

SOUTH EAST SCOTLAND REGIONAL SCOUT COUNCIL.

Registered Scottish Charity SC010563

'Working with and for our Young People' (2008 – 2012)

A plan to support Scouting in South East Scotland



Background to Regional Plan

A major part of the remit of South East Scotland Regional Scout Council is to support the development of Scouting, in partnership with District Commissioners and their teams, across the Region. The Regional Scout Council (the Region) is primarily responsible for supporting the delivery of adult training, managing good internal and external communication and working with the Districts to develop Scouting in local communities. In addition, the Region is responsible for supporting the operation of Explorer Scouts and Scout Network. The Region supports the delivery of Scouting in the local authority areas of Edinburgh, Midlothian, East Lothian and Borders. The Region is currently divided into ten Districts, each of which is led by a District Commissioner and their team.

This plan covers all aspects of the Region's responsibilities with a key focus on Development.

The Region was formed in April 2008 from the amalgamation of four Scout Areas and this is the Region's first Regional plan. This plan will help the Region to work towards the Strategic Vision of UKHQ of The Scout Association which includes the following statements:

- **A GROWING Movement** - balanced across gender, age and ethnicity.
- **A YOUTH Movement** - led by young leaders who are supported by older volunteers and by a field-based professional support team.
- **A FOCUSED Movement** - with fewer but larger Groups and with fewer but more focussed campsites.
- **A SOUND Movement** - with a strong financial and management base, both locally and nationally.
- **A RELEVANT Movement** - with a strong public perception socially, politically and commercially.
- **A DIVERSE Movement** - reflecting and celebrating the diverse nature of our community.

This plan will also support the Region in working towards the six key work strands of Scottish Scouting as follows:

- Recruitment and Retention of adult volunteers and young people
- Improving (internal and external) communications
- PR/Promotion/Image Development
- Practical Support to Local Scouting
- Supporting Scouting into the Future
- Developing our Young Adults and Leaders

This initial plan is the culmination of a series of meetings and conferences held with key members of the Region.

These included 'one to one' meetings with District Commissioners by the Regional Commissioner and with the District Commissioners and the Assistant Regional Commissioner (Development)

A conference for District Commissioners, key members of their teams and the Regional Team was held and the creation of development plans also formed part of the discussion at regular meetings of the Regional team, the Regional Advisers meeting and has been the subject of input at nationally run events for District Commissioners and Assistant Regional Commissioners

Each District has been tasked with developing their own plan and these, where known, are used to influence the direction of this, Regional, plan.

South East Scotland Regional Scout Council is clearly aware of the role that Scouting can play in the delivery of a balanced universal youth service to all young people across the Region and has for many years been actively engaged in partnership working with local authorities and other voluntary youth organisations.

This plan will also serve to support our intentions to address those component parts of the Scottish Government National Outcomes and the Edinburgh Partnership Single Outcome Agreement where these parts impact on young people together with ongoing involvement in the recent Youth Work Strategy document 'Believing in Young People' produced by the Edinburgh Youth Work Consortium.

Additionally the Regional Scout Council is aware of the strategic plans developed by the four local authorities and wish to complement those plans by their development work.

The **national** outcomes referred to and to which Scouting can contribute are:-

National Outcome 4 Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

National Outcome 5 Our children have the best start in life and are ready to succeed.

National Outcome 6 We live longer, healthier lives.

National Outcome 7 We have tackled the significant inequalities in Scottish society.

National Outcome 8 We have improved the life chances for children, young people and families at risk.

National Outcome 9 We live our lives safe from crime, disorder and danger.

National Outcome 10 We live in well-designed, sustainable places where we are able to access the amenities and services we need.

National Outcome 11 We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.

National Outcome 13 We take pride in a strong, fair and inclusive national identity.

National Outcome 15 Our public services are high quality, continually improving, efficient and responsive to local people's needs.

The Edinburgh partnership single outcome agreements to which Scouting can contribute effectively are:-

Local Outcome 3.1 An increased % of young people go on to positive sustainable destinations

Local Outcome 4.1 The quality of educational learning experiences and the meeting of individual pupil's needs are improved

Local Outcome 4.2 Children and young people are successful learners

Local Outcome 4.3 Young people are confident, effective contributors and responsible citizens

Local Outcome 6.2 Improved health care experience

Local Outcome 6.4 Reduced dependence on smoking, drugs and alcohol

Local Outcome 6.5 Increased active participation in physical activity

Local Outcome 6.6 Improved mental health

Local Outcome 7.5 Individuals with significant barriers to employment have improved access to employability

Local Outcome 7.7 Improved attainment for BME pupils

Local Outcomes 7.8 Improved adult literacy and numeracy

Local Outcome 8.1 Children in need of protection receive the help they need straight away

Local Outcome 8.3 There is a reduction in the number of children and young people who offend

