

# YOUTHWORK

DUMFRIES & GALLOWAY

## OUR MISSION

Providing accessible youth work opportunities and support in response to local needs for all young people

## OUR VISION

To be a person-centred team that works with young people where they are, in spaces that are safe and inclusive with mutual respect, rights, and relationships at their core. By proactively developing their skills, emotions, and abilities to enable them to realise their potential. We are motivated to deliver sector-leading high-quality youth work practice and foster the next generation of youth workers.

## OUR VALUES

### LEARNING & DEVELOPMENT

We will encourage collaboration and provide opportunities for learning and development

#### WHAT DOES THIS MEAN FOR ME?

- Using a reflective approach for continuous improvement
- Actively investing in ourselves and each other through continuous development and collaboration
- Providing a safe, trusted and nurturing environment where all can grow and develop whilst adhering to professional standards
- Celebrating achievements

#### WHAT IT DOESNT MEAN...

- Ignoring regulations, policies and procedures
- Being unwilling to participate, share knowledge and promote best practice
- Being resistant to change and unwilling to implement new ideas or ways of working
- Having a 'can't do' attitude and unwilling to see a new perspective

### EQUALITY & INCLUSIVITY

We will ensure respect and inclusivity are at the heart of all we do, by being fair and passionate

#### WHAT DOES THIS MEAN FOR ME?

- Constructive feedback
- Open and clear communication
- Trust among the team
- Solution focused
- Teamwork, collaboration, support, advocacy
- Being here for the right reasons
- Read the room/those around you
- Putting people at the heart of what we do
- Being authentic
- Being accepting

#### WHAT IT DOESNT MEAN...

- Discussing issues with colleagues in matters that don't relate to them
- Unnecessary conflict
- Non-collaborative
- Avoidance of issues and procrastinating
- Personal circumstances/self awareness

### WORKING WITH OTHERS

We work with young people, partners and stakeholders towards a common goal, with equal responsibility for developing a creative, successful and supportive environment for all.

#### WHAT DOES THIS MEAN FOR ME?

- Being responsive to current trends and local needs and work collaboratively to tackle issues
- Having a shared vision, being clear on priorities and accountable for your role in the partnership
- Involve, encourage and support everyone to be involved in the process of co-design
- Recognise and celebrate achievements, successes and learn from good practice

#### WHAT IT DOESNT MEAN...

- Working in siloes and not including other people's views and perspectives
- Lack of appreciation and understanding of the needs and limitations of partners and stakeholders
- Lack of evidence based practice
- Undervaluing the contribution of others