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YouthLink
Scotland
The national agency for youth work

COVID-19: Guiding Framework to support gradual phased renewal of youth work services

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COVID-19: Guiding Framework to support gradual phased renewal 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 and out of lockdown.

Under the Scottish Government's [route map](#), youth work¹ will be able to return some face-to-face delivery outdoors from 13 July. 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. Any decisions should be made in conjunction with [Coronavirus \(COVID19\) – Scotland's route map through and out of the crisis](#) 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 across Phases 3 and 4. In other cases, it may be possible to begin a blended model of delivery, with some face-to-face delivery 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.

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 13 July.

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

⁴Any subsequent changes will be highlighted in yellow

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 and practitioners 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
- **Coronavirus (COVID19) – Scotland’s route map through and out of the crisis**

It should also be used alongside your existing safeguarding policies and procedures. Organisations may also wish to seek support and advice from their local authority, partners, or their national, regional or governing body/federation/association; who may also have developed specific guidance or actions required in order to deliver.

This framework is structured in two parts

1. Expectations before 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 from 13 July, and where these may be gradually scaled up from Phase 4. For clarity, where specific activities are not expected to be allowed until beyond Phase 4, this has been indicated. The **expectations before delivery** should continue to be in place across Phase 3 and 4, 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 phased, gradual scaling-up of delivery.

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 a return to a previous phase is required, including geographical variation.

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 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 12-17.

Organisations should consider:

- How you will manage and control the number of individuals in spaces and settings, to maintain physical distancing
- 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.

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

Organised outdoor contact sports, play and physical activity can resume for children and young people under 18 (subject to guidance) from 13 July. 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. This will be updated as general guidance progresses.

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.

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, in Phase 3 and beyond. Scottish Government advice for employers can be found by following this [link](#).

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

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.

Special considerations for people who are clinically vulnerable or shielding

Youth work organisations should ensure they are aware of individuals (children, young people and trusted adults including staff and volunteers) who are shielding and clinically vulnerable and follow the latest **guidance**. This also applies to those who live in households with clinically vulnerable or shielding individuals.

Specific arrangements or alternative approaches may need to be implemented to support access to youth work for children or young people who are clinically vulnerable or shielding or who are living in shielding households (including young carers, young people with ASN). This may include undertaking an individual risk assessment.

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.

Transport

Scottish Government guidelines continue to encourage home working, where possible, during Phases 3 and 4. 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, 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.

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 13 July and those expected to be allowed in the future.

Organisations should not automatically seek to deliver activities face-to-face during Phases 3 and 4. **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, beyond Phase 4. 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 13 July, 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.

Youth work in school hubs

Some youth work staff or volunteers may continue with or begin to deliver youth work within critical childcare hubs. Local authorities will have appropriate procedures and protection measures in place for these settings. Partnership staff should be informed of and work to the risk assessment of the lead provider.

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.

Small groupwork or one-to-one youth work outdoors

Carefully controlled small groupwork activities (with up to a maximum of 15 children, young people and youth workers) or one-to-one youth work could be delivered in an outdoor setting from 13 July. The **expectations before delivery** should be in place including physical distancing for young people 12 and over. Organisations may wish to consider beginning with a smaller number, or a consistent group of children or young people.

Small groupwork or one-to-one youth work might focus on continuing support for vulnerable¹³ or at-risk children or young people, such as closing the attainment gap activities, providing emotional support, addressing food insecurity or supporting those at key transition points. Small group activities may also form part of a summer programme.

Youth work leaders may wish to work with partners to support delivery in outdoor spaces and to explore opportunities for outdoor learning.

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

Organised outdoor contact sports, play and physical activity

From 13 July, Scottish Government guidelines will allow the resumption of organised outdoor contact sports, play and physical activities for children and young people under 18 years old. This would 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. This will be updated as general guidance progresses. 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 during Phases 3 and 4. Detached youth work should be delivered in line with the advice for small group work (maximum 15 individuals at any time – children, young people and youth workers).

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?

Phase 4

From Phase 4, Scottish Government guidelines are expected to additionally allow for:

- Gradual phased reintroduction of small group work indoors
- Gradually scaled up resumption of youth work indoors.

These will continue to be subject to demonstration that the **expectations before delivery** are in place, alongside the latest Scottish Government guidance. Any scaling up of work with small groups should be gradual, phased and subject to ongoing risk assessment.

