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YouthLink
Scotland
The national agency for youth work

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

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

Introduction

Youth work: Supporting young people through and out of lockdown outlines how the Scottish youth work sector will continue to strive to provide support and opportunities for children and young people as the Scottish Government moves the country through the pandemic.

Under the Scottish Government's route map, youth work was able to return some face-to-face delivery both indoors and outdoors from the 31st August 2020. This guiding framework is intended to support youth work leaders² to make informed decisions regarding a risk-led approach to a gradual and phased return to face-to-face delivery, at the right time and pace; and to plan for the longer-term recommencement of full youth work services.

On 23 October, the Scottish Government published its **Strategic Framework** to best tackle the virus, and protect people, moving to an approach based on five levels of protection. This allows for a rapid and proportionate response to be taken – locally or nationally – using a transparent range of measures and options.

Decisions on which tier each part of Scotland will be placed in will be made alongside local health protection teams. The application of different levels in different areas will be reviewed on a weekly basis.

Any decisions made regarding delivery of youth work should be made in conjunction with the Strategic Framework and the **local protection levels** set for each local authority area, and **Public Health Scotland** advice.

Many youth work organisations, community groups and youth services have been able to adopt remote³ or digital approaches to delivery during the COVID-19 pandemic. In some cases, these remote or digital approaches may continue to be the safest way to engage with children and young people. In other cases, it may be possible to begin or continue to use a blended model of delivery, with some face-to-face delivery indoors and outdoors.

Some children, young people, parents, staff and volunteers may understandably feel anxious or uncertain about face-to-face delivery and their views should be considered within the decision making process regarding a blended model of delivery.

¹The youth work sector is diverse and includes statutory and third sector voluntary services (including national third sector organisations, uniformed local groups, community organisations), professionally qualified and volunteer youth workers/leaders and a wide range of approaches to the provision of 'youth work'. This includes universal and targeted interventions, outdoor learning, equalities, arts-based and youth voice. It is not possible for this guide to capture all nuanced types of practice, therefore, this document should be used as a guide to inform local decision making.

²A youth work leader is defined for the purposes of this framework, as employers, youth work managers, supervisors, volunteer leaders and trustees – the lead person responsible for authorising delivery

³For example, telephone support, non-contact door-step delivery of crisis support and learning resources

It is important to clearly communicate your plans and protection measures to your workforce, service users, parents and external partners, and where possible and appropriate work with them as part of the process.

Given the uncertain nature of the current situation, this framework will be subject to regular review. Organisations should ensure they are referring to the latest version⁴, and always consider the content alongside Scottish Government and Public Health advice and guidance.

This version is dated 2 November 2020.

How to use this framework

This guiding framework has been developed with Scottish Government and Public Health Scotland and is informed by Scottish Government guidance, including sector specific guidance for the wider **Community Learning and Development (CLD) sector**. The framework is intended as guidance only and does not constitute legal advice.

At all times, the priority must be to safeguard the health and wellbeing of our children, young people, practitioners, their families and the wider community, and to minimise the spread of COVID-19. As such, you should use this framework in conjunction with:

- The latest **Health Protection Scotland guidance** and
- **Scotland's Strategic Framework**

Guidance should be applied at a local level whilst recognising protection levels set for each local authority area. The Scottish Government has developed **a postcode checker** to help people to identify which tier is relevant to local providers of CLD activity. Each youth work leader is responsible for translating this guidance and applying the specific actions required in order to reduce transmission of COVID-19.

This framework is structured in two parts

1. Expectations to delivery:

This outlines the measures that you should be able to demonstrate are in place, before you implement any change to current approaches to work or delivery. **If you cannot meet these requirements, you should not progress.**

2. Expected approaches to delivery:

This outlines the youth work activities and approaches that can be included in a gradual, phased, blended model of delivery. The **expectations before delivery** should continue to be in place when delivering all protection levels, including ongoing review of risk assessment and COVID-19 safeguarding measures that you have in place, in conjunction with the latest Scottish Government and other guidance and advice. These should be used to inform decisions regarding what is safe to deliver in an individual setting or local context at any one time, and any decision regarding the protection of young people during the delivery of youth work.

