



Youth 1st is a Scottish Charitable Incorporated Organisation (SCIO)  
Registered Charity SC006872

# Strategic Plan 2016 to 2020



Working together to support  
Youth Groups in Fife

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## Introduction

This document describes Youth 1st's vision for young people and those who work with them in community based youth work provision across Fife. It outlines how we will work towards this vision over the next three years through the delivery of four key strategic aims.

Over the next three years, Youth 1st will aim to build on its reputation for high quality, effective and efficient services. We will also aim to improve partnership working with all appropriate agencies by working together when/if appropriate to avoid duplication of activity.

## About Youth 1st

Established over 75 years ago, Youth 1st is the largest, non-uniformed organisation supporting youth workers and volunteers working with and for the young people in Fife.

We have an established membership consisting of a number of youth clubs, groups and organisations from throughout Fife. Most of our member groups are organised and run by volunteers.

Youth 1st offers an interesting and varied programme of opportunities for young people, volunteers and youth workers including training, sports activities, networking events and fun activities. The staff team (both paid and voluntary) provides a support service to all our member groups including access to the

PVG Scheme, advice and assistance with programme planning.

Youth 1st has also developed excellent and innovative youth work initiatives, such as 'Driving4Success' and 'B:activ' and continually strives to develop new ideas with its forward thinking approach.

Youth 1st aims to have as many young people, volunteers and youth workers as possible participating in its programme.

Based in Kirkcaldy, Youth 1st supports groups from across Fife.

Youth 1st is also an Area Association of Youth Scotland, which means they are part of the Youth Scotland Network. Youth Scotland is in turn, affiliated to UK Youth and the European Confederation of Youth Clubs.

Youth 1st is a registered Scottish Charitable Incorporated Organisation (SC006872).



*"Youth Work Changes Lives"*

## Mission Statement

The core purpose of Youth 1st is to act as a hub of information and resources to support Fife's youth groups and organisations and their youth workers who enable young people to realise their full potential.

Youth 1st is driven by the belief that all young people have potential. We recognise that for young people to become successful learners, confident individuals, responsible citizens and effective contributors in their youth groups and communities, those who work with young people in community based youth work provision need to be confident and competent.

For this reason we work to provide services which increase the effectiveness of those working with young people, particularly voluntary and part time youth workers.

Youth 1st promotes a young person centred approach and aims to support youth workers leading to a strong and resilient community based youth work, which in turn improves the life experiences and opportunities of young people.

## Core Values

Our values are:

- **Innovation** – We believe in offering a quality, modern and current service. We encourage new ideas and embrace change to ensure we are the best we can be.

- **Releasing potential** – We are committed to enabling our staff, volunteers, groups and their young people to reach their full potential.
- **Integrity** – We care about what we do and endeavour to act with integrity, and to be reliable, honest and trustworthy.
- **Fun** – We enjoy what we do and promote a safe and informal environment where young people and their workers can relax and have fun with a purpose.

## Vision Statement

Youth 1st strives to be the centre of a rich network of youth groups and organisations, providing quality and innovative services for all youth workers and volunteers who work with young people.

### Our vision is to be:

The first port of call for youth workers and youth organisations who need support and advice;

Recognised as an innovative and quality service provider;

A valued and respected partner in the youth work sector.

## Youth 1st Highlights

*(information taken from 2014/2015)*

We provided support for **58** Member Groups which included **146** groups across Fife.

**81%** of our member groups are **Voluntary Groups**.

There were **4894 young people** attending our member groups during this year.

**70%** of the youth workers working in our member groups were **volunteers**. These volunteers volunteer at least 3 hours per week.

**63%** of the young people we worked with directly were between **8 and 14 years old**.

**695** individuals took part in our programme of events and training.

**87%** of youth workers who took part were **volunteers**.

**41 training courses/workshops** were delivered for young people, youth workers and volunteers.

Youth 1st, staff, volunteers, supporters and participants donated **1898 voluntary hours** to the organisation.

### Strategic Aims

There are four core strategic aims of the organisation and these form the basis of the staff work-plans and targets. These are as follows:

**Strategic Aim 1:**

To build capacity, promote and raise the standard of youth work in Fife.

**Strategic Aim 2:**

Be the strategic voice for the Voluntary Youth Sector.

**Strategic Aim 3:**

Anticipate and respond to emerging needs by creating and developing innovative services.

**Strategic Aim 4:**

To be a sustainable organisation that is well placed to deliver on its strategy.

