

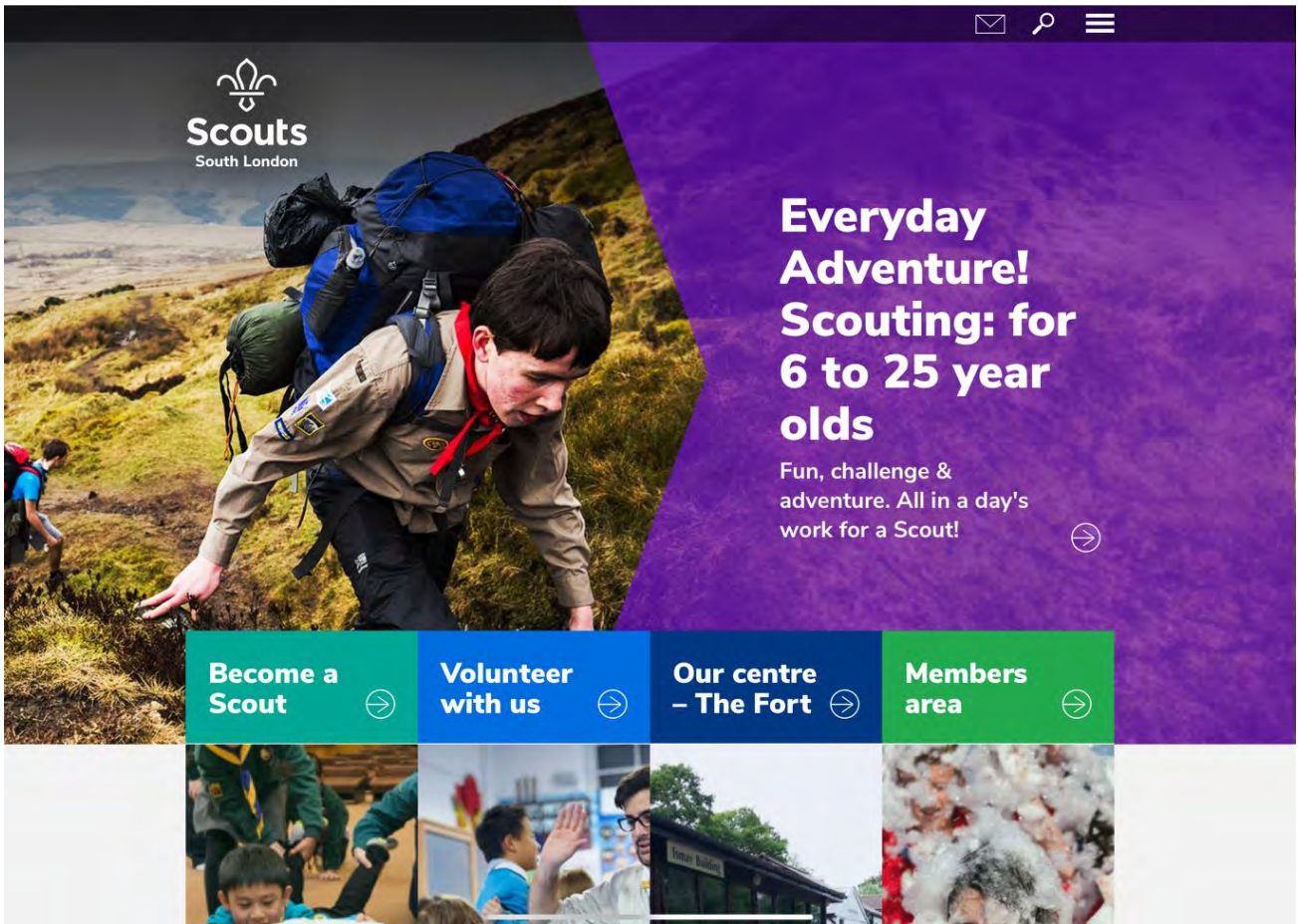


Scouts

South London

Skills for Life

Our plan to prepare better futures



southlondonscouts.org.uk

visit our members area to find out about our:

Latest communications

Adult training dates

Executive committee toolkit

Recruitment resources

Group Scout Leaders toolkit

Resources to help you plan nights away

Programme ideas

Going for growth badges

Volunteering agreement

Tools and resources to help you achieve our plan

and much, much more..!

Setting the scene

Society is changing. In often fragmented communities, the pressures and expectations on young people are increasing. The future is uncertain. Scouting has never been so important in helping young people prepare for the future, developing the skills they need to succeed in a changing world. Each week almost half a million young people enjoy fun, friendship and outdoor adventure. They develop a sense of optimism and strong values as well as the leadership and team working skills that are more valuable today than ever.

Our movement achieves remarkable things. We have continued to grow for 13 consecutive years. Our previous plan, 'Scouting for All', inspired 25 new sections (a mixture of new groups and additional sections in existing groups), to start across our county since 2013. We now help over 4500 young people aged 6-18 get the best possible start in life. Our national social action campaign, A Million Hands, has enabled our members to make a positive contribution in their local communities.

Now we want to go further. Skills for Life is a strategy that supports and empowers our volunteers who are the people that make Scouts a reality. It's a strategy to bring communities together and contribute towards a better society. But most of all, it's a strategy for young people. They deserve the best skills, the best support, and the best possible future.



Extending our reach and our impact

It's easy to forget just how powerful scouting can be. From international expeditions to creativity, community and environmental projects, as a county we offer opportunities that improve the life outcomes of over 4700+ young people every year. We are the largest provider of youth services in Wandsworth, Lambeth, Southwark, Lewisham and the Royal Borough of Greenwich and scouting is transforming lives in our local communities, providing life changing adventure and providing the opportunity for young people aged 6 to 25 to develop skills for life. And that is why our strategy to 2023 is called 'Skills for Life', we want to make scouting available to even more young people and make scouting across South London the best it can be!

How did we decide this?

This development plan wasn't just decided by a bunch of commissioners sat in a room throwing darts at a list of problems they thought they had!

We invited all our adults to our 2018 County Ideas Exchange where we celebrated our achievements and asked for people's views on our 2023 strategy. Everyone had the chance to have their say, we asked what they felt the issues were around each topic and discussed how we are going to action them.

Then, using the outputs from the day, this plan was drawn up by the county leadership team - which is made up of the county commissioner, county youth commissioner, our deputy county commissioners for people, programme and perception, our six district commissioners (Wandsworth have two!), the county chair and our development officer.



+ source: 2019 national census

Our vision for scouting across South London

By 2023 we will have seen year on year growth and will be preparing more young people with skills for life.

Our scout groups and explorer scout units will be supported by a growing team of amazing leaders who together deliver an inspiring high-quality programme to suitably sized sections.

Our county strategic objective

As a county we aim to grow, become more inclusive and youth shaped, while making a positive impact in our communities.

This means, that by 2023 scouting across South London will be . . .

Growing

We know scouting changes lives, which is why we want every young person across South London to have the opportunity to get involved. Nationally scouting continues to grow year on year and we want to be part of that success!

Inclusive

Because every young person deserves the opportunity to take part in scouting, we are working to remove barriers to participation. In line with this we want to work towards our adult and youth membership reflecting (even more), the makeup of our local communities and make scouting available to everyone.

Youth shaped

We believe that every young person should be able to be part of shaping their scouting experience. We empower our adult volunteers to make this a reality at every level: locally, district, county and nationally, scouting is for young people and is the reason we exist.

Making a positive impact in our communities

Scouting makes a difference not just to the individuals that are members but also wider society. Each year across the UK, thousands of scout groups take part in scout community week, making a lasting difference in their local communities. We want to be part of this and help increase the social impact of scouting.

