
Skills for Life

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

East Sussex Scouts County Action plan

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Introduction

This development and action plan has been developed following the launch of the Scouts “Skills for Life” 2018 – 2023 national strategy.

The strategic priorities contained in this plan are based upon:

- The four strategic objectives from the “Skills for Life” national strategy
- Local development priorities identified with GDO Lead

The action plans contained in the plan are based upon:

- The action plans identified to implement the “Skills for Life” national strategy
- The actions needed to implement the local strategic priorities

All actions are linked to the strategic priorities, and to the national initiatives which support the Programme, People and Perception pillars.

This plan will be reviewed by the county executive committee, county team and district commissioners on a regular basis (at least annually) and will be updated to reflect current status, changes in priorities and plans and updates to the outputs of the national programmes of work and projects (a version history is included).

East Sussex Scouts – Who We Are

The following vision, mission and values underpin our strategic priorities and actions:

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 integrity; we are honest, trustworthy and loyal.

We have self-respect and respect for others.

We support others and take care of the world in which we live.

We explore our faiths, beliefs and attitudes.

We make a positive difference; we cooperate with others and make friends.

Strategic Objectives

The following table outlines our strategic objectives for 2018 – 2023

Figures in brackets are current (2017 census) figures.

	Objective		Outcome (baseline)	Goal for 2023	Goal for 2019
1	Growth	1.1	More 6-18 young people	8000 (5,786)	6300 (5,786)
		1.2	Reduced waiting list	500 (831)	See note ¹
		1.3	More Young Leaders for Beavers, Cubs and Scout Sections	2 per 261 Sections	See note ²
		1.4	More adult volunteers	750 - 150 per year (2227 - up 224 last year)	Keep Going!
		1.5	Fewer missing sections	0 (9)	See note ³
		1.6	Fewer sections with less than 12 members	0 (45)	See note ⁴
2	Inclusivity	2.1	New sections in minority communities	?	
		2.2	Fewer sections with less than five boys		
		2.3	Increase female members to Sections with fewer than 5 female young people as members	261 groups (163)	See note ⁵
		2.4	Increase male members to Sections with fewer than 5 male young people as members	261 groups (18)	
3	Youth Shaped	3.1	More young people shaping their scouting experience each year	50%	
		3.2	More young people actively planning and achieving their top awards	25% (7% and lower from Scouts upwards)	10%
4	Community Impact	4.1	Young people making a positive, meaningful difference in their local communities each year	50%	

¹ There are 26 sectional waiting lists of 12 or greater. 26 new sections at 20 per section would add 520 new yp, which is 101% of the 514 needed to reach our goal.

² To achieve at least 2 in every section there would need to be at least an additional 29 YLs which is 6% of the 514 needed to reach our goal.

³ 9 new sections at 20 per section would add 180 new young people, which is 35% of the 514 needed to reach our goal.

⁴ There are 45 sections with fewer than 12 members (and 6 with fewer than 5). If all of those sections reached 12 members that would add a further 152 young people which would be an additional 30% towards our goal.

⁵ There are 163 sections with fewer than 5 female young people as members. There are 18 sections with fewer than 5 male young people as members. If every section had at least 5 male and 5 female members than this would add 512 more members.

Action Plan

The following table outlines our action plans for 2018 – 2023, designed to achieve the strategic objectives linked to the “Skills for Life” 2018 -2023 strategic plan.

Continuous improvement of other non-strategic operational activities will continue as at present (as agreed in role reviews).

The following action plan assumes that development plans at the district / group level are aligned to work with the applicable county team members, where the identified objectives are aligned with district / group objectives.

Objective	Outcome	Action Owner
Growth	Develop and implement a growth strategy	CC
	Appoint a County Growth and Development facilitator	CC
Inclusivity	Ensure all Districts, Groups and Sections carry out a self-assessment and work towards a 'GREEN' state	ACC Inclusion
	Set a target for starting new sections in areas of deprivation	DCC Growth, DCs and GDO
Youth Shaped	Appoint and support a County Youth Commissioner	CC
	Appoint two 18-25 year old adults onto the County Executive Committee	CYC & ACC Network
Community Impact	Run a community impact support day	ACC Inclusion (PRIDE?)

Appendix A: Call to Action for Volunteers

The following table lists the roles responsibilities and support available to implement or assist to implement the County Strategy.

Call to action for Volunteers			
Goal	Role	Action (Each Year)	Support Available from HQ
GROWTH	Young Leaders / Youth Commissioners	Recruit one friend to become a young leader or section leader/assistant	young-leaders-scheme
	Section Leaders	Undertake the Quality Programme Checker	quality-programme-checker
	Group Scout Leaders	Ensure all Section Leaders have completed Module 12A/B	
	District Commissioners	Ensure all Groups are complete (no missing sections)	Opening new sections
		Ensure that a quality programme / practical skills event is provided for Section Leaders each year	
	County Commissioners	Appoint a County Growth/Development lead	Assistant Regional Commissioners (Growth)
		Develop and implement a County growth strategy and targets (based on the Census results)	Census Pack in DropBox
INCLUSIVITY	Young Leaders / Youth Commissioners	Complete Module F of the Young Leaders Scheme	young-leaders-scheme
	Section Leaders	Undertake the Inclusivity self-assessment	Scouting for All
	Group Scout Leaders		

	District Commissioners		
	County Commissioners	Set a County target for starting Scouting in areas of deprivation and under-represented communities	
YOUTH SHAPED	Young Leaders / Youth Commissioners	Develop and implement an iMOVEit (Developing Future Leaders) event - CYC	
		Young Leaders: Complete Mission 3 of the Young Leaders scheme	young-leaders-scheme
		Youth Commissioners: Attend TSA AGM	
	Section Leaders	Hold 4 Log Chews, Pack Forums, or Patrol Leader Councils	Youth Shaped Scouting
		Deliver the Team Work (Beavers, Cubs and Scouts) Challenge Awards	
	Group Scout Leaders	Have at least two 18-24 year old adults on the Executive Committee	
	District Commissioners	Appoint and Support a District Youth Commissioner	Local Youth Commissioners
		Hold 4 Explorer Forums	
		Deliver the Team Leader Challenge Awards	
		Have at least two 18-24 year old adults on the Executive Committee	
	County Commissioners	Appoint and support a County Youth Commissioner	

		Have at least two 18-24 year old adults on the Executive Committee	
COMMUNITY IMPACT	Young Leaders / Youth Commissioners	Lead an AMH project with a group of young people in Scouting (This could be part of the YL Mission 4, DofE or QSA)	A Million Hands
	Section Leaders	Run a Million Hands project in your section	
	Group Scout Leaders	Ensure all Sections have run a Million Hands project, or organise it as a Group	
	District Commissioners	Ensure all Sections have run a Million Hands project, or organise it as a District	
	County Commissioners	Run a Community Impact Support Day	

Version History

Version	Date	Changes
0.1	20.06.2018	Initial Draft for Review by County Team & DCs
0.2	02.07.2018	Insert goals for 2019
	02.07.2018	Presentation to County Exec for Approval
	02.07.2018	Approved by County Exec