Expectations before delivery

Before implementing any planned face-to-face delivery, or re-opening of youth work spaces, youth work leaders⁵ should be able to demonstrate the following:

EXPECTATIONS BEFORE DELIVERY

CAN YOU DEMONSTRATE?

- **Scottish Government scientific and medical advice deems it safe to proceed.**
- **Ability to comply with Scottish Government and Public Health Scotland guidance**
- **Comprehensive risk assessment**
- **Measures for infection prevention and control:**
 - Enhanced cleaning arrangements.
 - Adequate facilities, equipment and procedures for personal hygiene
 - Measures are in place to comply with physical distancing requirements
 - Ability to adhere to the Scottish Government Test and Protect COVID-19 guidance
 - Specific measures to protect those who are at higher risk from COVID-19
- **Clear communication processes** - to ensure staff, volunteers, service users and parents understand the measures you have put in place to manage risk
- **Appropriate insurance cover**
- **That these measures are monitored and reviewed regularly**

If you cannot demonstrate you have these expectations in place, or feel your local situation cannot be managed in a safe way, **you should not progress.**

⁵ A youth work leader is defined, for the purposes of this framework, as employers, youth work managers, supervisors, co-ordinators, volunteer leaders and trustees - the lead person responsible for authorising delivery and responsible for the paid and/or volunteer workforce

Youth work leaders may wish to undertake a readiness assessment or COVID-19 action plan, to help ensure you have considered all aspects in advance of any delivery⁶. This planned approach will also allow you to identify all the measures you need to put in place before delivery and ensure you have met the expectations required before delivery. Contingency planning should also be included within a readiness or action plan. This will ensure you are prepared to respond should Scottish Government advise that there is a change to the protection levels for the local authority area in which you deliver.

Examples of risk assessment and readiness checklist tools and templates can be found on [YouthLink Scotland's website](#). Organisations may also wish to seek support and advice from their national, regional or governing body/federation/association.

Compliance with Scottish Government and Public Health guidance and advice

Youth work leaders should consult and comply with [Scottish Government](#) and [Public Health Scotland](#) advice at all times.

Activities⁷ that do not comply with Scottish Government and Public Health guidance put lives at risk, and may not be covered by insurance. Restrictions concerning physical distancing, and other public health measures within the Scottish Government route-map, are also legal requirements. Youth work leaders should work closely with their national, regional or governing body/federation/association to ensure compliance.

Risk assessment

All decisions regarding delivery should be informed by comprehensive COVID-19 risk assessment. Risk assessment should identify the specific risks and subsequent measures that are required to protect the health and safety of everyone within each setting to be used for delivery (this includes all service users, staff, volunteers, and any external partners or visitors). A separate risk assessment may be required for different approaches or sites for delivery. Risk assessment will also outline how safeguarding measures are to be implemented, communicated and reviewed. This will include how to respond should anyone develop symptoms whilst on the site for delivery (including staff/volunteers within the working environment), and identifying areas of the site the individual may have accessed or equipment used while symptomatic. Risk assessment should be reviewed on an ongoing basis, including in response to changes in public health advice, and should be publicly available⁸.

⁶ This includes any change to a staff member or volunteer's current place of work e.g. returning to the youth work setting to prepare for re-opening, to undertake administrative tasks or delivery digitally or remotely

⁷ Including activities undertaken by youth work staff or volunteers to prepare for work with young people or to deliver digital or remote services

⁸ The Management of Health and Safety at Work Regulations 1999 requires employers to carry out suitable and sufficient risk assessment for employees and where this involves more than 5 employees, produce a written record of the risk assessment.

Determining Capacity

In assessing and managing risk, youth work leaders should assess the number of individuals (staff, volunteers, children and young people) that can safely be accommodated in a setting at any one time. Capacity may differ across settings and approaches to delivery and may be lower than the current Scottish Government default position on the maximum number of individuals permitted to meet at one time.

The general approach should be to minimise the size of groups where possible. Face-to-face delivery across levels 3 and 4 should be targeted at young people who need it most.

The following factors will be important to determine capacity:

- Scottish Government guidance on physical distancing
- Ability to maintain physical distancing for all users of the site/space
- Ability to manage enhanced cleaning and personal hygiene
- The specific setting for delivery
- Potential needs/behaviours of children/young people
- The age of children/young people
- The size and layout of space for staff and volunteers, including office space, kitchen and any corridors and entrances.

