
Skills for Life

**Our plan to prepare better futures
2018-2023**

County/Area Guide

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Welcome to Scouting's future!

Thank you for the time you put into managing and making Scouting happen. Because of you, more young people take part in an inspiring programme that gives them skills to thrive and develop.

Our new strategy lays out a plan for the next five years so that we can support even more adults and young people as we develop Scouting's future together. With this plan we're building on the successes of our last plan, by continuing to focus on Growth, Inclusion, Youth Shaped and Community Impact.

During the development of this plan you told us you needed more support to deliver an inspiring programme and more support recruiting, retaining and training volunteers. We believe that the initiatives planned under the pillars of Programme, People and Perception will help deliver this support. At UK headquarters we will focus our work on these initiatives.

This guide gives you an overview of the Skills for Life plan, our goals for the next five years, your role in supporting the movement to reach those goals, and how we're going to support you in your role, so we can continue to deliver fantastic Scouting together. We hope this helps you and your County/Area¹ team to understand what the plan means for you locally and how to access relevant resources to roll out the plan.

In summary, this guide will support you to:

1. explain the Skills for Life plan to members in your County/Area
2. develop a local action plan that aligns to the vision and goals of the Skills for Life plan
3. understand how UK headquarters is going to deliver the initiatives proposed in the Skills for Life plan

After more than a year of consultation with volunteers, young people, the public and decision makers, we know the vision and goals in the Skills for Life plan resonates well and that it's something we can all unite around. We also know that Scouting achieves amazing things. To achieve even more, and to reach our aspirations, we need to embrace the vision and work towards achieving the same four objectives: to grow, to become more inclusive, to be shaped by young people and to make a bigger impact in our communities.

We have put together "calls to action" which we can all get behind, linked to numerous support resources, to help you develop a local action plan (or build on the plan you already have) that supports volunteers to see the contribution they are making, and to join us as we work towards achieving our shared goals.

We recognise that each County/Area team will be at various stages of development and each has a different context to consider. We also know that for many Counties/Areas you will have detailed plans and will have completed many of the suggested actions. We hope this guide and the suggested actions will provide tips on how you can incorporate the Skills for Life vision and strategic objectives, building on your County/Area plan.

It's important that your whole County/Area team understands and supports the delivery of this Skills for Life plan and the associated actions, and therefore this guide is for your whole team.

Looking forward to working together to achieve our goals. With your support, I believe we're well on our way.



Tim Kidd

UK Chief Commissioner

¹ Please note that there is a specific guide for Region Commissioners in Scotland which is available on scouts.scot/strategy. Region Commissioners in Scotland should refer to their guide for what actions to take and support resources including an action checklist and template.

Skills for Life strategic plan

We believe that skills for life can prepare better futures

Our vision

By 2023 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme.

We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Our objectives

In 2016 we asked volunteers what should be prioritised in the next strategic plan and the majority of volunteers said we should keep working towards the same four strategic objectives.

- Growth
- Inclusivity
- Youth Shaped
- Community Impact

Our goals

These are the goals we aim to achieve by 2023:

- 50,000 more young people
 - 5,000 more Explorer Scout Young Leaders
 - 10,000 more Section Leaders
 - Our volunteers reflect the demographics of our society
 - 500 more sections in areas of deprivation
 - 250,000 young people shaping their Scouting experience
 - 250,000 young people making a positive impact in their communities
 - 50% of young people achieving the top awards
-

A better future for young people, giving them the character, practical and employability skills they need to succeed

Our pillars of work

At UK headquarters we have a plan of action to improve our support for volunteers, to make life easier so that more time can be spent on delivering an inspiring programme and to help recruit and retain more leaders.

We will focus this work under these pillars:

- Programme
- People
- Perception

A full version of the plan, including a full list of initiatives under the three pillars of work, is available on www.scouts.org.uk/ourplan

Whilst UK headquarters starts work on these initiatives there are actions you can take to help our movement achieve our stated goals by 2023.

A better future for volunteers by equipping them with better skills, tools and support to deliver inspiring programmes

Call to action for volunteers

We have created a checklist of practical actions volunteers can take to contribute to the delivery of the four strategic objectives.

We have chosen actions that are specific and have supporting resources. We understand that many of you will have done some of these actions or are working towards them already and we encourage you to continue to do so and to use this guide to build on what you're doing.