# Strategic Aim 1

To build capacity,  
promote and raise the  
standard of youth work in Fife

## Key Actions:

1. Support our member groups.
2. Encourage active participation in our services.
3. Develop the skills of youth workers and volunteers and promote good practice.

## Key Activities:

1. Provide a minimum of 3 visits per member group each year.
2. Monthly updates about our services using a variety of communication methods including 3 to 4 updates weekly via social media.
3. Each year, provide a comprehensive training programme with at least 10 workshops and encourage attendance.

## How will we know it's achieved:

1. Member groups say they feel supported.
2. Participation in services is maintained and increased.
3. Youth Workers and volunteers can evidence increased skills and knowledge of good practice.



## Key Areas

Member Groups - Young People - Volunteers -  
Youth Workers - Support - Training - PVGs - Policy -  
Programme Planning - Health and Safety - Child  
Protection - Social Media - E-Bulletins

## Strategic Aim 2

# Be the strategic voice for the Voluntary Youth Sector

### Key Actions:

1. Advocate for the needs and concerns of the voluntary youth sector.
2. Actively participate in key strategic partnerships.
3. Promote networking with the voluntary youth sector and partners.

### Key Activities:

1. Provide a minimum of 3 consultation surveys to the network to gather opinions, needs and concerns each year.
2. Regularly attend and participate in relevant strategic groups.
3. Provide a minimum of 2 networking events and at least 10 e-bulletins to the sector each year.

### How will we know it's achieved:

1. Voluntary Youth Sector feel that Youth 1st advocates their needs and concerns.
2. Key findings from surveys are received and commented on by key strategic partnerships.
3. Participation in networking events is maintained and contributions to the e-bulleting continue

### Key Areas

**Voluntary Youth Network - Training - Networking -  
Policy - Representation at Strategic Meetings -  
Youth Strategy Groups - Local Planning - Social  
Media - E-Bulletins**



## Strategic Aim 3

Anticipate and respond to emerging needs by creating and developing innovative health & safety services

### Key Actions:

1. Provide access to high quality practical tools and resources to enable members to create and maintain a safe youth work environment.
2. Evaluate all our current provision and make any necessary changes.
3. Create and maintain projects that respond to and meet the needs of our members and partners.

### Key Activities:

1. Provide a minimum of 12 fun sessions for youth groups each year.
2. Consult with our member groups and partners at least once a year and issue relevant evaluation forms at every opportunity.
3. Provide a minimum of 10 opportunities to participate in new and current projects each year.

### How will we know it's achieved:

1. Youth groups evidence that participation was worthwhile, informative and progressive.
2. Member groups say they have learned as a result of consultation and evaluation.
3. New and current opportunities score highly with participants.



### Key Areas

Resources - Training - Evaluation & Feedback -  
Driving4Success - B:Activ - New Projects - Youth  
Advisory Groups - Accreditation - Youth  
Participation



## Strategic Aim 4

To be a sustainable organisation that is well placed to deliver on its strategy

### Key Actions:

1. Maintain an effective Board of Trustees that practices and promotes good governance and leadership.
2. Maintain a sustainable and well run organisation.
3. Generate a diverse range of income streams and a strategy for income generation.

### Key Activities

1. Provide a minimum of 4 opportunities for the Board to meet and discuss progress, issues and governance (including an AGM) each year.
2. Staff to report to the Board at least 4 times a year.
3. Develop, maintain and action a funding strategy.