Organisations should consider:

- What numbers will allow us to meet the physical distancing and public health requirements
- How can indoor and outdoor spaces be utilised and re-designed to minimise risks
- What staffing ratios will we need to supervise each space
- What alternative settings/spaces could we use and manage safely
- What insurance or permissions need to be in place for alternative private spaces
- Where could you work with outdoor learning providers or other youth work colleagues
- Which cohorts of children/young people might benefit most from access to face-to-face youth work, in helping to mitigate the impact of COVID-19 on health and wellbeing and to continue to close the poverty related attainment gap
- Gradual, phased re-introduction of a specific and managed number of children or young people safely in line with guidance
- What measures to manage numbers and movement around the workspaces will help ensure the health and safety of any staff and volunteers returning to the workplace.

Equality

When using this framework and planning delivery organisations should consider the particular needs of different groups of staff, volunteers and individuals. It is against the law to discriminate, directly or indirectly, against anyone because of a protected characteristic, such as age, sex, race or disability. Employers and organisations also have additional legal responsibilities towards disabled individuals and those who are new or expectant mothers.

Youth work is a rights respecting and rights promoting practice. Taking a rights based approach will be crucially important when addressing inequality in children's realisation of their rights, especially those disproportionately affected during the crisis. Information and resources on protecting the human rights of children and young people are available from the [Children and Young People's Commissioner Scotland](#). Where necessary, groups should also signpost to relevant specialist organisations.

Physical distancing

Before any delivery⁹ is undertaken, measures to ensure physical distancing should be in place. Physical distancing applies to all those in the setting (service users, staff, volunteers, external partners) and across all internal and external areas of the setting. This includes toilets, offices, kitchen areas, storage rooms, spaces for face-to-face delivery, entrances and outdoor spaces such as car parks. Clear communication and signage should support implementation of physical distancing measures, emphasising the responsibility of both the organisation and all individuals to keep everyone safe.

Youth work leaders should consult the latest [Scottish Government guidance](#) for the current default position for physical distancing, including the rules for children aged 11 and under and those aged 12+.

Organisations should consider:

- How you will manage and control the number of individuals in spaces and settings, to maintain physical distancing
- How to ensure physical distancing is maintained between all youth workers and young people
- Scrutiny of indoor and outdoor facilities, layout and equipment to ensure physical distancing
- Clear signage throughout the setting
- Structure and timing of youth work activities or sessions to decrease opportunity for interaction.

Youth work organisations working with children and young people with additional support needs may wish to refer to [Scottish Government guidance for physical distancing in education and childcare settings](#), regarding appropriate management of physical distancing and hygiene measures.

Youth work leaders considering outdoor contact sports should follow the latest Scottish Government guidance, including adhering to the maximum number of individuals who can meet together at any one time, and [Sports Scotland](#) guidance. Organised play and physical activities are subject to physical distancing for young people 12 and over.

⁹ Including preparatory work undertaken by staff or volunteers within the youth work setting, including continued digital or remote delivery where this is not undertaken from home

Health and hygiene

The gradual and phased recommencement of face-to-face youth work activities¹⁰ will be dependent on procedures and measures being in place for infection prevention and control. This includes:

- Enhanced cleaning arrangements¹¹
- Guidance on, and provision of equipment, where appropriate, for respiratory hygiene, e.g. face coverings and Personal Protective Equipment (PPE) where required
- Guidance on and facilities to aid personal hygiene, including frequent handwashing, or sanitising with alcohol gel¹²
- Measures such as a contact/groupwork log to support contact tracing in line with the **[Scottish Government Test and Protect COVID-19](#)** guidance
- Clear signage and communication for staff, volunteers and young people
- Guidance for staff and volunteers about the procedure if someone becomes unwell on-site or one or more COVID-19 cases occur

Two-metre distancing between adults, between adults and young people, and between young people (12 and over) should be maintained at all times. There may be exceptional circumstances where that is not possible and here face coverings should be worn. On dedicated transport, all youth workers and all children/young people aged five and over are required to wear face coverings, in line with guidance for public transport unless they have a condition for which a face covering would be inappropriate.

