

Unifying Forces





Unifying Forces

Bringing together two scout counties for a stronger collective purpose

In an era defined by rapid change and evolving challenges, The Scouts stands as a beacon of tradition and values which instils a sense of active citizenship, providing young people with the opportunity to make friends, work in teams, take part in new and adventurous experiences and gain the skills they need to succeed in life.

Greater London South and Greater London South East are two neighbouring scout counties, which have a long-standing working relationship and have shared many common challenges and opportunities whilst preparing young people for a brighter future and fostering character, leadership, and community engagement.

Like any successful organisation, we need to be prepared for the future so we can react to social change, remain sustainable, and most of all ensure we are effective and relevant in today's society.



County profiles

Greater London South Scout County – known as South London Scouts

The Greater London South Scout County, The Scout Association registration number 10000103
Registered Charity Number: 303883, covers the London Boroughs of...

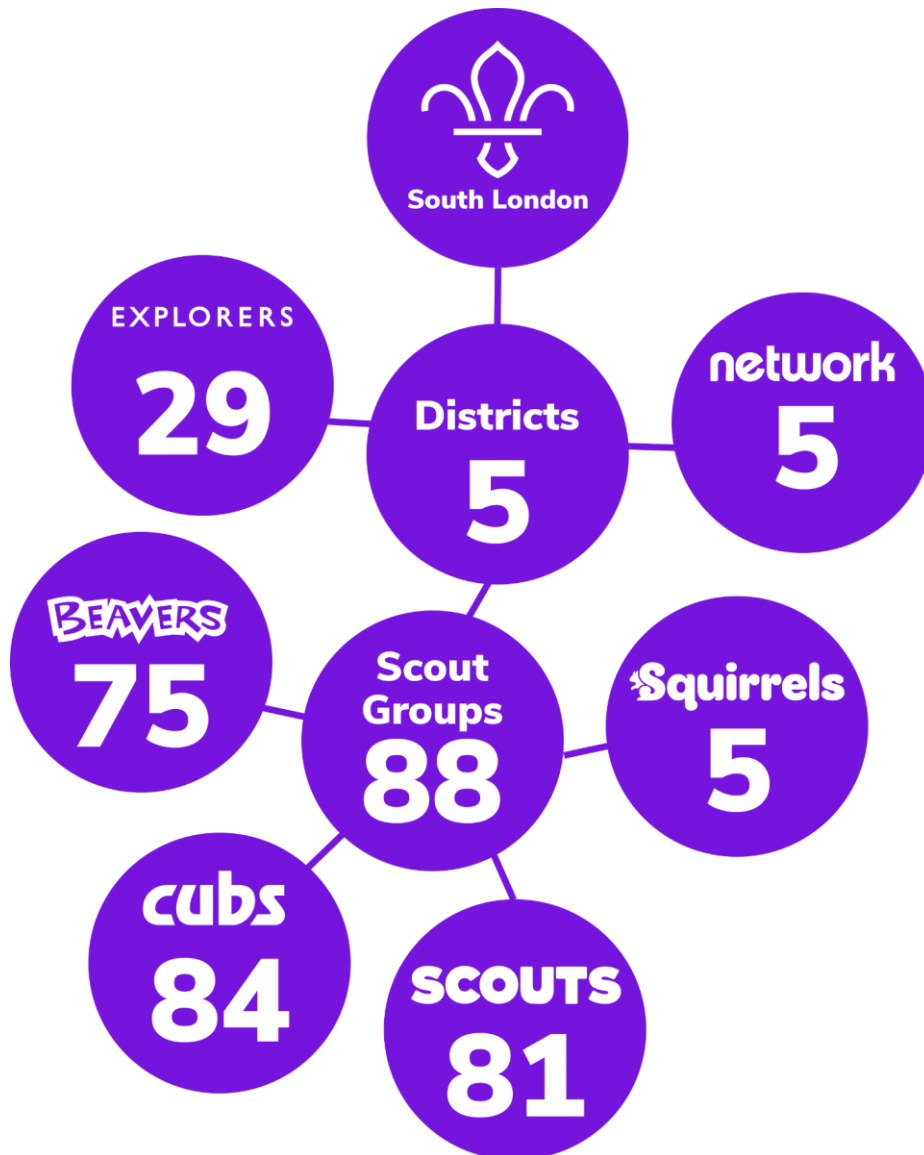
Wandsworth

Lambeth

Southwark

Lewisham

Royal Greenwich

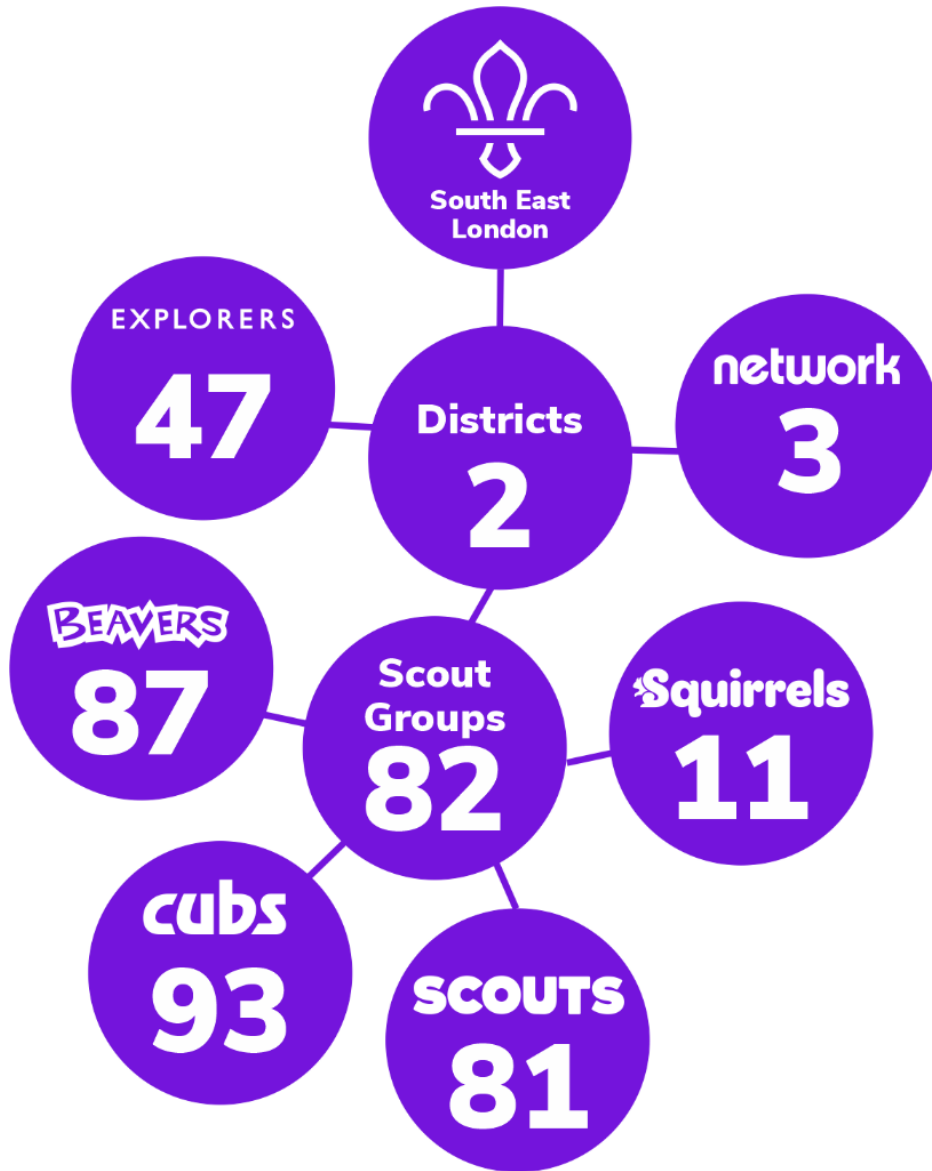


Greater London South East Scout County

The Greater London South East Scout County, The Scout Association registration No. 10000104, Registered Charity Number: 1015476, covers the London Boroughs of...

Bexley

Bromley



The opportunity...

