...EVERYDAY ADVENTURE

welcome
Welcome and Housekeeping

- Why are we here?
- Phones, emergency exits, refreshments
- Your District Team
- “Questions, comments and ideas wall”
SCOUTING FOR ALL

In 2018 Scouting will be enjoyed by 500,000 young people. They will come from every background, make their voices heard and bring positive change to their communities.
Scouting in 2018 will make a positive impact in our communities; prepare young people to be active citizens; embrace and contribute to social change.

Scouting in 2018 will be shaped by young people in partnership with adults; enjoyed by more young people and adult volunteers; as diverse as the communities in which we live.

Members of Scouting in 2018 will feel empowered, valued and proud.
GROWTH

We believe that Scouting changes lives, which is why we want every young person in the UK to have the opportunity to be involved. Today we have 434,000 youth members supported by 130,000 volunteers.

scouts.org.uk
By 2018:
We will have 500,000 young people.
They will be supported by 150,000 volunteers.

How will we continue to grow?
We’ll develop a new strategy for opening new Units, Groups and sections; ensuring all Groups have Beavers, Cubs and Scouts.
We’ll improve retention between, and within, sections.
A high quality programme is key to growth, so a revamped programme will be launched in 2015.
We’ll recruit new volunteers by reinforcing messages around flexible volunteering, targeting key groups such as parents and former youth members, and reaching out to 18–25 year olds.
What does this mean for...
...my Area, Region or County?
HQ will give you local and benchmarking data as well as practical support to help you develop and implement a plan to achieve your own growth goals and support Districts.

...my District?
Your County Commissioner will work with you to ensure you can open the appropriate number of sections per year.

...my Group?
Your District Commissioner will support you to ensure you have at least three active sections.

...my section?
Your Group Scout Leader will work with you to ensure young members are not being lost between, or within, sections and that you are delivering an amazing programme.

...youth members?
Recruit a new friend to join your section every year, telling them how amazing Scouts is and the impact it has had on your life.
INCLUSIVITY

We need to remove barriers to participation.
By 2018:
Scouting will be present and sustainable in 200 of the most deprived parts of the UK.

Scout Groups will have more than four girls in each section.

Scouting will continue to welcome disabled, LGBT, black and minority ethnic members.

Scouting will be seen as open to people from all backgrounds by the general public.

How will we become more inclusive?
We’ll undertake development work and leverage support from key opinion formers to ensure Scouting is present and sustainable in the most deprived areas of the UK.

We’ll support volunteers to identify and remove barriers to Scouting.

Partnerships will be established with key organisations to provide expertise and advice on issues including disability and sexual orientation.

We’ll improve the diversity of volunteers in senior leadership positions.
What does this mean for...
...my Area, Region or County?
With fundraising and public affairs support from HQ, identify an area of deprivation and develop a plan to ensure Scouting is present and sustainable there.

...my District?
Will be supported to recruit and retain leaders from diverse backgrounds.

...my Group?
Will be encouraged to work towards having at least four girls per section.

...my section?
Ensure that all young people feel welcome regardless of their faith, gender or background. Equally, money should not be a barrier to joining Scouting.

...youth members?
Talk about your positive Scouting experiences with your friends; mention the different kinds of people you meet at Scouts.
YOUTH SHAPED

Every young person should be able
to shape their Scouting experience.

scouts.org.uk
By 2018:
80% of young people will be able to say they shape Scouting, feel listened to and are taken seriously.

80% of Young Leaders will have the opportunity to develop their skills and have a positive impact on Scouting.

80% of adults will help young people to shape their Scouting.

How will Scouting be shaped by young people?
Practical support will be given for leaders to empower young people through the programme.

Young people will be offered skills development opportunities to shape their Scouting.

We’ll appoint a Youth Commissioner to ensure that young people have a voice at the most senior level of The Scout Association.

National and local youth councils will be established to make real decisions that shape Scouting’s future.

A digital youth strategy will identify new ways in which young people can shape what we do.
What does this mean for...

...my Area, Region or County?
Ensure that young people are at the heart of your County/Area/Region strategies and represented on key committees; consider developing a youth council.

...my District?
Ensure young people are represented in a meaningful way on District teams and are actively influencing District plans.

...my Group?
Check young people are represented in the Group Executive and that you promote the Young Leaders’ Scheme.

...my section?
Ensure that you hold regular consultations with young people in the form of Network and Unit discussions, Patrol Leaders’ forums, Sixers’ meetings and Beaver ‘log chews’.

