



**Scouts**

**#SkillsForLife**

**Craig Turpie**

Deputy UK Chief Commissioner

 [cturpie](#)

# Building a team to support you more



**Carl Hankinson**  
UK Chief Commissioner



**Craig Turpie**  
Deputy UK Chief Commissioner



**CJ Ledger**  
Deputy UK Chief Commissioner



**Ayesha Karim**  
UK Youth Commissioner  
From Saturday



**Yousif Eltom**  
UK Race Equity Adviser



**Callum Kaye**  
International Commissioner



**Liz Henderson**  
Chief Commissioner for England



**Steven Donaldson**  
Chief Commissioner for Northern Ireland



**Andrew Sharkey**  
Chief Commissioner for Scotland



**Rhian Moore**  
Chief Commissioner for Wales



**Jack Caine**  
UK Commissioner for People



**Lewis Dangerfield**  
UK Commissioner for Programme



**Nisha Patel**  
UK Commissioner for Perception



**Tom Milson**  
UK Commissioner for Inclusion















# Squirrels







# Scouts Vision for Race Equity (DRAFT)

**This is a time for change. It's a time for every one of us, as Scouts, to live by our promise, law and values by becoming a place that's inclusive of all races and ethnic backgrounds, so that all young people can be themselves and thrive.**

We recognise that racism and racial inequality exists in society and in our movement. These inequalities are deep-rooted and can be found at every level. It means that some people get more opportunities, while others miss out, purely because of their race.

The evidence tells us there is a problem. While people from Black, Asian and minority ethnic backgrounds make up 13% of the UK population, they comprise just 6% of the Scouts' youth membership and 2% of its adult volunteers<sup>1</sup>.

That's why it's not enough to just stop discrimination. We must each act so that young people from all backgrounds can fully be themselves, benefitting from, contributing to, and taking leading roles in our movement.

But what does this mean in practice? It means:

- We promise to make sure our programme is relevant, enjoyable, and impactful for young people from Black, Asian and minority ethnic backgrounds, because a 'one size fits all' approach isn't enough.
- We promise to celebrate and explore Black, Asian and minority ethnic identities, because young people thrive when they feel included and able to be themselves.
- We promise to provide more shared experiences between young people from different ethnic backgrounds, because all young people benefit from the trust, respect and understanding this builds.
- We promise to increase the number of section leaders from Black, Asian and minority ethnic backgrounds, because young people need role models who look like them.
- We promise to increase the number of volunteers and staff from Black, Asian and minority ethnic backgrounds influencing decisions and holding power, because their experiences and insights will make Scouting more relevant, accessible, and useful.
- We promise to increase the proportion of staff from Black, Asian and minority ethnic backgrounds who feel included, supported to be themselves and empowered to harness the power of our diverse teams.
- We promise to educate ourselves about, and speak up against, the assumptions, slights and biases against people from Black, Asian and minority ethnic backgrounds, because they can do deep and lasting damage to a person's self-esteem.
- We promise to take a zero-tolerance approach to racism, because it harms our society, and goes against our Scout values.

© Scouts UK 2021. Due to question and response category differences in the ethnic group data for the UK, some responses are not directly comparable between nations. Therefore, the 'Black, Asian and minority ethnic' has been defined as all ethnic categories other than White British, White Irish, White European, White African, White Asian, and Mixed Race.

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Scouts  
Race Equity



# EXPLORERS network









A purple banner with the text "SkillsForLife" in white, mounted on a blue pole. The banner has a decorative, wavy right edge. The pole is blue and has a blue spherical finial at the top. The background is a light blue gradient.

**SkillsForLife**



Pillars of Work

**Programme**

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

**People**

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

**Perception**

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

Strategic Programmes

**Programme**

**People**

**Perception**

**Digital Transformation**

**Early Years**

**Equity, Diversity & Inclusion**

**Safe Scouting**











**Thank You**



**Kat Holter**  
County Youth Commissioner



Title



# Scouts

## Youth Shaped Scouting



## **Meet the Team**

### **County**

- County Youth Commissioner – Kat Holter
- Deputy County Youth Commissioner – Brooke Martin

### **Districts**

- Cheltenham – Ryan Hawkins / Alec
- Forest of Dean – Archey Barrell / Lily Hough / Hettie Smith
- Gloucester – Connie Plant
- Stroud and Tetbury – Keelan Tootell
- Tewkesbury – Sam Gilchrist



## **Successes**

- YouShape Award launch – October 2021
- YouShape Months
- Squirrel's Day



## YouShape Award



## YouShape Award

- Launched 5<sup>th</sup> October 2021
- 4 badges for each section
- Central, Plan, Lead, Represent
- Young people decide how and when they achieve the badge.



# YouShape Months



## YouShape Months!

Here you will find new resources each month to support you in helping young people achieve their YouShape badges – take a look and remember to keep checking back for more!

### March - Central Badge

This badge is all about identifying and making a change in your section – go ahead and see what you can do!

### May - Lead Badge

This badge is all about finding your leadership skills and using them to run activities, events and forums!