As the landscape of scouting, youth services, and the way adults volunteer their spare time continues to evolve across Greater London, the idea of bringing Greater London South and Greater London South East Scout Counties together as one Scout County has emerged as a positive strategic opportunity.

The creation of one Scout County, supporting seven Scout Districts, reduces the duplication of governance and operational management across our area. Bringing together all volunteers that currently work at county level enables the new larger county to provide a relevant, resilient, sustainable team providing stronger programme opportunities and programme support and a wide-reaching strategic approach to organisational growth, dedicated volunteer support, volunteer services, and effective leadership and governance. Meeting the needs of our groups, units, and districts, and making it easier for our adults to provide exciting programmes to their members.



The time is right...

As we move into our refreshed way of team-based working, with better ways of welcoming and developing our adult members. It's also a timely opportunity to really put in practice flexible volunteering at county level. It's an opportunity to combine strengths and bring teams together, and for exploring possibilities and opportunities to be stronger as one team with one united goal.



As Scouts we know that amazing things happen when we work as a team, that's why Greater London South East and Greater London South have a long history of working together on many projects over the years, and are currently united in designing and successfully implementing local change plans to support the transformation of the way we volunteer.

Our Ambition

to be a focussed, growing, sustainable provider of scouting which is youth-led, relevant, accessible and reflects the communities we serve

Our Focus

to help young people make friends, take part in adventure, and gain skills that will help them succeed in for life

Our Principles

to work smarter, function easier and to be better in ever thing we do

The benefits of creating one Scout County

1. Stronger County Team:

Bringing the two counties together will unite the current members of both county teams. This will enable the larger county to benefit from their combined experience and resources and create a stronger county team structure.

It also provides the opportunity to promote our new national ways of working in flexible teams and gives volunteers from across the larger county the chance to join county teams, whilst still enabling them to volunteer in their Scout Districts, Scout Groups and Explorer Scout Units.

This will mean that a more robust county team will continue to have the expertise and experience in needs, to maintain seamless volunteer and programme support, provide effective strategic leadership and management and enhanced organisational efficiency across the seven Districts, and provide sustainability and growth of scouting south of the river (in partnership with Greater London Southwest Scout County), for future generations.

2. Streamlined effective administration:

A unified Scout County enables streamlined administration, fostering a uniformed approach across South London and a higher level of focused efficiency and professionalism within a consolidated structure.

3. Enhanced external relationships:

The creation of one Scout County opens increased opportunities for collaboration with external agencies across the seven London Boroughs the county serves.

4. Resource sharing:

There are more opportunities to share resources like minibuses, camping equipment, and venues among Groups, Units, and Districts within the County.

5. Programmes and events:

One larger Scout County provides the opportunity for more shared programmes, activities, and events.

6. Improved asset management:

The consolidation allows for much better management of assets, optimising their use.

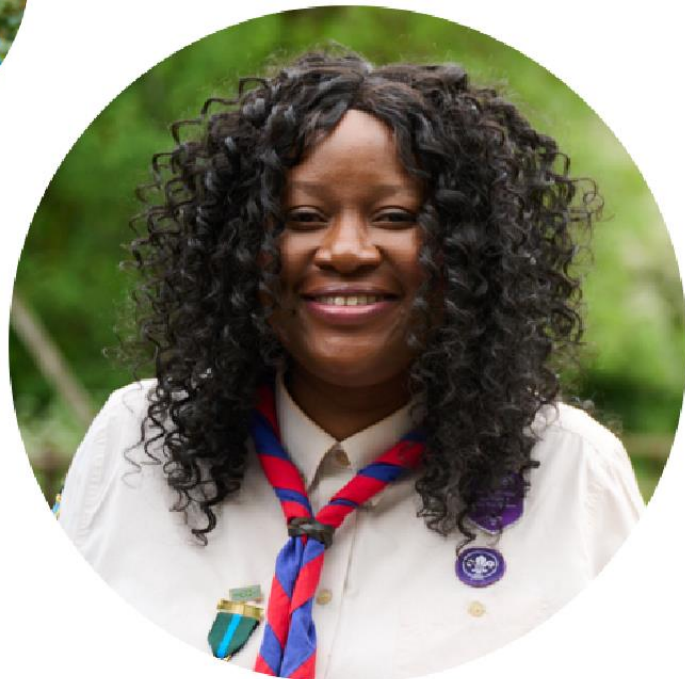
7. Diverse County Trustee Board:

The creation of one Scout County allows for a diverse county board of trustees to be established from across the seven London Boroughs the county serves.

