and employment opportunities. However, COVID didn't stop many young people from North Lanarkshire achieving their DofE award! With the right support from Community Learning and Development DofE leaders, since October 2020:

97 young people have achieved their Bronze award

31 have achieved their Silver award

5 have achieved their Gold award

102 young people achieved their Certificate of Achievement.

The Certificate is a formal recognition, by the DofE, of young people's dedication to their programmes and everything they've achieved through their three sections, as well as their resilience in coping with ongoing uncertainty.

PROGRESS MADE:

In addition:

- CPD webinar offered to all DofE leaders
- Bronze National Navigation Awards delivered to DofE leaders.
- New DofE leaders also took part in DofE induction training and eDofE training.
- Future training is planned to include Lowland Leader Awards and Expedition Skills awards offered free to all DofE leaders.
- Ongoing dissemination of DofE award guidance has been shared with all staff in relation to changing circumstances in light of Covid 19.
- In March 2021, there was a 'Celebrating DofE success' week carried out to coincide with the DofE Scotland's conference week, where case studies and examples of young people's participation were showcased online and within youth groups.



Case Study | Gold Residential #DofEWithADifference

Wishaw & Shotts youth work team offer all levels of the DofE award. One of our most successful DofE groups is our Open group which has currently 87 members.

As the world changed this last year, so did many opportunities for our young people. This included the expedition and residential sections of the award which could no longer go ahead in the usual format.

We had some young people working towards Gold, all at different stages but with a few waiting on a residential opportunity to complete their award. In response to this (and adhering to guidelines), we planned, delivered and evaluated our first Gold Residential with a difference over two weekends in May 2021. The varied, challenging and enjoyable programme encouraged teamwork, goal setting and problem solving.

This opportunity enabled 10 young people to complete the residential experience and form an award group to support the remaining sectional progress of the award.

All ten young people also gained:

- **First Steps to Youth Work accreditation**
- **First Aid certificate**
- **Dynamic Youth Award**

Most participants said that this approach of a #DofEWithADifference residential actually suited their needs better as they could balance their commitments while studying either at school or university, employment or just the demands of life in a Covid Recovery model.

One young person studies and lives in another city and was able to take part in the residential and return home and see family at the same time which had a huge impact on her positive mental health, while another spoke about being able to continue working as Covid had impacted on their work and financial situation and they would not have been in a position to take time off.

The group agreed that the benefits of the DofE award offering more flexibility helped to combat the new issues that young people may face as a direct result of Covid.

There were many laughs over the two weekends and the goal of making good quality young leaders was definitely met, as the growth in skills and confidence of the participants was evident. The theme of improving mental health and focussing on potential led to the young people taking on their roles of responsible citizens in North Lanarkshire.



diversionary youth work

WHAT WE SAID WE'D DO:

- Renew our youth work offer by providing an exciting digital package for young people in response to Covid19 circumstances.
- Provide and promote a range of activities through digital methods and online engagement.
- 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.
- 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.

OUTCOME SOUGHT:

- Young people look for new challenges
- Young people access learning opportunities.
- Young people identify what new skills or knowledge they have developed
- Young people gain accreditation or recognition for their achievements

PROGRESS MADE:

Youth workers across North Lanarkshire have responded to Covid 19 restrictions and adapted their delivery to reach the most vulnerable young people, and to take the service online, which in many cases reached a whole new audience.

During 2020 and 2021, holiday programmes were successfully delivered across North Lanarkshire, using a blended approach.

Case Study | Saturday Night Project

The Saturday Night Project in Airdrie has provided an opportunity for young people to engage in both online and face to face youth work provision. Working with various partner organisations, the project uses referral-based approach that targets vulnerable young people and helps to close the poverty and attainment gap.

Qualified sports coaches provide support to take part in physical activity and all the important skills that are gained from participation in team games and individual sporting challenge.

This project aimed to support young people to become confident, resilient and optimistic for the future, providing activities that improve mental health and wellbeing and allow young people to participate safely and effectively in groups.

Through ongoing evaluation carried out within the group, young people reported an increase in confidence, more confident to speak out in front of a group, take part in group activities and more able to build friendships.

The next step for this project is to continue to provide support for young people to build on their confidence, social skills and take part in new learning experiences.

Friday and Saturday night projects run across North Lanarkshire with similar aims.

Case Study | Coatbridge Boredom Busters

Coatbridge Youth Work team had to adapt to meet the changes in the level of engagement options due to restrictions being raised in January 2021. The team decided to offer an online Youth Work platform programme open to P7's and above to encourage participation, social inclusion, mental health, wellbeing and life skills.

The team put together a 6-week programme which provided 4 digital workshops each week for the young people. Places were advertised to all schools in the locality via digital platforms. Once places were confirmed an information and resource bag was delivered to the participants following risk assessed Covid

guidelines. The bag contained all the items required for the interactive online STEM sessions. Feedback received from the sessions was very positive and families thought it was a fun and interactive way that their children could still participate in activities and learn new skills online.

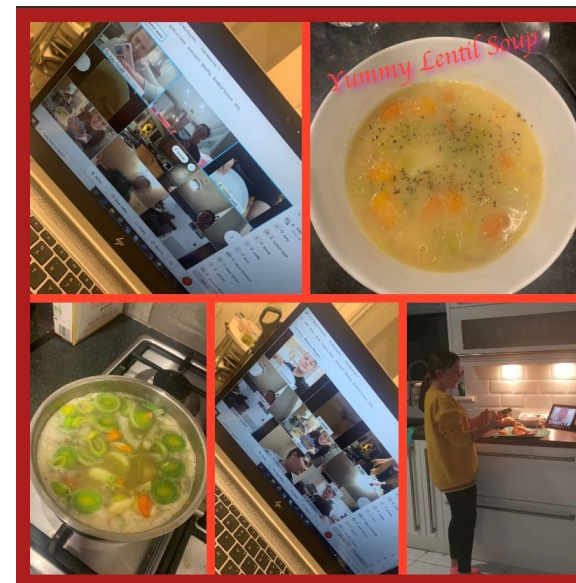
Case Study | Digital Youth Groups

In January the youth work service launched four online youth groups, open to young people from across North Lanarkshire. The Bites & Banter cooking group, Acting Up drama group, Fun & Games group, and a STEM @ Home group. Over the four groups we had 40 young people take part most of whom hadn't engaged in any youth work previously.

The young people who took part in the Bites & Banter group were able to gain an SQA award with the rest of the groups gaining a Hi5 award. The aim of the groups was to help the young people build their confidence whilst developing their skills in a safe environment. Groups ran for 1 hour a week over the course of 8 weeks. The groups gave the young people the chance to try something they may never tried before or build on skills they already had. From script writing, experiments, chopping vegetables to even taking on the crystal maze our groups offered a huge variety of challenges.

Parent Janet Dunsmuir, whose daughter took part in the cooking group said

"This group is the highlight of our week. My daughter is learning so much and we are all enjoying her makes. The leaders have nailed this! Thank you"



Case Study | The Safety Zone goes digital

The primary aims of the digital programme were to:

- **Create a digital youth work that closely mirrors the standard programme as closely as is possible**
- **Maintain close community relationships throughout lockdown**

Preparation for our digital youth work programme started in early March 2020 as the nation started to ramp up its preparation for the pandemic and continued throughout the restrictions.

