



SCOTTISH YOUTH PARLIAMENT STRATEGIC PLAN 2025-2030

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FOREWORD.

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As Chair of the Scottish Youth Parliament, it's a privilege to introduce our Strategic Plan for 2025–2030 — a bold and ambitious vision for a Scotland that not only upholds but champions young people's rights.

This strategy could not have come at a better time. As we mark the end of our 25th anniversary celebrations and begin developing a new manifesto ahead of our upcoming elections, we've also taken the time to reflect on what we've achieved. From the incorporation of the UNCRC into Scots law to securing free bus travel for under-22s, these campaigns have been powerfully led by young people, starting in their own communities. I'm really excited to share our work in the case studies in this document, which brings our vision to life.

But we know that in 2025, the challenges facing young people are tougher than ever. This strategy builds on the legacy of past MSYPs and offers a fresh, rights-framed perspective on how we can continue to ensure young people have a seat at the table. Every part of this strategy has been designed by MSYPs in the Strategy Reference Group, who have consulted with young people, staff, and trusted partners. Together, we've imagined what Scotland could look like in the next 25 years — and we've laid out how we'll get there, starting with the next five. More about the methodology and our approach can be found at the end of this document.

As Chair, I've seen firsthand the commitment, leadership, and inspiration young people bring to our organisation. This strategy is our promise to them, to continue breaking down barriers for those furthest from their rights, to challenge inequality, and to put young people at the heart of building the Scotland they deserve. Our newly developed theory of change will track our progress on our vision and sets our how and why we do what we do to make a difference to young people's lives.



Thank you to every MSYP, staff member, support worker, and partner who has helped bring this strategy to life. This is just the beginning.

Ellie Craig MSYP

Chair of the Scottish Youth Parliament

SETTING THE SCENE.

SYP is **led by young people.**

Since we were established on 30th June 1999, the Scottish Youth Parliament has supported nearly two thousand democratically elected Members of the Scottish Youth Parliament (MSYPs) to raise the voices of all of Scotland's young people. MSYPs across Scotland make Scotland a better place for young people to grow up by consulting young people, campaigning for change, and holding decision-makers to account. Young people are involved in all major decisions at SYP, from our youth-led board to our policy-making processes, our communications to the design and delivery of our projects and programmes

SYP is **representative.**

MSYPs are elected to represent young people in every community in Scotland. The diversity of our MSYPs reflects Scotland's young people and enables us to ensure a broad range of views and experiences are included in our work. We work with young people where they are at, to create safe and exciting opportunities for young people to participate in decision-making processes that are accessible, inclusive and meaningful.

SYP is a youth work organisation.

Our practice is embedded in youth work outcomes, and young people are at the heart of everything we do. Through our work, we empower young people to become confident individuals, successful learners, effective contributors, and responsible citizens. We are proud to work with each of Scotland's Local Authorities, and National Voluntary Organisations who support MSYPs to make a difference for the young people they represent.

SYP centres children and young people's rights.

We are passionate about making young people aware of their rights, empowering them to claim their rights, and ensuring that local and national governments uphold their rights. SYP embodies Article 12 of the UNCRC, which states that young people have the right to express their views freely and have their opinions listened to in all matters affecting them.

SYP creates change.

SYP has changed over the past 25 years, and so have Scotland's wider policy, political and social landscapes.



Scottish Youth Parliament (SYP) is the democratically elected voice of Scotland's young people. We exist to platform the voices of young people in spaces where decision makers are, at a local, national and international level. We exist to make change in young people's lives, to think differently about issues and to create a meaningful impact to make Scotland the best place to grow up.

Creating a Scotland where young people feel loved, safe, respected and heard in decisions made about them is key to our journey to make Scotland the best place to grow up. SYP uses youth work principles to engage young people as Members of the Scotlish Youth Parliament and values our strategic partnerships with Scotland's Local Authorities and National Voluntary Youth Work Organisations.

SYP is a sector leader in delivering participation with young people across Scotland. We have the experience, skills, knowledge, and organisational ethics and values required to develop meaningful opportunities for young people to have their voices heard.