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

Overview of expected approaches to delivery

Activities allowed from 13 July are highlighted in green. As with the rest of this guiding framework, this will be updated regularly, in light of Scottish Government advice and guidance

Please Note:

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

All youth work leaders must physically distance from the 12+ age group

| | Phase 3 | Phase 4 | Beyond Phase 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 | | |
| Critical childcare/ school or community hubs | Expectations before delivery should be in place Partnership staff should be informed and work to the risk assessment of the lead provider | | |
| Crisis interventions including unplanned support | Expectations before delivery should be in place Outdoor settings for delivery | Expectations before delivery should be in place Gradual phased return to indoor crisis or unplanned support, subject to risk assessment, and latest Scottish Government guidance | Expectations before delivery should be in place Gradual phased return to indoor crisis or unplanned support, subject to risk assessment, and latest Scottish Government guidance |
| Detached youth work | Expectations before delivery should be in place Guidance for delivery can be found here Maximum of 15 individuals (children, young people and youth workers) in any detached youth work interaction | Expectations before delivery should be in place Gradual, phased increase in the number of young people in any detached youth work interaction, informed by risk assessment and Scottish Government guidance | Expectations before delivery should be in place Gradual, phased increase in the number of young people in any detached youth work interaction, informed by risk assessment and Scottish Government guidance |

| | Phase 3 | Phase 4 | Beyond Phase 4 |
|---|---|---|---|
| One-to-one youth work | <p>Expectations before delivery should be in place</p> <p>Outdoor settings</p> <p>Organisations may wish to consider outdoor 'walk and talk' approaches.</p> <p>Outdoor learning</p> | <p>Expectations before delivery should be in place</p> <p>Gradual, phased return to one-to-one sessions indoors, including in schools</p> <p>Continued one-to-one work outdoors</p> | <p>Expectations before delivery should be in place</p> <p>Gradual, phased return to one-to-one sessions indoors, including in schools</p> <p>Continued one-to-one work outdoors</p> |
| Outdoor learning | <p>Expectations before delivery should be in place</p> <p>With small groups (maximum of 15 individuals - children/young people/youth workers)</p> <p>One-to-one work</p> | <p>Expectations before delivery should be in place</p> <p>Gradual, phased return to outdoor learning with larger groups (9-36 children/young people), as advised by Scottish Government</p> | <p>Expectations before delivery should be in place</p> <p>Gradual, phased return to outdoor learning with larger groups (9-36 children/young people)</p> |
| Working with small groups (Max 15 children/young people and youth workers) | <p>Expectations before delivery should be in place</p> <p>Outdoor learning or delivery in outdoor settings</p> <p>Maximum of 15 individuals - children/young people and youth workers. Smaller groups advised, with gradual scaling up safely to a maximum of 15.</p> | <p>Expectations before delivery should be in place</p> <p>Gradual, phased return to youth work with groups indoors, including in schools</p> <p>Gradual scaling up should begin with small groups (maximum of 15 total individuals)</p> | <p>Expectations before delivery should be in place</p> <p>Gradual, phased return to youth work with groups indoors, including in schools</p> <p>Gradual scaling up should begin with small groups (maximum total of 15 individuals)</p> |

| | Phase 3 | Phase 4 | Beyond Phase 4 |
|--|---|---|---|
| Working with larger groups (15-36 children/ young people/youth workers) | Remote/digital delivery only | Expectations before delivery should be in place Gradual, phased return to youth work indoors, including in schools Gradual scaling up from small groups indoors, on a controlled basis | Expectations before delivery should be in place Gradual, phased return to youth work indoors, including in schools Gradual scaling up from small groups indoors, on a controlled basis |
| Supporting young volunteers and social action | Expectations before delivery should be in place. As for advice regarding one-to-one work or small groupwork (maximum of 15 young people/youth workers) this should be delivered in an outdoor setting. | Expectations before delivery should be in place. Gradual, phased return to supporting young volunteers and social action indoors. Gradual scaling up from small groups indoors, on a controlled basis, in line with advice regarding larger groups. | Expectations before delivery should be in place. Gradual, phased return to supporting young volunteers and social action indoors. Gradual scaling up from small groups indoors, on a controlled basis, in line with advice regarding larger groups. |
| Events for children or young people (36+ children/ young people/youth workers) | Remote/digital delivery only | Remote/digital delivery only | As advised by Scottish Government |
| Overnight stays | None recommended | None recommended | - As advised by Scottish Government |

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**](#)

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)