For those who haven't implemented actions around all four strategic objectives we hope this is a helpful starting point to form a local action plan.

There are actions for sections, Youth Commissioners, Groups, Districts and Counties/Areas/Regions (Scotland) and there are guides to explain this all in more detail. We encourage you to read the guide closest to your role.

For a full list of suggested actions for all volunteers see Appendix 2.

Plan of action to support you

Pillars of work

What UK headquarters will be doing over the next five years to support you:

Programme

A fun, enjoyable, high quality programme consistently delivered and supported by simple (digital) tools

We will ensure the programme experienced by every young person is shaped by young people (Youth Shaped), more relevant and accessible for young people from diverse backgrounds (Inclusion), and enables social action (Community Impact). The programme should attract and retain young people (Growth) because it's fun, adventurous and supports young people to develop life skills.

Our plan of action is to support volunteers with delivering a **high quality programme** and we will review the provision of the **14-25 year old programme** so that we continue to attract and retain young people and give them the skills they need to succeed in life.

We have committed to these initiatives:

Support quality programmes

- Develop amazing Section Leaders
- Digital programme planning
- 'Off the shelf' programmes
- Digital tools to track progress

Review the offer for 14-25 year olds

- Review provision for 14-25 year olds
- Links to employability skills
- Partnerships to enhance the programme

People

More, well trained, better supported and motivated adult volunteers, and young people, from diverse backgrounds

Our work will ensure that there are more young people taking part in Scouting, with more volunteers to deliver a quality experience (Growth). We will ensure that young people are more likely to shape their Scouting experience (Youth Shaped); that young people and volunteers from diverse backgrounds join, stay, lead and mix in Scouting (Inclusion) and support high quality social action projects (Community Impact).

Our plan of action is to improve the **volunteer journey**, to make life easier for volunteers. Our plan also includes projects that will help us **extend our reach** to new audiences.

We have committed to these initiatives:

Improve the volunteer journey

- Transform adult recruitment
- Simpler training (focused on practical skills)
- Better online resources

Extend our reach

- Improve the joining process for young people
- Reach underrepresented communities
- Scouting in schools
- Explore early years provision

Perception

Scouting is clearly understood, more visible, trusted, respected and widely seen as playing a key role in today's society

Our communications and membership engagement will ensure more young people and adult volunteers from more diverse backgrounds join, stay, lead and mix in Scouting (Growth, Inclusion, Youth Shaped), celebrating the social action our young people undertake (Community Impact) and the skills for life that they learn through the Scout Programme.

To help us attract and retain more people we need to be seen as a modern, relevant organisation that gives young people skills for life. Our plan is to **transform our image** so that we communicate a clear and consistent message to potential new members.

We have committed to these initiatives:

Transform our image

- Brand roll out
- Resources to promote the benefits of Scouting
- Uniform review

Managing the pillars of work

There are 17 initiatives under the three pillars of work. As we can't start everything at once, in September 2017 we asked volunteers and young people (14+) what should be prioritised. One-fifth said we should focus on developing amazing Section Leaders with the practical skills to deliver a great programme. That's where our focus will be in year one and we've got a plan to include work that will support us deliver this.

The following initiatives will be prioritised in year one. To get updates on the work that UK headquarters is doing under each initiative and how this may impact your County/Area visit www.scouts.org.uk/ourplan

Priorities
Programme
<ul style="list-style-type: none"> Develop amazing Section Leaders 'Off the shelf' programmes Digital programme planning
People
<ul style="list-style-type: none"> Simpler training focused on practical skills
Perception
<ul style="list-style-type: none"> Brand roll out

The following initiatives will start at a later point and therefore actions will come later:

In planning
Programme
<ul style="list-style-type: none"> Digital tools to track progress Review provision for 14-25 years olds
People
<ul style="list-style-type: none"> Transform adult recruitment Improve the joining process for young people Better online resources
Perception
<ul style="list-style-type: none"> Resources to promote the benefits of Scouting Uniform review

The following initiatives are dependent on external funding or developing external partnerships and therefore won't have any immediate actions:

Dependent on external funding or partnerships
Programme
<ul style="list-style-type: none"> Links to employability skills Partnerships to enhance the programme
People
<ul style="list-style-type: none"> Reach under-represented communities Scouting in schools Explore early years provision

Team UK support

Team UK is a group of volunteers that provides leadership and management across UK Scouting, alongside supporting specialised areas. We have made some changes to how Team UK is structured, including some new roles that will help us focus on the key pillars of work in our new five-year plan for Scouting. Team UK, along with the respective teams who report to this group, will play a key part in leading the delivery of this plan across the UK.