This strategy has been designed with current and future national policies and innovations in mind, recognising that young people have a place to shape the future of Scotland. Policies and innovations like public service reform, public health initiatives, wellbeing frameworks, community planning and empowerment, community wealth building, education reform and many others must be designed with young people to make Scotland the best place to grow up.

The United National Convention on the Rights of the Child (UNCRC) is the basis for our vision, mission, and values. Our practice is underpinned by our Participation Framework. This was developed using the good practice tools created during <u>The Right Way</u> project, with the Lundy Model of Participation as its basis. Developed in partnership with young people, it focuses on three main components:

- Voice and influence We support young people to have their voices heard and influence change that improves the lives of Scotland's young people and raises awareness and promotes the UNCRC.
- **Personal development** Participating in SYP supports young people to develop appropriate and relevant skills, knowledge, and experiences.
- **Incentive and reward** Participants and stakeholders are recognised for their participation in our work, through personal development, accreditation, and appropriate remuneration (financial or otherwise) where possible.

Throughout this strategy, we have included case studies as examples of our work over the last 25 years which demonstrate our commitment to young people and our work, and how we have grown and developed as an organisation that is dedicated to children's human rights.

One of the defining moments in SYP's history was the incorporation of the United Nations Convention of the Rights of the Child into Scots Law. SYP is incredibly proud of the role we took in the campaign of UNCRC incorporation, alongside a number of Scottish charities. Incorporation ensures children and young people's human rights are enshrined, protected, and considered by decision makers when making decisions about children and young people in Scotland.

We are now witnessing Scottish Government, Local Governments, Non-Departmental Public Bodies (NDPBs), and other duty bearers undertake Child Rights Impact Assessments. This involves consulting with children and young people about policy making, throughout the legislative process, and engaging children and young people on decisions being made about their lives.

Our work supports the promotion, understanding, and implementation of children and young people's rights across Scotland. SYP has been at the forefront of supporting duty bearers in this process by:

- Working in partnerships
- Creating and sharing good practice
- Empowering young people
- Providing opportunities for young people to challenge decision-makers

Through *The Right Way*, MSYPs have created an online platform and resource hub, facilitated an upward mentoring programme, and developed training for civil servants and other duty bearers to ask questions, upskill, and develop knowledge around the meaningful participation of young people in their work.

We have developed a theory of change that will shape our journey over the next five years. Specifically, it will support our learning, our progress towards reaching our goals through reflective practice and our accountability to the young people of Scotland. The Theory of Change also allows SYP to track how and why we take action to deliver our vision and hold ourselves accountable to young people.

Jamie Dunlop

Chief Executive of the Scottish Youth Parliament

OUR VISION.



Our vision for Scotland is a nation that values and practices the meaningful participation of its young people who realise their full potential.

OUR VALUES.



SYP is Youth Led.

We empower young people to take the lead in all aspects of our work.

SYP is Ambitious.

We campaign for change to create a Scotland where young people are proud to grow up in.

SYP is Bold.

We defend young people's rights and champion the issues that are most important to them.

SYP is Inclusive.

We create brave and safe spaces where young people of all backgrounds feel able to participate.

SYP is

Politically Impartial.

this value surrounds all of our work to ensure our work is evidence-based and that the issues important to young people can be discussed and openly debated.

OUR MISSION.



OUR STRATEGIC OUTCOMES.

- 1. We have been democratically elected to represent young people in Scotland.
- 2. We create space for young people furthest from their rights.
- 3. We campaign for change.
- 4. We empower young people to take the lead and influence locally and nationally.

STRATEGIC OUTCOME 1:

WE HAVE BEEN DEMOCRATICALLY ELECTED TO REPRESENT YOUNG PEOPLE IN SCOTLAND.

WE WILL:

- Develop resources to support partners to create youth voice platforms locally and in national voluntary organisations.
- Hold robust and democratic elections and host a range of events and National Sittings each year, based on the recommendations from a review of our elections and events programmes.
- Reflect and learn by ensuring that MSYPs have a voice in the organisation and that the MSYP experience is key in all that we do.