Local Outcome 9.1 People in Edinburgh feel safer

Local Outcome 9.2 Young people are protected from harm and anti-social behaviour in our neighbourhoods is reduced

Local Outcomes 9.3 People already known to criminal justice system re-offend less

Local Outcome 10.1 The number of people satisfied with their neighbourhoods increases

Local Outcome 10.5 Services are locally available in proportion to need or demand

Local Outcome 11.1 Communities feel able to influence decisions that affect their neighbourhood

Local Outcome 11.2 Quality of life within neighbourhoods is improved

Local Outcome 12.5 Children and young people have a better awareness of the environment and an understanding of the importance of creating a sustainable future

Local Outcome 13.1 People from minority ethnic, minority cultural or non-Scottish national backgrounds are actively included and integrated into the community

Local Outcome 13.4 People with disabilities are actively included and integrated into the community

Local Outcome 15.1 Services are continually improving and efficient

Local Outcome 15.2 People's perception of quality and responsiveness of public services in Edinburgh are improved

These have been influenced by the undernoted strategic objectives which while Edinburgh specific have a degree of resonance across all local authorities

We want all children and young people in Edinburgh to:

- ❖ have the best start in life, be able to make and sustain relationships and be ready to succeed
- ❖ be successful learners, confident individuals and responsible citizens making positive contributions to their communities
- ❖ have improved life chances, especially for those children and young people and families who are at risk
- ❖ be physically and emotionally healthy
- ❖ be safe from harm or fear of harm within their communities
- ❖ be free from the effects of poverty and inequalities

2008 and Beyond

The plan detailed below covers the Development Aims and Objectives of South East Scotland Regional Scout Council until 2012.

Progress against the plan will be monitored regularly and it will be reviewed on an annual basis to ensure that it remains relevant and appropriate.

Aim:	Objective:	Lead Person:	Supported by:	Outcome measure:	Review date:
Grow the youth and adult membership of Scouting across the Region <i>{SHQ Work Strand 1: Recruitment and retention of adult volunteers and young people - grow youth and adult membership}</i>	Recruit Group Scout Leaders for 10% of the Scout Groups not currently having a GSL.	District Commissioners	Assistant Regional Commissioner (Development)	57 out of 89 Scout Groups to have a GSL.	April 2010
	Increase the number of youth members in the over 11 age group by 5 % per year across the region.	District Commissioners	Assistant Regional Commissioner (Development) District Team	85 new Scouts, Explorer Scouts or Scout Network.	April 2010
	Increase participation in Scouting by girls.	District Commissioners	Group Scout Leaders Section Leaders	Recruit girls into 10 of the 42 Scout Groups which do not currently have female members.	April 2010
	Support Districts to provide an opportunity to participate in Explorer Scouting for every fourteen year old who leaves their Scout Troops.	Assistant Regional Commissioner (Explorer Scouts)	District Commissioners District Explorer Scout Commissioners	Ensure that at least 75% of 14 year old Scouts make the transition to Explorer Scouts.	April 2010
	Promote the availability of Scout Network to all adults aged 18-25yrs old, whether or not they have previously been involved in Scouting.	Assistant Regional Commissioner (Scout Network)	District Scout Network Leaders Assistant Regional Commissioner (Development)	Recruit 25 young people from Explorer Scouts to join Scout Network when they turn 18 years old. Recruit 10 young people direct to Scout Network	April 2010

Aim:	Objective:	Lead Person:	Supported by:	Outcome measure:	Review date:
	Provide more opportunities for young people with Special Needs to participate in Scouting and increase the available training on special needs to adults.	Regional Secretary National Special Needs Adviser	District Commissioners Assistant Regional Commissioner (Development)	Open a 'Scout Group' in Edinburgh Royal Sick Children's Hospital and encourage members to join their local Group when they return home. Advise leaders of the training opportunities presented by Edinburgh Inclusive	April 2010

<p>Contd: Grow the youth and adult membership of Scouting across the Region</p> <p><i>{SHQ Work Strand 1: Recruitment and retention of adult volunteers and young people - grow youth and adult membership}</i></p>	Diversify the Region's membership by offering Scouting to BME communities.	Assistant Regional Commissioner (Development)	National MST (minority support team)	Support maintained to the 8 th Blackford group. Contact established with other BME communities with a view to future Scouting provision	January 2010 June 2010
	Ensure that provision by current Scout Groups is sustained and weak Groups do not close.	District Commissioners	Assistant Regional Commissioner (Development)	Recruit 12 new leaders into existing Scout Groups that have leader shortages.	April 2010
	Increase the number of adult leaders working in local Scout Groups.	District Commissioners	Assistant Regional Commissioner (Development)	Recruit at least 15 adult leaders and retain for at least two years.	April 2011
	Identify and recruit volunteers to undertake a support role with groups who need advice on development issues.	Assistant Regional Commissioner (Development)	District Commissioners	All key skill areas required are identified and 75% of posts are filled.	June 2010