Visit www.scouts.org.uk/teamuk to see who's who.

Timeline

Here are some key events to note. We'll communicate further dates relating to initiatives under the three pillars of work as we know more.

	What to expect
2018	Roll out Skills for Life plan
	Roll out updated brand
2019	World Scout Jamboree 2019
2020	Summit 2020
	Updated brand fully implemented
2021	
2022	Summit 2022
	Start development of next UK plan
2023	World Scout Jamboree 2023
	WOSM launch their strategic plan

Sharing the vision and plan

Skills for Life: our plan to prepare better futures is the Scouts plan for the next five years.

Once the plan has gone live there will be opportunities that come up where it will feel relevant to share the vision and Skills for Life plan with members, whether that's through your regular meetings, an AGM or online.

Understanding the context

To help explain the Skills for Life plan to members it's important to understand where it's come from.

The vision and Skills for Life plan is the result of a collaborative process, both in formulation and action as we move into its delivery. It only succeeds if we deliver it together, by working in partnership.

It only succeeds if we deliver it together, by working in partnership

Over 5,000 adult volunteers have helped review our objectives and consider our strategic priorities. This included volunteers across England, Scotland, Wales and Northern Ireland. There was a clear steer by volunteers to keep the four strategic objectives of the *Scouting for All* plan.

During YouShape month in 2017, over 6,000 young people shaped the plan by telling us what was most important in Scouting.

We also consulted members of the public, politicians and key influencers.

Our consultation began in 2016 and culminated in our national conference, Summit17, in April 2017. 600 adult volunteers and young people attended and shaped the direction of the plan. There was strong support to focus on areas of work under Programme, People and Perception.

In August 2017 we circulated a draft of the proposed plan and asked volunteers and young people (14+) to take part in consultation meetings to discuss the proposals, give feedback and help prioritise what we should do. Over 5,000 volunteers and young people shaped the final version of the plan that was approved by The Scout Association board in January 2018.

Over 15,000 people have been involved in shaping the plan. A summary of the research from the consultation can be found at www.scouts.org.uk/beyond2018

Celebrate achievements

Scouting achieves remarkable things. This is because of the dedication, enthusiasm and time given by volunteers. Our previous plan, *Scouting for All*, inspired 834 new sections to start in areas of deprivation since 2013. We now help 462,000 young people aged 6-18 (including 102,000 girls) get the best possible start in life. Thank you for your role in achieving this. Whilst sharing the new vision and plan it's important to take time to celebrate and thank volunteers for their contribution.

Top tips for sharing the vision

This guide will help introduce the plan and engage members locally with what everyone can do to contribute. We have created a series of resources and tips on how best to share the plan with members in your local area. A full list of the resources and where to find them can be found in Appendix 4.

Here are some tips on how to use the resources to share the vision and plan with members.

- Use the Skills for Life strategy explainer video at the start of a presentation or share the video in any local Facebook groups or other volunteer facing social media.
- Use the Skills for Life PowerPoint presentation for your meetings, such as the AGMs, forums and training courses. You can edit the PowerPoint to add in relevant goals and actions for your County/Area/Region.
- You can circulate the Skills for Life booklet as a PDF to volunteers or you can order printed copies from the Scout brand centre to use at a meeting or event you host.
- There are guides to the strategy for Youth Commissioners, Section Leaders and Group, District, County/Area/Region level volunteers - make sure they are aware of them.
- There are also external facing materials you can use to help explain the vision, mission, values and plan for the next five years to an audience such as your local MP, councillors or potential funders.
- If you choose to run a County/Area/Region event use the available resources to help explain the vision and plan for the next five years.
- There are a series of templates and other Skills for Life materials you can download from the Scout brand centre - www.scouts.org.uk/brand - that you could use for an event or meeting.