Face coverings should not be used for the purpose of reducing physical distancing requirements.

A full list of mitigations can be found in the **[Scottish Government guidance for the Community Learning and Development sector](#)**.

COVID-19 symptoms, test and protect.

Youth work leaders, staff, volunteers and service users have a responsibility to ensure they adhere to the Scottish Government Test and Protect COVID-19 guidance which says people with symptoms should stay at home and self-isolate (including household members). Employees and volunteers should be supported to stay at home for the duration of the isolation period.

You should have clearly communicated guidance in place for your youth work site. Individual health factors should be considered when making decisions regarding a return to face-to-face delivery and/or return to the workplace. Scottish Government advice for employers can be found by following this **[link](#)**.

Youth work leaders should ensure there is a clear procedure in place to deal with situations if a member of staff, volunteer or service user falls ill with symptoms of COVID-19 while in the site for delivery.

Organisations should have measures in places, such as a contact/groupwork log to support contact tracing in line with the **[Scottish Government Test and Protect COVID-19 guidance](#)**. These should comply with GDPR requirements.

¹⁰ and any work associated with preparing for recommencement, where staff or volunteers are returning to the workplace

¹¹ **<https://www.gov.scot/publications/coronavirus-covid-19-re-opening-schools-guide/pages/hygiene-health-and-safety/>** may be helpful

¹² **<https://www.gov.scot/publications/coronavirus-covid-19-re-opening-schools-guide/pages/hygiene-health-and-safety/>** may be helpful

Face coverings

It is important to note the difference between face masks and face coverings. Face coverings are not classified as PPE such as surgical masks that are used in some settings such as hospitals to protect wearers against hazards and risks. Face coverings are instead largely intended to protect others, not the wearer, against the spread of infection because they cover the nose and mouth, which are the main confirmed sources of transmission of the virus that causes COVID-19

See Scottish Government [guidance on the personal use of face coverings](#).

The guidance relates to use of face coverings by members of the public in specific circumstances. This advice is not intended as an infection prevention and control measure for the workplace where there are other health and safety considerations and measures in place such as physical distancing and hygiene controls. Physical distancing, environmental cleaning along with good hand washing and respiratory hygiene, are the most important and effective measures we can all adopt to prevent the spread of coronavirus. The wearing of facial coverings must not be used as an alternative to any of these other precautions. The Scottish Government also encourages use of re-usable, washable face coverings, rather than single use masks to minimise plastic waste.

A face covering must be worn by all people in indoor communal areas, except where an exemption applies (as defined in the legislation), or where there is a 'reasonable excuse' not to wear a face covering such as exercising/ undertaking a physical activity or eating and drinking in certain hospitality premises with table service such as cafes and restaurants. (This would apply to workplace canteens)

Consult the up to date advice on wearing face coverings which includes exemption cards. This may change with each review stage.

Special considerations for people who are clinically vulnerable or shielding

Shielding was paused on 1 August. Since then, the Scottish Government has been advising those who are at highest risk should they contract coronavirus, including those who were formerly asked to shield, to follow the same guidance as the rest of the population stringently and with extra care.

The Strategic Framework introduces enhanced advice at each protection level to protect people with the highest clinical risk, setting out clearly how advice will change depending on the rates of infection in local areas. As the levels in a local area change, the protection advice for people on the shielding list in that area will change as well. People at highest risk should still follow the advice for the general public as a minimum, but these levels provide additional advice for areas like work, schools, shopping and contact with others.

Organisations should also consider measures to mitigate risk to those with protected characteristics, and to respond to concerns expressed by any staff or volunteer who considers themselves to be at higher risk.

Accidents, security and other incidents

The COVID-19 virus is expected to remain in the population even after lockdown restrictions are lifted. It is therefore essential that youth work leaders ensure that the COVID-19 safeguarding measures are reviewed and updated on an ongoing basis and remain in place until Scottish Government advises otherwise.

Using **public health advice**, organisations should develop a clear procedure for and guidance to support staff and volunteers, regarding what to do if there is an accident, incident or safety concern, for example if:

- An individual or individuals are not adhering to the safeguarding measures
- Someone becomes unwell on-site or one or more COVID-19 cases occur
- A staff member or volunteer would have to break physical distancing restrictions, for example to administer first aid or to de-escalate a potentially volatile situation.