### April - Plan Badge

This badge is all about learning how to plan events, programmes and come up with your own ideas!

### June - Represent Badge

This badge is all about being able to find your voice and give your opinions to other people – one of the most important skills to learn!

## Washing Line of Thoughts

### Instructions

- Set up three washing lines by stringing rope between two chairs – take care to ensure that it is within reaching distance of the section you are doing it with.
- Label each washing line as follows:
  - What do you like about *(insert section here)*?
  - What do you not like about *(insert section here)*?
  - And then one of:
    - What is a new skill you would like to learn?
    - What is an activity you would love to do?
    - What badge would you like to earn?
    - *Make up a question*
- Allow the young people to have pen and paper to come up with as many ideas for each as possible, making sure to not make them put names on if they don't want to.
- Once a young person has an idea, they go and put it on the corresponding line, either with a peg or by folding it over the rope.
- Repeat as many times required. You can either run this as a structured activity facilitated by leaders, or allow free conversation within the scouts and give a set amount of time.
- To finish, get the young people to go around and pick out some of

### Information

### Other badge requirements

### Equipment

### What next?

- As a leader, make a note of the key themes and put them into play.
- As a young person, take accountability for making them happen, ensure that the leaders don't forget what you have said!
- **Challenge:** Ask the young people if they want to plan or run one of the ideas next term.

## March - Central Badge

This badge is all about Young People identifying a change and making it happen! It is a great introductory badge to the YouShape Award and a way to start a conversation between Young People and volunteers.



Beavers



Cubs



Scouts



Explorers

### Beavers:

Choose one thing you'd like to improve at Beavers. Work with a parent or carer, Young Leader, or leader to make it happen.

This could be learning a new skill, developing your current talents or interests, or changing something about Beavers.

### Cubs:

Choose one thing you'd like to improve at Cubs. Work with a parent or carer, Young Leader, or leader to make it happen.

This could be learning a new skill, developing your current talents or interests, or changing something about Cubs.

### Scouts:

Choose one thing you'd like to change, improve or deliver for young people in your Troop or section, and make it happen.

This could be learning or teaching a new skill, developing your current talents or interests, or changing

### Activities

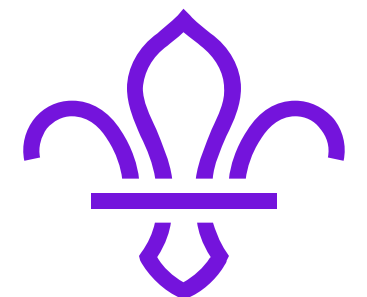
Week 1 - A Washing Line of Thoughts

Week 2 - Snowball Fight!

Week 3 - Let's get SMART

Week 4 - Strengths and Weaknesses

# Scouts





## Squirrel's Day



## Squirrel's Day

- 4 Youth Commissioners
- Stick Man Themed
- Ran a base on YouShape
- Great experience



Scouts 



# Looking forward

- Youth Ambassadors – Pilot Programme
- County Youth Commissioner Role
- Supporting District and County events



**Mark Spiller**

County Commissioner (former)





**Scouts**

**The power of the work that you do**





**Progress to Vision ~~2020~~ /  
2022**



## Vision ~~2020~~ 2022

We set out with a vision to enable 3 broad but important things:

- Young People influence and experience, high quality, balanced programmes, full of adventure, fun and development.
- Adults feel supported, engaged and able to undertake their roles.
- More Young People and Adults will be experiencing Scouting in Gloucestershire than ever before.





# Young People influence and experience, high quality, balanced programmes, full of adventure, fun and development.

- Even more young people on Executives
- More Youth Commissioners
- Exciting initiatives
- Supporting & promoting the You Shape award
- Supporting key events and shaping key experiences





# Young People influence and experience, **high quality, balanced programmes, full of adventure, fun and development.**

- ACCs planning how they can better support
- Badge & activity courses
- Continuing to recognise Amazing Adults delivering Inspiring Programmes through the Inspiring programme award
- Jubilee Badge – Supporting programmes
- Squirrels event





## Adults feel supported, engaged and able to undertake their roles

- Encouraging and enabling Appointments Panels to continue their good work.
- Inclusion team stepping up their support of groups and units.
- St. George's Day event - giving alternatives.
- Continued evolution of the Gscouts website





## **Adults feel supported, engaged and able to undertake their roles**

- Plateau of Wood Badges following 2021 increase
- Continuing to deliver training to more people, more locally
- Continued ownership of Manager & Supporter training
- More First Aid Training than ever before



# Moving onwards

In October, we came together...





## Our Vision

**By 2025, we aspire to have a community of young people and adults who are prepared for their future and be able to achieve their potential.**



## What do we mean by **Aspire, Prepare & Achieve**?

### Aspire

- To provide relevant and inclusive programme
- To be well led and youth shaped

### Prepare

- Young people - skills for life
- Volunteers - to lead and support

### Achieve

- The aspirations of young people and adults
- Through access to relevant, inclusive and engaging programme opportunities





**Thank you**



**Scouts**

**Thank You**