County/Area Actions

These are actions you can take to contribute to the delivery of the four strategic objectives, and to help roll out the Skills for Life plan and updated brand.

Appendix 2 gives an overview of all the suggested actions for volunteers.

Communicate the Skills for Life plan

To help members in your County/Area understand what the new plan means for them, and to prepare your team, share the Skills for Life vision and plan.

Action

- Follow up from the UK headquarters communication with an email (or other form of communication) to County/Area members to explain that the new Skills for Life plan is now live.
- Share the Skills for Life strategy explainer video on any County/Area social media and guide members to www.scouts.org.uk/ourplan for more information.

Support

- There is a series of resources you can use to help explain the Skills for Life plan including a video, presentations and booklets. See Appendix 4 for a handy list of where to find all the resources.

Roll out the updated brand

One of the pillars of work, Perception, is about helping to effectively communicate the role and impact of Scouting in young people's lives and wider society. This will help both attract and retain more young people and volunteers.

Action

- Roll out the brand across the County/Area.
- Help support Districts and Groups to roll out the updated brand, explaining the benefits.

Support

- Use the activation guide to understand how and when to roll out the brand.
- Use the Scout brand centre to find the updated collection of resources and templates. See www.scouts.org.uk/brand

Growth

A great programme delivered well attracts and retains more young people. We know that to help us grow we need to ensure that all Scout Groups are complete, with no missing sections, to retain young people.

We believe that the earlier a young person starts their Scouting experience the longer they will stay. We also know that a young leader is more likely to stay on as an adult volunteer in Scouting.

To help us grow we need to continue to:

- focus on the programme - developing Section Leaders, giving them the skills and support needed to deliver a high quality programme
- open new sections where there are large waiting lists or no provision
- open missing sections in Groups and Districts
- support and grow sections that have fewer than 12 young people.

A quality programme attracts and retains more young people

Action

- Appoint a County/Area growth and development lead.
- Develop and implement a County/Area growth strategy (development plan) that includes goals for each District, identifying opportunities based on the Census results and local population.
- Work with your District teams (including Assistant District Commissioners) and Assistant County/Area Commissioners to ensure that a quality programme and practical skills event is provided for Section Leaders each year.

Support

- Seek support from the Assistant Regional Commissioners (Growth) and the Regional Services Team or equivalent supporting roles in the Nations.
- Use the data and the suggested opportunities in the Census Information Report, which you can access through the Census Dropbox.
- Use the Development Planning Toolkit. A member of the Regional Services Team or equivalent in the Nations can help you with this.
- Use the **new** resource, Programme Support; A Guide for Scout Districts, to support quality programmes.

Inclusivity

We want to ensure that Scouting is open and welcoming to young people and volunteers from all backgrounds. To ensure Scouting continues to thrive, our membership should be diverse.

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.

We have designed a self-assessment tool using a red, amber, green (RAG) system that can be used at a District, Group or section level. The tool is designed to understand how you are doing in relation to being open to all and what actions you could take to develop further.



Cubs raft building

Action

- Encourage all Districts, Groups and sections to use the Inclusivity RAG Assessment and to work towards getting green in all areas.
- Start sections in areas of deprivation and underrepresented communities (as part of your County/Area growth strategy (development plan))

Support

- Use the **new** resource, the Inclusivity RAG Assessment. Take actions from the toolkit to improve how you do in future.
- For support and guidance on inclusion we provide further information on the Scouting for All pages on www.scouts.org.uk/diversity
- Seek support from the Assistant Regional Commissioners (Growth) and the Regional Services Team or equivalent roles in the Nations to identify opportunities for new provision.

Youth Shaped

Involving young people in decision making is essential for our governance structures to stay informed and responsive to the fast-paced changes facing young people today. By encouraging a mixture of experiences and ages on our executive committees and District/County/Area/Region teams, we are more likely to encourage healthy debate and make better decisions that are relevant to the lives of young people in society today.

The more we involve young people in our decision making structures the more they are able to influence decisions.

The more young people are involved in shaping their programme the more they will get out of it, and the more likely they are to stay, do well and achieve their top awards.



Explorer Scouts

Action

- Appoint a County/Area Youth Commissioner and support them to develop and implement a Youth Shaped Scouting action plan based on the Youth Shaped strategy.
- Support two 18-24 year olds as members of the County/Area Executive Committee working closely with the Executive Chair.