WHAT DOES SUCCESS LOOK LIKE?

A MSYP says:

"I feel genuinely heard and supported in my role. I've helped shape conversations and discussions locally and nationally. I know my experience as an MSYP is valued in everything SYP does."



"Thanks to the Scottish Youth Parliament's resources, we've built a strong local youth voice platform that empowers young people to influence our work meaningfully."

A Decision-maker says:

"The Scottish Youth Parliament continues to be a vital democratic voice. Their well-run elections and events ensure we hear directly from a diverse and representative group of young people."





CASE STUDY:

Our Membership

The Scottish Youth Parliament's diverse membership ensures we can authentically represent the voices of young people across Scotland. To support our commitment to inclusion, all MSYPs are invited to complete an anonymous demographics survey at the start of their term. This helps shape our development and inclusion programmes, outreach efforts, and policy work.

Key insights from our 2023-25 membership include:

- Over half are girls and young women.
- Two-fifths have a visible or invisible disability.
- One third identify as LGBTQ+.
- One third belong to a minority ethnic group other than White.
- MSYPs are evenly spread across all ten Scottish Index of Multiple Deprivation (SIMD) deciles, with two-fifths living in the most deprived areas.

The survey also explores MSYPs' journeys into the role. Most 2023 MSYPs are new to the position, though three-quarters are active volunteers outside of SYP. Many heard about the opportunity through friends, family, teachers, or their educational institutions.

Young people choose to stand for election for many reasons, but a shared motivation is the desire to create meaningful change. Many MSYPs are passionate about young people's rights and want to help adults better understand the challenges young people face. Others are drawn to the opportunity to develop skills, gain experience, and build friendships.

Our membership matters because we are elected by our peers to represent them ensuring that every voice, from every background, is heard at the heart of decision-making in Scotland.

STRATEGIC OUTCOME 2:

WE CREATE SPACE FOR YOUNG PEOPLE FURTHEST FROM THEIR RIGHTS.

WE WILL:

- Increase the opportunities for young people who face inequality or barriers to participation to be actively engaged in SYP and deliver a MSYP led intersectional diversity and inclusion programme.
- Build our networks with organisations who work with young people from seldom heard groups and communities by creating innovative partnerships supporting young people to be involved in key decision-making platforms.
- Amplify the voices and meaningful participation of young people via our annual meeting with the Scottish Government Executive Team and Scottish Cabinet.
- Collaborate with our National Voluntary Organisations (NVOs) partners and develop new partnerships to include the voices of young people who are underrepresented and furthest from their rights.

WHAT DOES SUCCESS LOOK LIKE?

A MSYP says:

"I've seen young people who never thought they'd have a voice now leading conversations and shaping decisions. Our inclusion programme is making a real difference."

A Stakeholder says:

"Partnering with the Scottish Youth Parliament has helped us elevate the voices of young people we work with many of whom are often excluded from national conversations."

A Decision-maker says:

"The Scottish Youth Parliament continues to challenge us to do better. Their work ensures that young people furthest from their rights are not only heard but are helping to shape policy at the highest levels."

CASE STUDY:

An MSYP's Journey – Daniela Onyewuenyi MSYP, Paisley, 2022–26

I was elected in a by-election in 2022, after not being successful in the 2021 elections. I stayed involved with Renfrewshire Youth Voice, which helped me connect with other MSYPs and settle into SYP quickly.



Soon after joining, I became part of The Movement. Over my first year, I built confidence working in a group and saw other Young People of Colour leading. This inspired me to take on more responsibility and share my experiences of anti-racism. I joined the Anti-Racism Champions (ARC) group, where we developed and delivered a training programme for MSYPs, Support Workers, and staff. ARC showed me that leadership comes in many forms and gave me the confidence to stand for a Trustee position at the 2023 AGM.

Leadership often means stepping into the unknown. As a young Person of Colour, I didn't always see role models who looked like me, which made me question whether I could lead. But I've learned that leadership is a journey—it's okay to make mistakes and grow through them.

To me, leadership means representing those who may not feel confident to speak up. It's not about being the loudest voice, but about amplifying others. SYP gave me the space to discover that.