Our county programme pillars

Our development plan is structured around four areas of work. These being the three national pillars and an organisational pillar which has been identified by the county. These areas focus on:

People



Programme



Perception



Places



Further reading

To underpin the work of our four programme pillars we have developed a suite of policy guides. There is a guide for each programme pillar, each one expands on the information provided in this document and sets out in detail our agreed approach. You can download them from each of the four programme pillar pages on our website at southlondonscouts.org.uk/ourplan

Our aims

Our aims within this plan are to ensure:

- we are relevant
- we are understood
- we are growing (young people and adults)
- we work smarter
- we function easier
- we are always striving to be better

Our county goals

By delivering our plan we are aiming to achieve the following outcomes:

In 2023 we will have...			
Growth			
<ul style="list-style-type: none"> • at least 6,000 young people aged 6-18 regularly attending section meetings • at least 2,600 adults in leadership and organisational support roles (including network members) • at least 1 young leader in every colony, pack and troop • larger scout groups, with at least 15 members in each section, that provide the full family of scouting (beavers, cubs & scouts) • started scouting in at least 5 new communities 			
Inclusion			
The demographic of our youth members and our adult volunteers better reflects the communities in which we operate.			
Youth shaped		Community impact	
<h1>70%</h1>	<ul style="list-style-type: none"> • of our young people shaped their scouting • of our young people achieve top awards 	<h1>70%</h1>	<ul style="list-style-type: none"> • of our young people undertake social action

And we will have helped:
<ul style="list-style-type: none"> • bring communities closer together (social integration) • more young people to get on in life (social mobility) • more young people to feel better about themselves (wellbeing) • more young people and adults to play a full part in their communities, making a positive contribution to society (civic participation)

Team South London

Our plan can only be delivered if we work together. We've put together a list of actions you can take, starting now, to help us achieve our goals across the four strategic objectives. Over the next five years, new actions will emerge, and these will be communicated when they become relevant for you.

Collectively, we will make our movement bigger, stronger and more impactful

Our overarching approach

If we are to achieve such an ambitious and bold agenda, we need to be clear on the principles that will define our way of working over the period of the plan, these are:

Results-focused

Ambitious but realistic targets have been agreed for every part of this plan. Our adults will be supported to work towards these goals so that we can unlock our collective power.

Partnership and collaboration

We make a greater difference when we work with people across society. Effective partnership working will be essential if we are to extend our reach and impact.

Evidence-driven

We need to build a body of evidence to prove what is working as we work towards our goals. We cannot rely on anecdote. We will demonstrate the impact we make on people's lives both young people and adults. We must do this if we are to truly be understood by wider society evidencing our relevance and impact.

Sharing and celebrating successes

We will achieve more by sharing best practice across our county and celebrating successes. We'll find new ways of ensuring we are learning from each other and recognising best practice.

Innovation

Scouting began with a single, inspired idea and we haven't forgotten the power of innovation. Fresh thinking is the only way to help us achieve our ambitious aims. We will encourage new thinking across the county to stimulate creative solutions to age old challenges.

Youth shaped

If we empower young people to drive decision-making this will stimulate new thinking and enable us to stay in touch with a fast-changing world.

Using digital technology

It is an inescapable fact that we live in a digital world. That's why we will collectively embrace technology to help make the way we scout (as volunteers), easier, more efficient and less time consuming. We also need to seize the opportunities digital technology offers us to reach new communities, share and debate our ideas, communicate and generally make volunteering easier.

Monitoring of the plan

This plan is the 'property' of the whole county. However, the county executive committee (our board of trustees), and county leadership team (which is made-up of our county commissioner, county youth commissioner, deputy county commissioners, county chair, district commissioners and county development officer), will ensure that the plan is implemented as effectively as possible. The plan will become a standing item on the agendas of our county executive committee and county leadership team meetings and the relevant programme pillar owner will ensure that an update is available for tabling on each occasion.

The update will:

- record action taken against each task since the previous meeting
- highlight any challenges or obstacles that are causing delays in completing planned tasks
- highlight any issues or concerns raised as a result of undertaking planned tasks.

As a result, further information or advice might be sought and changes to individual tasks made as necessary.

Our commitment

As a county we will support this plan by continuing to invest in the support provided by our development service, the facilities and resources needed to ensure that the programme we offer is second to none, that recruitment and retention of adults and young people meets, if not better, national averages and ensure that we embed sound financial management of county resources to maintain the reserves necessary for our long-term benefit.

Your actions

Thank you for the time you put into delivering scouting. Because of you, thousands of young people across South London take part in an inspiring programme that gives them skills to thrive and develop.

Our skills for life plan contains many exciting initiatives, under our pillars of perception, places, people and programme. Your priority is to keep doing great work towards our four key strategic objectives of growth, inclusion, youth shaped and community impact.

Under each of the pillars we have listed the identified initiatives that the county team in partnership with our districts, groups and units will carry out up until the end of 2023. At the end of each pillar we have also pulled together a series of actions that your group or unit can take to work towards achieving our shared goals. These actions are specific and either already have supporting resources in place or will have tools and resources developed over the coming months.

We want to make our districts and county bigger, stronger and even more impactful in our local communities. We can only do this if we work together to deliver our plan.



By 2023 we will...

- 1.** have at least 6000 youth members
- 2.** have at least 2600 adult members (including network members)
- 3.** have at least 1 young leader in every section in the county
- 4.** have a succession plan process for our district commissioners
- 5.** promote real flexible volunteering to the parents of our members
- 6.** provide more county activities and events for all sections
- 7.** have better internal communication channels in place
- 8.** have better external communications in place
- 9.** be a leader in youth engagement across South London
- 10.** have a sound strategy in place to ensure scouting across South London is in a good place for future generations to enjoy
- 11.** be recognised in the Royal Borough of Greenwich, Lewisham, Southwark, Lambeth and Wandsworth as the leader in coeducational youth provision
- 12.** provide our youth members with skills for life and experiences that genuinely help them become active citizens in adult life
- 13.** regularly recognise and say thank you to our adults
- 14.** enable more of our leaders to provide hundreds of nights away and outdoor experiences to our young people each year
- 15.** award more wood badges and more young leader belt buckles
- 16.** provide meaningful community projects that make a real difference to people's lives
- 17.** be a leader in promoting a youth led methodology in scouting

Perception

Our aim: Scouting across South London is clearly understood, more visible, trusted, respected and widely seen as playing a key role in today's society.

This means:

Externally:

- Delivering positive communications which promote our brand values and publicises scouting's modern vibrant appeal.
- Ensuring that our communities know that scouting exists, and their children can access it and how they can also get involved.

Internally:

- Providing effective channels of communication ensuring that the right messages are clearly passed on to the right groups of people.

To help us attract and retain more young people and adults from all the communities we serve we need to be seen as a modern, relevant, open organisation that provides our members with challenge and adventure and skills for life. Our plan is to transform our image so that we communicate a clear and consistent message to potential new members (young people and adults).

This means that our communications and membership engagement needs to ensure more young people and adult volunteers from more diverse backgrounds join us, stay with us, lead and mix in scouting and celebrate the social action our young people undertake and the skills for life that they learn through our programme.

Effective internal communication...

Effective internal communication helps ensure that all our members are working collaboratively towards a common goal.

It develops a cohesive culture and empowers our adults to make the right decisions in line with our goals.

Effective external communication...

A well-thought out external communications plan not only defines our target audience, but also focuses on how to reach it effectively.

Because the goal of our external communications is to promote scouting and increase understanding and engagement, this is an important part of our overall development plan.

Where we will be in 2023:

- 70% of the public across South London will see scouting as 'relevant to modern society'.
- 70% of the public across South London will see scouting as 'relevant and making a difference in the local community'
- We will have a vibrant media profile

To ensure scouting across South London is well publicised and understood in our communities, we will:

1. Work with our districts to raise the profile of scouting across Wandsworth, Lambeth, Southwark, Lewisham and the Royal Borough of Greenwich
2. Provide a communications and media workshop for our adults to attend
3. Develop an online perception toolkit to help groups and units easily develop their own internal and external communications
4. Ensure that all of our groups and units are represented on google places (google maps)
5. Promote the opportunities young people have (as a scout), to take part in the Duke of Edinburgh's Award Scheme
6. Recruit and train more young spokespeople who reflect the make up of our county
7. Develop tools for our districts, groups and units to use during a targeted (annual?) 'scout week' campaign aimed at local communities including a wear your scarf to work / school / college etc day
8. Strengthen relationships with public, private and voluntary / third sector organisations and promote opportunities for employer supported volunteering
9. Encourage and facilitate quality communications with local media
10. Develop a recruitment campaign that shows that scouting and our programme fits everyone and is available to all
11. Work with our districts to promote the work we do and emphasise the benefits of scouting to local businesses, the borough council, schools and other organisations within their district
12. Deliver positive media work focusing on the impact of scouting on individuals and communities
13. Invite our members of parliament, mayors and local councillors to agms and other events of interest
14. Promote scouting as different or an alternative to technology/virtual interaction highlighting that scouting is a 'safe' activity because its "real" and doesn't have the dangers of cyber- space
15. Develop an annual external communication plan to communicate with the local press across the county and stick to it
16. Continue to develop our web site for our external and internal audiences
17. Further develop the 'volunteer with us' and 'become a scout' sections of our website
18. Continue to develop our social media presence
19. Continue to develop and produce South Circular magazine and distribute it internally and externally
20. Ensure borough councils include us on their websites



Your group's / unit's actions

Communicate the skills for life plan

Help members in your group understand what our plan means for them.