Support

- Use the **new** resource, A Guide to Youth Commissioners, to help support Youth Commissioners and develop a Youth Shaped Scouting action plan.
- Use the Young People on Committees resource to understand how best to support 18-24 year olds on executive committees.
- Use the Executive Committees for Young People resource for 18-24 year olds who have just been appointed or are interested in an executive committee position.

Community Impact

Core to Scouting is young people making a positive contribution to society. It's a fundamental part of being a Scout and has been central to the purpose of Scouting from the very beginning. We know it takes time to plan a high quality community impact project and that more support is needed to deliver the Community Impact Staged Activity Badges.

A Million Hands is a project designed to help leaders run community impact projects that help young people identify and plan action on an issue they choose. The project brings together our A Million Hands charity partners resources and is designed to support leaders deliver the Community Impact Staged Activity Badges. Currently there are four issues that young people can choose from and resources now include support to run a project on any issue.



Scout and Cub

Action

- Run a community impact support day to inspire sections, Groups, Districts to deliver quality community impact projects.

Support

- UK headquarters can help you run a community impact support day. This course would be relevant to any volunteer in your County/Area and aims to help volunteers understand how to run a community impact project and effectively deliver the Community Impact Staged Activity Badges. We can provide trainers through the community impact support group. To book a slot email community.impact@scouts.org.uk

Create a local action plan

We want to continue working towards the same four objectives and we already have a great foundation to build on based on the successes and hard work of the last few years.

This section gives some guidance on how you could create or update your local action plan aligned to the UK strategic objectives.

Six steps to create a local action plan

Working with your County/Area team (including your County/Area Youth Commissioner) and Regional Commissioner, consider these five steps.

- 1 Think about Scouting in your area to better understand the context you're in.
- 2 Think about what you've already achieved, the challenges you face and what opportunities are in your local area.
- 3 Agree on what goals you should set based on the UK goals and your local context.
- 4 Agree on what actions you should take to help achieve the goals you've set.
- 5 Communicate and share your plan.
- 6 Review your goals and actions regularly.

We want to continue working towards the same four objectives and we already have a great foundation to build on based on the successes and hard work of the last few years

1. Scouting in your area

Using Census data, local knowledge and previous action plans, you can find key information about how you're doing against the four strategic objectives.

- Build a picture of what your local area looks like.

The Regional Services Team and Regional Commissioner can help support you in reviewing your County/Area. They can identify areas of deprivation or other opportunities for starting new provision. There are tools such as the Quality Programme Checker, Inclusivity RAG Assessment and Development Planning Toolkit that can give you a sense of how well you're doing across the County/Area, Districts and Groups.

- Write down what your achievements have been and what your strengths are to ensure you find a moment to celebrate them.
- Write down learnings the County/Area should consider and what areas you need to further develop or improve on.

2. Challenges and opportunities

Once you have a good picture of how your County/Area, Districts and Groups are doing you can think about the challenges and opportunities.

- Involve your County/Area Team, County/Area Executive Committee and District Commissioners (and other relevant roles too) to identify the challenges and opportunities.
- Work with your Youth Commissioner to involve young people to identify challenges and opportunities.
- You could run an event or do something online to bring members together to celebrate great volunteering and the achievements so far. This could also be an opportunity to engage members with the Skills for Life plan and get their views on the challenges and opportunities in your area.

3. Agree on your goals

Considering your context, challenges and opportunities, discuss what realistic goals you can set as a target to reach by 2023.

- Involve your County/Area team, which includes your District Commissioners and Youth Commissioners to agree on goals for each of the four strategic objectives.
- Use the template in Appendix 1 as a starting point and to help keep it simple.

4. Agree on your actions

Now that you have some goals to aim for by 2023 you can discuss what actions will help you achieve them.

We have a list of actions for sections, Groups, Districts and Counties that will contribute to achieving the goals.

- Involve your County/Area team including District Commissioners and Youth Commissioners to agree on the actions.
- Use the template in Appendix 1 to write down what actions you can work towards.

5. Share your plan

It's important to share your plan with members in your County/Area, particularly with those who have a greater role in achieving your stated goals.

- Circulate your plan and goals to County/Area members
- Present the County/Area plan at any event or meeting (eg AGMs) that feels like a good opportunity to bring everyone on board.