Communications

It is important that your plans for a gradual phased recommencement of face-to-face youth work activities, and the policies, procedures and measures you have in place to protect individuals and manage risk are clearly communicated to all staff, volunteers and service users. You may wish to consult with young people to develop guidelines for attending, including safe and staggered arrival/leaving.

Although there is no specific restriction on the number of youth work groups young people can participate in in any one day, youth work organisations may wish to consider how they can support young people to make safe and informed decisions regarding the number of households they are meeting up with overall.

Transport

Scottish Government guidelines continue to encourage home working, where possible. Where this is not possible, youth work leaders should consider how their staff and volunteers need to travel to any site for delivery (including those who may be undertaking administrative work, preparing for the re-opening of youth work buildings or spaces, or using youth work spaces to deliver digital or remote support and activities). Those using public transport should adhere to the latest Scottish Government legislation and/or guidelines around the wearing of face coverings and physical distancing. Organisations should also consider the appropriateness of travel for those with protected characteristics, and respond to concerns expressed by any staff or volunteers who consider themselves to be at higher risk. Staff and volunteers who are clinically vulnerable or shielding should not be asked to leave their home unless advised otherwise by Scottish Government or their healthcare professional.

In planning any return to face-to-face delivery, youth work leaders should consider how service users would travel to the setting for delivery. Careful consideration should also be given to Scottish Government guidelines on physical distancing and face coverings, where transport is necessary for participation. Any activities that require service users to travel with youth work staff or volunteers should be thoroughly risk assessed. This may include day trips and outings. Physical distancing restrictions must be maintained throughout the period of travel, alongside face coverings, ventilation and facilities/equipment for frequent hand washing. Organisations should also ensure that they (or the company responsible for the vehicle) have enhanced cleaning arrangements in place. Any requirement for transport as part of a planned activity will have an impact when determining capacity.

As an essential part of the education system in Scotland, travel to and from CLD activity is permitted to take place. Under the new Strategic Framework, organisations providing CLD activity are asked to limit travel between areas that have different protection levels where possible. Organisations should develop a 4 harms assessment when deciding whether travel has to take place as part of the learning activity.

Workforce support and training

Youth work leaders should work closely with staff and volunteers in planning a gradual, phased recommencement of face-to-face youth work services. They should consider the support and training needs of staff and volunteers to deliver services safely through the blend of remote/digital and face-to-face youth work being planned.

This includes supporting staff and volunteers who may be anxious about a return to the workplace, providing effective training regarding the use different approaches (including digital platforms) and safe working practices.

Organisations should seek support and advice from their local authority, partners, or national, regional or governing body/federation/association. Links to some of the resources available to support youth work delivery can be found on [YouthLink Scotland's](#) website.

Working with external partners/agencies

Youth work leaders should ensure that any external partners or agencies, working within the site they are responsible for, are aware of and follow the policies and procedures you have put in place to keep everyone safe. Any of your staff or volunteers delivering within an external setting should follow the risk assessment and procedures of the lead provider.

Delivery in spaces managed by others

Where youth work is delivered in spaces managed by others, including community halls, church halls and private outdoor settings, the organisation responsible for the setting should ensure they have a **venue risk assessment**, procedures and facilities for infection prevention and control, and measures to support physical distancing. A youth work group or organisation using these premises or settings should undertake a risk assessment for the activity they will be delivering and ensure the other **expectations before delivery** are in place.

Expected approaches to delivery

The following section outlines approaches to delivery that will be allowed from 31 August.

Organisations should not automatically seek to deliver activities face-to-face. **The safest approach for your organisation or group may be to continue to deliver remotely or digitally.** In addition, some children and young people may feel anxious or not ready to engage in face-to-face youth work and their views should be respected when considering how you will deliver and the right time and pace for any re-introduction of face-to-face youth work.

Organisations may also wish to consider how their plans for gradual and phased introduction of a blended model of delivery will enable them to continue to support the most vulnerable families and mitigate the impact of COVID-19 on all children and young people's mental health, learning and development.