Action	Support
Ensure your leadership team are aware of our plan and where to go for more information.	<p>There are a series of resources you can use to help explain our skills for life plan including a video and policy guides for each of our county programme pillars (<i>people, places, perception, programme</i>).</p> <p>You can find them at southlondonscouts.org.uk/ourplan</p>

Roll out our updated brand

Our brand focusses on promoting the fact that being a 'Scout' helps young people develop skills for life. Research has shown that this message can help us attract more adult support as well as make us stand out from the crowd. Our brand has been updated and modernised for a digital age and is now more recognisable as belonging just to UK scouting (in a world where there are many versions of the fleur-de-lis). Our brand is only powerful and well recognised by the general public when it is consistently used by everyone at all levels.

Action	Support
Explain to your leadership team, the benefits our updated brand brings.	Use the activation guide and brand guides to understand how and when to roll out the brand. You can find them in the perception section of our web site at southlondonscouts.org.uk/ourplan
Roll out the updated brand in your group.	Go to scouts.org.uk/brand to generate your group logo and access a collection of resources and templates.

Shout about scouting!

Good public relations are important because they help strengthen the positive image of scouting in the local community. This makes it easier to attract support and tell people about modern scouting. Like everything in the media, it is vital that stories about scouting are presented in a positive way, with an exciting and inspiring element.

Action	Support
Use our county 'shouting about scouting badge' to help publicise your group or unit and grow your membership. The badge provides a programme framework to help your members publicise your group in the local community.	Find out more about our shouting about scouting badge requirements, download tools and resources and order our free badges at southlondonscouts.org.uk/g4g

Other things that your group or unit can do to help achieve our perception aims...

1. Ensure your publicity is up-to-date, including modern or new activities to re-enforce the image that scouting is modern and relevant and moves with the times this could include developing a well-designed, relevant, on brand group or unit:
 - social media presence: facebook pages, Instagram etc.
 - website
 - leaflets and posters
 - welcome packs (young people and adults)
 - newsletters
2. Ensure (where possible), that your group or unit is advertised along with your meeting times and contact details on the outside of the building you meet in
3. Help us deliver positive media work focusing on the impact of scouting on individuals and communities
4. Develop relationships with scouting champions and local ambassadors in your meeting place
5. Encourage and facilitate quality communications with local media
6. Invite your local councillor to your agm or group/unit open evening and other events of interest (in consultation with your dc)
7. Ensure that scouting's principles (purpose, values and method), is understood by the parents of your members and the other users of your meeting place

8. Work with your section to gain the county's community awareness badge - find out more at www.southlondonscouts.org.uk/g4g
9. Send our county media manager stories and photos about your group that can be passed on to the press in your area
10. Run visible community activities that your team have the skills to do – such as a firework night, carol concert etc.
11. Circulate your group's newsletter to local community groups and organisations
12. Strengthen your links with the other groups and organisations that use your meeting place
13. Focus on external communication which generates awareness and interest rather than recruitment
14. Use the community notices boards in places like coffee shops, supermarkets, swimming pools and sports centres etc.
15. Make sure that scouting is appropriately reported in your local community. If people only hear about scouts at church parade or on St. George's day, they won't get a balance view of who scouting is for and what it is really all about.

Remember
People won't join scouting
if they don't know about scouting
and how to access it!



Places

Our aim: To provide amazing scout groups and explorer scout units with appropriately sized (but aiming for maximum sized), sections run by larger teams of adults.

All our scout groups have a proactive executive committee in place. Executive members understand their role and know where to go for support. Our explorer scout units are governed efficiently within the district.

This means:

Where numbers are consistently low, we will subjectively review our provision of scouting to enable us to support the growth of our membership (both young people and adults), and the provision of vibrant, modern, successful scout groups, explorer scout units and scout networks within our local communities, that people want to be part of.

As part of this process we will reform our governance and provide support for our trustees.

We all know that great programmes that are well delivered attract and retain more young people. If we recruit young members and adults and our programme doesn't meet their expectations, they will leave. If an exciting and balanced programme is created people will come, but it will take much longer to build numbers than if growth driven by quality is also supported by recruitment.

To deliver our goal of more young people and adult volunteers joining and enjoying scouting we need to develop a coordinated approach that looks at both our programme quality and approach to recruitment.

Recruitment should not be something we do when youth numbers fall or leaders are needed: the best reason to recruit should be because numbers are naturally rising - this is a signal that the right approach is in place.

We also know that to help us grow we need to ensure that all our scout groups are complete, with no missing sections and are also partnered to a local explorer scout unit, to retain young people as they grow.

Independent research suggests that the earlier a young person accesses non-formal education, the more positive the impact on their prospects. We also believe that the earlier a young person starts their scouting experience the longer they will stay a member. We also know that young people (14 to 18 years), that become young leaders are more likely to become a leader in later life (when the time is right for them.)

To help us grow we need to continue to:

- take a coordinated approach to link quality programmes and recruitment
- open missing sections in groups and districts
- open new sections where there are large waiting lists or no provision
- have discussions with groups where their sections have less than 5 young people
- support and grow sections that have fewer than 5 but less than 12 young people

and:

Where numbers are consistently low, we will subjectively review and have positive conversations about our provision of scouting to enable us to sustain and support the growth of our membership (both young people and adults), and the provision of larger, sustainable, vibrant, modern, successful scout groups and explorer scout units within our local communities that people want to be part of.

Where we will be in 2023:

- We will have at least 6,000 youth members:
- They will be supported by at least 2,600 adult members (including network members)
- All beaver, cub and scout sections across the county will have at least 1 explorer scout young leader working as part of their leadership team
- All our scout groups and explorer scout units meet our building blocks of scouting benchmarks

Sustainable scout groups and explorer scout units

Our building blocks of scouting benchmark guidelines

To ensure that quality scouting is delivered successfully within a scout group or explorer scout unit we believe that the following 'building blocks of scouting' should be in place:

- the benefits scouting provides are understood by the members of the group and the members of the local community
- there is an effective group scout leader or explorer scout leader in post
- scout groups provide the full family of scouting (beavers, cubs & scouts)
- the sections / unit have the leaders and adult supporters they need to carry out the section's meetings
- the group's leadership teams (in each section) or unit's leadership team, are motivated and committed to scouting
- the group / unit has a suitable meeting place
- there is community interest
- some financial resources are available to ensure the effective running of the section's programme
- games, activity and camping equipment are available
- good governance happens: the group has some form of pro-active executive committee in place or the unit is pro-actively supported by the district executive committee
- adult training has been completed or is underway by the group's / unit's leadership team
- some leaders (preferably at least one in each section), have nights away permits
- regular programme planning takes place in each section / the unit
- the group holds at least two events each year for all members of the group to take part in / the unit take part in local partnered groups events and the district explorer programme.

Once these building blocks are in place, we can grow scouting even more.

