



Youth Scotland Post Lockdown Readiness Guide

26 April 2021 Update

Planning for your youth group/organisation as lockdown eases





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1. Introduction

This document is a guide to being ready for Covid-19 lockdown restrictions continuing to ease in line with Scottish Government and Public Health Scotland guidelines.

As of Monday 26 April 2021, some of the lockdown measures in Scotland are changing.

The First Minister confirmed that all parts of the country will move to Level 3 from Monday 26 April. The remaining travel restrictions within Scotland will be lifted and travel within the UK will be permitted for any purpose. If everyone continues to follow the rules, the First Minister said it is expected that all of Scotland will move to Level 2 on Monday 17 May.

The Scotland's Strategic Framework Update states: "Our strategic intent remains to: suppress the virus to the lowest possible level and keep it there, while we strive to return to a more normal life for as many people as possible."

Coronavirus (COVID-19): Strategic Framework update - February 2021

In support of our members, Youth Scotland has tried to provide an accessible readiness guide for community-based youth work. While the [Coronavirus \(COVID-19\): Strategic Framework update - February 2021](#) from Scottish Government and the youth sector's [COVID-19: Guiding Framework to support the delivery of youth work services](#) provide the detail on lockdown reasoning and restrictions for youth work delivery, these are dense documents. This readiness guide is designed to collect information specific to community-based youth work and provide additional guidance and resources.

This readiness guide has been developed in line with Scottish Government, Public Health Scotland and sector guidance. Whilst Youth Scotland member groups must use their own discretion and are ultimately responsible for ensuring the safety of the young people, staff and volunteers, we hope that readiness guide will help with this process.

This plan is current as of changes made to lockdown on 26 April 2021 and we will update this as and when more information and guidance emerges.

Youth groups and organisations, like many other businesses and charities, will face many decisions around assessing their operations, bringing employees and volunteers back to work, and ensuring the workplace/youth setting is safe for both young people and workers/volunteers.

We have therefore provided access to a Return to Work Toolkit, provided by Law at Work. This is a FREE membership service available to all Youth Scotland member



groups. Details of how to access the Law at Work resources are outlined in the LAW at Work section later in this guide.

Youth Scotland is running a series of [reopening youth work workshops](#) for member groups. See Youth Scotland Resources below for more details. Youth Scotland is providing a range of training and information to our member groups to support this. See the Training and Support section later in this guide.

We know many of our member groups have been able to embrace digital youth work activity and all it can offer, using this to engage and support young people in the hardest of times. The need for this is likely to be ongoing for some time and we would encourage workers to embrace and develop this provision where you can.

We know that many groups have also expressed an interest in delivering detached/outreach services and delivering outdoor learning and youth work. In line with the changes of Monday 26 April, we would recommend groups take a look at the toolkits and training on detached youth work and outdoor learning available from Youth Scotland; see the Training and Support section later in this guide.

Whilst we continue to appreciate that members are keen to 'get fully back up and running', we must stress that you should continue to follow the Scottish Government's and Public Health Scotland's Guidance at all times and progress carefully ensuring the health and wellbeing of staff, volunteers and young people.

2. Youth work specific guidance and community-based youth work

Guidance on the delivery of youth work

The key information for youth work providers is:

- Outdoor and digital youth work remain the preferred methods of delivery at this time.
- Indoor youth work may be permitted for select reasons (see the table below).
- No delivery should exceed 30 persons in any space, including youth workers (under 18 years old) or 15 persons outdoors and no more than 5 indoors, including youth workers (over 18 years old).

YouthLink Scotland and the youth work sector have updated the [Guiding Framework to support the delivery of youth work services](#) to reflect these changes.

The table below indicates what restrictions remain in place at Level 3 for youth work groups and young people.