This leadership journey reflects how SYP creates space for young people furthest from their rights, offering the support, visibility, and opportunities needed to grow, lead, and be heard.

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STRATEGIC OUTCOME 3:

WE CAMPAIGN FOR CHANGE.

WE WILL:

- Challenge decision-makers to ensure children's human rights and UNCRC implementation is centred in policy-making processes and spaces.
- Create opportunities and partnerships for MSYPs to take the lead in decision-making locally and nationally, through campaigns and influencing activities based on priorities selected by young people.
- Increase the opportunities for our members to influence, inform and contribute to policy making and practice to ensure young people's voices are heard and support MSYPs to influence decisions on policy and legislation that affect their constituents.

WHAT DOES SUCCESS LOOK LIKE?

A MSYP says:

"I've had the chance to lead a campaign on an issue that matters to me and my constituents. I know my voice is influencing real decisions and shaping policy."

A Stakeholder says:

"Working with the Scottish Youth Parliament has helped us better understand young people's priorities and ensure their rights are reflected in our policies and programmes."

A Decision-maker says:

"The Scottish Youth Parliament continues to challenge us constructively and effectively through their national campaign. Their campaigns and contributions are helping embed children's rights and the UNCRC into our decision-making processes."

CASE STUDY:

ALL ABOARD

Public Transport Campaigning 2018-2025

In 2018, MSYPs carried out a Scotland-wide consultation to find out about young people's experiences of public transport. The results of this consultation were published in our All Aboard report, which made ten recommendations to help improve young people's experiences of public transport in Scotland.

One of the recommendations was that "Transport Scotland and the Scottish Government should review existing concessionary fares and expand the concession to include all young people across all public transport networks." A group of MSYPs raised this recommendation at a meeting with the Scottish Government's Cabinet – the most senior politicians in the Scottish Government – where the Cabinet members agreed to carry out a review to look at extending discounts on public transport to those under 26.

MSYPs and other young people helped with this review by taking part in workshops with Transport Scotland to make sure young people's views were at the centre of the decisions made around this issue. They also wrote blogs and letters, gave presentations, and held meetings with transport providers to try to increase support for extending concessionary fares. Following campaigning by MSYPs, the Scottish Government announced that all children and young people aged 5-21 years would be able to access the Young Persons' (Under 22s) Free Bus Travel Scheme, which began on 31st January 2022.

Since then, Transport Scotland has reported that between January 2022 and April 2025, nearly 219 million journeys have been taken through the Young Persons' Free Bus Travel Scheme. This scheme has been shown to contribute towards efforts to reduce child poverty, widening young people's access to education and employment, enabling them to build and maintain relationships with friends and family members, and develop independence.

SYPs 2018 consultation led to the creation of the Young Persons' Free Bus Travel Scheme, enabling over 219 million free journeys for 5–21-year-olds by April 2025, significantly improving access to education, employment, and social opportunities while helping reduce child poverty in Scotland.

STRATEGIC OUTCOME 4:

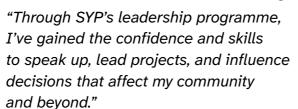
WE EMPOWER YOUNG PEOPLE TO TAKE THE LEAD AND INFLUENCE LOCALLY AND NATIONALLY.

WE WILL:

- Support MSYPs to become confident and resilient young people and develop the skills they need to influence change and reach their full potential, and ensure they are empowered to develop confidence, skills, and knowledge through our Leadership Development Programme.
- Continue to run an efficient and effective youth-led organisation, responsive to our members, young people and other key stakeholders and, as a charity, ensure our work is sustainably resourced.
- Develop and deliver sector-leading political literacy and critical literacy skills resources to support and empower young people to participate in decision-making and understand how artificial intelligence (AI) and disinformation can affect their lives.
- Use our work to seek out national and international opportunities to showcase SYP as a world leader in youth democracy and meaningful participation.

WHAT DOES SUCCESS LOOK LIKE?

A MSYP says:



A stakeholder says:

"The Scottish Youth Parliament equips young people with the tools they need to lead and engage meaningfully. Their resources on political literacy and critical thinking are sector-leading."

