



Scouts
South London



Programme

Delivering quality programmes

Toolkit

Setting the scene

Society is changing. In often fragmented communities, the pressures and expectations on young people are increasing. The future is uncertain. Your group or unit 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 your members 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 new groups and sections to start across South London since 2013. We now help over 4700 young people aged 6-18 get the best possible start in life. Our 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 you. It's a strategy to help you bring your local community together and contribute towards a better society. But most of all, it's a strategy for your 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. In every community across Wandsworth, Lambeth, Southwark, Lewisham and the Royal Borough of Greenwich scouting is transforming lives, 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 call '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, our deputy county commissioners for people, programme and perception, our six district commissioners (Wandsworth have two!), the county chair and our development officer.



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.

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

Our aims

Our aims within this plan is 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 attending section meetings each week • 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) 	

This 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

Your actions

Thank you for the time you put into delivering scouting. Because of you, more young people 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, inclusivity, youth shaped and community impact.

Under each of the pillars we have listed the initiatives that the county team in partnership with our districts will be carrying out up until the end of 2023. At the end of each of each pillar we have 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 be 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.



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 the 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 but the time they reach the age to move on

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 6–25) 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 the section and enables section members to regularly earn badges and achieve their Chief Scout's Award.

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.

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 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.

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 access via 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.



Your group'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 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 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. Promote the young leaders' scheme to your older scouts
9. Ensure that your group is represented at the district youth forums
10. Improve methods of generating feedback and acting on that feedback from young people
11. promote ways to improve communications between your sections/group and your youth members (as appropriate)
12. Suggest topics (generated by your members), for the district youth forum and county youth council to discuss
13. Create opportunities for your members to be involved in designing and management of community projects
14. 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 new and existing volunteers and in partnership with our Scout Districts, Scout Groups 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 provide support and guidance in the following areas:

Growth

- **Adult recruitment:**
 - Maintain ongoing channels and explore new channels to assist with adult recruitment 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, County Units)
 - Sections in established Groups (helping groups achieve the full family of scouting)
 - Support for targeted youth recruitment events (as appropriate and when minimum standards are met).
 - Supporting districts with targeted youth recruitment drives.

Development

- Facilitate Group health check workshops to assist Scout Groups 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
- Provide resources and advice to DCs to assist them with the appointment of Group Scout Leaders

Resources

Provide:

- Recruitment leaflets (adult and young people)
- Pop-up banner 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 responsibility for growth

Contact Matt on 07766 540 057

or email him on matt.butterfield@southlondonscouts.org.uk



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.



www.southlondonscouts.org.uk/g4g