Level 1	Level 2	Level 3	Level 4
Under 18 Years			
Youth work permitted indoors and outdoors with a maximum number of 30 people in any space (including youth workers)	Youth work permitted indoors and outdoors with a maximum number of 30 people in any space (including youth workers)	The recommended method of learning is online or outdoors	
		<p>Youth work permitted outdoors.</p> <p>Indoor youth work is permitted for the following purposes:</p> <ul style="list-style-type: none"> • Targeted youth work to support health and wellbeing with vulnerable groups • Completion of youth qualifications or employment training • Education recovery <p>The maximum number of persons should not exceed 30 people in any space (including youth workers)</p>	<p>Learning permitted outdoors and should only be delivered indoors as part of support services for the purpose of essential intervention.</p> <p>Numbers should be kept as low as possible and should not exceed 15 persons at any time (including youth workers).</p>
Over 18 Years			
Youth work indoors and outdoors with a maximum number of 15 people including youth workers.	Youth work indoors and outdoors with a maximum number of 15 people including youth workers.	The recommended method of learning is online or outdoors	
		<p>Face-to-face youth work should only take place where it cannot be delivered online and is essential to gaining a qualification or providing essential support to the most vulnerable learners.</p> <p>The maximum number of persons outdoors should be limited to 15 and indoors should be limited to 5 including youth workers.</p>	<p>Learning should only take place for the most vulnerable people who do not have other means of support and cannot access support remotely. The maximum number of persons indoors or outdoors should be limited to 5 including youth workers.</p>

Table 1-1

Prior to resuming face-to-face youth activities

We would advise all community-based youth workers and groups to be aware of the 'Expectations before delivery' section of the [Guiding Framework to support the delivery of youth work services](#) and to carry out their own risk assessment of any planned activity.

Good communication with young people and their parents or carers can set expectations and ensure that safety questions and concerns can be dealt with.

Key changes to note:

Outdoor and digital youth work remains the recommendation

While in Level 3, the recommendation is to prioritise outdoor and digital youth work. Certain specific exemptions can be found in table 1-1.

From 10 May, residential youth work may be able to restart – under clear guidelines - details can be found on page 8 of the [Guiding Framework to support the delivery of youth work services](#)

Providing that the expected conditions are met, Scottish Government expects Scotland will move to Level 2 on 17 May.

Limited provision of indoor support in specific circumstances

The provision of indoor support is permitted in the following specific circumstances:

- Targeted youth work to support health and wellbeing with vulnerable groups.
- Completion of youth qualifications or employment training.
- Education recovery.

Please see table 1-1 above for details. This may also include continuing to provide essential items and support to families, children or young people in crisis, including measures to address food insecurity.

Detached youth work

Detached youth work may now resume in response to local needs. Detached youth work is youth work that takes place on the streets, parks and other outdoor parts of our communities where young people are. Detached youth work can therefore be a great way to engage or reengage with young people during lockdown. You can download [Youth Scotland's Guide to Detached Youth Work](#) here or at the foot of the page.

Youth work in schools



As part of education recovery, outdoor youth work may now be delivered during the school day, in line with [Coronavirus \(COVID-19\): guidance on reducing the risks in schools](#) and in agreement with schools and Local Authorities. More details can be found on page 6 of the [Guiding Framework to support the delivery of youth work services](#)

Outdoor sports

Youth work leaders considering delivery of organised outdoor contact sports should consult Scottish Government guidelines and [sportscotland](#) advice.

Digital youth work

We expect digital youth work to remain part of community-based youth work for the foreseeable future. Many groups may be reluctant or unable to resume face-to-face youth work at this stage. Youth Scotland has some valuable resources available to support this further down this page. We also regularly run online [training to support workers](#)

Youth Scotland Resources

Reopening Youth Work - Member Sessions

From 29 April, in support of the gradual re-opening of youth work, Youth Scotland will be running a series of sessions to support member groups. These sessions are an opportunity to provide a safe space to discuss the practicalities of returning to face-to-face work.

We will discuss the latest youth work guidance, what is permitted outdoors and indoors and signpost you to further resources and support. We will be joined by colleagues from Youth Scotland and members from across Scotland and you will have a chance to ask questions, consider scenarios and share ideas.

This is an informal and interactive session for member groups. We will keep numbers quite small in each session, so there is adequate time to give everyone the chance to be heard and feel that the conversations are relatable to your own practice and organisation. See our [events calendar to book your place](#)

Further down this page are sections on **Digital Youth Work and Safe Online Working**. In the event that some outdoor services remain permissible, we also have free guides and toolkits on **Outdoor Activities and Outdoor Youth Work**.

Digital Youth Work and Safe Online Working



During lockdown, digital youth work will return to being the most common form of delivery for many groups. The following advice and resources help support these activities.

