

YOUTHBORDERS STRATEGIC PLAN 2018-21

“Where Young People Come First”

VISION

To be a best practice and innovative membership organisation, supporting and promoting good quality youth work and empowering young people to be resilient and have a voice in the Scottish Borders.

MISSION

YouthBorders supports its members and their staff, volunteers and young people to build capacity, sustainable youth work and opportunities through effective training, strong partnerships and a leading strategic voice in the Scottish Borders and beyond.

VALUES

- We believe young people have the right and need to be respected, valued and encouraged
- We believe that youth work has the potential to change lives
- We are committed to equality, diversity and inclusion
- We champion all our members and partners who support young people
- We believe working in partnership is fundamental to maximising opportunities for young people
- We believe in the empowerment of young people to enable them to make positive life choices



OBJECTIVES

- ❖ To support and create opportunities for young people to become successful learners, confident individuals, responsible citizens and effective contributors in their youth groups and communities in the Scottish Borders
- ❖ To promote inclusion, equality and diversity encouraging a positive contribution by young people in their communities
- ❖ To empower young people to make good life choices and to make the most of their learning and experiences, building resilience and responsibility
- ❖ To facilitate and support member groups to promote best quality youth work and opportunities for young people
- ❖ To offer education, training and governance support for our members to build capacity for staff and volunteers
- ❖ To promote partnership and collaborative work, accumulating and disseminating learning and building capacity
- ❖ To champion the voice of youth work and young people

WHAT IS YOUTH WORK?

A youth work approach is about having fun, maximising learning and valuing positive relationships across age ranges, in all kinds of youth groups and programmes.

There are three essential features of youth work:-

- Young people choose to participate
- The work must build from where young people are
- Youth work recognises the young person and the worker as partners in a learning process.

Third sector youth work is excellently placed to deliver on all three features in a meaningful way.

Our Six Ambitions and Key Outcomes 2018-2021

Below we have set out our 6 key ambitions to support YouthBorders' mission statement and to progress towards achieving our vision over the next three years. Under each ambition we have outlined the main outcomes we have set ourselves. These outcomes will then inform our annual business (and financial) plan, which in turn will set out measures to benchmark our success, showing in more detail how and when we plan to achieve each outcome and the resources and staffing we will need to support them.

We will monitor and evaluate our progress and success over the three years using the self-evaluation tool 'How Good Is Our Third Sector Organisation' (HGIOTSO). We will use the relevant Quality Indicators (QIs) for each ambition as set out in the toolkit. In the business plan we will detail these QIs further to ensure we are not only improving and reaching our targets but we are attaining the best possible practice through the tool's illustrations of 'very good'. By using such toolkits, and encouraging our members to do the same, we will be able to show how we have consolidated the work we do, the impact it has and how we intend to achieve what we set out to do.

Throughout we will work with all our stakeholders to ensure that we are impacting positively on the lives of children and young people, and to ensure we are responsive to need, are relevant and fit for purpose and are setting high standards. We will support youth workers and our many volunteers who are crucial to the success of third sector youth work, to ensure they have meaningful experiences, are confident and enhance the lives of children and young people. Most of all we will continue to strive to be as best practice as possible, sharing and working collaboratively, keeping young people at the core of everything we do.

The QIs from HGIOTSO are attached as appendix 1.

YOUTHBORDERS' STRATEGIC PLAN 2018-21 - OUR SIX KEY AMBITIONS

With partners, build and sustain stronger and more resilient third sector youth work delivery

Provide support to all our member organisations through effective communication and contact building.

Develop and improve the quality of third sector youth work in the Scottish Borders

Be the voice for third sector youth work providers through positive engagement at all levels of community planning

Develop and support the Youth Board, ensuring young people are engaged and involved at all levels of YouthBorders' activity

Build and sustain YouthBorders through strong governance, staffing and financial arrangements