
CAIRNGORMS NATIONAL PARK AUTHORITY

FOR DECISION

Title: CAIRNGORMS YOUTH ACTION

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Purpose

To seek the CNPA's support for the proposed structure and remit for Cairngorms Youth Action.

Recommendations

That the Board:

- a) **Note the work of the Youth Steering Group in developing Cairngorms Youth Action to date.**
- b) **Agree the proposed structure and remit for Cairngorms Youth Action as developed by the Youth Steering Group.**
- c) **Agree a lead Board member to be involved in the project.**

Executive Summary

It was agreed at the board meeting of 7th December 2018 that CNPA should support the development of a CNPA youth council through co-creation with young people. This work has been progressing since January 2019 with the recruitment of a Youth Steering Group, monthly development meetings and continued workshops as part of the LEADER transnational project with three Finnish LAGs.

Progress has been significant with the following achievements:

- a) **Developed a structure for the proposed youth group.**
- b) **Devised a proposed remit for the youth group including guidelines on how it should operate.**
- c) **Agreed a name for the project, youth group and hashtag.**
- d) **Organised an exciting and inspiring workshop for our transnational partners.**

Full details of these achievements can be found in the annexes to this paper.

CAIRNGORMS YOUTH ACTION – FOR DECISION

Strategic Context

1. The project has proceeded in line with the decision of the Board in December 2018 to support the development of a CNPA Youth Council co-created with young people.

NPPP3 6d – Raising awareness and understanding of the Park and the issues and choices involved in management of the Park.

Project Development

2. The main aims of the project were to:
 - a) Develop procedures and protocols for recruitment and management of a youth council.
 - b) Establish what areas of work the youth council will be involved with, for example; consultations, grant management for youth projects, and providing a youth voice and presence for CNPA.
 - c) Develop an appropriate model for interaction with the CNPA Board, its procedures and business.

Project Delivery

3. Project activity to date is as follows:
 - a) 17 young people aged 16-30 recruited to form the Project Steering Group.
 - b) 4 monthly steering group meetings to develop the structure and remit for Cairngorms Youth Action. See Annex 1
 - c) Fact finding visit and workshop with Keskipiste LEADER Group in Finland – attended in April 2019.
 - d) Development workshop with transnational partners in Cairngorms National Park to finalise youth council model delivered in May 2019. See Annex 2
 - e) Youth Steering Group delivered a fringe event workshop at the HIE Strengthening Communities Conference in Aviemore in May 2019. See Annex 3
 - f) Fact finding visit for CNPA and Cairngorms Trust staff with Ravakka LEADER Group in Finland to look at financial and budgetary governance models for youth council attended August 2019.

Discussion

4. Annex 1 outlines the proposed structure and remit for Cairngorms Youth Action. This has all been developed and created from the ideas and input from the Youth Steering Group informed by research, discussion and information gleaned from the transnational workshops.
5. Annex 2 outlines ideas of activity young people can engage in to be more involved in their local cultural and natural heritage. These ideas will provided the basis for future project through Cairngorms Youth Action.

6. Annex 3 outlines the ideas generated at the fringe event on youth Engagement facilitated by the Youth Steering Group at the HIE Strengthening communities Conference.
These ideas will form the basis for the development of future collaboration between Cairngorms Youth Action, communities, youth organisations and other bodies.

Recommendations

7. **That the Board:**
 - a) **Note the work of the Youth Steering Group in developing Cairngorms Youth Action to date.**
 - b) **Agree the proposed structure and remit for Cairngorms Youth Action as developed by the Youth Steering Group.**
 - c) **Agree a lead board member to be involved in the project.**

Implications

8. The full cost of developing Cairngorms Youth Action is covered through the EUROPARC Youth Manifesto Project funding from Cairngorms LEADER Action Group and partners in the transnational partnership project until September 2020. Ongoing funding in the region of £5 – 10k per annum from within CNPA budget would be required to cover administration costs for Cairngorms Youth Action. A yet to be decided grant fund for the Cairngorms Youth Action Team to allocate through an agreed procedure will be required; there is the potential here to work with the Cairngorms Trust to set up a similar procedure to that used by the Finnish LAG's.

Success Measures

9. The key measure will be establishing the Cairngorms Youth Action project that engages meaningfully with the governance and decision making processes of CNPA and develops a grant awarding function that sees the creation of innovative projects delivered by young people for the benefit of young people in the Cairngorms.

