

How will you prioritise empowering young people, particularly those from low economic or ethnic minority backgrounds, to volunteer and take social action?

- We encourage all participants to volunteer as part of the Duke of Edinburgh Award (DofE)
- The service is free and covers the cost of DofE enrolment
- We collaborate with partner organisations who specifically work with marginalized young people from low economic and ethnic minority backgrounds
- The degree of volunteering we encourage young people to take on increases over the time we work with them, as they become more confident and move into the higher commitment levels of DofE
- We offer opportunities to volunteer in a leadership capacity within our organization

How will you open up your decision-making structures to young people, particularly those from low economic or ethnic minority backgrounds?

- Have young people represented and giving input at Standing Group meetings, which we have done before but this has halted with Covid
- looking to create a youth forum
- write youth participation into our systems, policies, and processes e.g. hiring process
- young people becoming part of the interview process for new staff. Contribute to review of job descriptions and interview questions. Shadow Interviews, involved with shortlisting, or have the chance to discuss sample applications.
- board positions or rotating representative to the board
- young people feedback into the CAMHS service

How will you work in partnership with young people & organisations to support youth social action & volunteering?

- organise a Young Leaders meeting, to brainstorm what this year's young leaders are interested in pursuing
- develop ideas for what the "platform" of the youth forum should be
- invite #iWill ambassadors to speak with the young leaders group and/or the team and Board
- co-create materials and resources with young people, for example participants contributed to the CAMHS DofE info leaflet
- create materials publicising leadership and volunteering opportunities to all youth participants, so they know they can join in if they want to
- social media takeover for a day, or write a blog from young person's perspective
- organise training based on young people's interests: DofE Leadership course, DofE Leader (not course), Lowland Leader, Expedition Assessor, First Aid, etc
- collaborating with our partners (CAMHS, youth organisations, other project branches at FOTA) to learn how they involve young people, or to create new ways to do so. Example: ways to feed back into CAMHS or do volunteering or training with them. Have young people be assistant DofE Leaders for YDP groups.
- leadership volunteering and peer support opportunities - work experience or internship

How will you evidence the benefits of youth volunteering and social action?

- active feedback during youth forum meetings
- collect on the spot
- feedback surveys from CAMHS participants
- evidence young people record for their DofE, particularly volunteering sections
- collect information on how many young people take up leadership training or opportunities
- young people can reflect (writing, video) on the past year (or 3 or 6 months) of being involved in volunteering. E.g. How did you feel at the start, how do you feel now, how did it go, what have you learned
- DofE awards participated in and completed, and other awards such as Saltire or leadership awards

How will you recognise and celebrate young people's impact?

- DofE awards and evidence, assessor reports
- presentations as celebration of achievement (reflective presentations, exped presentations, case studies on social media and in annual report)
- awards ceremony (usually at AGM) and presentation/interview by YP about their experiences - spotlight of YP's volunteering on our social media, to DofE Scotland, at events/conferences