# Skills for Life

Our group plan to prepare better futures 2019-2023

Note:

*We recognise that each group across our county will be at various stages of development and each has a different context to consider. We also know that some will have completed some of the actions listed.*

*With this in mind, we have provided this action plan template for you to easily adapt for your group’s needs and add your own identified actions.*

*You can download a word version of this template from [southlondonscouts.org.uk/orplan](http://www.southlondonscouts.org.uk/orplan)*

## Our mission

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

## Our vision

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

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

## Our strategic objectives

Building on the incredible progress we’ve made over the last four years we want to continue to focus on:

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| Growth | Inclusivity | Youth Shaped | Community Impact |
| We believe scouts changes lives so we want to give every young person in the UK the opportunity to join | Everyone, regardless of their background, should be able to participate in scouts. | Every young person should be shaping their expe-rience and developing their leadership potential. | Through community impact projects, scouts makes a difference not just to the individual but to whole communities. |

## 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 pillars of work

To meet our objectives, our plan is structured around four areas of work. These being the three national pillars and an organisational pillar – places, which was identified by leaders across our county during a county wide consultation (see the county skills for life plan or visit [www.southlondonscouts.org.uk/ourplan](http://www.southlondonscouts.org.uk/ourplan) to find out more).

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| Perception | Places |
| Scouting within our local community is clearly understood.  Our scout group is visible, trusted, respected and widely seen as playing a key role in today’s society. | We have an amazing scout group with appropriately sized (but aiming for maximum sized), sections run by larger teams of adults.  We have a proactive executive committee in place and our executive members understand their role and know where to go for support. |
| People | Programme |
| More adults and young people are joining our scout group from every part of our local community.  Our adults are well trained, well supported and motivated. | We provide exciting, high quality section programmes across our group, that are engaging, fun and enjoyable and are 'benchmarked' and supported by simple (digital) tools. |

The UK plan contains many exciting initiatives under programme, people and perception which UK headquarters has started to work on (visit [www.scouts.org.uk/ourplan](http://www.scouts.org.uk/ourplan) to find out more).

**Our goals**

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

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| In 2023 we will have… | | | |
| **Growth** | | | |
| [these are the county goals which you can edit to fit your group’s cercumstances]   * we provide the full family of scouting (we have beavers, cubs and scouts) * [insert number of beavers - *please aim for 15 members as a minimum*] in our beaver colony * [insert number of cubs - *please aim for 15 members as a minimum*] in our cub pack * [insert number of scouts - *please aim for 15 members as a minimum*] in our scout troop * we have a proactive partnership with [insert name of explorer scout unit] explorer scout unit * we have at least 4 leaders, working as a team in a way that suit them, providing the weekly programme in each of our sections * we have at least 1 young leader in each of our sections leadership teams | | | |
| **Inclusion** | | | |
| Our group’s youth and adult membership reflects our local community. | | | |
| **Youth shaped** | | **Community impact** | |
| **70%** | * of our young people shaped their scouting * of our young people achieve top awards | **70%** | * of our young people undertake social action |
| **And we will have helped:** | | | |
| * 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) | | | |

## Our actions

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

The county skills for life plan contains many exciting initiatives, under the pillars of perception, places, people and programme. As a group, our priority is to build on the work we are already doing towards achieving the goals set against the four key national strategic objectives of growth, inclusion, youth shaped and community impact.

Our plan is simple. We will support amazing leaders to deliver an inspiring programme and prepare more young people with skills for life.

## Our group action plan

**Perception**

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|  | Objective | Action | | Lead | Deadline |
| 1.1 | Growth | Communicate the skills for life plan to our group leadership team and group executive committee | Use the tools and resources at [southlondonscouts.org.uk/ourplan](http://www.southlondonscouts.org.uk/ourplan) |  |  |
| 1.2 | Growth | Roll out the national updated branding across the group | Group materials  (website, signs, facebook etc.) |  |  |
| 1.3 | Beaver section materials |  |  |
| 1.4 | Cub section materials |  |  |
| 1.5 | Scout section materials |  |  |
| 1.6 | Growth | Use the county’s ‘shouting about scouting’ badge’ in each of our sections to help publicise our group | Find badge requirements and order free badges at [southlondonscouts.org.uk/g4g](http://www.southlondonscouts.org.uk/ourplan) |  |  |
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**Places**

