



Beyond Earlston

Strategic Plan 2026-2030

Broadening Horizons for Our Young People

Our Vision

To develop a community where all young people have the confidence, opportunities and support to broaden their horizons and achieve their potential.

Our Mission

To support young people across our communities to grow in confidence, develop skills and build positive relationships through inclusive youth work opportunities, partnerships and safe spaces that promote wellbeing and participation.

Our Guiding Principles

We work to 5 core pillars in all we do from planning through delivery to evaluation



Wellbeing underpins all pillars and is embedded across all activity

Our Priorities

- 1 Growing Quality Participation Across the Catchment Area**
To increase the number and diversity of young people engaging in Beyond Earlston services.
- 2 Supporting Youth Wellbeing**
To improve young people's physical, emotional and mental wellbeing.
- 3 Securing Sustainable Funding**
To ensure long-term financial sustainability and organisational growth.
- 4 Our People (Governance, Staff & Systems)**
To strengthen organisational capacity, governance and team wellbeing.

All underpinned by staff and volunteers who are compassionate, inclusive and engaged

Contact Info



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c/o Earlston High School
East End, Earlston, TD4 6JP



Registered Charity SC043632

Implementing Our Strategic Plan

Our aims, actions and outcomes will be set out in an annual Implementation and Funding Plan. This plan will be reviewed by the Board each year to ensure it remains aligned with our overall strategy and responsive to emerging needs and opportunities. It will set out the outcomes for each of the 5 pillars, how we measure those outcomes and ensure we are developing the right skill sets needed for our staff, volunteers and young people.

We will continue to develop our Strategic Plan and evaluate progress through ongoing consultation with young people, staff, volunteers and stakeholders. By keeping the 5 pillars at the core of our work, we will be able to identify priorities, strengthen delivery and focus our efforts where they can have the greatest impact.

Our Outcomes

Our impact will depend on the outcomes we set ourselves and we will work closely with the Scottish National Youth Work Outcomes below and other measures to ensure we remain relevant and are making a difference.

The 7 key outcomes are:

1. Young people build their health and wellbeing
2. Young people develop and manage relationships effectively
3. Young people create and apply their learning and describe their skills and achievements
4. Young people participate safely and effectively in groups and teams
5. Young people consider risk, make reasoned decisions and take control
6. Young people grow as active citizens, expressing their voice and enabling change
7. Young people broaden their perspectives through new experiences and thinking

Measuring Impact

We will measure our impact throughout, using Key Performance Indicators (KPIs), case studies and other methods. As a result, we will be able to understand what is working well, where improvement is needed, what skills are required and how our work contributes to positive outcomes for young people. Measuring our impact will help us keep focus and develop longer term aims and priorities as we work towards 2030. Each year we will produce an annual report at our AGM highlighting how we are doing and what we aim to do in the coming year.

Our Ambitions

We remain ambitious for our organisation, its people and the young people and community we serve. Through good governance, updated policies, training and partnerships, we will build on what we are doing and seek new opportunities, looking at income generation and funding. With our strategy as our steer, we will explore outreach options using our electric vehicle and consider the benefits of acquiring a permanent safe space for our groups.

In Summary

Our Strategic Plan provides us with a clear, ambitious and achievable framework to take us from 2026 to 2030.

Overall, this Strategic Plan will help ensure that:

- young people remain at the centre of everything we do
- our delivery is grounded in strong youth work practice
- the organisation grows sustainably and responsibly
- our impact is clearly evidenced and understood
- we remain true to our vision, mission and values

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