6. Review your plan regularly

As a County/Area Commissioner you will need to regularly review and report on how you're doing against the goals you've set.

- Use the template in Appendix 1b as a way of keeping track of how you're doing and as a report for County/Area Executive meetings and your regional County/Area Commissioner meetings.
- Share your plan and progress with other Counties in your Regions/Nation.

Appendices

Appendix 1a | County/Area checklist

County/Area action checklist

Communicate the Skills for Life plan

- Follow up from the UK headquarters communication with an email (or other form of communication) to County/Area members to explain that the new Skills for Life plan is now live.
- Share the Skills for Life explainer video on any County/Area social media and guide members to www.scouts.org.uk/ourplan for more information.

Roll out the updated brand

- Roll out the updated brand across the County/Area.
- Help support Districts and Groups to roll out the updated brand, explaining the benefits. Use the activation guide that can be found on www.scouts.org.uk/brand

Growth

- Appoint a County/Area growth and development lead.
- Develop and implement a County/Area growth strategy (development plan) that includes goals for each District, identifying opportunities based on the Census results and local population.
- Work with your District teams (including Assistant District Commissioners) and Assistant County/Area Commissioners to ensure that a quality programme and practical skills event is provided for Section Leaders each year.

Inclusivity

- Encourage all Districts, Groups and sections to use the Inclusivity RAG Assessment and to work towards getting green in all areas.
- Start sections in areas of deprivation and under-represented communities (as part of your County/Area growth strategy (development plan))

Youth Shaped

- Appoint a County Youth Commissioner and support them to develop and implement a Youth Shaped Scouting action plan based on the Youth Shaped strategy.
- Support two 18-24 year olds as members of the County/Area Executive Committee working closely with the Executive Chair.

Community Impact

- Run a community impact support day to inspire sections, Groups, Districts to deliver quality community impact projects.

Appendix 1b | County/Area action plan template

Skills for Life

Our plan to prepare better futures 2018-2023

[County/Area Name]

Our vision

By 2023 we will have prepared more young people with skills for life, supported by amazing leaders who deliver an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Our mission

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

Our values

We act with care, respect, integrity, cooperation, exploring our own and others' beliefs.

The [County/Area name] objectives, outcomes and goals

Objective		Outcome		Goal for 2023
1	Growth	1.1	More young people	INSERT GOAL eg 300
		1,2	More Explorer Scout Young Leaders	INSERT GOAL eg 50
		1.3	Fewer missing sections	INSERT GOAL
		1.4	Fewer sections with less than 12 members	INSERT GOAL
2	Inclusivity	2.1	More areas of deprivation	INSERT GOAL eg 10
		2.2	Adult volunteers reflects the demographics of our community	N/A
		2.3	Fewer sections with less than five girls	INSERT GOAL
3	Youth Shaped	3.1	Young people shaping their Scouting experience each year	eg 50%
		3.2	Young people achieving their top awards	eg 50%
4	Community Impact	4.1	Young people making a positive difference in their local communities each year	50%

These tables are adaptable. You can download Appendix 1b as a separate word document to edit the tables, add/delete columns and rows as you require.

[COUNTY/AREA NAME] Plan of action

Growth

Objective		Action		Lead	Deadline
1	Growth	1.1	Develop and implement a growth strategy (development plan)		Complete by XXX
		1,2	Appoint a County/Area growth and development lead		Complete by XXX
		1.3	Working with your District teams (including ADCs) and ACCs to ensure that a quality programme and practical skills event is provided for Section Leaders each year		Complete by XXX

Inclusivity

Objective		Action		Lead	Deadline
2	Inclusivity	2.1	Ensure all Districts, Groups and sections carry out an Inclusivity RAG assessment and work towards green		Complete by XXX
		2,2	Working with your Districts set a target for starting new sections in areas of deprivation		Complete by XXX

Youth Shaped

Objective		Action		Lead	Deadline
3	Youth Shaped	3.1	Appoint a County/Area Youth Commissioner		Complete by XXX
		3.2	Support your County/Area Youth Commissioner to develop and implement a Youth Shaped Scouting action plan		Complete by XX
		3,2	Appoint two 18-24 years olds onto the County/Area Executive Committee		Complete by XXX

Community Impact

Objective		Action		Lead	Deadline
4	Community Impact	4.1	Run a community impact support day		Complete by XXX

These tables are adaptable. You can download Appendix 1b as a separate word document to edit the tables, add/delete columns and rows as you require.