Aim:	Objective:	Lead Person:	Supported by:	Outcome measure:	Review date:
	Identify and appoint an Assistant Regional Commissioner (Communications)	Regional Commissioner	Regional Team	Appointment completed	June 2010
	Undertake a Communications review/survey and develop strategy and action plan from there.			Survey completed. Strategy to be developed and approved by Regional Team & Regional Executive Committee.	November 2009
	Complete a Communications Strategy for Region	Assistant Regional Commissioner (Communications)		Strategy approved by Regional Team and Regional Executive Committee	March 2010
<p>Create an effective system of internal and external communications</p> <p><i>{SHQ Work Strand 2: Improving (internal and external) communications - to modernise and strengthen communication to all members, particularly to support the work of our adult volunteers, and to engage more effectively with an outside audience}</i></p>	Launch a Regional website.			Regional website launched keep under ongoing review	Complete Ongoing review
	Update the Adult Training section of the Regional website	Assistant Regional Commissioner (Adult Training)		Website updated	Dec 2009
	Develop a Regional newsletter.		Regional Secretary	Newsletter in circulation, keep under review	Ongoing review
	Provide opportunities to Scout Groups for hosting websites.	Regional IT team		Three Scout Groups will have created their own Group website.	January 2011
	Ensure that Young Spokespeople are involved in Development of Communications strategy and that they are used to give media interviews on local TV, radio and newspapers.	Assistant Regional Commissioner (Communications)	District Commissioners Assistant Regional Commissioners for Explorer Scouts and Scout Network	Ensure that the Region has 10 Young Spokespeople trained & available for media interviews.	April 2010
	Hold a young person's event that gives them an opportunity to engage in the Region's decision making processes.	Assistant Regional Commissioner (Development)	Assistant Regional Commissioner (Explorer Scouts) and (Scout Network)	60 young people in the 16– 25 age range attend an event that develops a strategy for youth participation in decision-making in the Region.	February 2010

Aim:	Objective:	Lead Person:	Supported by:	Outcome measure:	Review date:
Promote Scouting widely across the Region and create a positive internal and external perception of Scouting's image <i>{SHQ Work Strand 3: PR / Promotion / Image Development - to develop a positive public profile for Scouting as a modern, vibrant youth organisation, and ensure Scouting is positioned as a key partner for developments in youth work sector and for young people}</i>	Develop and implement strategy for engagement with local authorities and other groups.	Regional Secretary, Assistant Regional Commissioner (Development)	Regional Commissioner District Commissioners	Strategy approved by Regional Team and Regional Executive Committee	April 2010
	Increase awareness of the impact that Scout Groups can make within their local community.	Regional Secretary		Issue case studies to local councils on the contribution made to their local community by Scout Groups.	April 2010
	Ensure a co-ordinated approach to public relations initiatives for Scouting in South East Region.	Assistant Regional Commissioner (Communications)	District Commissioners	Six Districts identify a member of their District Team to work with the Assistant Regional Commissioner (Communications) on Media and PR issues.	April 2010
	Maximise the PR opportunities that overseas expeditions will bring.	Assistant Regional Commissioner (Explorer Scouts)	Expedition members	Achieve two pieces of TV, radio, press or online media coverage.	Sept 2009
	Maximise the PR opportunities for EG SPL	EGSPL Marketing Team		Achieve at least five pieces of TV, radio, press or online media coverage.	November 2009

Aim:	Objective:	Lead Person:	Supported by:	Outcome measure:	Review date:
Support the delivery of a balanced programme in Scout Groups and Districts across the Region <i>{SHQ Work Strand 4: Practical Support for Local Scouting and the Balanced Programme - to put in place a structure and resources that will support volunteers to deliver quality Scouting to more young people}</i>	Promote opportunities for Scout Districts to improve the range and quality of programme delivery and support to Scout Groups.	Assistant District Commissioners	District Commissioners	45 young people complete Chief Scout's Gold, Platinum or Diamond Awards or the Queen's Scout Award.	April 2010
	Improve the strength of Scouting within existing Scout Groups by targeting resources to consolidate and improve existing Sections and Groups.	District Commissioners	Assistant Regional Commissioner (Development)	Start new sections within three Scout Groups which do not currently operate with all sections of Beavers, Cubs & Scouts.	April 2010
	Stimulate the development of District Scout Fellowships.	Regional Scout Fellowship Adviser	District Commissioners	Four Districts have a Scout Fellowship which actively supports the District programme.	September 2010
	Promote the Scout Fellowship as a source of specialist adult support available to centres.	Regional Scout Fellowship Chairmen		Two Scout Centres receive support to deliver programme elements by Scout Fellowship.	April 2010
	Ensure that Scout Groups have a functional Group Executive Committees.	Regional Chairman	District Chairmen Regional Secretary	65 Scout Groups operating with a Group Executive Committee at time of census in January.	March 2010