A decision maker says:

"MSYPs consistently demonstrate informed, confident leadership.
Their contributions reflect the strength of SYP's youth-led approach and its commitment to empowering young people locally, nationally and internationally."

CASE STUDY:

An MSYP's journey — Alannah Logue MSYP, Na h-Eileanan an Iar, 2022-26

SYP's Women's Empowerment Programme was one of the first projects I was involved in within SYP. It was the first year of the programme, and we were asked by the Board to research young women's experiences of SYP. Being able to work with such a supportive team of young women to plan our research, facilitate focus groups, and make recommendations to the Board was so powerful. Seeing our recommendations become a reality over the last two years has felt really empowering. It felt like we were taken seriously and managed to make real change for young women at SYP.

If it wasn't for the Women's Empowerment Programme, I wouldn't have gained the skills or confidence I have now. It gave me the confidence to stand for election to be Convener of the Culture and Media committee, and to be a Trustee after my year as a Convener. These roles were new to me, as I hadn't experienced a structure like SYP's when I was younger.

If it was not for these opportunities, I definitely wouldn't be as confident and passionate as I am today. I've had so many cool opportunities which will stick with me for life, and made so many new friends!

It's so important to feel confident. I find especially as a young woman, it feels hard to stand out, so having sets of skills and experiences like this help with that. Being able to be authentically you in a way that shows off your skills to the best of your ability is something that any employer or lecturer looks for. It's also super important for engaging with other young people. Now, I always aim to be the person I would have looked up to when I was younger!

SYPs Women's Empowerment Programme empowered young women to lead meaningful change within the organisation, boosting their confidence, leadership skills, and sense of belonging, while inspiring future opportunities and personal growth.









SYP recognises the need to build and share knowledge and information on UNCRC in Scotland and is committed to learning from partners who are experts in taking human rights approaches in their practice.

This strategy supports aligning our work with the Children's Rights and Skills Knowledge Framework to support our organisational development and learning to ensure children's human rights are at the centre of what we do.

SYP's experience of delivering The Right Way highlights good practice meaningful co-production with young people, with one MSYP saying:

"All of our ideas come from us as young people and we are always open to feedback from the people we work with and involve in the project."

In line with good practice guidance, SYP actively works to engage young people who are seldom-heard and furthest from their rights.



HE PROMISE.

The Promise is "that all Scotland's children and young people will grow up loved, safe and respected so they can realise their full potential." To keep this promise, all the conclusions of the Independent Care Review must be implemented, in full, by 2030. When people speak about keeping the promise, this is often what they are referring to.

SYP is committed to keeping The Promise, providing a space around the five foundations of the promise: voice, family, care, people, and scaffolding. SYP will create opportunities for young people to hold government

to keep The Promise.

CASE STUDY:

Children and Young People's Annual Cabinet and Executive Meetings with the Scottish Government

Since 2017, Members of the Scottish Youth Parliament (MSYPs) and Members of the Children's Parliament have met annually with the First Minister and Cabinet for the Children and Young People's Cabinet Meeting. This unique event allows children and young people to raise the issues that matter most to them directly with Scotland's top political leaders, including the First Minister, Deputy First Minister, and Cabinet Secretaries. As far as we know, this is the only meeting of its kind in the world.

In 2019, the Scottish Government expanded this engagement by introducing the Annual Executive Meeting with Children and Young People. This meeting brings MSYPs together with Scotland's most senior civil servants, including the Permanent Secretary and Directors-General, to discuss how government decisions affect young people's lives.

These meetings are not symbolic—they lead to real change. Since their inception, they have resulted in significant policy developments. These include the banning of mosquito devices in public spaces, the introduction of free bus travel for all under-22s, and increased opportunities for youth participation in decision-making. Most notably, they contributed to the incorporation of the United Nations Convention on the Rights of the Child (UNCRC) into Scottish law.

Former First Minister Nicola Sturgeon praised the initiative, stating in 2022: "The Scottish Youth Parliament do exceptional work in helping our children and young people to confidently express their views and have a real influence on the issues that matter most to them."