To support our scout groups and explorer scout units to ensure they are amazing places that people want to be part of, we will:

1. Work together to ensure that our collective history and heritage is secure whilst looking to the future and doing what's right for scouting to develop and ensure its continued success, growth and development for future generations
2. Explore ways to support the delivery of scouting in new and innovative ways
3. Where appropriate / necessary, help our existing groups to ensure they have beavers, cubs and scouts (we call this the full family of scouting)
4. Where appropriate / necessary, work with local community groups to set up new groups / units and sections
5. Encourage groups to take part in a group or unit health check workshop with our county development service to help them produce, monitor and update their own group development plan

6. When a group's youth membership is consistently low, or the leadership team is too small to sustain the sections programmes our development service in partnership with the district commissioner will subjectively review the provision of scouting with the group to discuss and plan for the future, to ensure the growth of membership (both young people and adults), and the provision of a larger, sustainable, vibrant, modern, successful scout group
7. Provide support to enable greater family involvement in scouting at group level: "supporting" is as important as "leading"
8. Support our district commissioners, group scout leaders, district explorer scout commissioners and district scout network commissioners to help them focus on growth
9. Ensure that all our growth and recruitment resources are promoted to our adults at all levels and are used to their fullest potential

Your group's / unit's actions

Have a plan

It's a good idea to review the different areas of your group or unit from time to time, as this helps you to ensure that everything is working well and going to plan. A group or unit health check is a chance to celebrate your successes and the great things that happen every week at your section meetings and highlights any areas that could do with some improvement. By doing this everyone in your group or unit gets the opportunity to work together and identify the areas you need to improve or need support with.

Action	Support
Hold a group / unit leadership team meeting to discuss the areas detailed in the building blocks of scouting (see above), and plan how you are going to ensure you can deliver them.	Book a group / unit health check workshop with our development officer to review the different areas of your group and form a plan of action. Email Matt at matt.butterfield@southlononscouts.org.uk

Growth (youth members)

We believe scouting changes lives, which is why we want every young person and adult across our county to have the opportunity to be involved.

As of the 2018 annual national scout membership census, we have 4,777 youth members supported by 1667 adult members in leadership and organisational support roles.

#JustOneMore

If every section across our county grows by at least one member a year for the duration of our plan we will meet our growth target of 6000 youth members by 2023.

To ensure that scouting across South London is growing and therefore enjoyed by more young people, we will:

1. Provide ideas to help improve the retention of young people in key age groups and between sections
2. Reduce joining and waiting lists by opening new sections, groups and units as necessary and raise aspirations in existing sections
3. Support every section of every group and unit across the county to achieve our 'Just one more' target. This is to declare at least one more youth member per section than they did the previous year on the 2019, 2020, 2021, 2022 and 2023 annual censuses
4. Work with our districts to investigate the idea of developing a district level waiting list system
5. Further develop the 'become a scout' section of our website to automate joining enquiries received for groups and units
6. Identify every section's membership capacity to help us place young people in their nearest group when they enquire to join (e.g. have 16 beavers can accommodate 24)
7. Encourage explorer units to arrange scout evening events with local groups to help build bridges

Your group's / unit's actions

Go for growth

We want to ensure we are providing the opportunities scouting has to offer to as many young people as we possibly can. That's why we are challenging you to take our going for growth challenge!

The challenge consists of a collection of badges designed to help you publicise your group or unit and grow your membership. The badges cover: publicising your group in the local community, bringing your friends, easy linking between sections in your group or with a local explorer unit or scout network, growing your adult membership and community awareness and involvement.

Each area has its own badge or series of badges, which everyone, young people and adults, can gain and wear on their uniform.

Action	Support
Use our going for growth badge scheme to help your group / unit get noticed in your community and grow.	Find out more about our going for growth badge requirements, download tools and resources and order our free badges at southlondonscouts.org.uk/g4g
Take our just one more challenge	
If every section across our county grows by at least one member a year for the duration of our plan we will meet our growth target of 6000 youth members by 2023.	
Action	Support
Support the sections of your group or your unit to achieve our 'Just one more' target. This is to declare at least one more youth member per section than they did the previous year on the 2019, 2020, 2021, 2022 and 2023 annual censuses	Use our going for growth badges to recruit at least one more young person into your section each year. Download tools and resources and order our free badges at southlondonscouts.org.uk/g4g

Get your scouting growing!

Badges to help promote the amazing things you do and help retain your members as they move to the next section.



Effective group executive committees

The group executive committee plays a vital role in the running of a scout group. They make decisions and carry out administrative tasks to ensure that the best quality scouting can be delivered to the young people in the group. Successful scout groups have pro-active executive committees!

Our effective executive committee benchmark guidelines

To ensure that quality scouting is delivered successfully within a scout group we believe that the following 'benchmarks' should be met:

- has a chair, treasurer and secretary and at least 3 committee members
- works in partnership with the group scout leader
- meets as necessary, but at least 3 times a year
- ensures that adequate annual financial resources are available to sustain the group and its sections
- publishes an annual report and end of year accounts
- holds an engaging annual general meeting
- proactively promotes the opportunities to join the group (both young people and adults) in the local community
- regularly communicates with parents and advertises the opportunities to get involved in the group

To enable our scout groups to have proactive executive committees, we will:

1. Run the association's executive committee training modules in the form of regular induction and support days for executive committee members
2. Look into providing the association's executive committee training modules as videos that can be viewed along with access to relevant resources on the county website
3. Update our online executive committee tool kit to ensure it provides the best possible guidance and support to scout groups
4. Provide guidance to help groups hold effective, engaging and timely AGMs with reports and accounts that conform to current scouting and charity commission rules and procedures
5. Ensure group executive committees are kept up to date with new and relevant scout association practices, policies & procedures
6. Develop tools and resources to help groups with the recruitment of executive committee officers and members
7. Provide an information pack for groups to use with their existing and new executive committee members
8. Create a support network for group and district executive committee officers and hold regular meetings to enable them to discuss hot topics, issues and best practice
9. Explore ways in which one executive committee could govern two or three scout groups



Effective support for explorer scout units

Explorer scouting is a district provision, and so the governance of explorer scout units is the responsibility of the district executive committee, in much the same way as the governance of a beaver colony, cub pack or scout troop is the responsibility of the group executive committee. This means that a number of the organisation and financial aspects of explorer scouting in the district are managed by the district executive committee.

In addition to the actions listed above, we will ensure that our explorer scout units are governed efficiently within the district, by:

1. Develop a partnership agreement template that scout groups and explorer scout units can use to create and adopt their own agreement
2. Develop an operational model and guidelines for districts to set-up an explorer scout sub-committee of the district executive committee to focus support for their explorer scout units
3. Provide support to ensure that district executive committee members are aware of the committee's responsibilities in the area of the governance of explorer scouting in the district



Your group's / unit's actions

Good governance is key

Your group executive committee plays a vital role in the running of your group. They make decisions and carry out administrative tasks and support your leadership team to ensure that they can deliver the best quality scouting to the young people in your sections.

Action	Support
Ensure that our benchmarked executive guidelines (see above), are in place in your group and that your executive committee proactively supports you in the running of your group.	Book a group health check workshop with our development officer to review the different areas of your group and form a plan of action.

Other things that your group or unit can do to help achieve our places aims...

Growth (youth members)

1. Use our retention ideas to help improve retention within and between the sections of your group and with local explorer scout units (in particular)
2. Use our county friendship award badges to help grow your sections
3. Help reduce your waiting lists by passing details of members waiting to join to the district to manage and place
4. As necessary, explore ways that we can help you open any sections not currently running in your group
5. Ensure that you are delivering an amazing programme 50% of which will be outdoor based (that's takes place outdoors or has an outdoor theme)
6. Use our county section link badges to help move young people to the next section
7. Ensure that youth (and adult) recruitment materials are available at your bag packing or public fundraising and community events (contact Matt at matt.buttrfield@southlondonscouts.org.uk if you need a supply!)
8. Take the challenge and aim to achieve the learning outside the classroom quality badge www.lotqualitybadge.org.uk for your group or unit

Effective group executive committees

1. Maximise gift aid collection in your group or unit – visit southlondonscouts.org.uk/ourplan to download our 'how to guide' and templates
2. Help your member's families pay using an online payment system (which will provide a more stable cash flow and less administration for your leaders)
3. Consider financing and sharing activity and camping equipment with neighbouring groups
4. Explore additional funding sources such as raffles etc. run by local groups or company sponsorship



People

Our Aim: More adults and young people joining scouting from every community in South London.

Our adults are well trained, better supported and motivated.