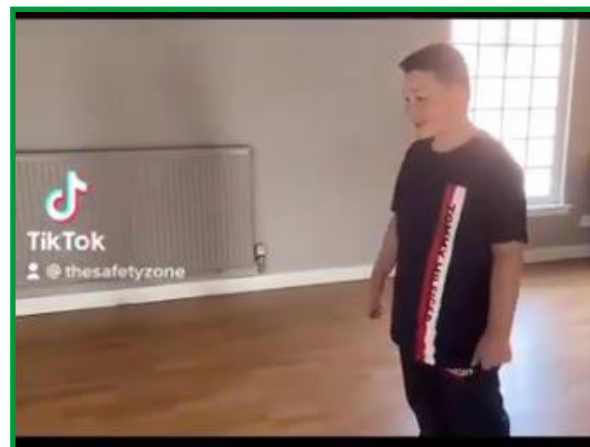
Safety Zone staff responded to the lockdown restriction by creating engaging digital content across a number of platforms including Facebook, Twitter, Soundcloud, Twitch, Tik Tok, Youtube and Discord.

The total views, and engagements of our online content came to 293,708, which was split 157,195 in the 2nd lockdown and 136,513 in the first.

Our primary type of digital content was making videos although the digital groups were recorded as podcasts as well. Videos covered a wide range of topics with music, stem, sports and mental health being among the popular.

From time to time we also created what were referred to as 'static' content such as online puzzles, workbooks, quizzes, arts and crafts and design challenges.

As restrictions eased we were able to hand activity kits out around the community to enable Safety Zoners to take part in more traditional activities, such as Lego builds, arts and crafts, sports and play equipment and cooking resources. In addition, we secured a small amount of online equipment to facilitate online participation and learning via Connecting Scotland, as well as an emergency food delivery service, which was facilitated with partners Lanarkshire Community Food and Health project.



WHAT WE SAID WE'D DO:

Deliver the #YSAttain project:

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

OUTCOME SOUGHT:

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.

PROGRESS MADE:

Achieved – see case study

Case Study | #YSAttain

During 2019/20, North Lanarkshire Council partnered with Young Scot to support local young people facing barriers to their attainment. Together, we offered the young people free travel, meals, leisure access and Young Scot Rewards – all accessed using their Young Scot National Entitlement Cards (Young Scot NEC).

Objectives:

- Improve the health and wellbeing of young people living in North Lanarkshire who are facing barriers to their attainment.
- Take away the financial barriers to opportunities.
- Give access to free services and support without stigma.

#YSAttain is part of the 'Attainment Challenge: National Strategic Partnership' – a collaboration between the Scottish Government, Young Scot, Local Authorities, Transport Scotland, the Improvement Service and the National Entitlement Card (NEC) Programme Office. The Young Scot NEC's smart capabilities have been harnessed to improve young people's lives. During the project over 400 young people were offered free bus travel, meals, leisure access and Young Scot Rewards during school holidays – all accessed using their Young Scot NEC. The young people, from two high schools in Bellshill, included those receiving free school meals or clothing grants, care experienced young people and others facing barriers to opportunities.

Bus Travel 140 Young people have made over 1880 bus journeys throughout the life of the project so far. Their Young Scot NEC was loaded with First Bus tickets in school by project staff.

"The bus pass made it easier for me to see some of my pals because I don't usually have enough money to get the bus all the time."

Leisure Access 305 leisure activities were completed by young people including swimming, ice skating and gym classes at North Lanarkshire Leisure facilities. Young people could swipe into leisure facilities using their Young Scot NEC, reducing any stigma they may face. During Covid lockdown, an online service was offered as an alternative.

"It's good being able to go swimming for free."

Meals So far, Young people have claimed over 331 meals, saving over £1500, at local café, Coffee Cabin, many over school holiday periods and during lockdown. Using their Young Scot NEC as proof of entitlement, project participants could access a free meal deal whilst their peers were able to access a 20% discount.

"I've been to the coffee cabin every single day, their food is brilliant. My mum says it saved her a fortune during lockdown"

Young Scot Rewards 68 Young people taking part in #YSAttain accessed vouchers for supermarkets, clothes and entertainment via a 'Closed Group' on young.scot – accessed via their Young Scot NEC. The young people earned Young Scot Rewards points for completing surveys, attending workshops, youth groups and extra-curricular activities – and then exchanged these for rewards. When lockdown restrictions allowed, the young people were also able to exchange their points for physical items such as stationary sets and a one-year bundle of sanitary products.

Impact:

- Financial barriers to travel and leisure facilities removed or reduced.
- Young people provided dignity and choice around access to food.
- Increased engagement with community activities during school holiday periods.
- Young people's mental health and wellbeing supported.
- Increased awareness of universal Young Scot services

"I've been to the coffee cabin every single day, their food is brilliant. My mum says it saved her a fortune during lockdown"

"It has changed my life as I have now been able to travel to different places and go out with my friends"

"During the summer holidays I was able to do loads of stuff because of my young scot card. The bus pass meant I could do stuff with my pals that I wouldn't have been able to afford to do because my mum and dad don't drive. I loved getting a wrap from the coffee cabin too"



WHAT WE SAID WE'D DO:

- 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.

OUTCOME SOUGHT:

- 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

PROGRESS MADE:

Youth workers are among a group of eight community-based staff who have begun training as forest school leaders. These skills, alongside the knowledge and experience of the Duke of Edinburgh's award leader mean that youth work can take place in an outdoors setting and more options can be developed through this method. A number of youth work accreditations and awards can be built into this activity, such as The John Muir Award, The National Navigation Award and the Outdoor Discovery Award. Partnerships within local communities and green spaces support this work.

Case Study | Street Soccer

Within one of the programmes currently delivered, Street Soccer, a young person brought to our attention that in the past they have suffered from bullying at school and their old football team.

This resulted in the young person going into their shell and not really interacting with others or participating in any sporting activities. The young person found about our programme through their school and decided to come along. After participating for the first week, the young person has been attending every week now. As they have such a keen interest in football, we were able to signpost them to one of our local partner football clubs. This young person has now signed for the football club and feedback from their mum is they are delighted to have something to look forward to every week and have grown in confidence so much over such a short period of time.



Case Study | ESOL Outdoors

ESOL learners aged between 16 and 24 took part in an outdoor learning pilot with the view of starting on their Duke of Edinburgh's Award journey. English language learning was embedded in outdoor activities such as orienteering, map reading and even clearing grass to help make a path at a local nature reserve.

The group members all call North Lanarkshire home, but their journeys here have all been different and for some, quite tough. COVID 19 and lockdown brought isolation for many and for young people with limited social connections in Scotland it was particularly challenging. This pilot allowed the young people to not only explore the beautiful parks of North Lanarkshire but to improve their English and their health and wellbeing. Through the 4-week pilot programme, 9 young people gained their Outdoor Discover Awards and John Muir Awards.



The next steps for the group are summer catch up days and signing up for the Duke of Edinburgh award. The group are also keen to stay connected and explore how they can help other young people resettle in North Lanarkshire.

Case Study | Motherwell Outdoor Learning

Within Motherwell Youth work team, our recent focus has been using Outdoor Learning as a basis for Primary 7 transition groups within three local primary schools. Utilising green space close to each of the schools, young people were given the opportunity to gain accreditation in the form of the John Muir Award and Outdoor Discovery Award.