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Annex 1

Cairngorms Youth Action

Cairngorms Youth Action is a new project developed by the Cairngorms National Park Authority to help address the issues identified by young people and outlined in the **EUROPARC Youth Manifesto**.

The key elements of **Cairngorms Youth Action** will be –

- To be the voice of young people in the Park by recruiting young people to form the **Cairngorms Youth Action Team**.
- To develop a procedure to fund young people's ideas about living, learning and working in the Park by giving them a grant.
- To put on educational, exciting and innovative events for young people in the Park.

Purpose

Cairngorms Youth Action is an empowering and inspiring platform for young people to share and develop ideas that lead to proactive participation in decision making.

It will engage with the natural and cultural heritage of our local rural communities.

Cairngorms Youth Action will enable young people to tackle issues and create positive change.

By including the voice of young people and their constantly evolving ideas we can create a sustainable future for our park.

Structure

The park wide initiative to engage meaningfully with young people across a range of issues shall be known as **Cairngorms Youth Action**.

The group that is formed to be the youth voice shall be known as the **Cairngorms Youth Action Team**.

Age range

14-26 – this target age range should not exclude young people on either side of it if they are keen and motivated to get involved.

Efforts will be made to ensure there is a balanced age range in the **Cairngorms Youth Action Team (CYAT)**.

Number in Group

12-15 – the number in the group should be kept at a level to create meaningful and representative dialogue and discussion.

How they join

Recruitment will be done through open enrolment at the beginning of the school year through the use of an application form.

For the first intake CNPA staff and members of the current Youth Steering Group will look at applications and decide who joins the **CYAT**.

For subsequent recruitment CNPA staff and current **CYAT** members will look at applications and decide who is recruited.

Internal elections will be held for specific positions if deemed necessary.

Tenure – length of service

In recognition of the fluid state of many young people's lives no strict length of tenure has been set as people should be able to stay on the group for as long as they are interested and as short as they can manage.

Where from

Scotland wide – should have interest in and knowledge of the Park.

Age related – younger members are likely to be from schools in Park and older members from out of Park.

Frequency of meetings

Meetings of the **CYAT** should be held at least quarterly with the year beginning in September.

First meeting of the year will be a weekend residential to introduce members to each other and to the work of the **CYAT**.

Other meetings will be held at an agreed time and place to ensure maximum attendance. Use of online meeting platforms will also be considered.

Sub groups for planning events may be held at different times if necessary.

Remit

Youth Voice

- **Cairngorms Youth Action Team** – a platform for young people to share and develop ideas that is integrated and included in the decision making processes of Cairngorms National Park Authority.
- Consulting all young people in the Park and representing their views and opinions.
- Used by CNPA to comment on policy consultations and other matters pertaining to the park. CYAT would see papers to comment on prior to the CNPA Board meeting to enable consultation with young people in the park.
- Meet twice yearly with the CNPA Board on an informal basis that would include some activity, discussion and socialising.

- A group that -
 - Promotes pride in rural and protected areas and helps instil confidence in young people.
 - That creates a framework for others to use and leaves a lasting legacy.
 - That highlights opportunities to young people and provides outreach services to help include other young people.
- Build relationships with other youth bodies – e.g. Young Scot, Rural Youth Parliament, local authority Youth Parliaments etc.

Grant giving

Managing a small grant scheme for young people to enable them to put their ideas into practice.

Work with the CNPA and Cairngorms Trust to develop a set of criteria for youth led small grant applications.

Applications for grants would be taken twice during the year.

There would be a sub-group to look at initial applications and give advice.

Decisions on awarding grants would be done by the whole group.

Events

Stage events for young people in the Park to bring them together to share ideas and experiences.

CYAT members will attend events to promote the project and to raise awareness of what they are doing.

There will be a yearly event planned and delivered through **CYAT** that is fun, engaging and informative – e.g. a music festival with an underlying message on climate change, biodiversity loss and showcasing how young people can get involved and take action!

Marketing and Promotion

A Cairngorms Youth Action web page on the CNPA website to act as a portal for all youth related activity and opportunities within the park.

Getting the word out there through age related media – developing a brand - #bairngorms

Annex 2

During a joint workshop in the Cairngorms we asked youth participants from Scotland and Finland to think about how young people can engage further with cultural and natural heritage – there responses are below.