This means:

- Successfully promoting flexible volunteering within our groups and units
- Improving the 'volunteer journey' locally
- Providing great volunteer support: welcome, relevant training, ongoing support, recognition and appointment review
- focussing on the programme - developing section leaders, giving them the skills and support needed to deliver a high-quality programme
- Inspiring our adults to be professional in their approach to show that we are a united professionally run organisation

Where we will be in 2023:

Inclusivity

- Where appropriate, our groups and units will have an even mix of genders in each section
- scouting across South London will be seen as open to people from all backgrounds by the general public

Adult recruitment

- We will have at least 2,600 adult members (including network members)
- All beaver, cub and scout sections across the county will have at least 1 young leader working as part of their leadership team

Effective support

- Our leaders, managers and supporters will be well trained and will hold the wood badge for their current role(s)
- Our adults know where to go to get the advice and support they need

Empowered, Valued and Proud

- Our adult members will be appropriately recognised for their service to scouting
- Our adults have the opportunity to have their say and find out what is going on
- Our adults have the opportunity to attend events to allow them to socialise and have fun
- Our adults are proud of being in scouting and actively tell others about their experiences and achievements

Inclusive

We want to ensure that scouting is open and welcoming to young people and adults from all backgrounds. To ensure scouting continues to thrive, our membership should be as diverse as the communities we serve.

We want to make our processes more inclusive and accessible to encourage people to join, stay and thrive.

We also want our section leaders to be better equipped with skills, knowledge and confidence to meet the needs of all young people and ensure scouting is open to all.

Because we believe that scouting changes lives and we want every young person to have the opportunity to be involved, we need to remove any barriers we may have to participation.

When the Movement introduced our additional alternative scout promise in 2013 for those without a faith, we removed one of the last blockers to membership. Today anyone who believes in the values of scouting can take part, and that includes over 120,000 girls and women, people with disabilities and LGBT+ communities as well as growing numbers from minority ethnic communities nationwide.

As a county we want to go further to ensure scouting is reflective of wider society, with the public recognising that scouting is open to all.

So that scouting across South London is as diverse as the communities in which we live we will:

1. Promote scouting at diverse events
2. Have a better understanding of the diversity of the Royal Borough of Greenwich, Lewisham, Southwark, Lambeth and Wandsworth
3. Support groups and units in ensuring that scouting reaches all sectors of the communities we serve
4. Provide inclusion related workshop opportunities
5. Promote opportunities to work with expert external organisations in the area of diversity
6. Support adult volunteers working with young people from diverse backgrounds
7. Support the recruitment and retention of adult members from diverse backgrounds

Your group's / unit's actions	
<p>Reflecting the communities we serve</p> <p>One of our goals is to ensure that the public understand that scouting is open to all. As a result, our membership both adults and young people, will reflect the communities we serve.</p>	
Action	Support
<p>Encourage your unit or all sections in your group to use the inclusivity RAG assessment toolkit and to work towards reaching green in all areas. You can find it in the people area of our web site at southlondonscouts.org.uk/ourplan</p>	<p>Take actions from the toolkit to improve as you move forward.</p> <p>Our county inclusion team can also provide you with any support and guidance you need. Find out more in the specialist support area of our web site which you will find in the members area (southlondonscouts.org.uk/members-area/specialist-support/inclusion-additional-needs)</p>

Adult recruitment

We want as many young people to enjoy and benefit from scouting as we can. The single biggest factor denying young people an opportunity to join scouting is not a lack of adult volunteers but the need for more adults to help us meet the high demand for membership.

We need to develop a coordinated approach that looks at both programme and recruitment. If we recruit young members or adults and the programme doesn't meet their expectations, they will leave, and they will tell other people about their experience. If an exciting and balanced programme is in place people will come,

but it will take much longer to build numbers than if growth is also supported by recruitment. It is also true that a critical number of young people is needed to make a good programme great.

To achieve this a team approach to recruitment is required that utilises the skills of section leaders, group scout leaders, commissioners and district / county leaders. Recruitment should not be something to do when numbers fall: the best reason to recruit should be because numbers are naturally rising – this is a signal that the right building blocks are already in place. Every good news story should be accompanied by our recruitment strapline #SkillsForLife.

The most important step is to acknowledge the opportunity, or problem, and ask for help. Then a plan can be put in place.

Flexible volunteering

One of the issues which has always faced scouting when it comes to attracting new adults is the assumption of the level of time and regular commitment that is expected. What is often forgotten is the fact that as volunteers they are not paid for their services. And although they will have other motivations for choosing to volunteer, such as being passionate about 'the cause', to increase their skills and experience, to improve their confidence or to enhance their CV and make them more employable, one of the biggest barriers they face is the perceived level of commitment that we require if they take on a role.

These days, we're all under increasing pressure when it comes to managing our time and fitting in all of our various commitments and it often seems as though there are just simply not enough hours in the day. Therefore, no matter how much affinity they may have for scouting, to take on an additional commitment as a volunteer in terms of the demands on their time, is simply not viable for many.

In recent years we have made great progress in this area and have begun to promote and introduce 'flexible volunteering' initiatives to help increase the number of adults that help us deliver and manage scouting by offering alternative ways in which they can volunteer their services at a time to suit them.

To ensure that we effectively recruit new volunteers across the county we will:

1. Provide tools and resources that help reinforce our messages around flexible volunteering
2. Provide tools and resources to help groups and units target key audiences such as parents and former youth members
3. Reach out to new audiences like 18 to 25 year olds not involved in scouting
4. Provide 'effective adult recruitment workshops
5. Further develop the 'volunteer with us' section of our website to automate volunteering enquiries received for groups and units
6. Support our districts to improve the conversion rates of volunteer expressions of interest in to actual leaders and supporters
7. Advertise examples of flexible volunteering
8. Develop a toolkit to help explore ways to use active support units more creatively at all levels
9. Support districts to raise the profile of the new adult welcome champion role and recruit someone to carry out the role for their district
10. Ensure that all groups and units have an identified adult welcome champion that any direct adult volunteering enquiries for the group / unit can be sent to
11. Promote opportunities to get involved to adults registered on Compass as occasional helpers
12. Provide tools to help identify the skills and interests of parents
13. Ensure that our development service is well placed to provide the support and resources you need to recruit adults and develop your scout group.

Remember...

**most people need about 3 'touches' of marketing
before an interest will be sparked!**

Your group's / unit's actions

Flexible volunteering – 'Just one hour'

Each recruitment drive should begin with the most basic unit of voluntary commitment which is 'one hour'. This is the shortest time during which a person can make a difference to scouting. While it might appear a small amount, lots of one hours can add up to a highly effective, focussed group of volunteers who can take much of the hard work away from others in your section/unit or group.

Action	Support
Promote real flexible volunteering within your group or unit using our 'just one hour' strapline.	Find out more at southlondonscouts.org.uk/ourplan
Talk to your members and leadership team about our county 'adult recruiter badge' and use it to recruit more adults to help you to run your section on a flexible basis.	Find out more about our adult recruiter badge requirements, download tools and resources and order our free badges at southlondonscouts.org.uk/g4g

Explorer scout young leaders

Young Leaders are valuable assets. Not only can they offer great assistance as part of the leadership team but they are likely to be the leaders of tomorrow, shaping the movement and lives of other young people. Young leaders form an important part of the leadership team of any younger section, bringing fresh ideas, techniques and plenty of enthusiasm.

The young leaders' scheme is our internal leadership training scheme for explorer scouts. It has been created in order to give young people between the ages of 14 and 18 the opportunity to take part in training and gain valuable leadership and volunteering experience by working with younger members of the movement.

The young leaders' scheme is not only an important component of the explorer section's balanced programme but is also important to actively encourage the development of the young people. Overall, the young leaders' scheme is about providing the training, opportunities and experience to enable a young person to develop their skills for later life, equipping them for successful careers and develop to the point that, at 18 they feel confident to seek an adult appointment within scouting and participate in the scout network.

