



**A world class leadership
and meta-skills programme**
for every young person in Scotland.



World Class Leaders – World Class Skills

The GenZ Leaders vision

We are going to equip the next generation of young people to follow their passions and dreams, not ours.

Our vision is for the long term, to support a new generation with the leadership skills and decision-making ability to follow their hearts and create the future.

To help them deal with the complexity of a world that still faces enormous challenges in poverty, equality, diversity, the economy and social justice.

It's a project supported by our ability as a foundation to invest for the long term and measure success in the same timescale.

The only return on our investment that we require is the success of this next generation of young people. To know that we have helped to create the best leaders in the world in the best small country in the world.



Our ambition

Young people across Scotland are the next generation of leaders. Our planet's future is in the hands of Generation Z, and the generations that will come after them.

The Peter Vardy Foundation helps over 25,000 young people every year. Now we're going to take the next step, and work to inspire our young people to be the future leaders we need them to be.

We want to see a Scotland where the national ambition to enable everyone to flourish through increased wellbeing and sustainable and inclusive economic growth is achieved by producing skilled and passionate leaders who will be engaged citizens and active shapers of their world.

Ethical, positive and caring leadership is essential to this vision. We will work together with schools and other partners to provide a comprehensive programme that will help our young people develop the leadership competencies they need to be successful. To fuel their passion to make a difference in society and to connect them to the resources and networks that will support their journey.

To fulfil our ambition, we will aim to deliver the best leadership and meta-skills programme for schools in the world, right here in Scotland.

When a leader gets better... everyone wins

We're thinking and investing big, with a budget of over £1.5m from the Foundation and other funding partners. This will allow us to create, deliver and evaluate a programme for partner schools from 2021-2023.

From 2023 we'll make the programme available for all schools in Scotland to subscribe to. We'll make sure it's amazing value for money with online lessons, learning materials and assessments for S1-S6 and a formal leadership qualification and virtual skills portfolio for every young person in Scotland.

We know that Scotland faces big challenges in ensuring that all our school leavers go to a great destination, that we close the attainment gap, and that our young people have the resilience and meta-skills to be successful. These are the big targets that we want to help our schools to hit for every young person engaged.



Our inspiration

So what inspires us?

Above all else, it's the amazing potential of the young people of Scotland. It's the chance to use the resources of the Foundation to set up and scale a programme that will be available to all and have a powerful and lasting impact on their skills, aspirations and contribution to the future.



We're also inspired by:

The great leadership shown by Scotland's sports stars, musicians, entrepreneurs and creatives. We have a vision of them as Ambassadors for us, inspiring our young people to dream big, be activists, and make their voices heard.

The great Scottish organisations who are already supporting skills development in our schools and communities. We've been grateful for the support many of them have already shown us and we want to add value to what they do and play our part in supporting their work.

The work of the late Sir John Rowling and PiXL, who developed the PiXL Edge programme to give pupils in England the skills, knowledge and competencies, distinct from their academic work, that will help them succeed in the future.

With PiXL, we believe that the key skills of leadership, organisation, resilience, initiative and communication are the meta-skills that will help young people not just cope, but excel in an environment of ongoing change. We will use the principles of PiXL's work as the underpinning of our own programme. Enhanced by insight from our ambassadors and partners so that the learning is truly World Class.



Our opportunity

In addition to the great leadership programmes and resources already available in our schools we believe the opportunity exists for a new digital programme that combined with them can lead to an even higher level of support for our young people.

GenZ Leaders will provide:

- A comprehensive digital programme covering the whole of secondary education that allows young people to learn, practice, reflect on and evidence their leadership, citizenship and life skills.
- An online platform that allows young people to interact with the programme, build their portfolio and connect with each other, great leadership materials, and rewards for participation.

The GenZ Leaders Programme will:

- Map to all four of the Curriculum for Excellence capacities: successful learners; confident individuals; responsible citizens; and effective contributors.
- Provide lessons and materials that will support the Personal and Social Education (PSE) curriculum.

- Provide a standard programme and additional materials that can be targeted to specific groups of students.

The Programme will also have direct relevance to the Skills 4.0 meta-skills agenda of skills to excel in self-management, social intelligence and innovation.

This will enable us to help schools to address their big challenges by helping to ensure:

- Improved progression to the next level of education or a positive destination every year
- Year on year increases in the overall level of attainment for participants.
- A significant increase in resilience and meta-skills.