Advice on safe digital youth work

At the bottom of this page you can [download a quick guide](#) on suggestions and advice for safe online youth work. We are asked: how can we reach young people digitally? How can we do it safely? What activities can we arrange online when our youth centres are closed? Safeguarding the young people, you work with and keeping yourself safe are still top priorities.

Youth Highland, our Area Association partner have produced a guide from their experience of working online. It also includes their views on social media and other digital tools - download at the foot of this page.

Cyber security advice from Police Scotland

Police Scotland have issued some very accessible cyber security videos that their colleagues in the City of London Police have shared. The videos cover: Phishing, Vishing, Multi-Factor Authentication, Passwords, Software updates, Social engineering and Securing your router. The topics may sound daunting, but the videos avoid jargon and explain things clearly. See the download at the foot of this page.

Outdoor activities and outdoor youth work

Many groups will now be turning to outdoor delivery as spring arrives. We have produced some handy guides on detached youth work and outdoor activities.

Youth Scotland's Guide to Detached Youth Work

This pack is for youth workers who are interested in detached youth work, whether they are already a detached youth worker or wanting to develop detached youth work. This pack looks at the practicalities of detached youth work and the benefits of it.

Youth Scotland's Guide to Out and About Youth Work

This pack is for groups who are interested in outdoor activities. The outdoors can be a great place to learn and have fun and can make a significant contribution to the health and wellbeing of young people and adults. Positive experiences can generate an interest in the outdoors which goes far beyond the boundaries of your youth group.

Insurance



Please note that when planning to re-commence any activities, you need to adhere to the guidelines stipulated by the Scottish Government because should any insurance claim occur, your activities will be checked to see if they have adhered to these and if not, there would be a chance the claim will be repudiated.

Hygiene and infection control measures

Please also refer to [Health and hygiene](#) from page 13 of COVID-19: Guiding Framework to support the delivery of youth work services.

You will need to think about cleaning schedules, provision of washing facilities and / or hand gel, notices about how to prevent spread of infection, employee health screening and how to deal with any incidences of COVID-19 infections in your setting. You may also have to limit the use of resources such as games or sport equipment and put additional cleaning measures in place for these.

We will issue further guidance on fully reopening your youth work premises when this becomes a viable possibility, in line with additional guidance issued by Scottish Government. You should make contact with the owner/operator of your building if you do not have your own premises to discuss planning for reopening arrangements.

Gatherings in larger groups

Gatherings in larger groups remains restricted (see table 1-1 above for numbers permitted).

Travelling as part of a youth work activity

Please also refer to [Travel](#) from page 16 of COVID-19: Guiding Framework to support the delivery of youth work services.

In line with the current expected timeline, travel as part of a youth work activity can recommence from 10 May. This will be confirmed following government review, and details on planning for travel can be found in the youth work guidance.

3. Law at Work (LAW)

You can access an extensive suite of legal advice, guidance and templates as part of your Youth Scotland membership. Law at Work have updated their COVID-1919 guidance to include a Return to Work Toolkit.



As the COVID-19 restrictions are lifted, youth groups/organisations face many decisions around assessing their operations, bringing employees/volunteers back to work, and ensuring the workplace is safe.

The timelines for youth work fully restarting are not yet known but it is a good idea to begin planning for reopening because this will bring a new set of challenges. The main challenge which should be factored into all decisions will be ensuring that workers/volunteers and young people and their families have full confidence that their health will be protected.

To help you start to think about these challenges the Law at Work Return to Work Toolkit includes documents and templates that you can use for your group including a Return to Work Checklist, Return to Work Risk Assessment, Return to Work Safety guide, Building pre-opening audit, and many more useful documents. Please note that these are general documents for employers and not specific to a youth work setting. We will aim to provide further specific guidance when it has been produced by Scottish Government.

How to access Law at Work

These services are part of the package of benefits afforded to Youth Scotland member groups. You will be required to quote your Youth Scotland Membership number and details when accessing these services. Read about [joining Youth Scotland here](#)

To register for LAW: If you have not previously registered for Law at Work, go to this [webpage](#) and have your member group details and Youth Scotland membership number handy. Your Youth Scotland membership number will begin 350. LAW will also be using your primary membership contact email address.

To login: If you have previously registered for Law at Work, go to this [webpage](#) and enter your details. You should then click into the Coronavirus: Employer's resource centre, where you will find the COVID-19 Return to Work Toolkit.