These annual meetings highlight the vital role of the Scottish Youth Parliament in championing the voices of young people, ensuring their views are not only heard by Scotland's leaders, but also shape real policy change.



SYP'S DEFINITION OF YOUTH LED.

At SYP, 'youth-led' means that young people are the decision makers, while adults are **supporters**, **advisors**, and **facilitators**.

In practice, staff take hundreds of SYP related decisions every work day. To be 'youth-led' therefore, we empower young people to take the key decisions that have significant and / or long-term impact. When adults take these day-to-day decisions, they should be informed by knowledge of the views of young people on a topic. A good rule to follow is that young people with knowledge of the topic should never be surprised by a decision taken by adults in a youth-led setting.

Further, as **supporters**, adults build up by being supportive, deliver training to, and champion young people.

As **advisors**, adults use their knowledge, research, and expertise to ensure young people have all the information they need to take key decisions.

As **facilitators**, adults create space for young people to take the key decisions by addressing power imbalances and practising meaningful participation.

CASE STUDY:

An MSYP's journey – Jack Anderson MSYP, Dundee City East, 2023-26



Access to voluntary roles and positions are vital to ensure young people can develop essential leadership skills and enable them to demonstrate that we possess them.

When I started in my role at SYP, I would take part in events and activities. This gave me the chance to observe how other more experienced MSYPs led or managed a group. I then had the opportunity to put forward a Motion at a SYP National Sitting. This gave me the opportunity to lead on an issue that I was passionate about – creating the consultation, arranging to meet with the relevant decision-maker and writing my speech. The following year, I was elected as Convener of the Justice Committee. This involved helping to set the committee's campaign priority, create session plans and coordinate with SYP staff as well as the Deputy Convener. Each experience I have had has built on the previous role I held, and without the earlier opportunity I would not have had the skills or confidence for the latter.

Most importantly, these roles have given me the opportunity to develop my confidence skills, giving me the personal belief in myself that I can hold these types of roles. This will be useful for later in life, particularly for career aspirations and opportunities. In terms of the role itself, it has improved my ability to make decisions and explain them to the rest of the team, even if it is a difficult conversation. Also, it can be uncomfortable setting deadlines and delegating tasks, but having the opportunity to do this as a young person has developed my time management and organisation skills. Similarly, my ability to communicate has also improved – being able to speak to both team members and also liaise with staff and external contacts.



SYP POLITICAL IMPARTIALITY.

We are independent from all political parties.

By working with all stakeholders, groups, and individuals who share our values, we deliver the policies that are most important to young people.

- MSYPs listen to and recognise the issues that are most important to young people in every community across the country and ensure that decision-makers listen. Political impartiality allows us to support young people to campaign effectively to all decision-makers in Scotland to help achieve the changes young people want to see.
- Embedding political impartiality into our work enables SYP to support and challenge decision-makers, including the Scottish Government, to uphold young people's UNCRC Article 12 right. We are committed to supporting decisionmakers to engage with young people, and particularly those young people who are often easiest to ignore, while maintaining our duty to passionately defend young people's human rights when they are not being met.







THEORY OF CHANGE.

SYP's Theory of Change outlines how and why we take action as an organisation to achieve our overall vision for Scotland. In our Theory of Change, we consider what our young people, our staff, and our stakeholders need to help them participate in our work; the impact their participation has on them and the world around them; and the short and long-term changes we expect to see as a result of our activities.