### How will we know it's achieved:

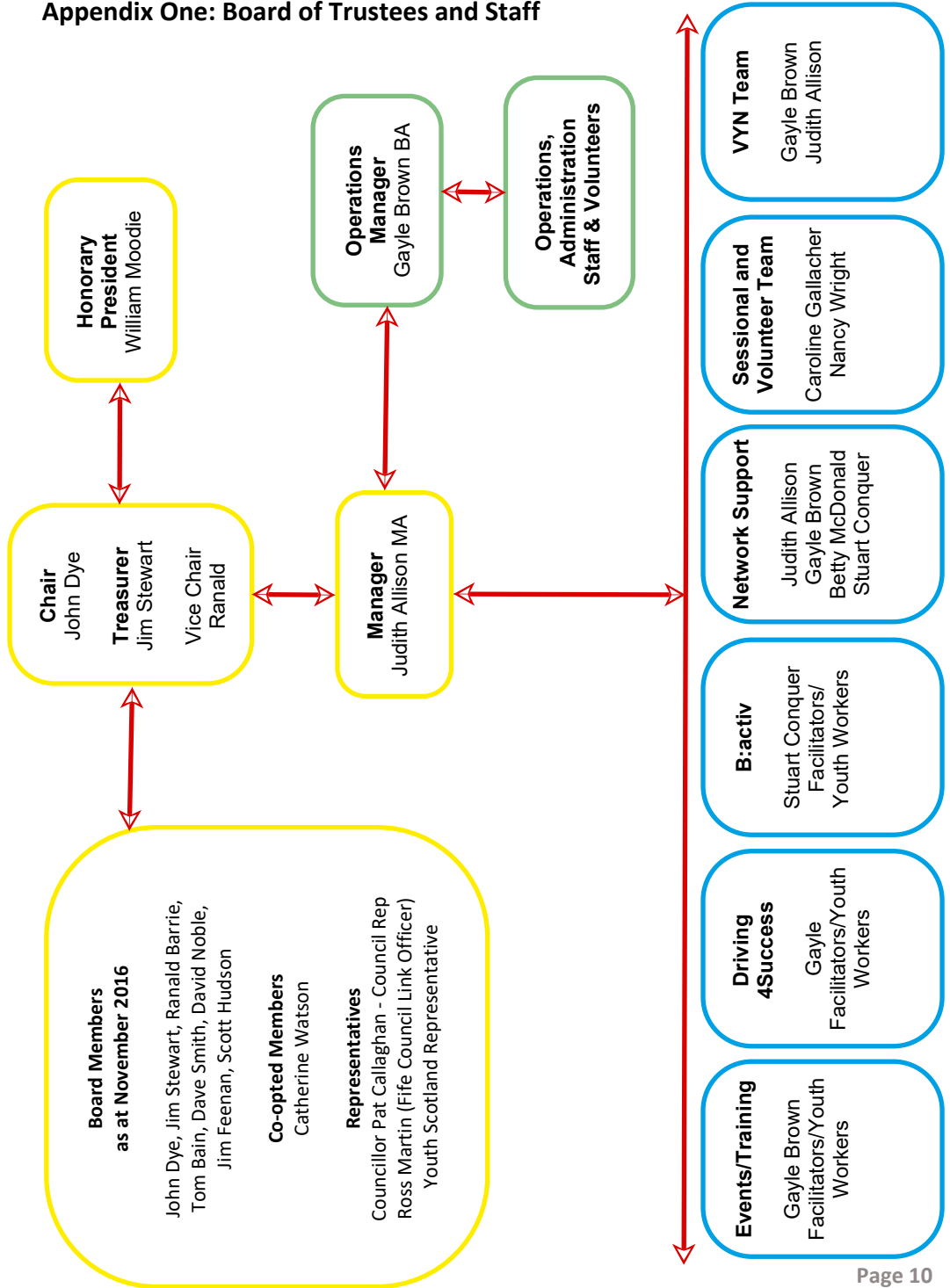
1. Board of Trustees evidence good governance and leadership through internal and external evaluation.
2. Stakeholders can point to evidence of a well run organisation.
3. Income streams evidence success that fulfils and meets the strategy.



### Key Areas

**Governance training - Capacity - Fundraising - Staff Appraisals and Training - CLD Standards - Board Member Recruitment - Evaluation and Feedback - OSCR - Charity Law**

# Appendix One: Board of Trustees and Staff



## **Appendix Two: External Environment**

### **External Environment – Scotland**

At a national level our work during this period will contribute directly to the following Scottish Government policies and priorities:

- The Scottish Government's National Performance Outcomes
- CLD Competencies
- National Youth Work Outcomes
- National Occupational Standards for Youth Work
- CLD Values and Ethics
- The Curriculum for Excellence National Youth Work Strategy 2014-2019
- The "More Choices, More Chances" agenda.
- Getting it Right for Every Child
- Time to Shine – Scotland's Youth Arts Strategy
- Protection of Vulnerable Groups Scheme

### **External Environment – Fife**

During the period of this strategic plan, our work will contribute to the following Fife wide policies and procedures:

- Fife Council Plan 2017
- Fife's Community Plan 2011 – 2020
- Local area Community Plans
- Fife Youth Work Partnership's Youth Work Strategy
- Voluntary Youth Network



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**Investing in Fife's young people  
Is investing in Fife's Future**