If you have any problems logging in, please contact us at Youth Scotland and we can help you access a copy of the Return to Work toolkit.

4. Training and support

During the lockdown, Youth Scotland has been supporting member youth groups with regularly updated information, funding, and support. Visit our [COVID-19 page for details](#)

We have also developed a comprehensive training programme for youth workers and volunteers which aims to increase youth workers' abilities and skills to support young people through this crisis and beyond.

Digital youth work has been gaining momentum for years and the lockdown has truly brought it to the fore. Our online training focuses on young people's mental health and wellbeing, innovative adaptations to our ongoing programmes and highly-accessible training on how to deliver digital youth work.

To meet community-based youth work's changing needs as we move through the Phases, we are supplementing online training with support on how to deliver detached youth work and outdoor learning.

This includes: -

- Child Protection training
- Modules in 'Mental Health Awareness – Positive Coping Strategies'; 'Young people and self-esteem'; 'Mindfulness' and 'Understanding Challenging Behaviour'
- 'Digital Youth Work' training which supports youth workers to provide a safe space online for young people to engage in their youth groups with their friends.
- Creative Arts and STEM in an online space
- Youth Awards support and training, including Awards at Home for our Hi5 and Dynamic Youth Awards
- Google Be Internet Citizens – hugely relevant skills for youth workers and young people living in the digital age: how to spot fake news, echo chambers and filter bubbles, how to deal with trolling and online hatred and everything to help young people be good internet citizens
- Detached Youth Work training which supports youth workers to safely engage with young people outside – this will be supported by a Youth Scotland Detached Youth Work Toolkit www.youthscotland.org.uk/resources Available by end June
- Outdoor Learning training which supports youth workers to plan and deliver outdoor learning – this will be supported by a Youth Scotland Quick Guide to Outdoor Learning www.youthscotland.org.uk/resources Available by end June

You can view our training programme and book your space [on Eventbrite](#) or by visiting our [events calendar](#)

5. The Scottish Government's updated framework and approach

The Scotland's Strategic Framework Update states:

Our strategic intent remains to:

Suppress the virus to the lowest possible level and keep it there, while we strive to return to a more normal life for as many people as possible.

We have six main tools for achieving this:

- The quickest practical roll-out of our vaccination programme
- The most effective use of Test and Protect
- Applying proportionate protective measures (rules and guidance) to suppress transmission of the virus
- Effective measures to manage the risk of importation of the virus
- Supporting individuals, businesses and organisations to adhere to protective measures
- Providing care and support to mitigate the harms of the crisis

All six of these need to be used together and it will take commitment from all of us to make them work effectively.

(Page 7, Coronavirus (COVID-19): Strategic Framework update - February 2021)

Moving to Level 3

Monday 26 April sees some further easing of lockdown restrictions, with mainland Scotland moving to Level 3. The announcement from Scottish Government says:

First Minister Nicola Sturgeon has announced details of the further relaxation of restrictions across Scotland.

From Monday 26 April, hospitality venues such as cafés, pubs and restaurants can reopen, along with tourist accommodation. Non-essential retail outlets and close contact services such as beauty salons can also reopen, in addition to indoor attractions and public buildings such as galleries, museums and libraries.

The First Minister confirmed that all parts of the country will move to Level 3 from Monday 26 April. The remaining travel restrictions within Scotland will be lifted and travel within the UK will be permitted for any purpose. If everyone continues to follow the rules, the First Minister said it is expected that all of Scotland will move to Level 2 on Monday 17 May.

6. Resources and links mentioned in this document

Coronavirus (COVID-19): Strategic Framework update - February 2021

<https://www.gov.scot/publications/coronavirus-covid-19-strategic-framework-update-february-2021/>

COVID-19: Guiding Framework to support the delivery of youth work services

<https://www.youthlinkscotland.org/media/5974/youth-work-covid-19-guidance-framework.pdf>

Youth Scotland's Covid-19 resources – including guides on detached, outdoor and digital youth work

<https://youthscotland.org.uk/covid-19/>

Joining Youth Scotland

<https://youthscotland.org.uk/join/>

Law At Work - membership legal advice and services

<https://www.lawatwork.co.uk/user/register>

Youth Scotland events and training

<https://www.youthscotland.org.uk/training-events/events-booking/>



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