...youth members?
Have your say about what you do in Beavers, Cubs, Scouts, Explorers or Network; and if you are 14 or over, think about becoming a Young Leader.
COMMUNITY IMPACT

We believe Scouting makes a difference to individuals and to society. Our members take action in the service of others, but we want to do more.
By 2018:
8,000 quality community impact projects will be delivered per annum.

70% of the public will see Scouting as ‘relevant to modern society’.

How will we have a greater community impact?
By delivering resources and training to develop young people as community leaders – locally, nationally and internationally.

Community impact will be intrinsic to the programme through a staged Community Impact Award.

National partnerships will be brokered to enable Scouts to make a positive impact on specific social issues, which have been determined by young people.

We will undertake research and measure our impact on communities.
What does this mean for...

...my Area, Region or County?
Broker a partnership between local Scouting and one of our national community impact partners.

...my District?
Arrange for your local MP or Council representatives to visit one community impact project per year.

...my Group?
Start or continue one community impact project with your Group every year.

...my section?
Work with the other sections in your Group to start or continue one community impact project per year.

...youth members?
Earn all four stages of the Community Impact Award as you progress through Scouting.
SCOUTING FOR ALL

In 2018 Scouting will be enjoyed by 500,000 young people. They will come from every background, make their voices heard and bring positive change to their communities.
Growth is ..... 

- More young people enjoying more Scouting
- Enjoying exciting programmes
- Delivered by more adults
- Better supported managers
Growth depends on adult volunteers

- Retain adults
- Recruit new adults
Pre – Provisional Stage

- Initial contact
- Introduction to section
- Agreeing a role
- Completing the Adult application (3 weeks)
- Creating a role
- Invitation to Getting Started
Provisional Stage

• Attend module 1
• References should return between session 1 & 3
• DBS should return
• Support volunteer to attend mod 3 at the next session
• Appointment panel will be on the 3rd session
• Complete getting started and wood beads validation form
Full appointment

- Adults may now make their scout promise
- Attend open training validation sessions
- Personal learning plan
Appointment reviews

• First review at 3 yrs post appointment
• Subsequent reviews a maximum of every 5 years
• On going learning between reviews
  – Safeguarding
  – Safety
  – First response
GSL and Section Leader ….

• Key in supporting the development of the leader
• District team to support the GSL with the process
Growth – Your Task

Discuss your experiences of recruiting adults

- What successes have you had?
- What have you found challenging?
- What support would you need?
The Wave and Surfing it
Numbers

2 BSLs, 2 ABSLs, 2 SAs, 3 ASLs, 1 SL, 1 CSL

Currently, we have as potentials:
2 CSL, 1ABSL, 1 ACSL, 1SL
What makes the wave?

- Positive images from and by TSA, Bear, TV, Facebook, radio, Youtube, Twitter

- Positive images from District, Facebook, Youtube, Twitter, radio

- Groundswell of volunteering (Olympics effect, Rugby World Cup)
Core

- Flexible volunteering
How is the wave captured?

Twitter,
Facebook,
Do It!
Gumtree,
Asking people.
How is it funnelled?

Wants to DC
DC to Me

Me filtering replies
Talking to potentials

Placing volunteer where they want to go.
How to keep riding the wave?

Be positive.

Keep asking

Welcoming public face that I can sell to volunteers
Shout about Scouting

Keep pushing at the open door.
Driving Your Group Forward

Those who never make any plans, never make any progress either.

— Lord Baden-Powell
# Driving Your Group Forward

<table>
<thead>
<tr>
<th>Topic</th>
<th>Red</th>
<th>Amber</th>
<th>Green</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership &amp; Management</td>
<td>No GSL in place</td>
<td></td>
<td>An effective GSL leads the Group and has good working relationships</td>
</tr>
<tr>
<td>Group Leaders Meetings</td>
<td>Meetings are not held</td>
<td>Meetings less than termly</td>
<td>Effective meetings are held termly</td>
</tr>
<tr>
<td>Executive Committee</td>
<td>Officers not in place, meetings not held, members unaware of roles &amp; responsibilities</td>
<td>2 Officers with 2 others, irregular meetings, some awareness</td>
<td>Officers in post with 4 others, regular meetings, good understandings</td>
</tr>
</tbody>
</table>
## Driving Your Group Forward