To ensure that we recruit and support more young leaders we will:

1. Reach out to new audiences of 14–18-year olds not involved in scouting
2. Standardise the joining and application process for young leaders across the county
3. Develop a simple welcome booklet for new young leaders
4. Promote the opportunities available to volunteer as a young leader to complete the service requirements of the Duke of Edinburgh's Award Scheme to schools and DofE clubs across the county
5. Centralise the coordination of young leader training across the county to allow young leaders to choose the method and time that they complete their training
6. Provide support for section leadership teams so they can effectively support the young leaders in their team
7. Organise an annual county camp / event for young leaders
8. Produce a young leaders charter for groups to adopt
9. Invite young leaders that have achieved their young leader's belt buckle to our annual awards night
10. Enhance our support for the young leader's scheme
11. Develop resources to promote the young leader's scheme to schools and other youth organisations
12. Develop short videos to promote the young leader's scheme
13. Look at ways, and possible incentives, for our existing young leaders to get their friends that are not scouts involved

Your group's / unit's actions

Don't forget to register!

All young leaders must be registered with the district as soon as it is practical (and within three weeks of starting to help with your group and must complete Module A ('Prepare for take off!') within three months of starting to help out.

Action	Support
Ensure that all the young leaders working in your group are registered with the district.	Talk to your group scout leader, district commissioner, district leader for young leaders or district explorer scout commissioner or visit southlondonscouts.org.uk/ourplan to find out more

Supporting our adults

All our adults deserve all the support and help that they need. Before they start, they need to know what they should be doing and who they can turn to for support. Once they have found their feet, they need relevant training, encouragement and ongoing support, as well as a regular 'thank you' or praise for a 'job' well done. After a while we need to check that they are still happy carrying out their role or whether they want a change of role or want a break. In short, successful groups, units and districts keep their leaders, managers and supporters by looking after them and regularly showing that they care.

Supporting adults is about personal one-to-one contact with people, treating them as individuals and getting systems in place to support them.

To ensure that our adults receive the support that they need we will:

1. Look for ways we can make life easier for commissioners and group scout leaders
2. Look at ways we can distribute a generic welcome pack and early support including an overview of the tools and resources available on our county web site to new leaders and supporters
3. Look at different ways we can deliver getting started training (modules 1, 2, 3 or 4 & GDPR)
4. Use web conferencing to extend meetings to people who would miss out
5. Use web broadcasting and web-based video services for appropriate training and meetings rather than holding face-to-face meetings
6. Investigate the possibility and demand for childcare during our adult training weekends
7. Offer the use of peer-to-peer video calling to carry out validation of adult training
8. Support districts in the recruitment of group scout leaders for groups currently without one
9. Provide training and resources to support the areas of welcome, induction and appointment review
10. Provide tools to help groups actively recruit assistant group scout leaders to assist with succession planning
11. Continue to enhance the support and resources available on our website
12. Constantly review and improve the support the county provides, with the help of feedback

Your group's / unit's actions

Complete your adult training

All adults in scouting make a commitment to completing training appropriate to their role.

Action	Support
Ensure that all members of your leadership team are working towards or have completed the adult training appropriate to their role (including your executive committee members).	To find out more about the adult training relevant to your role (and all roles), visit our adult training web pages at southlondonscouts.org.uk/adult-training Your district training manager and local training advisers can answer your questions and support you.
Ensure that all members of your leadership team have validated the training modules that they have completed.	To find out about training validation download our guide to section leader training from www.southlondonscouts.org.uk/members-area/adult-training

Empowered

Our adults like to feel empowered, this means that they know that they are listened to, that their views are duly considered and that they can have a positive impact on their programme and how local scouting operates.

There is a wide range of opportunities for everyone to have a greater involvement in decision-making. For whatever reason, there is a perception that many areas are out of reach to all but a 'select few'. Addressing this perception will be a major step forward in empowering our adults.

So that members of scouting across South London feel empowered, we will:

1. Provide (and encourage participation in), relevant, effective, timely and convenient adult training and validation to enable everyone to gain their wood badge within the permitted timescales
2. Develop our ability to deliver specialist training and ongoing learning opportunities including first aid, safeguarding, safety, youth led scouting, executive committee support, effective recruitment and induction, campfire and scouting skills
3. Recruit and coordinate the work of a scouting skills active support unit which will provide training and a point of contact and support
4. Publish outcome bullet points of county meetings
5. Openly advertise all county team vacancies

Your group's / unit's actions	
<p>Everyone's views count!</p> <p>Our leaders, supporters and managers are the people that make scouting a reality. It takes team work to ensure that our groups and units deliver great programmes to beavers, cubs, scouts and explorers each week. Because of this it is important that we take everyone's views and ideas into consideration when making decisions however big or small.</p>	
Action	Support
Be open when people come to you with ideas and suggestions.	Take a look at our empowerment page which you can find under people at southlondonscouts.org.uk/ourplan
<p>Knowledge is key...</p> <p>Successful leadership and planning rely on good communication.</p>	
Ensure that everyone in your team has the information they need to be able to make informed decisions and take advantage of everything on offer to them and their section within your district and the county	<ul style="list-style-type: none"> • Make sure everyone in your team is signed up to relevant mailing lists in your district • Keep up to date with what's going on in the county by reading South Circular (you will find it on the home page or under 'latest news (members communications)' in the members area) southlondonscouts.org.uk/members-area/perception-team/members-communications/south-circular-our-county-magazine • Take a regular look at our county calendar of events, activities, meetings and training (you will find it on the landing page of the members area) southlondonscouts.org.uk/members-area/whats-happening-and-latest-news • Join our facebook group for members of South London Scouts facebook.com/groups/southlondonscouts • Missed one of our recent communications? Take a look at our members communications pages (you will find them under 'latest news (members communications)' in the members area) southlondonscouts.org.uk/members-area/perception-team/members-communications

Valued and have a sense of belonging

The development that needs to take place to make our adults feel valued should happen on two fronts; internally and externally.

Internally, the main obstacle to people being valued is in not being acknowledged or others not even being aware of the roles people carry out, the difference they make and the successes they have. Therefore, the crucial point is to demonstrate the value of roles and areas that are not familiar to others in scouting. This is to ensure that people feel valued within our organisation.

Externally, sometimes adults in scouting do not feel valued by the parents of members. Therefore, the key is to raise awareness of what our volunteers give and how they have made a positive impact on the lives of young people of all ages.

For young people (our young leaders), the question of value can be addressed in terms of their presence and how they are used and deployed. We need to make better use of the skills and abilities of our young leaders to run and develop scouting. This will also impact on our aim of being shaped by young people.

So that our adults across South London feel valued, and have a sense of belonging we will:

1. Continue to improve internal and external recognition of our adult members including the introduction of a one years' service award
2. Ensure that all adult records are up-to-date, and that long service and other awards are applied for and presented in a timely fashion
3. Make a range of South London Scouts hoodies, fleeces and polo shirts etc. available for all members of the county to purchase
4. Promote (well in advance), the opportunity to attend the annual Gilwell Reunion as part of the county 'contingent' to the event
5. Continue to support the Jack Petchey Foundation Young Achiever Awards and when available, awards for leaders
6. Provide opportunities for our adults to socialise and to have fun (including competitions)!
7. Ensure members of the county team attend district led 'let's do lunch' events in each district
8. Encourage nominations for the association's commissioner's commendation award (awarded by district commissioners and the county commissioner)
9. Ask for views on what form an annual event for adults across the county could take and include and arrange an event based on the feedback we receive

Your group's / unit's actions	
<p>Present & correct...</p> <p>Please remember we all have the responsibility to keep our personal details up to date on the association's national adult membership database, Compass. So, if any of your contact details change, remember to make the changes! Everyone can edit their personal details them self by logging on to Compass. This will ensure you (and your team), receive the information you need and are kept up to date and informed of what's going on.</p>	
Action	Support
<p>Ensure that everyone in your team checks their contact details and record on Compass, make any changes to their contact details and let your district appointments secretary know of any errors, additions or amendments that may need changing in areas of their record they cannot amend.</p>	<p>Login at https://compass.scouts.org.uk/login/User/Login</p> <p>There is also a comprehensive Compass user help site which you can find at https://compasssupport.scouts.org.uk</p>

Proud

Are you proud of being a scout? Do you “advertise” the fact? What would make you feel more comfortable to do so?

Our understanding is that, overwhelmingly the feeling across the county is “Yes”!

