

# BERKSHIRE SCOUTS – COUNTY PLAN 2017-2019

## Scouting’s Strategic Objectives to 2023

**Growth** - To increase the number of youth members and adults

**Inclusivity** - To be as diverse as our communities

**Youth Shaped** - To ensure Scouting is shaped by young people in partnership with adults

**Community Impact** - To make a positive impact in our communities

**Pillars of Work : Programme, People, Perception**

## Berkshire Scouts - County Plan

**Growth** - To increase the numbers of youth members and adults

**Youth Shaped** - To ensure Scouting is shaped by young people in partnership with adults

**Programme** - To support leaders in improving the quality and variety of our programme available to young people

**Our Adult Volunteers** - To ensure that our adult volunteers feel valued and well supported

**Perception of Scouting** - To take opportunities to improve the perception of Scouting externally and internally

Subject	Objectives and how to achieve them
<p><b>GROWTH</b></p> <p>(Includes Scout Association’s strategic objectives:</p> <p>Growth – To increase the number of youth members and adult volunteers</p> <p>Inclusivity - To be as diverse as our communities)</p>	<p><b>Objective : To increase the numbers of youth members and adults</b></p> <ul style="list-style-type: none"> <li>• Seek to achieve national growth target for Berkshire by 2019 census – 9,700 young people and 2,850 adults</li> <li>• (2017 census was 9,195 young people and 2,995 adults)</li> <li>• Open Sections/Groups in ‘deprived’ areas.</li> <li>• Encourage and support Groups with Sections of fewer than 12 members to top them up to a minimum of 12.</li> <li>• Continue to open new Sections and Groups</li> <li>• Challenge and ensure that all Groups and Sections that have never had girls comply with POR</li> <li>• Encourage further work, and changes in perception, in encouraging more girls to join, as well as less abled, LGBT, black and minority ethnic members</li> <li>• Review of waiting lists to see if they are ‘real’ and if so how we can offer them Scouting within the District.</li> <li>• To ensure adult enquiries are dealt with and followed through to successful appointment where possible</li> <li>• Grow and expand the provision for Explorer Scouts in Districts</li> <li>• Expand co-operation with Schools for joint initiatives in Scouting provision, DofE, NCS, etc</li> </ul>
<p><b>YOUTH SHAPED</b></p> <p>(Includes Scout Association’s strategic objectives:</p> <p>Youth Shaped - To ensure Scouting is shaped by young people in partnership with adults)</p>	<p><b>Objective : To ensure Scouting is shaped by young people in partnership with adults</b></p> <ul style="list-style-type: none"> <li>• Have a full County Youth Commissioner Team in place</li> <li>• Develop the County Youth Forum with participation from all Districts and clear achievements</li> <li>• Continue and develop the Future Leaders’ Project in Berkshire</li> <li>• Support the appointment of District Youth Commissioner teams and District Youth Forums in every District</li> <li>• Continue to ensure that decision making at County ‘level’ is carried out in partnership with young people</li> </ul>

	<ul style="list-style-type: none"> <li>• Work with DCs and DYCs to ensure that decision making within each District is carried out in partnership with young people</li> <li>• Ensure that in all County activities and events that the CYC Team decide upon the level of involvement and decision making they require</li> <li>• Develop ways to ensure that all Sections in all Groups are 'youth shaped', in particular through Young Leaders</li> <li>• Continue to change perceptions across the County such that Scouting is naturally 'youth shaped' in partnership between adults and young people</li> <li>• Encourage Districts to ensure that the majority of Sections are supported by young leaders</li> <li>• Support Districts in ensuring that Young Leaders are valued and that their young leader training is fully taking account of in future wood badge training</li> <li>• Encourage methods to ensure that all 17yr old Explorers (especially Young Leaders) have the various future Scouting opportunities explained to them and encouraged</li> <li>• Develop links with SSAGO at Reading University</li> </ul>
<p><b>PROGRAMME</b></p> <p>(Includes Scout Association's strategic objectives and Pillars of Work:</p> <p>Community Impact - To make a positive impact in our communities</p> <p>Pillars of Work - Programme)</p>	<p><b>Objective : To support leaders in improving the quality and variety of our programme available to young people</b></p> <ul style="list-style-type: none"> <li>• Seek to ensure the appointment of a full County Programme Team</li> <li>• Promote Top Awards – both Scouting and DofE to significantly increase the numbers achieved by young people</li> <li>• Promote international events and encourage participation – WSJ 2019, Uganda 2019, WINGS 2020, Roverway 2018, etc</li> <li>• Ensure all Sections in all Groups are able to fully participate in all 'join in' activities for these international events.</li> <li>• Assist, support and encourage leaders to include 'international' in their weekly programmes</li> <li>• Promote and expand, where necessary, the funding support the County give for adults carrying out permit training for adventurous activities</li> <li>• Expand the availability of activity centre 'deals' to ensure cost reductions and ease for booking by leaders</li> <li>• Seek to remove barriers to leaders wanting to apply for nights away and activity permits</li> <li>• Continue to develop ACC and ADC Section roles to support programme including sectional meetings</li> <li>• Continue to encourage programme sharing through sectional programme forums, etc.</li> <li>• Encourage and support Sections and Groups to make a positive impact in their communities through the Berkshire Community Impact Ideas Project and/or the Scout Association's 'A Million Hands Project'</li> <li>• Organise Section events/activities that enable young people to achieve badges and awards in areas that leaders find it difficult to achieve in their Sections</li> <li>• Seek ways to celebrate top awards at County and District levels</li> </ul>
<p><b>OUR ADULT VOLUNTEERS</b></p> <p>(Includes Scout Association's Pillars of Work: People)</p>	<p><b>Objective : To ensure that our adult volunteers feel valued and well supported</b></p> <ul style="list-style-type: none"> <li>• Ensure 'appointment reviews' are carried out to support our leaders, ensure that they are in the 'right' role, and ensure that training commitments fulfilled.</li> <li>• Ensure new L&amp;M training is bedded in with sufficient TAs and trainers</li> <li>• Re-invigorate, improve and support Induction</li> </ul>

	<ul style="list-style-type: none"> <li>• Explore methods to get GSLs to take responsibility for their Leaders' training</li> <li>• Encourage DCs to use the adult awards process to recognise good and distinguished service</li> <li>• Appoint a Volunteering Development Officer (VDO)</li> <li>• Continue to encourage split and team roles, e.g. DC and two DDCs</li> <li>• Continue and further develop trustee training</li> <li>• Continue to ensure maximum flexibility in the methods and validation of training in the County,</li> <li>• Support the recruitment of adults in leadership roles</li> <li>• Support the recruitment of Trustees, through business links etc</li> <li>• Support District Appointment Secretaries and AACs to ensure process is being flexibly followed with good practice shared</li> </ul>
<p><b>PERCEPTION OF SCOUTING</b></p> <p>(Includes Scout Association's Pillars of Work: Perception)</p>	<p><b>Objective : To take opportunities to improve the perception of Scouting externally and internally</b></p> <ul style="list-style-type: none"> <li>• Run occasional media training workshops</li> <li>• Encourage Districts to develop good links with local papers and other news outlets</li> <li>• Encourage the provision of 'action shots' for local papers and minimise 'grip and grin' pictures</li> <li>• Obtain local publicity for community impact and involvement projects</li> <li>• Encourage wide use of social media, including training where necessary</li> <li>• Encourage attendance at community events including local Pride events</li> <li>• Revamp County website reflecting both internal and external use/viewing</li> </ul>