Youth and Cultural Heritage

- Community skill shares with multiple generations to pass on traditional knowledge. Can provide befriending opportunities. Works both ways to allow young people to share skills too.
- Promoting connections with parents and grandparents.
- Interactive trips working with schools to tie in lessons – give real experiences to help connect young people.
- Culture camps – residential trips.
- Reduced entry fees to cultural sites for young people.
- ‘Free days’ to encourage young people.
- Integrating cultural outreach into youth targeted events e.g. stalls at music events.
- Cross promotion of cultural sites in cafes, accommodation etc.
- Mark centenaries and anniversaries of key culture events.
- Learn about local cultural sites and heritage.
- Involve young people in local cultural and historical societies to help organise events.
- Get the full family involved.
- Make it relevant to people today to develop a sense of ownership.
- Promoting communities of interest.
- Breaking down age divisions to be more inclusive – removing age barriers.
- Create more volunteering, apprenticeships and work experience opportunities in cultural sector.
- Story-telling, taster sessions etc.
- Run practical activities.
- Social media and media campaigns to raise awareness.
- Combine cultural heritage with different activities.
- Linking young people to museums more regularly.
- Help for young people facing inequalities to access services.
- Swap shop events to exchange cultural heritage oriented objects such as books, films or skills.
- Re-enactments.
- More events that focus on young people in museums, archaeological digs etc.
- Cairngorms National Park Cultural Heritage Festival and Committee.
- Young Cairngorms Heritage Champions.
- Young Heritage Volunteers.
- Cultural Heritage Education Ambassadors.
- More Scottish historical education in schools and groups, local history.
- Environmental films / Scottish documentaries.

Youth and Natural Heritage

- Giving nature talks to school pupils.
- Recognising the importance of nature.
- Watching environmental films and documentaries.
- Species identification training.
- Communicating what's already out there.
- Promoting community groups of interest.
- Taster sessions for young people – work shadowing.
- Subsidised kit hire for young people.
- Team building groups for outdoor learning skills.
- Youth volunteer groups – tree planting etc.
- Teaching about rewilding – using Scottish examples.
- Work with Scouts, Brownies and Rainbows.
- Community gardens.
- International events – climate change etc.
- Collaborative efforts by funders.
- Awareness of how it helps communities – health etc.
- Inter-generational events and activities.
- Make transport available, accessible and affordable to get out an about.
- Celebrate anniversaries of key events.
- More awareness of volunteering, work experience and work shadowing.
- Creating a youth specific role(open to a younger age group)
- Creation of informal Nature Clubs without regular commitment.
- Youth dog walking groups.
- More nature –based job exposure closer connections to schools in class or after school options.
- Ensure wide range of nature topics in outreach.
- Highlight direct benefits – food, medicines, water, soil etc.
- Immersive nature education – integrate nature across curriculum in schools.
- Skill shares within communities to pass on knowledge.
- Non-nature events to expose young people to nature such as music events or sports events.
- Youth car sharing scheme to reduce transport barriers to youth to nature activities/ employment etc.
- Increase Junior Ranger and Youth+ participation.

Annex 3

Strengthening Communities Conference

Youth Engagement Fringe Event – What you said!

As part of the HIE Strengthening Communities Conference youth members of the Cairngorms NP Youth steering group facilitated group discussions at a fringe event for conference delegates.

The questions and the group responses are below.

What are the best ways for your community or organisation to engage with young people in your local area?

Go to where young people are.

Real participation

- Let them organise
- Give opportunities to influence
- Develop plans from the group based on their ideas and with them
- Through children you can engage adults.
- Involve in decision making – Highland youth strategy.
- Having something supportive to offer – micro loans for start-ups.
- Opportunities for ‘formal’ youth programmes for young people to grow in a new setting.
- Give them leadership training – builds confidence.
- Avoid imposter syndrome - sets in if you don’t feel you have been offering value.
- Avoid engaging for engaging’s sake – engagement fatigue.
- Develop role models.
- Coming together in reaction to big global issues.
- Be adaptive to changes in a community.
- Recognise that there is value in leaving for education or growth opportunities but have infrastructure for people to return.
- Young people’s voices and perspectives must be respected and listened to.
- Community gathering spaces – e.g. Velocity in Inverness.
- Mentoring programmes – Mentorprise in Uists.
- Take your passion and respond to community needs.
- Work – life integration.
- Emphasise the positive.
- Stronger social options.
- Young people should not be tokenised.
- Engage with existing youth groups.
- Embracing and being welcoming to young people.
- Listen to young people.
- How do we reach these young people?
- Connect people through nature.
- Youth music festival in the Cairngorms led by young people.
- Face to face contact – appropriate use of social media.
- Jargon free language!
- Get young people involved from an earlier age - to be a valued part of community.
- See young people as part of wider community – not as apart from it.
- Giving young people ownership of projects.