However, whilst the vast majority of our adults are happy to admit to being a scout if asked, very few seem to go out of their way to advertise the fact that they are. Many feel comfortable in wearing ‘i.scout’ or group hoodies and polo shirts, having car stickers or talking about what they do in scouting but conversely some do not feel comfortable in overtly drawing attention to their involvement.

For some, the question of pride is not so much what activities we provide but who we provide them for.

The ethos of being open to all no matter what ethnicity, religion, level of income, ability, gender or sexuality is what sets scouting apart from other youth organisations. World scout jamborees are a perfect example of how you can have the whole world represented in one place and see young people engaging, sharing and having a fantastic time with hundreds of new friends? This is something we can all be proud of and in some way we should seek to emulate it in our local communities.

So that members of scouting across South London feel proud, we will:

1. Where appropriate issue a permit card to acknowledge the permits that our adults hold
2. Issue the getting started training insignia to our adults once they have validated modules 1, 2, 3 or 4 and GDPR training
3. Carry out a county-wide consultation to ask people ‘what makes them proud to be a scout’ and share their ideas

Your group’s / unit’s actions

Thanks a million!

Saying ‘thank you’ is easy, especially if you get into the habit of saying it regularly. By thanking your leaders and supporters individually, you’re acknowledging their contribution and recognising that they are making a difference, not just to your colony, pack, troop or unit, but to your members and their families as well.

Action	Support
Insuring how often, and to whom you demonstrate gratitude should be as integral to your volunteer management strategy as recruitment, training and retention.	Take a look at our people pages at southlondonscouts.org.uk/ourplan to find out more and see our list of ways to say thank you.

Other things that your group or unit can do to help achieve our people aims...

Inclusive

1. Be encouraged to work towards achieving an even mix of genders in your section
2. Ensure that all young people feel welcome at section meetings regardless of their faith, gender or background
3. Where possible, help find ways to ensure that money is not a barrier to joining scouting
4. Encourage your members to talk about the fun and excitement they experience at scouts with their friends and mention the different kinds of people they meet

Adult recruitment

1. Attend our ‘effective recruitment’ workshop
2. Explore ways to use active support units more creatively in your group using our toolkit
3. Identified an adult welcome champion for your group or unit and inform your DC
4. Promote opportunities to get more involved to your registered occasional helpers
5. Set-up and run an adult rota for the families and their friends of your members to help you on a flexible basis at your weekly meetings

Young Leaders

1. Enhance the way you support your explorer scout young leaders
2. Work towards having 1 or 2 explorer scout young leaders working in each of your beaver, cub and scout sections

Effective adult support

1. Help us identify how we can make life easier for group scout leaders (let us know your ideas at contact.us@southlondonscouts.org.uk)
2. Effectively welcome, induct, recognise and review all the adult members of your group or unit
3. Ensure that all you adult members and executive committee members have completed our adult appointment process (applicable to their role) – application packs are available from your DC or the county development service (www.tinyurl.com/aifpack)
4. Encourage your executive committee members to attend our executive committee induction and support days
5. Book a group or unit health check workshop for your group with our county development service to help your group or unit take stock and plan for the future
6. Ensure your groups annual general meeting is published well in advance and that your group's annual report & accounts is available to everyone attending the meeting and a copy is also passed to the district for their records
7. Regularly review and identify ways to improve the support your group provides to your leadership and support team

Empowered, Valued and Proud

1. Plan into your programme opportunities for the adults in your group / unit or section to socialise
2. Surprise your leaders with ad-hoc recognition for their commitment and contribution



Programme

Our aim: We provide exciting, high quality section programmes across our county, that are engaging, fun and enjoyable and are 'benchmarked' and supported by simple (digital) tools.

This means:

- ensuring that a high-quality programme is delivered at section, group and district level across the county
 - providing programme support to leaders using new initiatives
 - running appropriate district and county events for all sections
 - ensuring that young people have a regular say in shaping their scouting - youth shaped
-

When we talk about the programme we are referring to the range of activities, challenges and experiences that young people experience in scouting.

The scouting programme provides a structure of badges and awards, which are progressive through the sections, and based on a number of objectives. The objectives are based on scouting's purpose to 'actively engage and support young people in their personal development, empowering them to make a positive contribution to society'.

The scouting programme for all five sections is based around three main themes: outdoor and adventure, world and skills. This programme of activities is planned by each section's leadership team in partnership with young people, and should incorporate elements from each theme, to offer young people the most interesting and diverse experience.



Where we will be in 2023:

High quality programmes

- 70% of our young people gain the top award in their section by the time they reach the age to move on to the next section

Youth shaped

- 70% of our young people will be able to say they regularly help shape scouting, feel listened to and are taken seriously
- Young people (aged 6 to 25), will work in partnership with adults to shape their scouting
- Our adults will enable and empower our young people to share their ideas and have a meaningful voice in planning, implementing and reviewing their programme and opportunities
- 80% of our young leaders will have the opportunity to develop their skills and have a positive impact on scouting

Community impact

- 70% of our young people take part in community projects and social action as part of the sections programme
- 70% of our groups and units will be delivering a positive impact locally and will be recognised for doing so
- We will emphasise working with people and partnerships in communities, linked to the programme
- Our districts will deliver a focused quality community impact project each year
- We will measure our community impact

High quality programmes

The elements of a high quality programme

A high quality, balanced programme, is one that is challenging, relevant and rewarding and is run in accordance with the Association's official publications for each section and enables members to regularly earn badges and achieve their Chief Scout's Awards.

What we mean by challenging

- lots of opportunities for outdoor and adventurous activities in safe environments
- young people gain confidence by participating in new or less familiar activities and stepping out of their comfort zones
- all young people regardless of their abilities, can enjoy and achieve

What we mean by relevant

- young people shape the programme based on what they want to learn and explore
- ensuring the needs of every young person are met
- responding to what young people are currently inquisitive about and reflecting this in the programme

What we mean by rewarding

- young people develop skills for life, including teamwork and leadership
- young people are supported as they progress through the sections
- young people are excited about scouting having fun and increasing in confidence

Our quality programme benchmark guidelines

We believe that a quality programme includes:

- complete one challenge award per term
- complete at least one activity badge per term
- hold two nights away events per year (Ideally at least one of these under canvas)
- attend one district event per term
- hold one visit / day trip per term
- invite two visitors to talk to the section per year
- award joining in awards and moving on awards as required
- ensure regular opportunities are provided for young people to express their views on the programme and running of the section, and where possible act upon their views

To ensure all sections across our county provide a benchmarked and consistent quality programme we will:

1. Improve and enhance support and training for scouting skills and adventure skills for our leaders
2. Increase the range of activities and opportunities offered to youth members at county level
3. Support section leaders to ensure they can/are delivering an amazing programme, 50% of which will be outdoor based, (meaning either taking place outdoors or have an outdoor theme)
4. Consult you and your young people on what events and activities we should be running as a county for young people
5. Look into organising a county camp for all sections
6. Look at running county events at different locations around the county
7. Publish an annual programme of county youth events, giving you lots of notice, so you can plan them into your programme
8. Ensure that the county's programme of events is published using all of our channels of communication
9. Appoint a county programme ambassador for each district
10. Advertise county events at district events
11. Develop a group / section joint camp challenge
12. Develop a patrol camp challenge
13. Promote our goal and the benefits gained from groups having at least 1 nights away permit holder in each section of their group
14. Organise a county explorer scout contingent to Gilwell 24 and/or Scarefest
15. Continue to provide opportunities for young people to take part in international experiences
16. Devise a series of download and run section night programmes for each section
17. Run standalone training days for modules 12A – delivering a quality programme and 12B – planning a quality programme to enable those that completed their wood badge before the launch of these modules can complete this learning as part of their ongoing training

To ensure a sound county structure that can support leaders in running exciting programmes, we will:

1. Recruit 2 county leaders for each section
2. Open and develop a scouting skills active support unit to provide a point of reference, support and training for leaders across the county
3. Build a skills directory of people who hold activity permits and those with specialist skills and interests and provide a focal point for contact between those seeking help are those willing to help you achieve adventurous activities and specialist badges with your section
4. Work with districts to identify any current gaps in activity permit holders and support those that would like to gain permits

Your group's/unit's actions

Amazing programmes

We know that great programmes that are well delivered attract and retain more young people and adults.

