



Scouts
Gloucestershire



Building the County Vision for 2022 and beyond

Methodology

In October 2021, at a County conference attended by District Teams, District Chairs and the County team, we came together to work together to develop the strategy for Gloucestershire County Scouts.

During this event we worked together to identify key priorities and focus areas for us as leaders and supporters to help maintain the progress, growth and development of Scouting in Gloucestershire.

In our minds we have kept and tried to align to the Vision of the Scout Association: **By 2025 we'll have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme.** We'll be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Since the conference, our County Youth Commissioner, Deputy County Youth Commissioners and Deputy County Commissioners have discussed and worked together to try and simplify the many contributions offered at the County conference.

The purpose of this document is to continue the discussion with those that will be responsible for helping to bring our strategy to life.

Our Vision

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The language used in the Vision is very intentional because we recognise:

- Not everyone's version of "personal success in Scouting" is the same.
- Every individual has differing levels of potential.

With these two points in mind we want to try and create a culture in Scouting where every individual can access what they need to make the most of **their** time in Gloucestershire Scouts.

This vision is underpinned by three words that will help guide us: **Aspire, Prepare & Achieve**



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



What this means and what we might see in 2025

It is all too easy to throw together some buzz words and hope that people fill in the blanks for themselves.

To help others understand our direction and what success might look like, it can be helpful to give more detail and provide examples of what we might see a young person and an adult achieve.

The following pages try to bring our vision to life in more detail.



What this means – Aspire

We aspire to provide a relevant and inclusive programme full of challenge and adventure for young people 25 to 4 that inspires them to take an active interest both in the programme, the communities around them, and their impact on those communities.

To do this we will be a well-managed, led and supported county that is driven by regular input from our young people.

Aspire – What will we see?

A 25yr old young person in Scouting in Gloucestershire, that has got the Explorer belt / QSA / been part of their journey. – *“I have had the opportunity to achieve everything I wanted to”*

An Adult volunteer in Scouting has the skills and resources to be able to support the 25yr old throughout their Scouting journey. – *“I know what is wanted from me, I can do it”*

What this means – Prepare

We will prepare young people with the skills for life to enable them to:

- Become active members of their communities creating positive change.
- Freely develop confidence in their individual voice, opinions and ideas.

To do this we will equip our volunteers with the tools and training to actively engage with, listen to and support young people on their adventures.

Prepare – What will we see?

Adults who are prepared and able to deliver the programme that they / their section want to do
– *“I can use my skills and wants in some way to support Scouting”*

Every Young person can take the next step on their own journey / path, with or without a goal or destination. – *“I can achieve what I want to and can be helped along the way”*

What this means – Achieve

More young people and adults will have the opportunity to achieve their aspirations, via a route they decide is right for them.

By doing so, we will enable more young people to access relevant, inclusive and engaging programme opportunities which are offered by happy, confident, appreciated and recognised adults.

Achieve – What will we see?

Happier volunteers. – *“I tell my friends and family about how great Scouting is and how much of a difference I am getting to make”*

Better prepared volunteers – *“I know what I need to do, how I can do it and am recognised for doing it well”*

**Knowing we are headed in the
right direction**

Can

Knowing we are headed in the right direction

A Vision is always meant to be aspirational, it is our North Star by which we will guide our actions, support and activity. But just like when hiking across the Cotswolds or through the Forest, or paddling down the river, it is important to know you are still headed in the right direction.

To do this, looking for milestones, checkpoints and markers along the way will help us all ensure we stay true to our journey.

On the next page, you can start to see some of the ideas we have for these markers as well as some examples that will help us know we are being successful with Aspire, Prepare and Achieve.

Scouts
Gloucestershire



Here are some thoughts on how we know we are being successful...

Aspire	Prepare	Achieve
What would be the key focus areas?		
<ul style="list-style-type: none"> • Leaders knowing how to support the YouShape and the Top Awards scheme for their young people. • Young people have access to the resources and support to achieve the Top Awards that they want to. 	<ul style="list-style-type: none"> • Enabling Young People to shape their Scouting experience at all levels of our organisation. • Empowering adults to give more opportunities to young people to shape their Scouting. 	<ul style="list-style-type: none"> • Continue to focus on supporting amazing adults to deliver inspiring programmes. • Helping Gloucestershire Scouts be an inclusive County to volunteer and take part in.
How will we know things are going well?		
<ul style="list-style-type: none"> • There is a place for every young person to continue their Scouting journey. • Adults have access to the core training to help them understand the basics in a way that meets their needs. • Adults feel supported on their learning journey. • Adults have access to additional learning to help them confidently and competently deliver a High Quality Programme including activity and nights away permits. 	<ul style="list-style-type: none"> • Increased and visible engagement in local communities. • Evidence of advocacy for Youth Shaped Scouting. • Engagement in Youth Shaped Scouting and the YouShape Award from all parts of the County. • Increased understanding of the YouShape award in all sections. 	<ul style="list-style-type: none"> • Adults are recognised through a range of accessible and relevant methods for delivering brilliant Scouting or just being part of an awesome team. • Core Scouting skills are passed on throughout the County so we do not lose this important knowledge. • Enabling young people to experience challenge & adventure.
Measurable outcomes		
<ul style="list-style-type: none"> • Increase % of young people achieving their Top Awards. • Increased % of adults achieving their Wood Badge. 	<ul style="list-style-type: none"> • Increased numbers of adults volunteering some of their time. • More young people (<25) in all decision making teams – AACs, Group / District / County Executives, Event and Project teams. • Youth Commissioners in all Districts shaping Scouting for all 	<ul style="list-style-type: none"> • Increased use of Activity and Nights Away permit schemes. • Higher numbers of young people achieving Challenge Awards and Activity badges.

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Projects in play		
<ul style="list-style-type: none">• Young Leader	<ul style="list-style-type: none">• Mock exec• YouShape award months• DYC Recruitment	<ul style="list-style-type: none">• Buddy• Revision of ATS• Inspiring Programme award• Adult celebration evening• YP Celebration• Growth of inclusion team• Growing the MH support
Next things to work on		

Thank you



**Aspire.
Prepare.
Achieve.**

Scouts 