Throughout this project we engaged with 64 young people in St. Bernadette's, Berryhill and St. Brendan's Primaries. Each session focused on health and wellbeing using teambuilding activities, learning more about nature and giving young people space and time to explore their own local areas. As a result of this project, young people have been given the opportunity to participate in an Outdoor Summer programme with Motherwell Youth Work Team and we hope to continue to work with some of these young people as they continue their journey into S1.



Case Study | Youth Climate Ambassadors

Eight budding young film makers enjoyed a directorial debut as their powerful short film, tackling the subject of climate change, was screened as part of the Youth Climate Film Awards (YCFA).

Their film, 'Dear World Leaders', was showcased online to a select audience to stimulate discussion about climate change, with its message aimed directly at world leaders urging them to take action to tackle the climate emergency.

Dear World leaders was made as part of the Youth Climate Film Project (YCFP), which was delivered by Keep Scotland Beautiful with funding from the Scottish Government and The National Lottery through Screen Scotland. Films will also be celebrated nationally during April and May by Keep Scotland Beautiful and Screen Scotland. They will also be featured in the Take One Action Film directory. The YCFP culminated in the Youth Climate Film Awards event where the North Lanarkshire group were presented with a microphone as a prize for their entry.

The North Lanarkshire group discussed, remotely, a range of topics which were then developed into a script, which had to be no more than 90 seconds long. As well as raising awareness of climate issues the film also includes solutions to help protect our planet.

Hazel (13) from Coatbridge loved being part of the project. She said:

"Being involved in the climate film project was great because it gave me a chance to get my voice heard and speak up about the important issues that affect me, I think it's important that all young people get an opportunity to raise awareness on situations that affect them."

Two council development officers, Kirstin Thomson and Amy Reynolds attended film making training to support the young people and help them create their movie exploring the climate emergency from a young person's perspective.

Kirstin Thomson, Development Officer, explained:

"One of the most unusual aspects of producing the film was that, due to the pandemic, everything was shared via WhatsApp. The group spent time talking about the main issues and how these could be tackled. We allocated lines and roped in our friends from the 'Acting up' drama group to help. We think we did pretty well, considering we never got to meet one other and hope our film's strong message has a positive impact on people coming together to tackle climate change."



Des Murray, Chief Executive of North Lanarkshire Council, watched the premiere and said:

"I'm proud of the drive and passion our young people have in raising awareness of, and offering solutions to tackling our climate emergency. They have produced such a thought provoking and powerful piece of film."

"As a council we're already making significant progress in tackling climate change and reducing our carbon footprint. We're also championing sustainable growth ahead of the Conference of Parties (COP26) event being held in Glasgow later this year and are planning a series of events to address key issues around climate change, involving partners, businesses and communities. Only by everyone coming together, raising awareness and taking action can we protect our environment for future generations."

You can view the film here: <https://www.youtube.com/watch?v=h8pACPmFNMc>

In addition to film making the group have since hosted a Q&A session with senior council officers, conducted a litter pick, learned about a variety of climate issues and taken part in a political leader's debate in the lead up to the Scottish elections. They are planning a joint event soon with the Eco Warriors group in Wishaw.

In general, resources to support climate action within youth work settings is being developed and shared and all youth workers are encouraged to build this important topic into their programmes.

WHAT WE SAID WE'D DO:

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.

OUTCOME SOUGHT:

- 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

PROGRESS MADE:

The summer hubs took place across North Lanarkshire, providing vital childcare for key workers and vulnerable families but also a fantastic experience for the young participants! Evaluation evidence gained from parents and children rated the service highly.

Case Study | Detached Youth Work in Coatbridge

Coatbridge Youth workers, in Partnership with Police and Community partners, mapped and identified the area of the West End Park in Coatbridge as an area for concern during the lockdown months of 2020/21.

It was felt that a Detached Youthwork approach would enable staff to engage with young people outside to garner info on how the Lockdown has affected them and enable staff to address some of their concerns, offer a safe and supportive contact for young people, and find out about those who may be experiencing difficulties. Detached youth workers were present in West End Park and Basin area of Coatbridge on Wednesday and Thursday evenings and engaged with groups of Young people over a number of weeks.

Staff met with at least fifteen young people each week and slowly began to build relationships and knowledge. An example of the interaction is a young person had a conversation with staff and asked:

"Are you guys youth workers, do you help people?"

"I tried to get into a Martial Arts group before but didn't stick with it, there's nothing to do apart from smoking green."

Staff aimed to keep in contact with the young people to build a consistent group, to provide them with resources which would divert them from the behaviour mentioned.

Examples of the issues discussed during interactions.

- Drugs
- Lockdown
- Mental Health
- Alcohol
- Activities

In the Autumn and Winter of 2020, the Coatbridge Youth Work Team continued to meet with new and known young people in the West End Park and Plug area. This approach allowed staff the opportunity to discuss provision such as Street Soccer and Friday Night Project, and encourage participation following the relaxation of COVID restrictions.

WHAT WE SAID WE'D DO:

- 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.

OUTCOME SOUGHT:

Young people develop resilience and negotiate risk. Young people are safe and supported

PROGRESS MADE:

Mentors In Violence Programme (MVP):

All secondary schools have expressing an interest in taking MVP forward, with newly signed up establishments requesting training to prepare them to implement the programme within the school. The aim is to have at least two Trainers in each Cluster and plans are in place to train young people further down the school in order to ensure continuity going forward, as this has been lost in some case, due to Covid. Despite the disruption during the last year, four secondary schools have been able to continue the programme, and efforts were channelled into working with locally based staff and Education Scotland to facilitate an awareness raising session on MVP for CIIL leads in May 2021.

No Knives Video Training programme was sent out to all schools and youth workers across the authority for them to sign up to training sessions.

Case study | MVP In Coatbridge High

The Mentors in Violence Prevention programme has now been running in Coatbridge High School for 3 years. In this time the MVP philosophy has been gradually embedded into the school's structure with staff and young people alike fully aware of what the purpose of it is. Each year we have a core group of diligent and dedicated seniors who act as our leaders. They deliver MVP lessons in many different classes while also acting as role models throughout the school, challenging situations they know are wrong and supporting fellow pupils who may need help.

This brilliant programme has involved over 50 different seniors across the years who have delivered MVP sessions to over 600 young people. Younger pupils have now had the strength and resolve to come forward and state when they have seen something wrong. These young people are also now able to reach out to those that are affected by bullying and negative behaviour and lend them support and help.

The overall benefit of this programme has been exemplary in CHS as it allowed young people to work together to overcome negative situations and stand together against the people who cause them. It has also allowed the seniors to become confident leaders and pillars of integrity, standing up for other young people. This shows how much they believe in the programme and how they see it as a way to make real change to the high school experience of every young person.