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<tbody>
<tr>
<td>Communication with parents</td>
<td>Poor, no website or newsletter, no calendar of events</td>
<td>Could be better, infrequent, outdated and unused, infrequent programme</td>
<td>Good, regular newsletter and website, published calendar</td>
</tr>
<tr>
<td>Group events</td>
<td>No group events, camps or evenings</td>
<td>One event per year</td>
<td>One family group event plus 2 others</td>
</tr>
<tr>
<td>Waiting list management</td>
<td>No management, 6+ on a list</td>
<td>Waiting list shared across District, &lt;5 on list</td>
<td>Instant joining, list shared, no-one waiting</td>
</tr>
</tbody>
</table>
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<tbody>
<tr>
<td>Moving On</td>
<td>No movement between sections, no awards</td>
<td>Some movement, with/without awards</td>
<td>All members move on with award and retained</td>
</tr>
<tr>
<td>Young people</td>
<td>6+ leaving in last 12 months</td>
<td>&lt;5 per section left in last 12 months</td>
<td>None within last 12 months</td>
</tr>
<tr>
<td>leaving</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Review process</td>
<td>Annual leader reviews outstanding</td>
<td>Occasional reviews but things rarely change</td>
<td>All annually reviewed and acted upon</td>
</tr>
</tbody>
</table>

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[scouts.org.uk](http://scouts.org.uk)
Driving Your Group Forward

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</thead>
<tbody>
<tr>
<td>Nights Away Permits</td>
<td>One or no permit holders in the Group</td>
<td>Two permit holders in the Group</td>
<td>One or more permit holders in every section</td>
</tr>
<tr>
<td>Growth</td>
<td>&lt;3% growth in adults and young people</td>
<td>3-5% growth in adults and young people</td>
<td>&gt;5% growth in adults and young people</td>
</tr>
</tbody>
</table>
## Driving Your Group Forward

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</tr>
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<tbody>
<tr>
<td>Flexible volunteering</td>
<td>Limited opportunities, traditional structure, no adaptations</td>
<td>Limited leaders, those not understanding roles available</td>
<td>Flexibility actively and easily implemented</td>
</tr>
<tr>
<td>Training</td>
<td>No adults have completed training</td>
<td>Some leaders trained, but new adults are not completing training</td>
<td>All leaders have a Wood Badge or are completing training within 3 years</td>
</tr>
</tbody>
</table>

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[scouts.org.uk](http://scouts.org.uk)

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EAST & SOUTH
# Driving Your Group Forward

## GROUP DEVELOPMENT PLAN CREATED ON

<table>
<thead>
<tr>
<th>AIM</th>
<th>ACTION</th>
<th>WHO IS RESPONSIBLE</th>
<th>REVIEW DATE</th>
<th>ACHIEVEMENT DATE</th>
<th>REQUIRED OUTCOMES</th>
</tr>
</thead>
<tbody>
<tr>
<td>(What we need to do)</td>
<td>(How we are going to get there)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Driving Your Group Forward

"Those who never make any plans, never make any progress either."

— Lord Baden-Powell
Your Re-Shaped District Team

Why a change?

- To support Scouting For All
- You use our strengths better
Who’s who and new 3 sub-teams

### Operational Team

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>DC</td>
<td>Kay Holmes</td>
</tr>
<tr>
<td>Deputy DC - Adult Training</td>
<td>Steve Barkley</td>
</tr>
<tr>
<td>Appointments &amp; Getting Started</td>
<td>Marilyn Hillard</td>
</tr>
<tr>
<td>District Chair</td>
<td>Meriel Cole</td>
</tr>
<tr>
<td>ADC Governance</td>
<td>Ian Cater</td>
</tr>
<tr>
<td>ADC Adult Recruitment</td>
<td>Marc Cattle</td>
</tr>
</tbody>
</table>
Programme Team

Deputy DC Programme
Steve Holmes

ADC
Programme 6 – 14
Joey Giddings

District Beaver Leader

District Cub Leader

District Scout Leader

District Beaver Young Leader
Becca Hewitt

District Cub Young Leader
Lewis Docherty

District Scout Young Leader
Adam Johansen
Programme Team

ADC Programme 14 – 25 & DESC
Mike Doyle-Edwards

DESA
Els Davies & Bee Evans

D of E and QSA
Steve Evans

Network
Derry O’Toole
Admin Els

Young Leaders’ Unit
Joe Holmes & Bee Evans
Programme Team

ADC Activities
Simon Hillard

ADC Nights Away
Matty Jones

ADC General Duties
Alex Russell

Activity Finance Coordinator
Jonathan Evans

Youth Joining Enquiries
Kay Cater

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Strategic Team

ADC Development
- Pete Jeffreys

ADC Growth
- Zach Cater

ADC Youth
- Sean Stacey

YL for Youth
- Dan Brock

Grant Applications Team
- Ian Cater, Jonathan Evans + Daffydd Evans

ADC Inclusion
- Lee Francis

Community Impact
- Vacant

ADC Public Relations
- Joe Holmes

Media Development Manager
- Sam Johansen
How will it work?

