
Overview

The importance of equity, diversity and inclusion is one of the values which youth workers are expected to know about and apply when working with groups of young people.

This standard focuses on managing group dynamics in order to facilitate group work with young people. It includes working with young people to develop group activities that meet both group and individual needs and preferences.

This standard is for all youth work practitioners.

LSI YW06(SQA Unit Code-HD9T 04)

Enable young people to work in groups

Performance criteria

You must be able to:

- P1 explain own role as a facilitator in relation to the group
- P2 negotiate with young people the boundaries of behaviour within the group, ensuring that they are fair and inclusive
- P3 ensure that all group members' views are considered, acknowledged and treated with respect
- P4 encourage young people to respect the views of others and recognise the effect of their actions on others
- P5 encourage and support young people and adults to establish groups to facilitate youth work activities
- P6 promote the maintenance of positive relationships and the valuing of differences between individual group members and with other groups
- P7 assist young people in communicating clearly, actively comprehending others and overcoming any communication barriers
- P8 support young people to develop their ability to give, receive and value constructive feedback
- P9 use facilitation methods and styles appropriate to the group's stage of development to develop group activities
- P10 ensure that interventions balance working towards achieving group outcomes, meeting individual needs and dealing with group dynamics
- P11 monitor and evaluate the effect of group work on achievement of intended individual and collective outcomes
- P12 identify when behaviour is outside the boundaries agreed for the group of young people
- P13 ensure that conflicts and tensions between individual group members and others are acknowledged openly
- P14 identify and implement actions towards managing unacceptable behaviour, conflicts and tensions, ensuring that these are in line with legislation, policy and procedures
- P15 seek support when actions that need to be taken to support the group are outside the limits of own role and responsibility
- P16 meet own organisation policy, practice and requirements for recording and reporting group sessions for young people, including incidents that may arise
- P17 ensure that all group work with young people is in accordance with youth work values and principles

LSI YW06(SQA Unit Code-HD9T 04)

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Knowledge and understanding

You need to know and understand:

- K1 own role as a facilitator of group dynamics and activities
- K2 the importance of group work in developing the skills and confidence of young people
- K3 concepts, theories and contemporary models of group dynamics and their analysis
- K4 factors likely to affect group dynamics
- K5 ways to facilitate groups which encourage empowerment and take account of a group's stage of development
- K6 the importance of agreeing boundaries of behaviour with the group and its members
- K7 how to encourage and support young people and adults to establish new groups to facilitate youth work activities
- K8 how to respect and value the differences between group members
- K9 methods and interventions used to develop group activities
- K10 why it is important to work with young people in ways which overcome individual and group barriers and encourage them to communicate with and respect each other
- K11 how to recognise behaviours outside agreed boundaries, and the difference between oppressive behaviour and assertiveness
- K12 how the age and stage of development of young people can affect the way in which behaviour is viewed
- K13 the importance of taking into account young people's previous experience which may impact upon their current behaviour
- K14 techniques for diverting oppressive behaviour
- K15 ways to provide constructive feedback to groups and their members
- K16 ways of monitoring and evaluating group work and the success of groups
- K17 why it is important for young people to learn to manage their own behaviour and address any conflict positively, individually and in groups
- K18 from whom to seek support when actions need to be taken that are outside the limits of own responsibility
- K19 organisational policies and procedures for recording and reporting group sessions including reporting of the incidents and who reports should be made to
- K20 the importance of enabling and supporting group work in accordance with youth work values and principles

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Additional Information

Values

Working with representatives of the sectors within youth work, LSIS has agreed a suite of values and principles which distinguish youth work from other, sometimes related, activities involving young people. These values and principles are at the core of the work undertaken within youth work and underpin this standard. The behaviours required within this standard include those which reflect particular values and principles.

Behaviours

1. Help young people to relax, meet friends, make new relationships to have fun and to find support
2. Are concerned with how young people feel, not just with what they know and can do
3. Promote acceptance and understanding of others
4. Actively comprehend, retain and respond, encouraging questions and checking for understanding
5. Communicate clearly, concisely and unambiguously

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