Here's what one pupil had to say about her involvement:

'I joined MVP in the 5th year of high school. To begin with I wanted to try something new and be more involved within programmes that run within the school. In all honesty I didn't know what MVP was really but when I went to the training and got to know more I could relate to the programme A LOT! I'd been bullied, so to finally have a programme which would break

the stigma of bullying and violence was a relief because I wouldn't want anyone to experience what I did. Whilst being part of MVP me and my group teammate Leah would get out of class to present to an S1 class and do small sessions with them on MVP. We had a rocky start due to the behaviour in the classes, but Jamie (HSPO) was a huge help alongside Miss Reid – they were always outside the room if we needed them. Although we were supporting S1, Jamie and Miss Reid were always supporting us which helped put my mind at ease many times. I feel the MVP programme made a huge impact on the school as there were many times where children in the lower school would come to us MVPs (who they could spot in any communal area due to our MVP badges) with their problems and needing help. We helped as best as we could although at times some situations were more severe than others and that is when we went to Jamie and he stepped in as well as their head of year group and it was all so they remained safe when in school. I would 110% recommend MVP to any high school - it may not get rid of bullying and violence totally but it sure seemed to calm the rates of violence and bullying in Coatbridge High down so it must be doing something for young people!

health and wellbeing

WHAT WE SAID WE'D DO:

Youth sexual health services.

- We will work with partners to adapt the service delivery model in order to continue to meet demand.
- We will share youth targeted public health information on this subject through our web space, social media channels and networks.

OUTCOME SOUGHT:

- 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

PROGRESS MADE:

5584 young people have engaged in youth sexual health services (April 20 – March 21)



Case Study | Youth Sexual Health Clinics

At the start of the pandemic (during first lockdown) staff in Youth sexual health clinics were only allowed to see emergencies - face to face contact was extremely restricted. Phone consultations were offered to all patients and if appropriate oral contraception was posted to home addresses.

We noticed that young people were not really engaging with the service for phone consultations, so we started proactively contacting young people who had attended sexual health service for contraception 6 months prior to lockdown for and we offered them the option of posting contraception.

During the second lockdown staff were allowed to see more young people compared to before and young people were now considered to be in the priority group so were able to see young people for non-urgent reasons and were able to offer more sexual health screening etc along with contraception including LARC methods.

In October 2020 we had 5 YP (young people) clinics open during the week - Coatbridge, Airdrie, Bellshill, Motherwell and east Kilbride but were only allowed to see 5 YP for face to face consultation and had 5 appointments for phone consultation. The clinics are staffed by 2 clinicians.



Gradually the service was allowed to open and were able to staff more clinics. From March this year we are allowed to see 10 YP for Face to face consultations per clinics. Currently in addition to the above clinics we also have YP clinics in Cumbernauld, Lanark and Wishaw. The YP + clinics are now well attended, and we are able to offer full range of services including asymptomatic sexual health screen and coils/implants etc. But all YP first need a phone consultation prior to clinic appointment so that they need to spend minimum time in the clinic to reduce risks to patients and staff. All the appointments have to be booked and we are not able to offer walk-in YP clinics as before.

We also are offering online self-booking for phone consultation to YP however this option has not been used very much.

The sexual health lifestyle nurses have been extremely busy during the last year with significant increase in the referrals they are receiving both in the North (Karen Murray) and South (Jill Dickson).

The number of YP engaging with the service has definitely increased since the start of the lockdown as YP now know that we are still offering services and are able to post contraception etc. and we would really like to encourage YP to engage even more. The number of young men engaging with the service is quite low and we would like to see this increasing.

WHAT WE SAID WE'D DO:

- Explore the issue of mental health in all youth work settings in order to offer support and information
- 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.
- 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
- Sign up to the Ash Scotland Smoke free pledge and support this alongside other substance misuse initiatives by promoting in all youth settings.
- Maintain youth work representation on relevant working groups and projects and support youth involvement.

OUTCOME SOUGHT:

A reduction on the number of young people putting themselves at risk.

An improvement in the mental wellbeing of young people.

PROGRESS MADE:

Youth workers were trained to deliver the Living Life to the Full programme, which focusses on mental health and wellbeing. Various groups of young people across North Lanarkshire have benefitted from this input.

A Mental Health campaign web page was created by a team of foundation apprentices on the Young Scot web portal Mental Health | Young Scot

Mental Health and wellbeing related content is shared regularly on social media channels.

Approval has been gained for CLD staff to deliver the SQA Mental Health and Wellbeing Award at level 4 and 5

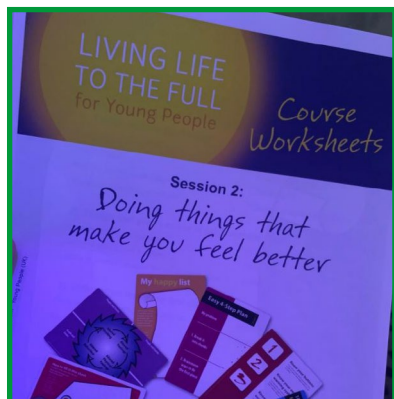


Case Study | Living Life to the Full

The Living Life to the Full course in Airdrie has provided an opportunity for young people to support their mental health needs in response to the increasing demand for Mental Health services for young people.

As part of the Scottish Mental Health Arts Festival, the Living Life to The Full Group took part in a video project exploring the theme of “Normality” and what this means to them. They used various artistic outlets to express these views, including poems, short stories, art and film. As a result of taking part in creating this video, the young people gained an understanding of the challenges young people face and how these impact on their mental health. They developed skills to help them make changes, resulting on improved mental health and wellbeing.

The next steps for this group are to continue to build on their confidence skills, and share their views with others.



WHAT WE SAID WE'D DO:

- 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 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.
- Make referrals to appropriate agencies and partners.

OUTCOME SOUGHT:

- Young people show respect towards others
- Young people resolve conflict peacefully within their relationships
- Young people look for new challenges

PROGRESS MADE:

- Appropriate responses were put in place for any Requests for Assistance received and young people were linked into local opportunities that suited their interests and needs. Support options are discussed at Cluster multi-agency health and wellbeing meetings and appropriate referrals progressed.

Case Study | New Mums Covid Response

In partnership with Health Improvement and our NHS colleagues there were a number of “new mums” identified as vulnerable due to Covid-19 restrictions and limited services available, a number of which were **young mums**.

Working alongside these partners we offered an 8-week programme of taster session, including Emotional Refuelling and Self-care, Food for Mood and Baby Massage and Bonding. These were delivered online, with the addition of any resources needed being delivered to their door. After each session we shared information of where the mums could access further resources / information / weekly classes. We finished off the course with a face-to-face catch up (following current Covid guidelines) allowing the mums to meet each other in person for the very first time. The group now have the information, and peer support, to carry on attending any of the sessions they enjoyed.

INSIGHTFUL
FANTASTIC
WORTHWHILE

REASSURING
FRIENDSHIP
INCLUSIVE

(just some of the words the mums used to describe the course!)

WHAT WE SAID WE'D DO:

Continue to promote healthy lifestyle choices and opportunities related to diet, exercise, substance use and sexual health.

OUTCOME SOUGHT:

Young people will be able to access information and gain support and opportunities to make and undertake healthy lifestyle choices and activities

PROGRESS MADE:

Health and wellbeing have been a key focus for youth work delivery in order to promote healthy lifestyle choices. Landed has delivered training sessions to both staff and young people on a number of issues related to risky behaviours, and partnerships with NHS Lanarkshire, Lanarkshire Community Food and Health Partnership and NL Leisure are just some examples of how this action is being delivered.

Case Study | Lanarkshire Sexual Health

The Lanarkshire Sexual Health website has been kept up to date all through the course of the pandemic (www.lanarkshiresexualhealth.org) Clinical staff have kept this up to date with changes such as closures and moves from walk-in to appointment only. In addition to this, young people can download a YP Services App and a C Card App where they can also keep up to date with their local service provision – links can be found here: <https://www.lanarkshiresexualhealth.org/apps/>

During the last year, Condoms by Post service has been running and Sexual Health Services have been offering Contraceptives by Post.