- Each role will have 3 key goals
- Suggestions welcome for things who would like from the role
- District Section leaders role
- Nominations welcome - see sheet
Lunch!
Compass and OSM

- How to carry on using OSM
- What’s expected for Compass for youth members
- What’s expected for Compass for adult members
- Timeline and support
Compass: Youth Members
http://compassuserguide.scouts.org.uk

“User Guide for Recording Youth Data on the Template to be used for Uploading Youth Data to Compass”

“Youth Data Template” spread sheet
Compass: Youth Members
Compass: Adult Members

- Roll-out timescales
- Use as the definitive membership database
- More online functionality (e.g. adding adults)
- Evolving system – keep feedback coming!
Compass and OSM

- How to carry on using OSM
- What’s expected for Compass for youth members
- What’s expected for Compass for adult members
- Timeline and support
Youth-Shaped Scouting

- What our young people are saying today
  - Their section was enjoyable
  - Most had never considered leaving
- When asked if they influenced the badges and activities they did
  - No one said always
  - Most said sometimes
  - At least 25% said never
Young People Said…

• they would like to be outside more!
• find more creative ways of fundraising
• games & activities become repetitive when recycled too often
• their Choice of who is in their Patrol/ Six/ Lodge
• Less formal forums/ log chews
• Behaviour management - young people don't like to be shouted at nor be in an environment which can't be controlled by adults.
• Some instructions aren't given clearly by leaders
### The Wall

<table>
<thead>
<tr>
<th>Level</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. <strong>Level 1: Shaped by young people in partnership with adults.</strong> All issues/projects can be initiated by young people or adults. Young people can contribute to all aspects of their Scouting journey/experiences. Decisions are made in partnership.</td>
<td></td>
</tr>
<tr>
<td>2. <strong>Level 2: Invitation.</strong> Scouting uses young people to help shape an issue/project but does not act if it was inspired by them.</td>
<td></td>
</tr>
<tr>
<td>3. <strong>Level 3: Invitation.</strong> Scouting uses young people to support issues/projects and acts as if these ideas are inspired by young people.</td>
<td></td>
</tr>
<tr>
<td>4. <strong>Level 4: Assigned and informed.</strong> Young people are assigned a specific role and informed how and why they are involved.</td>
<td></td>
</tr>
<tr>
<td>5. <strong>Level 5: Consulted and informed.</strong> Young people give advice on issues/projects designed and run by adults. They are informed how their input will be used and outcomes implemented.</td>
<td></td>
</tr>
<tr>
<td>6. <strong>Level 6: Adult initiated, shared decisions with young people.</strong> Issues/projects are initiated by adults and decision-making is shared with young people. Young people have the skills and support needed to share decision-making.</td>
<td></td>
</tr>
</tbody>
</table>

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**What now?**

Think about what you do to involve young people, and where it fits on this wall. Are there ways you could adapt your methods to move them up a level? To find out more, contact the Programme Team at programme@scouts.org.uk.
Task

Using the climbing wall

- Support your group members to look at where you are for each section
- Decide what level you are at and why
- Make a pledge to change one thing to advance the youth shaped scouting in your group
Quick comfort and coffee break!
SCOUTING FOR ALL
OUR 2014–18 STRATEGY

INCLUSIVITY
‘Scouting celebrates and blends people from all backgrounds. It’s about treating all people equally and working together.’

- **Lavan, Group Scout Leader**
East and South:
Supported to have a mixed and diverse leadership team.

Group:
Encouraged to work towards having at least 4 girls per section

Sections:
Ensure all young people feel welcome in Scouting regardless of their faith, gender or background
Youth members: Talk about positive scouting experience and mention the different types of people they meet at Scouts.
Community Impact?
What could it look like?

Beavers, Cubs and Scouts from the 3rd Winchester, better known as The Worthies, helped Lanterns Nursery School and Children’s Centre build a greenhouse.
Or this?

Cubs and Scouts putting in new steps at St Cyrus Community Garden as part of community Week
Task:

• What projects could your group do?
• What would be the long term impact for the community?
• What is the benefit for your group?
Questions, Comments and Ideas

Over to you!
Thank you!