- Making a place for contact – hub.
- Avenues to channel positive activities.
- Requirements to engage young people in planning.
- Talking about best methods and successes with our neighbouring communities.
- Participatory democracy and budgeting – Westray model.

What ideas can you think of to deal with the issues expressed by young people in the EUROPARC Youth Manifesto around living or learning or working or youth empowerment?

Living Infrastructure

- Government pays for buses during daytime.
- Community transport scheme – subsidised fares.
- Smaller eco-friendly buses.
- No evening services!!
- Electric bikes and more charging points for electric vehicles.
- Cheaper ferry prices for youth.
- Stronger broadband – internet access creates more opportunities.
- Young people want digital connectivity.
- Connect to young people through gaming.
- Funding through digital Scotland.
- Under 25's bus pass.

Community

- Knowing the history of your community.
- Intergenerational play in communities to break down barriers.
- Youth music festival in the Cairngorms led by young people.
- Integration of ages in a social setting – bring people together allow them to collaborate.

Affordability

- Above shop flats development for affordable housing.
- Splitting big buildings into smaller affordable units for young people.
- Community housing projects.

Learning

More nature education

- Hands on practical learning steered by young people.
- Internships during summer for students – related to heritage and conservation.
- Field trips to learn about local heritage.
- Help reduce fear in young people about the outdoors - Change language about going outdoors.
- Instil confidence in young people.
- Social divide associated with outdoor activities – address this.
- Outdoor / practical learning is important.
- Engaging young people in nature connection activities.

More support

- Emphasise opportunities that are out there – apprenticeships.
- Local businesses as rural skills partners and volunteer opportunities.
- Encourage and foster entrepreneurship – ‘Fit for Work’ sessions.
- Flexibility, childcare and equal opportunities for young people.
- Tailor education to the local area – Kingussie HS changed their curriculum.
- Use already established pathways – Young Maoris.
- Peer learning support.
- Relationships with schools is key.
- Rural skills.
- Donating musical instruments – subsidised hiring of them.
- Aviemore Outdoor clothing store – get information out about this.
- Having the housing, transport and childcare support in community is essential.
- Support for entrepreneurs to bring their business to an area.
- Dornoch – good example of investing in young people.

Inspire Interest

- Future leaders rather than ‘youth groups’.
- Power of suggestion – positive images and messages.
- Have young people from the youth group attend conferences, community councils etc.
- Be excited!
- Face to face contact.
- Appropriate use of social media.

Working

Need job opportunities

- Strong links between education providers and job providers.
- Entrepreneurial education, offer business education at an early age.
- Job open days and job shadowing opportunities.
- Paid short term contracts for school leavers Feis Ros model.
- Progression opportunities – mentoring is key.
- Raise awareness of current opportunities – networking events.
- Development trusts need to be business minded to succeed.

Need more training

- Allow youth to set up social enterprise projects and be in charge of the process.
- Break the ‘who you know’ mentality – ensure its fair – avoid nepotism.
- Develop skills.

Low wages

- Variety in jobs –people holding a number of part time jobs.
- Enable school leavers up to early 20’s to get experience through paid short term contracts.
- Funding given by young people to young people.

Youth Empowerment

- Identify what young people want to do – picking quick wins – delivering the outcome – builds confidence and experience.
- What do local young people want to do – considering our unique environment – address the harder to reach young people.
- Respecting the different communities of interest – different mechanisms tailored to each.
- Young people need role models to see what can be done and help lead the way.
- Young people shouldn't be invited in 'just for show' to sit on boards etc. must be there for a meaningful purpose.
- A board needs everyone in it to be there for a reason (skills, knowledge of sector). So in fact age is not relevant from that point of view, but should be able to bring up young people's point of view.
- Manifesto needs to be taken into schools not just relying on social media to do the job.
- Catching young people who are out of school, especially the 16-25 yr group. It's a challenge to know how to / where to engage with them – probably social media.
- Young people need to see something happening when they have invested input into a discussion.
- Need to have a framework in place that provides a vehicle for taking forward all the currently disparate youth activity that's happening in the park.
- Keep messages simple and updates frequent so young people (and others) know what is going on.
- An organisation needs to show a unified message that incorporates all the viewpoints of individuals, younger and older.
- Need to look at how we value the information that comes through social media and not view it as misinformation or fake news.