A big social media campaign between March and May 2021 helped promote the service and gathered views from young people providing feedback.

support to the voluntary and community sector

WHAT WE SAID WE'D DO:

- 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.

OUTCOME SOUGHT:

A cohesive and robust youth work sector in North Lanarkshire, working in partnership to deliver the best youth work outcomes for young people

PROGRESS MADE:

The North Lanarkshire Youth Work practitioners' group was established in 2020 and has improved relationships, communication and collaboration across the sector.

This collective of 60 (and growing!) youth workers and partner agency staff meets quarterly, and meetings are open to anyone in North Lanarkshire who is involved in providing services to young people. Terms of reference have been developed, and a mailing list established to keep everyone up to date with youth work related news and opportunities in between meetings. The group also link to the Children and young people's voluntary sector network, which is supported by VANL.

Staff have been surveyed about training needs, and many training and development opportunities have been offered out to staff and organisations from across the sector over the past year, whilst the training calendar has yet to be formalised.

WHAT WE SAID WE'D DO:

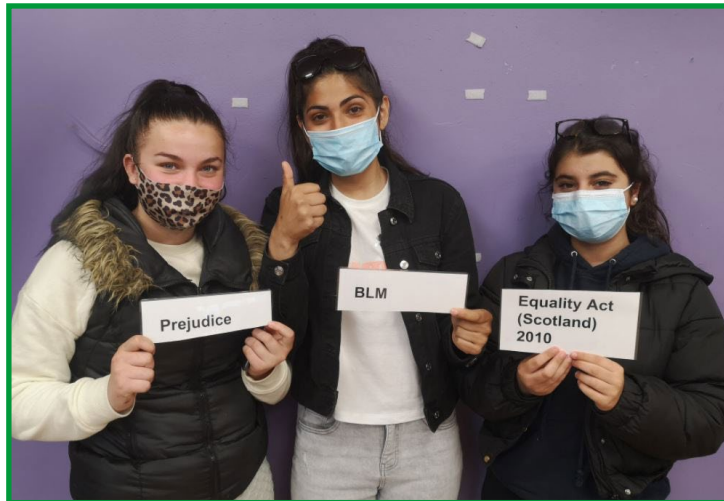
- We will work in partnership with grassroots community organisations to provide support to vulnerable young people and their families by maintaining weekly communication to identify their needs.
- We will signpost to appropriate agencies providing support such as benefit advice, emergency food parcels, mobile phone top up cards, accredited learning opportunities and mental health support, in addition to providing educational packs, resources and activities.

OUTCOME SOUGHT:

- 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

PROGRESS MADE:

Youth work staff have linked with community response initiatives across North Lanarkshire. Working in partnership has enabled the most vulnerable members of our communities to gain support.



Case Study | Airdrie Action Partnership

The Airdrie CLD youth team have been involved with the 'Airdrie Action Partnership'. When lockdown was first introduced in March 2021, we knew that vulnerable young people and their families would find this a difficult time for various reasons and so we wanted to be at the forefront of any community response.

Our universal offer of youth work had to close down, with an introduction of online services and so we quickly began to liaise with local community groups, third sector organisations and local authority representatives from Education and Social Work to identify and prioritise the most vulnerable families based on need before creating a streamline system for support. This model was very effective and helped to mitigate any duplication.

This group collectively applied for, and secured, £30,000 funding from the Big Lottery. This money made a considerable difference to families who during this time needed support with food, home schooling, financial and or benefit advice, mobile phone cards and even cookers and fridges for some families. Collaborative working in this way has helped us to build good links across multi agencies, provide sustainable outcomes for vulnerable children and families and promoting positive community action.

Airdrie CLD youth work team along with deputy headteachers from the local high schools took responsibility for identifying vulnerable families. Whinhall Action group and Whinhall Allotments hosted the funding applications; Lanarkshire community food and health partnerships provided the food we needed for deliveries; North Lanarkshire Council's financial inclusion team and Citizens Advice bureau provided support around finances and benefits, and a variety of community groups across Airdrie took responsibility to deliver food packages to any referrals within their local area. All agencies including social work would refer families to the financial inclusion team initially for them to identify what support is needed.

The families and young people we have supported during the past few months have all continued to engage with services we put in place for them. We have gathered both qualitative and quantitative data throughout this process, collating the numbers of food referrals that have been made to Lanarkshire community food and the Foodbank.

In the process we have engaged with over 200 families/individuals from which we have identified three families who would need continued support with food, as they are not entitled to any public funds or financial support. This approach also allowed us to build meaningful relationships with families, with the youth work team acting as a mediator between families and schools. The young people and parents could see that school staff were involved in creating a package of support for them and in turn we have seen parents' communicate with teaching staff more effectively and children returning to school who had less than 20% attendance before lockdown. Furthermore, we have had various communications from young people, parents and others thanking us for the continued support and stating how much they appreciate the services they have received.

WHAT WE SAID WE'D DO:

- 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.

OUTCOME SOUGHT:

- 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

PROGRESS MADE:

Achieved and developing.

Case Study | North Area CLD

We currently have a number of youth volunteers, supporting a number of groups across the North. One of our Gold DofE participants is volunteering in our Saturday Night Project, with a specific focus on young people with additional support needs. This varies from sporting activity inputs to more targeted issue-based work.

Another of our volunteers was successful in gaining one of the council's Youth Guarantee posts, and as a result is now accessing more training and paid employment within the youth work sector.

To watch young people that we have worked with for a number of years fulfil their potential and become part of our staffing structure reinforces the importance of investing in our young people.

Case Study | Airdrie CLD Young Volunteers Project

Our aim with this project was to target 12 young people (Aged 14+) who were identified as living with areas of deprivation, using the Scottish Index of Multiple Deprivation (SIMD) statistics. The plan was for the young people to participate in a programme that incorporated a range of accredited youth work awards. The personal circumstances of these young people posed a threat and created many barriers to them engaging in education and even youth work provision.

Our intention was to use accreditation, such as Youth Achievement Awards, to create a learning programme suited to the age and stage of each of these young people. The partnership approach involved CLD, NL Leisure and Box soccer and will ensure that the young people are engaging with relevant training and planning that will support them to deliver within the 365 programme. The completion of this project would provide a great example raising attainment.

The Outward Bound Trust is an educational charity who we worked in partnership with to create an individually tailored outdoor learning course to help young people gain the confidence to tackle the real world head on, prepare for volunteering and gain new experiences. Over the 2 days, a range of teambuilding activities were undertaken which covered:

- **Confidence**
- **Emotional wellbeing**
- **Improved relationships**
- **Resilience**
- **Confidence in learning**
- **Understanding of the natural environment**

For some young people this was their first experience of an outward bound residential.

Some of the quotes from over the weekend:

"I've never swam in a loch before, it was amazing"

"It was good to meet new people from different school and make new friends, was good laugh"

Many of the Youth Leaders were actively involved in youth work and it has been vitally important to their own mental health and wellbeing to be part of the CLD Volunteers project.

workforce development

WHAT WE SAID WE'D DO:

- Provide relevant training and development activities for staff
- Policies and guidance around digital youth work will be reviewed, updated and circulated to all staff.
- The youth work training subgroup 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.
- Offer more cross-sector and multi-agency training and shared working opportunities to build staff confidence and strengthen networks
- Continue to contribute to national working groups.