Aim:	Objective:	Lead Person:	Supported by:	Outcome measure:	Review date:
To create a sound basis for the future development and operation of Scouting across the Region <i>{SHQ Work Strand 5: Future of Scouting - to ensure that Scottish Scouting enters the second century of Scouting in a strong and healthy position, and is able to respond positively to renewed interest in membership as a consequence of heightened exposure during the Centenary year.}</i>	Agree Business structure for committees to support the effective governance and support for South East Region	Regional Chairman, Regional Commissioner	Regional Secretary	Structures and remits agreed.	Complete but review on ongoing basis
	Identify and support suitable individuals to be members of Regional Teams and Committees.	Regional Commissioner	Regional Team District Commissioners	All Regional roles filled.	September 2009
	Identify and support suitable individuals to be members of District Teams and Committees.	District Commissioners	District Team	75% of District Team posts filled.	April 2010
	Carry out succession planning of all Regional appointments.	Regional Commissioner	Regional Secretary	Regional Commissioner to put in place a process for the recruitment and selection of new Regional appointment holders.	September 2009
	Pilot the agreed mentoring process for District Commissioners	Assistant Regional Commissioner (Adult Training)	Mentors	Process piloted and review prepared	April 2010
	Publicise the availability and purpose of existing funding sources to support the development of Scouting at Scout Group level.	Regional Secretary	Assistant Regional Commissioner (Communications)	5 applications made by Groups & Districts to the SHQ Development Fund.	April 2010
	Confirm Group and District contact persons to direct enquiries from potential new members.	Regional Secretary	District Commissioners Group Scout Leaders	85% of want to join enquiries successfully turned into new members.	April 2010
	Review internal boundaries of the region to ensure their relevance and sustainability of districts	Regional Commissioner		Boundary review completed and adjustments (if any) made	December 2011

	Introduce Scouting to Communities where it doesn't currently exist.	Assistant Regional Commissioner (Development)	District Commissioners	1 new Scout Group opened.	January 2010
	Contribute to the development of the Region	All Regional Commissioners and Advisers and Executive members		Work of all is recognised by Regional Commissioner and Regional Executive as playing its part in the overall development plan of the Region	June 2010

Aim:	Objective:	Lead Person:	Supported by:	Outcome measure:	Review date:
<p>To provide opportunities for the development of all adults in scouting and, in particular, to ensure that all are trained appropriately for their role in Scouting</p> <p><i>{SHQ Work Strand 6: Developing People - to develop our Young Adults and Leaders}</i></p>	<p>Implement the agreed programme of Adult Training for 2009/10 and plan for 2010/11 ensuring that there is a balance between Sectional, Manager, Local, Ongoing and Stand-alone training opportunities along with a spread of methods, venues and times</p>	<p>Assistant Regional Commissioner (Adult Training)</p>	<p>ADCs</p>	<p>Increase of 10 in the number of Leaders across the Region who gain a Wood Badge in 2009/10 Review reports Leaders' satisfaction with the balance of the programme offered</p>	<p>June 2010</p>
	<p>Maintain, promote and develop the Training Resource Library along with other Regional Resources at The Scout Centre and Bonaly whilst supporting District Training resources and venues as necessary</p>	<p>Assistant Regional Commissioner (Adult Training)</p>	<p>Jim McCafferty & Training Team</p>	<p>5% increase in use of the Training Resource Library Review reports Districts' satisfaction with support for local training</p>	<p>June 2010</p>
	<p>Organise a Group Scout Leader Workshop to increase awareness of best practice within Scout Groups.</p>	<p>Regional Commissioner</p>	<p>Assistant Regional Commissioner (Development) Regional Secretary</p>	<p>65% of Group Scout Leaders attend a Regional Conference.</p>	<p>September 2010</p>
	<p>Establish an ADC-AT Team in post and continue to support personnel and recruitment</p>	<p>Assistant Regional Commissioner (Adult Training)</p>	<p>District Commissioners</p>	<p>At least 3 more ADCs in post</p>	<p>April 2010</p>
	<p>Develop the Training Adviser Scheme by supporting personnel and recruitment as well as promoting the process</p>	<p>Assistant Regional Commissioner (Adult Training)</p>	<p>Training Team</p>	<p>All Districts record TA appointments and report that there are sufficient in post to meet their needs</p>	<p>June 2010</p>
	<p>Evaluate training to ensure quality and consistency and publicise results</p>	<p>Assistant Regional Commissioner (Adult Training)</p>	<p>Training Team</p>	<p>Two surveys completed within the year showing at least an 80% satisfaction level Evaluation results published</p>	<p>June 2010</p>