	If	And	Then	1
We are democratically elected to represent young people	 Young people are aware of SYP and understand what we do MSYPs feel supported by SYP and their Support Workers MSYPs receive ongoing training and development opportunities We create the right spaces for young people We have active dialogue with MSYPs and respond to their feedback 	Young people's mental health and well-being improves Young people across Scotland see themselves represented in SYP Young people develop skills for life Young people feel confident and empowered to take part in opportunities Young people become champions for change in all areas of their lives	MSYPs are confident and resilient young people and have developed the skills they need to influence change and reach their full potential.	Scotland is a nation that values and practices the meaningful participation of its young people, and young people are able to realise their full potential.
We create space for young people furthest from their rights	 Young people feel willing and able to share their views and experiences Young people have the information they need to feel supported to participate in our work Young people feel listened to, respected, and treated as an individual SYP staff and Support Workers feel skilled and able to support young people to participate We offer a range of opportunities for all young people to take part in our work 	Young people want to engage in opportunities Young people know how to participate in our work Young people feel their views are heard and taken seriously Young people who are furthest from their rights feel SYP represents them We have positive partnerships with other organisations	Young people who face inequality or barriers to participation are actively engaged in SYP.	
We campaign for change	 MSYPs are informed and knowledgeable about the issues brought to them by Scotland's young people MSYPs are excited to campaign on issues that affect all young people and are empathetic to others' experiences MSYPs feel confident and skilled in consulting their constituents and in taking action Young people understand how their voices and opinions will influence and lead to change Our work is informed by robust Scotland-wide consultation and engagement with young people 	Young people have the information they need to feel supported to participate in our work Young people recognise MSYPs as change makers Young people receive feedback on how their views have informed decisions Decision makers recognise SYP as a change-making organisation and value young people's voices Policy outcomes and decisions are informed by young people's lived and living experience	Young people influence, inform and contribute to policy making and practice to ensure young people's voices are heard.	
We empower young people to take the lead	 Young people are involved and engaged in opportunities to take the lead locally and nationally Young people work in groups and build relationships with peers Young people feel confident taking the lead and using their initative We offer and promote a range of opportunities for young people to take the lead locally and nationally SYP staff feel confident and skilled in supporting young people to take the lead 	 Young people have role models and can see themselves reflected in leadership opportunities Young people feel motivated and inspired to engage in leadership roles Young people can explain their decision making processes and the impact of their leadership Decisions are informed by young people's views and experiences Policies, processes and systems improve as a result of young people's leadership 	Young people have developed leadership skills and have access to opportunities to take the lead in local and national decision-making.	



STRATEGY REFERENCE GROUP.

METHODOLOGY

The Scottish Youth Parliament's Strategy for 2025–2030 has been written by young people, for young people.

As a youth-led organisation, SYP is governed by a Board of young trustees, informed by our Members of the Scottish Youth Parliament (MSYPs), and driven by the voices of young people across Scotland. This strategy ensures that young people remain at the heart of our direction, ambitions, and impact.

To mark 25 years of SYP, the Strategy Reference Group was tasked with creating a bold and forward-looking strategy that not only reflects our achievements to date, but also sets a clear vision for the next five years—and beyond. The group considered what young people want Scotland to look like in 25 years, ensuring that this strategy is both aspirational and grounded in the realities of young people's lives today.

The development of the strategy was a collaborative process involving MSYPs, young people, SYP staff, external advisors, and key stakeholders. The Strategy Reference Group met seven times over the course of a year to consult, research, and co-design the new strategy. Their work focused on:

- Creating an ambitious and future-focused Strategy for 2025–2030.
- Defining the impact SYP wants to make and how we will achieve it.
- Outlining our ambitions for growth and sustainability.
- Reviewing and refreshing SYP's Mission, Vision, and Values.

- Updating our Aims and Objectives to reflect current priorities.
- Embedding monitoring and evaluation throughout the strategic plan.
- Completing a governance review and developing recommendations for implementation.

The strategy was developed through a structured and inclusive process, with each session building on the last:

- 1. Understanding the Brief Training and research to set the foundation.
- 2. Mission, Vision and Values Reviewing and refreshing our core purpose.
- **3. Construction Planning Mapping out the structure of the strategy.**
- 4. Understanding the Data Analysing consultation findings and insights.
- **5. Writing Strategic Outcomes** Defining what success looks like.
- **6. Pulling Everything Together** Drafting and refining the strategy.
- 7. **Design and Detail** Finalising the document for publication.

The Board of the Scottish Youth Parliament would like to extend sincere thanks to Ellie, Alannah, Daniela, and Jack for their leadership and dedication throughout the strategy development process. We also thank Lucie from the SYP staff team for her invaluable support in guiding and facilitating this work.