Appendix 2 | Call to action for volunteers

Growth

There are support resources available for each action. To access the resources view the actions for volunteers on www.scouts.org.uk/ourplan

Role(s) most related to the action	Action
Young Leader	<input type="checkbox"/> Recruit a friend to join the Young Leaders' scheme
Section Leader	<input type="checkbox"/> Use the Quality Programme checker
Group Scout Leader	<input type="checkbox"/> Ensure all Section Leaders and Assistants have completed their training on how to plan and deliver a quality programme
District Commissioner / Assistant District Commissioners	<input type="checkbox"/> Ensure that a quality programme and practical skills event is provided for Section Leaders each year (could be run at a District or County/Area level)
District Commissioner	<input type="checkbox"/> Ensure all Groups are complete (ie have no missing sections)
	<input type="checkbox"/> Appoint a District growth and development lead
	<input type="checkbox"/> Develop and implement a District growth strategy (development plan) and set goals (based on the Census results)
Youth Commissioner (District or County/Area)	<input type="checkbox"/> Encourage young people to take on a Section Leader or Assistant role (particularly Explorer Scout Young Leaders once they complete the scheme)
	<input type="checkbox"/> Develop Young Leader provision in the District/County/Area by collaborating with your local Explorer Scout Leader (Young Leader) to implement the updated Young Leaders' resources.
County/Area Commissioner	<input type="checkbox"/> Appoint a County/Area growth and development lead
	<input type="checkbox"/> Develop and implement a County/Area growth strategy (development plan) that includes goals for each District, identifying opportunities based on the Census results and local population.
	<input type="checkbox"/> Work with your District teams (including Assistant District Commissioners) to ensure that a quality programme and practical skills event is provided for Section Leaders each year.

Inclusivity

There are support resources available for each action. To access the resources view the actions for volunteers on www.scouts.org.uk/ourplan

Role (s) most related to action	Action
Young Leader	<input type="checkbox"/> Complete Module F, Making Scouting Accessible, of the Young Leaders' Scheme
Section Leader Group Scout Leader District Commissioner	<input type="checkbox"/> Use the Inclusivity RAG Assessment at a section, Group and District level and work towards green in all areas using the suggested actions
Youth Commissioner (District or County/Area)	<input type="checkbox"/> Ensure all District/County/Area projects are developed and delivered in partnership with young people
County/Area Commissioner / County/Area lead for growth	<input type="checkbox"/> Start sections in areas of deprivation and under-represented communities (as part of your County/Area growth strategy (development plan)
County/Area Commissioner	<input type="checkbox"/> Encourage all Districts, Groups and sections to use the Inclusivity RAG Assessment Checker and to work towards getting green in all areas

Community Impact

There are support resources available for each action. To access the resources view the actions for volunteers on www.scouts.org.uk/ourplan

Role (s) most related to action	Action
Young Leader	<input type="checkbox"/> Lead an A Million Hands (community impact) project with a group of young people in Scouting (this could be part of the Young Leaders' Scheme Mission 4, Duke of Edinburgh or Queen's Scout Award)
Section Leader	<input type="checkbox"/> Run an A Million Hands (community impact) project in your section or join together and run it as a Group to ensure that all young people are achieving their Community Impact Staged Activity Badges
Group Scout Leader	<input type="checkbox"/> Ensure all sections have run an A Million Hands (community impact) project, or organise it as a Group
Youth Commissioner (District / County/Area)	<input type="checkbox"/> Ensure all District/County/Area A Million Hands (community impact) projects are chosen and delivered in partnership with young people
District Commissioner	<input type="checkbox"/> Ensure all Groups have run an A Million Hands (community impact) project, or organise it as a District
County/Area Commissioner	<input type="checkbox"/> Run a community impact support day to inspire sections, Groups, Districts to deliver quality community impact projects

Youth Shaped

There are support resources available for each action. To access the resources view the actions for volunteers on www.scouts.org.uk/ourplan

