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# Skills for Life

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

## **Section 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.

We have worked closely with UK headquarters on a joined-up approach to the development and consultation of our new strategy, which has helped us to make sure it is aligned with the UK strategy, and relevant and achievable in Scotland. We have also worked with UK headquarters to adapt this guide for use in Scotland, to ensure that it reflects our structures and the support available to Scottish members.

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.

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 Section 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. understand the Skills for Life plan
2. take action that will help contribute to the vision and objectives of the Skills for Life plan
3. understand how we are going to better support volunteers as part of 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 worked with UK headquarters to put together a checklist of actions that you can take as a section that will work towards achieving our shared goals. The focus for sections is on delivering a great programme for young people and the actions reflect this. We know that by delivering a fun and adventurous programme we will attract and retain young people.

We recognise that each section be at various stages of development and each has a different context to consider. We hope this guide and the checklist of actions will provide tips on how you can deliver a great programme giving young people the skills they need to succeed.

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

Moray Macdonald  
Chair, Scottish Board

Graham Haddock  
Chief Commissioner of Scotland

Katie Docherty  
Chief Executive of Scouts Scotland

# Skills for Life strategic plan

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## We believe that skills for life can prepare better futures

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### 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.

- 5,000 more young people
- 500 more Young Leaders
- 1,000 more Section Leaders
- Demographic of volunteers reflects society
- 200 more sections especially, but not exclusively, in areas of deprivation, remote and rural areas, and in new communities
- 50% of Groups, and 75% of Districts and Regions achieved Youth Approved Awards
- 50% young people taking part in community impact projects
- 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

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### Our pillars of work

Scouts Scotland and UK headquarters have plans 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.scot/strategy](http://www.scouts.scot/strategy).

While we start work on these initiatives there are actions you can take to help our Movement achieve our goals by 2023.

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

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# 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 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, Groups, Districts and Regions, and there are guides to explain this in more detail. We encourage you to read the guide closest to your role.

# Plan of action to support you

## Pillars of work

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

### Programme

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## A fun, enjoyable, high quality programme consistently delivered and supported by simple tools.

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We will work to 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 work with UK headquarters to support volunteers with **high quality programme** and 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.

### Programme planning

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

### Provision for 14-25 year-olds

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

### People

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

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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 all backgrounds join, stay, lead and mix in Scouting (Inclusion) and support high quality social action projects (Community Impact).

Our plan of action is to work with UK headquarters 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)
- Outdoor and adventure practical skills
- Better online resources

### Extend our reach

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

### Perception

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

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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), 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

# Section Actions

## 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 Groups are complete, with no missing sections, to retain young people as they grow.

### Action

- Complete the training on planning and delivering a great programme (Module 12 A and B).
- Use the Quality Programme Checker to review your section.

### Support

- Work with your Training Advisers to complete Module 12 A and B.
- Use the [Quality Programme Checker](#)
- There is an action to encourage Regions or Districts to run a quality programme/ practical skills event for section leaders each year to help develop your skills and knowledge.

## 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 you to be better equipped with skills, knowledge and confidence to meet the needs of all young people and ensure Scouting is open to all.

UK headquarters has designed a self-assessment tool using a red, amber, green system. 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.

### Action

- Use the Self-Assessment Checker for your section.
- Work towards getting green in all areas.

### Support

- You can find the Inclusivity RAG Assessment form on [www.scouts.org.uk/diversity](http://www.scouts.org.uk/diversity). Take actions from the toolkit to improve how you do in future.
- More inclusivity support is available on the Scouts Scotland [inclusion pages](#).

## Youth Shaped

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.

### Action

- Hold termly Log Chews or section forums.
- Deliver the Team Work (Beavers, Cubs, Scouts) and Team Leader (Cubs, Scouts) Challenge Awards, or Leadership Activity Badge (Explorers).
- Work towards your Youth Approved Award.
- Include your Young Leaders as full members of your leadership team.

### Support

- [Youth Involvement](#) section of the Scouts Scotland website, and advice on [youth forums](#)
- Team Work ([Beavers](#), [Cubs](#), [Scouts](#)) and Team Leader ([Cubs](#), [Scouts](#)) Challenge Awards, Leadership ([Explorers](#)) Activity Badge.
- [Youth Approved Award](#)
- [Young Leader resources](#)

## Community Impact

Core to Scouting is young people making a positive contribution to society. 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.

### Action

- Run a community impact project, which could be an *A Million Hands* project, or organise it as a Group, to ensure that all young people are achieving the Community Impact Staged Activity Badges.

### Support

- [A Million Hands](#) resources and the [Community Impact Staged Activity Badges](#) are designed to support delivery of quality community projects.

# Section checklist

We want to continue working towards the same four objectives and we already have a great foundation to build on.

This checklist is a summary of the actions you could take to contribute to the Skills for Life plan.

## Growth

- Complete the training on planning and delivering a great programme (Module 12 A and B).
- Use the Quality Programme Checker to review your section.

## Inclusivity

- Use the Self-Assessment Checker for your section.
- Work towards getting green in all areas.

## Youth Shaped

- Hold termly Log Chews or section forums
- Deliver the Team Work (Beavers, Cubs, Scouts) and Team Leader (Cubs, Scouts) Challenge Awards, or Leadership Activity Badge (Explorers).
- Work towards your Youth Approved Award
- Include your Young Leaders as full members of your leadership team

## Community Impact

- Run a community impact project, or organise it as a Group, to ensure that all young people are achieving the Community Impact Staged Activity