OUTCOME SOUGHT:

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.

PROGRESS MADE:

A range of training and development opportunities have been offered and undertaken by staff, and staff have been surveyed about their ongoing training needs.

To support the move to online service delivery, a guidance document on digital based work was developed and circulated within CLD to complement training that took place on this topic.

Many nationally provided training opportunities have been circulated widely across the sector to encourage participation, and multi-agency training has taken place on a number of topics.

North Lanarkshire contribution to national groups:

Youth work staff are represented on national working groups including:

- Youth work and school collaborative (via youth link)
- Youth Work training forum (via Youth Link)
- Youth work managers Scotland
- Youthlink Network
- Young Scot attainment national partnership co-ordinating group
- Youth Work Managers Scotland Climate Emergency subgroup
- Digital Youth work network
- Youthlink PR comms group
- Scottish Youth Parliament Support Workers
- West Partnership Youth Work Ambassadors

WHAT WE SAID WE'D DO:

Promote the youth work service and provide accessible information about youth issues and youth work services

- Utilise social media channels, monitor usage stats and build on successful campaigns
- Curate all youth engagement and participation opportunities information on a new Young Scot webpage campaign
- Liaise with corporate communications to develop a new NLC Youthwork 'brand' for consistency across all localities
- Develop a comprehensive mailing list of key partners with whom to network and share information
- Ensure information is targeted at harder to reach groups and make use of other opportunities to promote the service widely.

OUTCOME SOUGHT:

The profile of youth work is raised Young people and partners know where to access relevant information about youth work services and youth related issues A cohesive brand is developed to promote youth work services in North Lanarkshire.

PROGRESS MADE:

There has been a steady increase in the use of social media across a number of platforms. As an example, when comparing 2019 – 2020 calendar years, the @NLCYouthwork twitter channel has increased tweet rate by 164%, had an increase of profile visits by 170% and an overall 111% increase in tweet impressions. Since the launch of the plan, the channel has seen a 7% increase in followers. Engagement in this channel and others continues to grow.

The Youth work in North Lanarkshire Young Scot What's on pages were developed and published in Autumn 2020. They continue to be kept up to date and new content is added regularly.

The North Lanarkshire youth work brand was launched in Autumn 2020, alongside the plan. It was designed using graphics from a local young person.

Steps have been taken to improve distribution and communication between colleagues and partners working in the sector, by better networking and email distribution lists.

developing the young workforce

WHAT WE SAID WE'D DO:

Invite organisations and businesses to attend drop-ins or youth groups and give opportunities of jobs and training

Create an online information source of jobs and training opportunities for young people

Provide opportunities for young people to build 'real life skills' including home-making, practical and financial knowledge and skills.

Continue the successful winter leavers' programme.

Increase the numbers of young people achieving SQA qualifications and youth accreditations in youth work settings.

Provide clear progression pathways and signposting to employability related opportunities, young adult learning services and other relevant agencies.

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.

Provide opportunities the support youth entrepreneurship Introduce a Modern Apprenticeship or traineeship for young people in youth work

Promote and deliver Youth Work qualifications.

OUTCOME SOUGHT:

Young people are able to gain qualifications in youth work and follow a progression route to employment.

Young people move into positive destinations, whether it be further training, study or employment.

Young people can easily access information to support their training and employment ambition

PROGRESS MADE:

Online Youth employability campaign created: Employability | Young Scot

Youth work qualifications have been promoted and delivered, including First Step to Youth work and the PDA is Youth Work. The First Steps to youth work course have received renewed SCQF credit rating at level 4 (upgraded from level 3)

Foundation Apprentices and university students have been supported on work placements within the youth work teams.

Youth accreditations and leadership opportunities have been offered.

Case Study | VANL

The Youth Work Team at North Lanarkshire Council has a close working relationship with VANL and is represented on the NL Volunteering Partnership Group, which VANL Chairs and co-ordinates. In addition, there is multiple representation from VANL on the NL Youth Work Practitioners Group to promote volunteering.

Through internal work with young people and support from VANL, the Youth Work Team promotes volunteering as an opportunity for young people to gain experience and enhance skills and continues to refer young people to VANL for support to find a suitable volunteering activity that meets their needs and aspirations. During 2020/21, VANL recruited 879 volunteers, 275 of which were young people.

VANL is the facilitating organisation for Saltire Awards, which formally accredit young people for the number of volunteering hours they build up within their volunteering accounts. A new online system for Saltire Awards was launched in March 2020, just as the Covid 19 pandemic brought about the first set of lockdown restrictions and, as a result, a lot of regular, ongoing volunteering within volunteer-involving organisations and secondary schools was paused throughout 2020/21. However, VANL still facilitated 52 Saltire Award certificates, mainly at the 10- and 25-hour levels.



Case Study | Young Person's Guarantee Programme

The North Lanarkshire Council CLD Youth Guarantee Programme has successfully employed 20 staff members aged between 16 and 24yrs as CLD Assistant Support Workers. Many were known to the service, having previously volunteered or participated within youth work.

This year long employment opportunity is giving young people the opportunity to experience working within Community Learning and Development in the three areas of Adult Learning, Youth Work and Family Learning.

Each of the Assistant Support Workers has already achieved their First Steps To Youth Work SCQF level 4 qualification, Peer Education training and Youth Accreditation Training, amongst other staff training opportunities. They have also started their SCQF level 5 Work Placement Qualification and are scheduled to take part in other bespoke training such as the Solihull Approach and First Steps to Family Learning.

By gaining qualifications, learning from experienced staff and enjoying the support of their own CLD mentor their future pathway into further employment or further education in a related field has opened up. Negotiations are ongoing with New College Lanarkshire in terms of establishing a clear pathway and the NLC Employability Team will also help create pathways in terms of progression for each ASW.

Each Assistant Support Worker has full access to all learning opportunities via NLC's robust Learning Portal, Learn NL, and also have the opportunity for their own personal development through existing CLD provision via the Adult Learning Team.

"This has given me the opportunity to try out adult learning, family learning and youth work. I only had experience of youth work and this opportunity means I can try all three areas of CLD so that I can make a more informed decision of what future employment or education I may like to go into"

Sophie

"This is going to open up a lot of doors for me. I never thought I'd get the chance to do something like this. There are loads of different learning opportunities and experiences offered in the different areas of CLD. It has given me the chance to explore different options and having a mentor has really helped as they have been where I am – at the beginning of their career journey"

Carla

VANL and Routes to Work are also supporting the Young Person's Guarantee.

Case Study | Volunteering during Covid

Over 20 young volunteers from Airdrie have played a vital role in stepping up to this unprecedented challenge demonstrating commitment, hard work, flexibility and the ability to have a laugh. The volunteers have been an essential asset - not only to the youth work service, but to the families and communities who have been reliant on the community hub.

Ava McLean, aged 16, said:

“One of the things that I have loved about being at the hub is being able to work in partnership with a range of organisations that have come together to deliver a successful programme for the young people. I’ve also really enjoyed supporting young people gain accreditation, e.g. NL Challenge, which has been fantastic. Having done awards and accreditation myself, I know the value for young people and it’s been a fantastic opportunity for me.”