Youth work organisations should take a gradual, phased approach to the re-introduction of face-to-face youth work, scaling up and working towards full recommencement only once Scottish Government advises it is safe to do so, and then only at the right pace and time for your local context. The virus is expected to remain in the population for some time. As such, delivery of youth work services may still require certain restrictions and measures to be in place, as advised by Scottish Government. Clear communication with children, young people and parents will be important to manage expectations, and to ensure safe delivery, at all times during renewal of youth work.

From 2 November, the following approaches could be considered:

Digital youth work delivery

Youth work at home is likely to continue to be an important route for children and young people to engage with youth work. To support digital delivery, YouthLink Scotland is providing **[digital training for youth workers](#)**. Resources, tips and ideas for digital youth work, shared by youth workers across Scotland, can be found **[here](#)**

Many youth workers use Youth Awards within their programmes. The **[Awards Network](#)** providers have developed a range of resources to support wider learning and achievement at home, including working towards accreditation/award.

Crisis interventions including unplanned support

This may include continuing to provide essential items and support to families, children or young people in crisis, including measures to address food insecurity and unplanned one-to-one support. Youth work leaders should continue to ensure the **expectations before delivery** should be in place, including comprehensive ongoing risk assessment, hygiene measures and physical distancing. These crisis or unplanned interventions should continue to take place in outdoor settings, for example doorstep deliveries.

¹³ Children and young people on the child protection register, those who are looked after, and those on the edge of care. Children and young people in receipt of Free School Meals, those who have complex additional support needs, or those affected by poverty and deprivation

Youth work outdoors

Carefully controlled groupwork activities, with maximum numbers determined by Scottish Government Strategic Framework based on local protection levels, or one-to-one youth work could be delivered in an outdoor setting from 2 November. The appropriate size of groups will depend on the age and overall number of children, and the layout of the setting. The general approach should be to minimise the size of groups where possible. Face-to-face delivery across levels 3 and 4 should be targeted at young people who need it most. The expectations before delivery should be in place including physical distancing for young people 12 and over (and between adults and adults and all children/young people). Organisations may also wish to consider working with bubble groups based on age bands to manage the different physical distancing requirements for each age group.

Organised outdoor contact sports, play and physical activity

Scottish Government guidelines should be followed for the delivery of organised outdoor contact sports, play and physical activities for children and young people under 18 years old. This may allow some contact sports activities within small groupwork delivery, e.g. 5-a-side football, keeping within Scottish Government guidance regarding the maximum number of individuals meeting together at any one time. Organised play and physical activities are subject to physical distancing for young people 12 and over. Guidance on outdoor sports and physical activity can be found on [Sports Scotland](#) website.

Detached youth work

Youth work organisations may wish to consider the role of detached youth work, particularly as an approach to re-engaging, or providing essential face-to-face support for at-risk young people. Detached youth work should be delivered in line with the maximum number for outdoor youth work at each protection level.

Detached youth work is a specific youth work approach and youth work leaders should ensure their practitioners are confident and competent to deliver in this way. As with all approaches to delivery, the **expectations before delivery** should be met, including a specific risk assessment for detached work, and consideration given to the skills and experience of those delivering. Information and guidance, developed by YouthLink Scotland and Youth Scotland can be found [here](#).

Organisations should consider:

- How will staff or volunteers travel to the site or settings for detached work?
- What measures are needed to support cleaning of any equipment or materials to be used and to facilitate personal hygiene¹⁴?
- How will you manage the number of young people engaging at any one time?
- How will you manage physical distancing and other safeguarding arrangements?
- How will you communicate to young people your safeguarding measures and the requirement to maintain physical distancing?

¹⁴ <https://www.gov.scot/publications/coronavirus-covid-19-re-opening-schools-guide/pages/hygiene-health-and-safety/> may be helpful

Indoor youth work

Carefully controlled groupwork activities (with up to a maximum of individuals determined by Scottish Government Strategic Framework based on local protection levels) or one-to-one youth work could be delivered in an indoor setting from 2 November . The expectations before delivery should be in place including physical distancing for young people 12 and over. A cautious approach should be taken when making decisions about the maximum numbers for each protection level given that we are still experiencing a global pandemic. The general approach should be to minimise the size of groups where possible.