The removal of governance duplication will enhance governance efficiency, optimise volunteer resources, and will foster a stronger, more cohesive approach to developing a focused and impactful vision and strategic plan for the growth and organisational development of scouting across South London, and make a more significant impact within the charitable sector in the communities the county serves.

8. Large, well-attended county events:

A larger county enables the provision of large and better-attended county events, learning opportunities, and gatherings, providing a wider array of opportunities for young people and adults.



The change process

There are many resources available which discuss the theory and implementation of change management. We are very conscious that change can be scary and can affect people in different ways. Our change process will follow our national four steps approach to change management:

1. Understand

It's important to really understand what needs to change and why it's needed. We also need to understand how attractive the change is to those who'll need to adopt it, as well as the barriers people will face, as this helps us to know where support might be needed.

2. Plan

Scouts love a good plan. If we're hiking up a mountain, we need to map out a route that navigates us around any obstacles on the way. We will map out a change plan and support people to adopt upcoming changes. This'll help to make it a smoother journey for everyone involved.

3. Deliver

When a change is being rolled out, it's important that we provide support and provide understanding to reassure people about the areas that might be worrying them. We need to listen to feedback, celebrate successes and respond to concerns.

4. Keep going

We will support people to continue with the changes that have been made. This is where the magic happens, as it's where we'll experience the long-term benefits of change.





Timeline for change...

Before the larger county launches there are lots of things that need to be decided. Our delivery milestones are...

Date	Milestone
Early-December 2023	Consultation discussions with both County Lead Volunteers
Mid-January 2024	Communicate the decision to members (as per cascade plan)
	Form the change team
Late January / Early February 2024	First full change team meeting
	Meeting with existing County Team members (both Counties), to present the way forward
Late February 2024	First Governance change team meeting
	First Operational change team meeting
March 2024	Opportunities for all volunteers to find out more
	Opportunities survey for all adult volunteers
March to July	Governance change team meetings
	Operational change team meetings
	Full change team meetings
	Ideas Exchange Events
March and May	Key functions and volunteer support services start to be centralised
	First meetings of existing teams take place
	First meetings of new county teams take place

Date	Milestone
May - June	Trustee Board nominations and voting (including chair and treasurer)
	Implement volunteer transformation
July 2024	Relevant Extraordinary General Meeting(s)
	First larger County Annual General Meeting
	Larger county goes live!
September	First meeting of county board of trustees
	First official' meeting of county leadership team
	Information for parents
	Welcome event
	Welcome information for all volunteers
TBC	County-wide event





Change Team

The change team will address the matters of governance, finance, and day to day operations that need to be actioned before the larger county 'goes live' and the County Board of Trustees and County Leadership Team take over management of the County.

Having a change team to discuss and decide on matters relating to the provision of the larger county on behalf of the existing two counties ensures that fair discussion and consideration is given to important matters before a decision is made. By helping to lay the foundations for the larger county the change team will assist in reducing the challenges the larger county faces and help to ensure a smooth transition from two counties to one.

Membership of the change team is made up from equal representatives from each county. It is important that all team members are aware of the responsibilities of the team and that they are participating in decision making from the point of view of the larger county. All members will be responsible for carrying out their role with due regard to the purpose of scouting in the larger county.

Our change team will consist of two areas of focus: operational (O) and governance (G):

Role	No	O	G	GLS	GLSE
Change Manager	1	✓	✓		
County Lead Volunteers	2	✓	✓	1	1
District Lead Volunteers	7	✓		5	2
County Team Members	2	✓			2
County Chairs	2		✓	1	1
Group Lead Volunteers	2	✓		1	1
Explorer Scout Leaders	2	✓		1	1
Trustees	4		✓	2	2
An Other	1	✓			1