Role (s) most related to action	Action
Young Leader	<input type="checkbox"/> Complete the Young Leaders' Scheme with emphasis on completing Mission 3 - to take the section's programme ideas to a programme planning meeting
	<input type="checkbox"/> Champion the voices of young people in the programme planning process for your section
Section Leader	<input type="checkbox"/> Hold termly Log Chews, Pack Forums or Patrol Leader Councils, Explorer Forums (at least three a year)
	<input type="checkbox"/> Deliver the Teamwork (Beavers, Cubs, Scouts) and Team Leader (Cubs, Scouts) Challenge Awards
	<input type="checkbox"/> Implement a progressive peer leadership system within your section
Group Scout Leader	<input type="checkbox"/> Support at least two 18-24 year olds as members of the Group Executive Committee working closely with the Executive Chair
District Commissioner	<input type="checkbox"/> Support a District Youth Commissioner to develop and deliver a Youth Shaped Scouting action plan for the District.
	<input type="checkbox"/> Support at least two 18-24 year olds as members of the District Executive Committee working closely with the Executive Chair.
Youth Commissioner (District or County/Area)	<input type="checkbox"/> Develop and deliver Youth Shaped Scouting action plan for your District/County/Area
County/Area Commissioner	<input type="checkbox"/> Support a County/Area Youth Commissioner to develop and implement a Youth Shaped Scouting action plan for the County/Area
	<input type="checkbox"/> Support at least two 18-24 year olds as members of the County/Area Executive Committee working closely with the Executive Chair

Appendix 3 | Frequently used terms

Terms	Meaning
Skills for Life: our plan to prepare better futures 2018-2023	Full title for the Scouts strategic plan.
Skills for Life plan	Short title for the Scouts strategic plan.
Strategic plan	A strategy is a plan of action designed to achieve a long term aim or statement of intent. In the Scouts strategy our long term aim is our mission and vision.
Strategy	
Our plan	
Skills for Life plan	
Skills for Life strategy	These terms all refer to the Skills for Life plan. Different terms are used depending on the audience.
Our plan to prepare better futures	
Vision	A statement of what we aim to achieve by 2023. Our vision is practical and speaks to the role of volunteers in delivering a great programme for young people.
Mission	A statement of our overall purpose. Our mission is the purpose of Scouting (why we exist), part of the fundamentals of Scouting.
Objectives (strategic objectives)	A result we are aiming to achieve. We have four objectives: to grow, become more inclusive, shaped by young people and make a bigger difference in our communities.
Goals	We have set targets for each objective. These are statements we can measure or count which will show how well we are doing, eg we want to grow by 50,000 young people by 2023. Other similar terms include Key Performance Indicators (KPIs), targets, and outputs.
Actions for volunteers	We have created a series of actions volunteers can take under each of the four objectives that will contribute and help us achieve our stated goals.
Call to action	
Pillars of work	These terms refer to the plan of action of proposed initiatives under the areas of Programme, People and Perception. These initiatives will be the main area of work for UK headquarters to better support volunteers and to help us achieve our stated vision and objectives.
Our plan of action	
Local action plan (eg District action plan, County/Area action plan)	Every District and County/Area/Region (Scotland) is encouraged to create an overall action plan that aligns to the Skills for Life vision and objectives.
Growth strategy (development plan)	Every District and County/Area/Region (Scotland) is encouraged to create a specific plan for growth and development. Most will already have one in place and use a range of terms such as growth strategy or development plan.
Youth Shaped Scouting action plan	Every Youth Commissioner is encouraged to create an action plan to build on the Youth Shaped strategic objective.

Appendix 4 | Links to resources

There are a number of resources that support this guide. These can all be found on the Scout brand centre www.scouts.org.uk/brand or on the sections of the website that covers actions for volunteers.

- Resources that explain the Skills for Life plan for members

- Skills for Life plan booklet (for members)
- Skills for Life PowerPoint template (for members)
- Skills for Life explainer video
- County/Area Guide
- County/Area action plan template
- District Guide
- District action plan template
- Youth Commissioner Guide
- Group Scout Leader Guide
- Section Leader Guide
- Webpages www.scouts.org.uk/ourplan

- Resources that explain the Skills for Life plan to an external audience

- Skills for Life booklet (external audience)
- Skills for Life PowerPoint template (external audience)