Action	Support
Ensure that all your leaders have completed the modules on planning and delivering a great programme (modules 12A and 12B), as part of their wood badge or if they have their wood badge as part of their ongoing training.	To find out more about modules 12A and 12B visit our adult training web pages at southlondonscouts.org.uk/adult-training Your district training manager and local training advisers can also answer your questions and support you.
Review the quality of your programme with your leadership team.	Use our quality programme benchmarks and the national quality programme checker for your section which you can find at southlondonscouts.org.uk/ourplan



Youth shaped

When scouting first began, it was young people themselves who decided what they wanted to do. We want to ensure that this principle is still part of day-to-day scouting, providing young people with the opportunities to shape their scouting in partnership with adults.

Every young person should be able to shape their scouting experience and our leaders should build into their sections programme the opportunity for young people to do this.

Today whilst there is enthusiasm for the idea of young people playing a key role in decision making, there is no agreed standard or consistent approach.

To ensure that scouting across South London is truly shaped by young people in partnership with adults we will:

1. Establish a county youth shaped team to move our youth shaped programme forward. They will report to and be supported by the county leadership team
2. Support our districts in appointing a district youth commissioner for their district to ensure that young people have a voice on the district team
3. Provide practical support to leaders to help them empower young people and involving them in planning and decision making
4. Improve methods of generating feedback and acting on that feedback from young people
5. Develop the scout network at county level and provide opportunities for county scout network events
6. Encourage youth members to teach our adult members relevant communications skills

Your group's/unit's actions	
Truly youth shaped	
Ensure that your section, group/unit take every opportunity to involve young people in appropriate decision making.	
Action	Support
Working with your group chair, recruit and support two 18 - 24 year olds to sit on your group executive committee.	Use the young people on committees resource, which you can find at southlondonscouts.org.uk/ourplan to understand how best to support 18-24 year olds on executive committees.
Work towards having two young leaders, in each of your groups section leadership teams	Discuss your needs and make a plan to recruit young leaders for your group with your district leader for young leaders.
Encourage and support your young leaders to complete the young leaders' scheme with emphasis on completing mission 3 - to take the section's programme ideas to a programme planning meeting	Your district leader for young leaders can support you and you can find out more about the young leaders' scheme and the missions at southlondonscouts.org.uk/ourplan
Hold termly log chews, pack forums, troop chats or patrol Leader councils or, explorer forums	Use the youth shaped scouting resources and advice on running youth forums, which you can access via southlondonscouts.org.uk/ourplan
Deliver the teamwork and team leader challenge awards	Use the badge criteria for the teamwork and team leader challenge awards (available from scouts.org.uk)
Implement a progressive peer leadership system within your section	Use the advice on peer leadership (e.g. sixers/patrol leaders), which you can find under the programme section of our plan pages on our county website at southlondonscouts.org.uk/ourplan

Community impact

Since scouting began, we have promised to help other people. From local fundraising to helping at meal clubs and local litter picking. But while we are active in our local areas, there is too often little engagement with people and other organisations, as well as a lack of focus on our impact or the positive difference that we have made to others.

Our emphasis on achieving our community impact aim is community involvement and the way we publicise and market ourselves to our local communities. In hand with this we need to ensure that we provide the flexibility that families need to take part in weekly scouting. We also need to keep pace with technology as well as offer an escape from it.

To ensure scouting across South London makes a positive impact in our communities we will:

1. Spread good practice regarding community service including ideas for scout community week
2. Respond positively to requests from other organisations for participation in local events or projects
3. Improve opportunities for cross-district and cross-county working for young people
4. Promote engagement with the Associations national partnerships that enable scouting to make a positive impact on specific social issues (Million Hands initiative).

Your group's/unit's actions

Get out and support your community

Carrying out a community project helps make your local community a better place, teaches your members to be active citizens and helps to promote your scout group or explorer scout unit at the same time.

Action	Support
Use our community involvement badge (which is part of our going for growth badge scheme), to help your group make an impact in your local community.	Find out more about the requirements for our community involvement badge, download tools and resources and order our free badges at southlondonscouts.org.uk/g4g
As a group work together to run an a million hands project, to ensure that all sections are achieving the community impact staged activity badges.	Use the a million hands website, which you can access via southlondonscouts.org.uk/ourplan , to support the delivery of quality community impact projects. Resources now include support to run a project on any issue.



Other things that your group or unit can do to help achieve our programme aims...

High quality programmes:

1. Identify where support and training for scouting and adventure skills is needed in your leadership team and feed that back to us
2. Ensure that you are delivering an amazing programme 50% of which will be outdoor based (that's takes place outdoors or has an outdoor theme)
3. Share your programme successes with our county perception team so they can promote and share your successes
4. Enhance the quality of your programme by running at least one new game each term
5. Help your members gain our county high 5 challenge awards
6. Run joint activities, events and camps with local sections, groups/units to gain economies of scale and access to more equipment and people

Youth shaped:

7. Ensure that your young people's views are represented at your group executive committee and district leaders' meetings
8. Ensure your older scouts know about the young leader's scheme
9. Promote the opportunities to get involved as a young leader in your group to the members of your local explorer scout unit (in consultation with your district commissioner or district leader for young leaders)
10. Ensure that your group is represented at the district youth forums
11. Improve methods of generating feedback and acting on that feedback from young people
12. promote ways to improve communications between your sections/group and your youth members (as appropriate)
13. Suggest topics (generated by your members), for the district youth forum and county youth forum/council to discuss
14. Create opportunities for your members to be involved in designing and management of community projects
15. Encourage and support your explorer scouts to continue into the district scout network when they reach 18

Community impact:

1. Start, or continue one community impact project with your group/unit every year
2. Invite local charity groups and organisations to run an evening for your section/group or unit
3. Respond positively to requests for participation in local events or projects
4. Improve opportunities for cross-section working for your young people
5. Devise a new event or activity for your whole group which involves working with a local group, body or charity you have never worked with before



South London Scouts

County Development Service



Our county development service works alongside existing and new volunteers and in partnership with our districts, groups, units and local communities to support the growth of local scouting and help ensure that we continue to provide life changing adventure to even more young people.

To help achieve our mission the county development service provides support and guidance in the following areas:

Growth

- **Adult recruitment:**
 - Promote the different opportunities and ways adults can get involved as a volunteer at all levels across the county
 - Attendance at targeted adult recruitment events
 - Supporting districts with targeted adult recruitment drives
 - Assist with parent engagement
- **Opening new provision:**
 - New scout groups (generally starting with beavers and then moving on to cubs and scouts in time)
 - Explorer scout and scout network units
 - Scout active support units (specialist, group, district and county units)
 - Sections in established groups (helping groups achieve the full family of scouting or start additional sections to tackle their waiting lists)
 - Supporting districts with targeted youth recruitment drives*

Development

- Facilitate group or unit health check workshops to assist scout groups and explorer scout units to plan for the future to ensure they can continue to provide quality scouting to more young people and work smarter
- Run growth and recruitment workshops (to support the increase of more adult involvement)
- Facilitate district development days and assist with prioritising needs and producing a district development plan

Support for line managers

- Support district commissioners and group scout leaders with growth and development initiatives
- Group scout leader inductions
- Support district commissioners to achieve action for growth
- Provide resources and advice to district commissioners to assist them with the appointment of effective group scout leaders

* As appropriate and when minimum standards are met.

Resources

Provide:

- Recruitment leaflets (adult and young people)
- Pop-up banners and recruitment stand equipment loan
- Section taster evening activities and games equipment
- Going for growth tools
- On-line tools and resources

Support to growth facilitators

- Contribute to the induction of growth facilitators at all levels of the county
- Support volunteers at all levels of the county that have a direct responsibility for growth





South London Scout Centre



With wonderful facilities and easy access to local transport connections, the South London Scout Centre is a great way to explore central London.



**15 minutes by
train from
central London**



southlondonscouts.org.uk/our-centre



South London



southlondonscouts.org.uk



contact.us@southlondonscouts.org.uk



[#SouthLondonScouts](https://www.youtube.com/hashtag/southlondonscouts)