
Skills for Life

Our plan to prepare better futures in Scotland

2018-2023

Clyde Region

Action plan

scouts.scot/strategy

#SkillsForLife



Our mission

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

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 strategic objectives

Building on the incredible progress we've made over the last four years we want to continue to focus on:

Growth	Inclusivity	Youth Shaped	Community impact
We believe Scouts changes lives so we want to give every young person in Scotland the opportunity to join.	Everyone, regardless of their background, should be able to participate in Scouts.	Every young person should be shaping their experience and developing their leadership potential.	Through community impact projects, Scouts makes a difference not just to the individual but to whole communities.

Pillars of work

To meet our objectives as a movement we will focus on these three pillars of work:

Programme	People	Perception
A fun, enjoyable, high quality programme consistently delivered and supported by simple tools.	More young people from diverse backgrounds, and well trained, better supported and motivated adult volunteers.	Scouting is understood, more visible, trusted, respected and widely seen as playing a key role in society today.

The Skills for Life plan contains many exciting initiatives under programme, people and perception, which Scouts Scotland and UK headquarters will start to work on.

As a Region our priority is to build on the work we are already doing, working towards achieving the goals we have set against the four objectives of Growth, Inclusivity, Youth Shaped and Community Impact. Our plan of action will be to focus on high quality programmes, supporting our leaders and ensuring more young people experience Scouting.

Our plan for the next five years is simple. We will support amazing leaders to deliver an inspiring programme and prepare more young people with skills for life.

Our goals

Objective		Outcome		Goal for 2023
1	Growth	1.1	More young people	Increase from 7,707 to 8,670
		1.2	More Young Leaders	Increase from 366 to 412
		1.3	Less missing sections	Reduce by 6
		1.4	Less sections with less than 12 members	Reduce from 116 to 91 (25)
2	Inclusivity	2.1	Groups in new areas, including more areas of deprivation, remote and rural areas, and new communities	3
		2.2	Adult volunteer demographics reflect society	N/A
		2.3	Less sections with fewer than five young people of a particular gender	12
3	Youth Shaped	3.1	Young people shaping their Scouting experience each year	50%
		3.2	Young people achieving their top awards	50%
		3.3	Achieve Youth Approved Awards	Bronze by 2019 and Silver by 2021
		3.4	Improve the experience of Young Leaders and transition from Scouts to Explorer Scouts.	
4	Community Impact	4.1	Young people making a positive difference in their local communities each year	50%
5	Trading Operations		Develop a sustainable model for trading at Auchengillan Outdoor Centre and The Glasgow Scout Shop which supports the growth and development of Scouting in Clyde Region financially.	£35,000 surplus per annum

Our plan of action

Growth

	Objective		Action	Lead	Deadline
1	Growth	1.1	Develop and implement a growth strategy.	Gary Bainbridge	Initiate by January 2020
		1.2	Appoint an Assistant Regional Commissioner (Development).	Marion Rankin	Complete by December 2018
		1.3	Review structure of District Teams & support Districts to strengthen their teams.	Carslaw Purdie	Complete by December 2019
		1.4	Support Districts to develop Scout Network provision.	Simon Robb	Complete by December 2021
		1.5	Working with your District teams (including ADCs) to ensure that a quality programme and practical skills event is provided for Section Leaders each year.	Stuart Hunter	Complete by December 2021
		1.6	Work with the Coltswood Scout Active Support Unit to re-introduce appropriate use off Colstwood for Scouting activities.	Neil Kelly	Complete by December 2023.
		1.7	Develop appropriately, greenfield camping and activities for Scouts and Explorer Scouts.	Gary Bainbridge	Complete by December 2023.

Inclusivity

	Objective		Action	Lead	Deadline
2	Inclusivity	2.1	Start new sections in more areas of deprivation, remote and rural areas, and new communities.	Gary Bainbridge	Complete by December 2022
		2.2	Ensure all Districts, Groups and sections carry out a self-assessment and work towards green status.	Carslaw Purdie	Complete by December 2022

Youth Shaped

Objective		Action		Lead	Deadline
3	Youth Shaped	3.1	Appoint and support an Assistant Regional Commissioner (Youth Involvement).	Marion Rankin	Complete by December 2018
		3.2	Set up and support a Regional Youth Advisory Group.	Iona Brownlie & James Gallagher	Complete by March 2019
		3.3	Complete Region Level Youth Approved Awards.	Iona Brownlie & James Gallagher	Complete Bronze by December 2019.
		3.4	Appoint two 18-25 year-olds on to the Regional Appointments Committee.	Gary Bainbridge	Complete by November 2019.
		3.5	Set up and support District Youth Advisory Groups.	Iona Brownlie & James Gallagher	Complete by December 2023.
		3.6	Deliver an event for 13 – 18 year olds to reinvigorate creativity in young leader training and inspire young leaders.	Iona Brownlie & James Gallagher	Complete by September 2020.
		3.7	Create a video to break down perception of Explorer Scouts and increase transition from Scouts to Explorer Scouts.	Iona Brownlie & James Gallagher	Complete by December 2019.
		3.8	Support leaders to improve Youth Shaped Scouting experiences by developing local videos and resources based on experience in Clyde.	Iona Brownlie & James Gallagher	Complete by December 2020
		3.9	Lead the organisation of the celebrating achievements event in 2019.	Iona Brownlie & James Gallagher	Complete by November 2019.

Community Impact

Objective		Action		Lead	Deadline
4	Community Impact	4.1	Develop 2 local charity partnerships each year and promote these with Groups across the Region.	Gary Bainbridge	Complete by December 2023.
		4.2	Communicate community impact work being undertaken by Groups within and outwith the Region.	Gary Bainbridge	Complete by December 2023.

Trading Operations

Objective		Action		Lead	Deadline
5	Development of Auchengillan	5.1	Implement a strategy to raise £1 million for the development of Auchengillan by its centenary year.	Gary Bainbridge	Complete by December 2025.
	Development of The Glasgow Scout Shop	5.2	Structure The Glasgow Scout Shop to be fit for future years to come, delivering the services that members and parents require whilst making a sustainable financial contribution to supporting Scouting in Clyde Region.	Gary Bainbridge	Complete by December 2021.