Kiera Leckie, aged 17 said:

“I really enjoyed working with the CLD staff in the hubs. It’s been such a great experience and it has made me realise that I want to work with young people in the future.”

Many of the Youth Leaders have told us that they are now exploring their own further and higher learning opportunities as result of this particular experience and would love a career within CLD, showing that they are confident and optimistic for the future.

All the Youth Leaders have completed their Saltire Awards, Dynamic Youth Awards and used this experience for the skills and volunteering section of the Duke of Edinburgh's Award.

Using these award accreditation frameworks, young people are able to demonstrate how they have applied their learning and skills and show their individual achievement.

Michela, aged 17, left school without any formal qualifications and volunteered as a way to gain experience and skills. Michela's experience of volunteering in the hub lead the way to look at jobs working with children.

Working in partnership with Pathways, SDS and Routes to Work, we helped support Michela with the skills to apply and prepare for a job in childcare. Michela went onto to secure a full-time job as a Childcare Worker at a nursery in Bellshill.

Many of the Youth Leaders were actively involved in youth work and it has been vitally important to their own mental health and wellbeing to be part of the CLD Volunteers project.

Some of the young people only began engaging with the Youth Work Team in January but, due to strong relationships being formed around the values of respect, understanding and good communication, they have grown in confidence and become great role models and peer educators.

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North Lanarkshire Youth Work Interim Recovery and Renewal Plan Progress Report 2021

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Some thoughts from our Volunteers:

Shannon 15:

"I think the group is amazing because it's a good place to talk about anything and get help. I love it."

Myron 15:

"I think the group is good because it's a safe space and you can share things without judgement."



Case Study | Community Learning and Employability Hubs

The community Learning and Employability Hubs deliver a flexible bespoke program that is reactive to the requirements of the individual in line with North Lanarkshire's working plan to support young people who are at risk of becoming NEET into a positive destination.

Below are two examples where young people have moved on in their learning journey:

Young person 1 (YP1)

The hubs have close working partnerships, therefore YP1 was referred in from RTW just before lockdown in March 2020 to participate in a construction course as his goal was employment in that industry. Due to Covid restrictions the construction course was cancelled. Staff consulted young people and they collectively decided since being at home more they would enjoy learning to cook. The hub then put into place an SQA Food, Health and Wellbeing. In partnership with LCFHP the ingredients were delivered to YP home and the digital session took place later that day. Due to taking part in this SQA and managing to sustain on a digital program, YP1 decided to use his new skills to pursue a career in catering. In partnership with RTW YP1 completed ReHIS course then we supported him to apply for a position with a local company. To date YP1 is still sustaining his employment and is really enjoying using his new skills.

Young Person 2 (YP2)

YP2 was a non-attender at school and Covid 19 had a further impact on this. After discussions with YP2 and guidance within the school it was decided that YP2 would develop a learning plan with the Community Learning and Employability Hub. The learning plan include qualifications and personal development. Whilst participating in the program, YP2 took an interest in the way the program worked using a holistic CLD approach, that not only looked at the YP but also took factors such as environment and previous skills into account, YP2 also completed SQA comedy and confidence this further ignited his interest in working with others to develop their skills within CLD. YP2 was supported through the application process for YPG post as a support worker within Community Learning and Development with North Lanarkshire Council. YP2 secured a place with NLC and is making positive strides with his future.



youth voice

WHAT WE SAID WE'D DO:

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 lifestyle insecurities.

Oversee the ongoing promotion and provision of the Young Scot card

Undertake annual PASS audit/PASS staff training Support the provision of YS card at transition P7/S1

Develop the YS website further to contain up to date and relevant information and campaigns

Develop the YS rewards platform to provide more local rewards and reward point opportunities

Work with young people to negotiate and secure more local discounts

OUTCOME SOUGHT:

Young Scot services are delivered effectively, and the high uptake of YS cards is maintained.

There is an increase in web engagement, YS membership and rewards uptake.

The card is used in innovative ways to tackle poverty, health and wellbeing and attainment related issues

PROGRESS MADE:

The YSattain programme has been rolled out to a wider group of participants beyond the Bellshill pilot, utilising the Young Scot rewards platform, and smart entitlements via the Young Scot card.

Passed the PASS audit in early 2021, verifying that we are maintaining our high standards of Young Scot card production.

Content on the young Scot web pages for North Lanarkshire has been updated, and more staff have been trained in the use of the admin suite.

- 34,302 Views to www.young.scot from North Lanarkshire residents
- 1002 to North Lanarkshire local pages
- Almost 60,000 Young Scot cardholders in North Lanarkshire
- 95% saturation of Young Scot Cards in age 11-25 population (North Lanarkshire) an increase of 2% on previous year.
- 62% of young scot card holders are from SIMD Quintiles 1 and 2
- 1554 Young Scot rewards members
- 1961 reward activities completed
- 1424 reward redemptions

WHAT WE SAID WE'D DO:

Review and develop the youth voice infrastructure:

CLD staff, partners and young people will undertake a self-evaluation of the current infrastructure and research other structures across Scotland to compare options.

We will aim to boost engagement, particularly in areas where it is lacking, and develop links with the third sector.

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.

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.

OUTCOME SOUGHT:

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.

Opportunities for youth participation are increased.

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.

Young people are seen as key stakeholders in the co- production process who advise and influence council and partners' policy developments.

PROGRESS MADE:

- CLD staff, partners and young people undertook a self-evaluation of the current infrastructure to assess what was good and what could be improved upon. Face to face and online events were held where possible and staff and young people had an opportunity to voice opinions.
- CLD staff researched other structures across Scotland by talking to other youth participation workers and compared structures to develop a stronger structure within North Lanarkshire.
- We have boosted engagement for youth participation within some of our localities that didn't have a youth forum or had low numbers, including a new Wishaw/Shotts youth forum. We have also got stronger links with some of our seldom heard young people through our links within the children's houses
- Although still in the early stages of development, our new youth voice structure has begun promotion and ensured inclusion by targeting vulnerable groups for example young people who reside with SIMD data zones, LGBT Young People, ASN young people, young people of colour, young carers, care experienced young people and those in kinship care.
- Our young people have continued their roles on the West Partnership youth forum, the North Lanarkshire Children's Service Partnership and within Committee structures. We have also supported young people this year to represent the schools within their localities on a pupil forum, meeting regularly with the Executive Director of Education and Families, to discuss school life mid and post- Covid, as part of the youth reference group. This forum has also brought other opportunities for our young people, including being involved in the new curriculum development board looking at the 32-period week and Future Friday enrichment afternoon plans.

Case Study | MSYPs:

Members of Scottish Youth Parliament have been heavily involved in the Town Hub discussions with North Lanarkshire Council. Most recently, Cumbernauld and Kilsyth constituency MSYP's, Abi and Emma, have put out a survey to consult with their constituents on the proposed sites for the new Town Hubs.