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|  | Objective | Action | | Lead | Deadline | |
| 2.1 | Growth | Book a group health check workshop to review the different areas of our group and form a plan of action | To book a workshop email Matt at: [matt.butterfield@southlononscouts.org.uk](mailto:matt.butterfield@southlononscouts.org.uk) |  |  | |
| 2.2 | Growth | Discuss and plan to deliver the county’s building blocks of scouting suggested benchmarks | Hold a group leadership team meeting to discuss the areas detailed in the counties building blocks of scouting suggested benchmarks (see below), and plan how we are going to ensure we can deliver them.  See [southlondonscouts.org.uk/building-blocks](https://southlondonscouts.org.uk/building-blocks) for meore details |  |  | |
| 2.3 | Growth | Discuss and plan to deliver the county’s effective executive committees suggested benchmarks | Hold a group leadership team/executive committee meeting to discuss the areas detailed in the counties effective executive committee suggested benchmarks and plan how we are going to ensure we can deliver them.  See [southlondonscouts.org.uk/effective-exec-committees-benchmarks](https://southlondonscouts.org.uk/effective-exec-committees-benchmarks) for meore details. |  |  | |
| 2.4 | Growth | Use the county’s going for growth badge scheme to get our group noticed in our community and grow | Find badge requirements and order free badges at [southlondonscouts.org.uk/g4g](http://www.southlondonscouts.org.uk/ourplan) |  |  | |
| 2.5 | Growth | Support our sections to achieve the county’s *‘Just one more’* target. | Declare at least one more youth member per section each year on our 2020, 2021, 2022 and 2023 annual censuses. (e.g. 12 cubs in 2020, 13 cubs in 2021, 14 cubs in 2022, 15 cubs in 2023) |  |  | |
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**People**

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|  | Objective | Action | | Lead | Deadline | |
| 3.1 | Inclusivity /  Growth | Reflecting the communities we serve | Use the inclusivity RAG assessment toolkit and work towards reaching green in all areas.  You can find it in the people area of the county web site at [southlondonscouts.org.uk/ourplan](http://www.southlondonscouts.org.uk/ourplan) |  |  |
| 3.2 | Inclusivity /  Growth | *[Insert any actions identified following use of the RAG Assessment]* |  |  |  |
| 3.3 | Inclusivity /  Growth | Promote real flexible volunteering within our group using the ‘just one hour’ strapline | Each of our 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 in our group |  |  |
| 3.4 | Growth | Use the county’s adult recruitment badge to recruit more adults for the sections of our group | Find badge requirements and order free badges at [southlondonscouts.org.uk/g4g](http://www.southlondonscouts.org.uk/ourplan) |  |  |
| 3.5 | Youth Shaped | Aim to have (at least) 1 explorer scout young leader working in each of our sections | Speak to our district leader for young leaders or district explorer scout commissioner for more details |  |  |
| 3.6 | Youth Shaped | Ensure that all the young leaders working in our group are registered with the district | Speak to our district leader for young leaders or district explorer scout commissioner for more details |  |  |
| 3.7 | Youth Shaped | Enhance the way we support our explorer scout young leaders | Understand the young leader’s scheme and identify where we can support our young leaders in their development |  |  |
| 3.8 | *Adult Support* | Ensure that all members of our leadership team are working towards or have completed the adult training appropriate to their role (including our executive committee members) | Book on to learning experiences and find out more about adult training at [southlondonscouts.org.uk/adult-training](http://www.southlondonscouts.org.uk/adult-training) |  |  |
| 3.9 | *Adult Support* | Ensure that all members of our leadership team have validated the training modules that they have completed | To find out about training validation download the county’s guide to section leader training from [southlondonscouts.org.uk/members-area/adult-training](http://www.southlondonscouts.org.uk/members-area/adult-training) |  |  |

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|  | Objective | Action | | Lead | Deadline | |
| 3.10 | *Adult Support* | Ensure that everyone in our team has the information they need to be able to make informed decisions and take advantage of everything on offer to them and our section members within our district and the county | Visit [southlondonscouts.org.uk/members-area/perception-team/members-communications](https://southlondonscouts.org.uk/members-area/perception-team/members-communications) for more information |  |  |
| 3.11 | *Adult Support* | Ensure that everyone in our team checks their contact details and record on Compass, | Make any changes to their contact details and let our district appointments secretary know of any errors, additions or amendments that may need changing in areas of their record they cannot amend |  |  |
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**Programme**