Organisations may wish to consider working with a smaller number where possible, or a consistent group of children or young people. They may also wish to consider working with bubble groups based on age bands to manage the different physical distancing requirements. A targeted approach should be taken to face-to-face delivery across levels 3 and 4, targeting young people who need it most.

There is currently no scientific evidence on the duration of an indoor event or activity which might be acceptable, but indoor settings are seen as higher risk, and the risk increases with the number of households in one space. Youth work organisations should consider, as part of their overall risk assessment, whether their previous delivery model should be adjusted to reduce this risk. That could mean taking on a blended delivery approach (some remote or virtual and some face-to-face), or reducing the time spent indoors, utilising any outdoor space where possible or practical.

Although there is no specific restriction on the number of groups a youth worker could support, youth workers should take into consideration how many households they are meeting up with in a day and look to minimise the risk to themselves and family by restricting this where possible.

Permitted approaches to delivery

The table below outlines the total number of individuals who are permitted to meet for the purposes of youth work under each protection level of the strategic framework which should be followed from 2 November 2020.

Maximum numbers include all individuals in the interaction (children, young people and youth workers). The general approach should be to minimise the size of groups where possible as part of blended approaches to delivery. A targeted approach should be taken to face-to-face delivery in level 3 and 4, targeting young people who need it most.

Expectations before delivery should be in place across all levels and approaches to delivery. This includes physical distancing between adults; between adults and children/young people; and between young people (12+).

Please Note: The household restriction does not apply to any gatherings for the purposes of education, training or voluntary services.

	Level 0	Level 1	Level 2	Level 3	Level 4
Digital/ remote delivery	Use of digital technology, and other remote delivery of activities to support and facilitate learning, should continue where possible and appropriate				
Youth work in schools	Learning which is delivered as part of the school day/curriculum with school aged children, and young people, should be delivered in line with schools guidance and in agreement with schools and local authorities.				
Outdoor youth work – including outdoor learning, detached youth work	Maximum of 30 individuals (this includes young people and youth workers)			Maximum of 30 individuals	Maximum of 20 individuals
				Face-to-face delivery in levels 3 and 4 should be targeted at those who need it most, as part of a blended approach to delivery	

	Level 0	Level 1	Level 2	Level 3	Level 4
Indoor youth work	Maximum of 30 individuals (this includes young people and youth workers)			Maximum of 30 individuals	Maximum of 20 individuals
				Face-to-face delivery in levels 3 and 4 should be targeted at those who need it most, as part of a blended approach to delivery	
Events for children or young people (30+ children/young people/youth workers)	Remote/digital delivery only				
Overnight stays	Not permitted				

Links to relevant guidance

Scottish Government <https://www.gov.scot/coronavirus-covid-19/>

Scottish Government CLD Guidelines <https://www.gov.scot/publications/coronavirus-covid-19-community-learning-and-development-sector/>

Other Scottish Government relevant guidance [**Coronavirus \(COVID-19\): reopening schools guidance**](#)
[**Scottish Government guidance on support for continuity in learning**](#)

Scottish Government Postcode Checker <https://www.gov.scot/check-local-covid-level/>

Scottish Government guidance on face coverings <https://www.gov.scot/publications/coronavirus-covid-19-public-use-of-face-coverings/>

The latest [**Health Protection Scotland**](#) guidance

A range of guidance for different approaches to youth work can be found on YouthLink Scotland's dedicated COVID-19 site <https://www.youthlinkscotland.org/covid-19-guidance/youth-work-recovery-resources/>

Youth Scotland Post Lockdown Readiness Guide - Planning for your youth group/organisation from Phase 2 onwards. This document is a guide to being ready for Covid-19 lockdown restrictions being eased, particularly for community-based youth work groups and workers.

[**https://www.youthscotland.org.uk/media/1878/youth-scotland-phase-2-post-lockdown-readiness-guide-23-6-20.pdf**](https://www.youthscotland.org.uk/media/1878/youth-scotland-phase-2-post-lockdown-readiness-guide-23-6-20.pdf)

Health Protection (Coronavirus Additional Temporary Measures) Regulations 2020 (Scotland) [**https://www.legislation.gov.uk/ssi/2020/318/contents**](https://www.legislation.gov.uk/ssi/2020/318/contents)

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