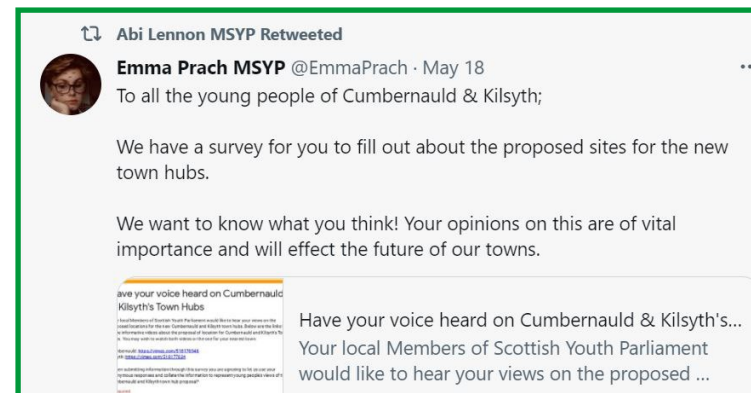
They have been in contact with all of the local schools and colleges, the North Community Learning and Employability Hub, our Pathways programme participants, the local YMCA / YWCA as well as a number of other voluntary organisations who work with young people. They have also utilised their social media presence as yet another way to reach young people from Cumbernauld and Kilsyth. The consultation is still open, and so the outcome is still unknown at this time.

WHAT WE SAID WE'D DO:

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.

PROGRESS MADE:

Young people have taken on leadership roles and developed their own local projects and initiatives such as creating and delivering activity bags for young people that included cooking, arts and crafts and stress busting during the pandemic. Young people have also continued to be involved in the new Town Board structure.



Case Study | Young Leaders

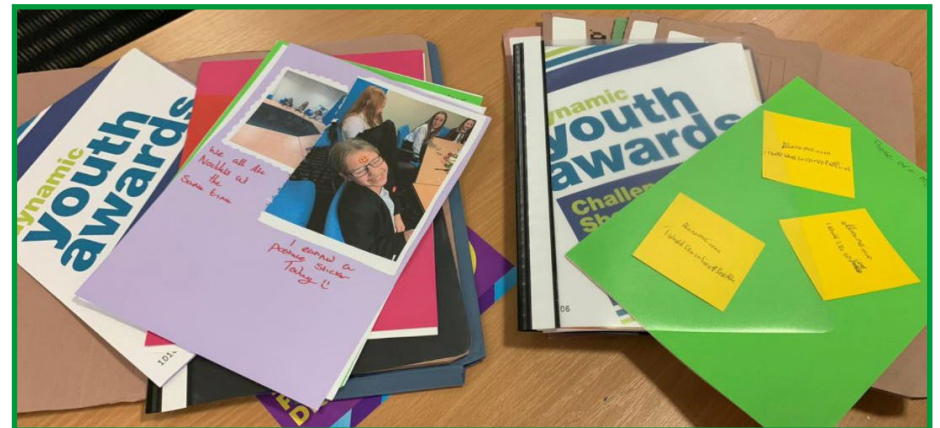
Our young leaders typically spend 3-6 hours per week assisting in youth work programmes. They get involved in activity such as planning and running youth work sessions with younger participants and being on hand to offer support and encouragement to their peers.

The young leaders we surveyed recently were able to identify a range of skills that they had gained by taking on this responsibility – teamwork, communication, planning and renewed confidence to name but a few. In addition to gaining new skills and attributes, they benefit from a range of training and development opportunities offered through the service, and many are linking their roles to an accreditation or award. When asked what they would say to other young people considering becoming a young leader they said:

'Do it! It's one of the best opportunities that you'll ever get'.

'Have a try as it is a good opportunity to develop many important skills such as teamwork and communication and also a good opportunity for meeting new people'.

Well done to all our young leaders demonstrating the #PowerofYouth!



Case Study | Children's Rights survey

Children and young people know they have rights! That's the result of a recent survey undertaken in North Lanarkshire. However, while 96% of under 18s surveyed knew that children and young people had rights, 38% knew nothing at all about the United Nations Convention on the Rights of the Child (UNCRC), and 31% knew only a little. North Lanarkshire Youth Council want to change that and have come up with an action plan to raise awareness.

The UNCRC is the most complete statement of children's rights ever produced and is the most widely ratified international human rights treaty in history. The Convention has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

The youth survey was co-designed by young people on behalf of the North Lanarkshire Children's Services Partnership and conducted online, promoted through North Lanarkshire Councils media channels, as well as through partner agencies and schools. The aim of the survey was to gauge how much young people know about the UNCRC and the plans for it to be incorporated into Scots' law.

Over 400 responses were received and the team behind the survey were pleased to see high engagement from often marginalised groups such as care experienced young people and young people with disabilities.

Following a discussion about the survey findings, the North Lanarkshire Youth Council have agreed an action to be part of the NL Children's Services Plan and will work with the Children's Services Partnership to progress this. They aim to raise awareness of children's rights and UNCRC amongst children and young people but also parents and staff members.

WHAT WE SAID WE'D DO:

Create an individual action plan for each MSYP Support MSYPs in campaign promotion and events.

Attend National support worker meetings and partner in initiatives across Scotland where appropriate.

Co-ordination of the March 2021 elections and supporting participation in future SYP sittings.

Work in partnership with communities and local businesses to develop dedicated youth rooms, youth spaces and drop-ins.

OUTCOME SOUGHT:

Each MSYP will have an individual action plan and will be supported to fulfil their role.

MSYPs will be supported to virtually attend SYP 72.

Support MSYPs to safely attend SYP 73 and 74. MSYPs will engage in current campaign (Environment theme)

Take part in the next set of SYP elections.

Young people have safe and attractive spaces to go within local communities.

PROGRESS MADE:

- Each MSYP now has an individual action plan that is reviewed every 6 months. This plan focuses on the MSYPs strengths and weaknesses and highlights areas of interest and support. It is created with the MSYP, their support worker and development officer.
- All MSYPs are supported to take part in SYP campaigns. This year the focus has been on covid recovery and MSYPs have used their social media platforms to share information.
- CLD have attended National support worker meetings and supported MSYPs to attend national sittings online.
- The March 2121 elections have been postponed until November 2021 due to the pandemic. CLD staff have begun the co-ordination of the elections and are still in the expressions of interest phase.

WHAT WE SAID WE'D DO:

Support young people to respond to the climate emergency by taking action and making representation.

Initiate climate and environment themed work with young people and link to local and national campaigns.

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.

OUTCOME SOUGHT:

Opportunities for youth participation are increased.

Young people are seen as key stakeholders in the co- production process who advise and influence council and partners' policy developments.

Young people are change makers in their own community.

PROGRESS MADE:

- The North Lanarkshire Climate Ambassador Group was formed in February 2021. The group have been meeting weekly to learn about climate change and make plans to take action on this issue. They successfully collaborated on a short film entitled 'Dear World Leaders' as part of the Scottish Youth Climate Film Festival, which has been shown to North Lanarkshire Councils senior managers and at the Councils Act2021 conference.
- The Group held a local film premiere and Q&A session with senior council officers, where commitments were made to maintain links and progress joint work.
- Two youth representatives have taken up a seat on the North Lanarkshire Partnership Act Now (Climate Change) co-ordinating Group
- Groups of youth workers have undergone training on the Climate emergency, Young Stem Leaders programme and forest school leaders award so they have the necessary skills and knowledge to support young people in this area.
- Climate change, environmental and STEM topics and related youth accreditations are being integrated into youth group activity across the local authority area.
- A youth work sub-group on climate change has formed to share information and resources and focus attention on delivery of environmental related topics.
- Links are being made nationally to ensure young people's involvement in the lead up to Cop26.
- Climate change resources and activity ideas have been shared to youth work practitioners across North Lanarkshire.
- Padlet developed Youth Work Climate Change resources (padlet.com)

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