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|  | Objective | Action | | Lead | Deadline |
| 4.1 | *Quality Programmes* | Discuss and plan to deliver the county’s quality programme suggested benchmarks | Hold section leadership team meetings to discuss the areas detailed in the county’s quality programme suggested benchmarks and plan how we are going to ensure we can deliver them  See [southlondonscouts.org.uk/quality-programmes-benchmarks](https://southlondonscouts.org.uk/members-area/places-team-our-districts-development-service/our-skills-life-plan/programme/high) for meore details |  |  |
| 4.2 | *Quality Programmes* | Module12A planning a quality programme  Module12B delivering a quality programme | Ensure that all our 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 |  |  |
| 4.3 | *Quality Programmes* | Review the quality of our programmes | Use the national quality programme checkers at [southlondonscouts.org.uk/ourplan](http://www.southlondonscouts.org.uk/ourplan) |  |  |
| 4.4 | *Quality Programmes* | Ensure that we are delivering an amazing programme 50% of which will be outdoor based (that’s takes place outdoors or has an outdoor theme) |  |  |  |
| 4.5 | Youth Shaped | Recruit and support two 18-24 year-olds as members of our group executive committee | Use the young people on committees resource, which you can find at [southlondonscouts.org.uk/ourplan](http://www.southlondonscouts.org.uk/ourplan) to understand how best to support 18-24 year olds on executive committees |  |  |
| 4.6 | Youth Shaped | 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](http://www.southlondonscouts.org.uk/ourplan) |  |  |
| 4.7 | Youth Shaped | Hold termly log chews, pack forums, troop chats or patrol leader councils | Use the youth shaped scouting resources and advice on running youth forums, which you can access via [southlondonscouts.org.uk/ourplan](http://www.southlondonscouts.org.uk/ourplan) |  |  |

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|  | Objective | Action | | Lead | Deadline |
| 4.8 | Youth shaped / *Quality Programmes* | Deliver the teamwork and team leader challenge awards in each section | Use the badge criteria for the teamwork and team leader challenge awards (available from scouts.org.uk) |  |  |
| 4.9 | *Quality Programmes* | Help our members gain the county high 5 challenge awards | Find badge requirements and order free badges at [southlondonscouts.org.uk/g4g](http://www.southlondonscouts.org.uk/ourplan) |  |  |
| 4.10 | Youth Shaped | Implement a progressive peer leadership system within our sections | Use the advice on peer leadership (e.g. sixers/patrol leaders), which you can find under the programme section of the county plan pages at [southlondonscouts.org.uk/ourplan](http://www.southlondonscouts.org.uk/ourplan) |  |  |
| 4.11 | Community Impact | 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 badge requirements and order free badges at [southlondonscouts.org.uk/g4g](http://www.southlondonscouts.org.uk/ourplan) |  |  |
| 4.12 | Community Impact | 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](http://www.southlondonscouts.org.uk/ourplan), to support the delivery of quality community impact projects.  Resources now include support to run a project on any issue. |  |  |
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**Quick reference…**

**Group size**

Experience has shown that young people and adults like to belong to a fairly large group. There is stimulation that comes from numbers which provide a corporate enthusiasm obtainable in no other way. Further, with decent numbers far more activities are possible (and viable), and more finances and adults are available to help achieve them.

As a benchmarked guide, we would expect a scout group that meets in an average size hall, in a well populated area of South London to consist of:

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| --- | --- | --- | --- |
| **Young People** | | **Made up of** | **Adults** |
| Beaver Scouts | 15 to 24 | 3 to 6 lodges | 3 to 5 |
| Cub Scouts | 15 to 36 | 4 to 6 sixes | 3 to 5 |
| Scouts | 15 to 30 | 3 to 5 Patrols | 3 to 5 |

**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.**

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

**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

**South London Scouts**

**County Development Service**

**A close up of a sign

Description automatically generated**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.

If you have an idea to help grow scouting or need any help or advice to build your groups plan of action contact our development officer, Matt at [matt.butterfield@southlondonscouts.org.uk](mailto:matt.butterfield@southlondonscouts.org.uk) or call him on 07766 540 057.

To find out more about how our development service can help you in your role visit [southlondonscouts.org.uk/development-service](https://southlondonscouts.org.uk/development-service)