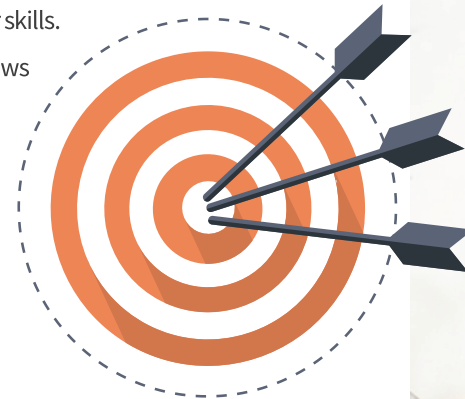
Our aims

To give young people world class leadership skills, the desire to make a difference, the ability to make great decisions, fun and reward, qualifications and evidence of skills that helps them get to the best destinations.

- To make it easy for teachers to deliver this and give them excellent leadership training and support as well.
- Deliver world class technology, world class leadership material and a great rewards programme.
- Provide a flexible programme that works alongside and

complements existing provision, providing links to activities that will help our participants to practice and reflect on their skills.

- Provide a platform that allows participants to record and evidence their skills.



Our plan

Our plan for GenZ Leaders is built on three pillars: the core skills programme; our community of leaders; and our network of educators.

Pillar 1

The GenZ Leaders Programme will use PiXL's model as a base to create a comprehensive programme for S1-S6 to develop leadership, citizenship and life skills leading to formal qualifications at SCQF levels 4, 5 and 6.

As well as weekly lessons we will provide a bank of leadership materials and extension tasks that is regularly added to and updated, to add value to the lessons and to enable a blended learning approach.

Lessons will be delivered via an online learning platform that pupils can access remotely via laptop, tablet or phone and assignments and assessments will also be delivered online. The platform will include a virtual portfolio that will allow pupils to build up evidence of their skills and demonstrate them to employers, colleges and universities.

We will link to activities offered by other providers where pupils can practice and further develop their skills, then reflect on and record them on the platform.

Pillar 2

Through our GenZ Leaders Community we will connect pupils to a network of brilliant young leaders, great resources about leadership and global issues, and the opportunity to get involved in major events and gain rewards for participation.

Pillar 3

Our GenZ Leaders Educators Network will provide teachers and school leaders with support and training as well as access to our materials and support from our team.

Why GenZ Leaders?

With the oldest members of Generation Z entering the workforce and the youngest just about to embark on their secondary school careers, they were the natural focus for us when we started to think about the skills needs of the next generation of leaders.

It's also the generation likely to be most affected by the impact of the COVID-19 pandemic, on their education and employment prospects.

With a vision for a programme running throughout secondary school and a community network that will last into working life it made sense to focus on that generation and the need to support them in their journey.

GenZ are our future and making world class leaders of them means that everyone wins.



TRAINING

DEVELOPMENT

SKILLS

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for every young person in Scotland.

SUSTAINABILITY:

Our Structure

GenZ Leaders will be established as an SCIO (Scottish Charitable Incorporated Organisation) with an independent Board drawn from stakeholders.

In the pilot phase (2021-2023) it will be funded by the Peter Vardy Foundation and a group of partner funders.

The pilot will be delivered in partnership with local authorities. Following independent evaluation to establish that the agreed aims have been met, the partner local authorities will sustain the programme for a further four years.

The programme will also be offered to all other local authorities in Scotland from 2023 onwards.

Any income received from sales to Scottish local authorities not required for the running of the SCIO will be used for charitable purposes supporting our global vision.

Global Vision

GenZ Leaders has a global vision. The programme will be available to every young person in Scotland but we don't want to stop there.

Using the knowledge and experience we gain with our Scottish partners we will provide the programme to young people that need it in other parts of the world, starting with our already strong links in Uganda.

We will aim to work with international partners such as the British Council, UNESCO and Global Scot to make our global vision happen.



Do you share our vision?

If you share our vision for the best leadership skills programme in the world right here in Scotland, we'd love to hear from you.

We are seeking partners and ambassadors to work with us during the pilot phase. As well as help with funding and identifying partner schools, we want to align our work with existing programmes and ensure that we maximise the benefits for our young people and their chances of reaching great destinations.

Our contact details are on this page, and if after reading this you want to help, please get in touch!

NEXT STEPS: Contact

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