



A Guide to Youth Shaped Scouting

For Group Scout Leaders, Section Leaders and District Appointments

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Understanding Youth Shaped Scouting

Youth Shaped Scouting isn't a new concept. Lord Baden Powell's aim was to create a movement suited to and shaped by the young people involved. The idea of a Youth Shaped movement is part of the fundamental values of Scouting, and has always been important.

Youth shaped scouting is all about you the leaders working with the young people of your section to shape their scouting experience around what they want to do.

We are a movement, so we need to keep moving. It's vital to find out what young people want from Scouting so we can continue to deliver an exciting and relevant programme.



This pack outlines how you can get involved, to promote and develop Youth Shaped Scouting in your section.

Key themes of delivery

There are four key themes of delivery that we would like to work towards to achieve our vision of Scouting being truly shaped by young people in partnership with adults.

Programme	Leadership
Governance	Management

Programme

All young people in Scouting will be planning, delivering and reviewing their programmes in partnership with Young Leaders and adult volunteers.

Leadership

Young people have the opportunity and are actively encouraged to take on roles in Scouting when they reach 18. This includes helping to find the right volunteer role in Scouting, as well as promoting the Scout Network.

Management

Young People gain the skills and abilities to enable them to take on management and support roles in Scouting, and they feel supported to do so.

Governance

All of our governance structures include the active participation and engagement of young people, to ensure our direction of travel remains relevant to the needs and requirements of young people in the 21st century.

Programme

We want every young person to shape their own adventure, take on responsibility, develop skills, make decisions and influence their own Scout Programme.

There are lots of things that you can do to help this happen; from introducing section youth forums to encouraging young people to record video vlogs to share and reflect on past activities and decisions made in the section. These can be done in fun and exciting ways.

We're now focusing on embedding this traditional part of Scouting into what we do.

BEAVERS

Beavers can be involved in all sorts of Programme planning and will have great ideas about what they can do in their Programme. Ask your Beavers to share their thoughts and opinions with you, and remember to incorporate them when planning their Programme.

Once you've done so, share the news and make sure that your Young People are aware of how and where their ideas have been included. This will boost their confidence and make them feel included and listened to.

cubs

Cubs can get involved in planning their own Programme by sharing their ideas with you. Make sure you include their ideas in your Programme planning and explain to them how you have done so, so they know they have been listened to and shaped their Programme.

SCOUTS

Scouts will have some great ideas of what they want to do in their Programme, so run some fun, interactive activities for them to offer feedback. Make sure they know how their ideas have been included. You could ask Patrol Leaders to help you plan and run some of the activities, or ask each Patrol to plan a certain activity.

EXPLORERS

With your Explorers run activities to find out what they want to do in their Programme. Explorers can take things further by planning and running their own Programme with the support of their section leaders.

network

Network members can aim to work more collaboratively with other Network members across their District, County and Nationally. The planning and team building exercises in the pack below will help achieve this.

Leadership

Scouting is built upon offering young people skills for life. Through various leadership opportunities we are equipping young people (aged 14 – 25) with leadership skills they can use not just within their scouting but also their wider professional lives.

Peer Leadership

Giving leadership responsibilities and skills to our youngest members right up to our oldest.

BEAVERS

As the youngest Scouting section, Beaver Scouts is the start of a young person's journey to develop leadership skills and this will likely be their first opportunity to be a leader.

There is no set name for peer leadership in Beavers and Colonies can choose whatever works best for them. Some ideas of names used by Colonies are Lodge Leaders, Lodge Friends and Junior Leaders.

For more information on peer leadership in Beavers, please click [here](#).

cubs

Young people who take on a peer leadership role in Cub Scouts are called Sixers and Seconders. Sixers lead the Six (small group of Cub Scouts) and Seconders support the Sixer.

For more information on Sixers and Seconders in Cubs, please click [here](#).

SCOUTS

Scouts who take on leadership responsibilities for their Patrol are called Patrol Leaders and Assistant Patrol Leaders. Patrol Leaders and Assistant Patrol Leaders take an active part in helping to shape their Programme. Some Troops also have Senior Patrol Leaders who take on additional leadership opportunities.

For more information on peer leadership in the Scout section, please click [here](#).

EXPLORERS

Explorers are the fourth section in the Scout movement. By the time a young person reaches Explorers, it is expected that they take an active and leading role in planning their own Programme and activities.

For more information on developing leadership in the Explorer section, please click [here](#).

network

Network members can develop their leadership skills further by leading a team to deliver a Network project or event. They can also further develop the skills they have gained through Scouting by working towards a permit for an adventurous activity. This gives Network members the chance to lead others, whilst giving opportunities to other members in Scouting to experience adventurous activities.

For more information on developing leadership in Scout Network, please click [here](#).

Explorer Scout Young Leader Scheme

Support the scheme, this might be through directing young people to the scheme when they turn 14 and helping them through their mission and modules.



See the The Young Leader Scheme & Training Modules [here](#).

Top Awards

Helping young people achieve top awards – From the Chief Scout Bronze award to the [Queen's Scout award](#) to achieving the [Explorer Belt](#), top awards in Scouting offer young people the chance to gain and develop not just leadership skills but a number of other skills for life.

Supporting the Transition at 18

From youth member to adult volunteer or Scout Network Member. It's important that 17 year olds understand all of the opportunities available to them at this critical age.

We currently don't support our 17 year old members enough meaning we lose out on retaining leaders of our movement every year. Remember that although someone is 18, they might be the perfect for the role of Assistant District Commissioner or roles outside of traditional leadership roles.

Make sure that young people are made aware of these opportunities and given an equal chance.

Wear Their Necker

The aim of the project is for groups to give their young people the opportunity to take over adult volunteer roles. It puts young people into decision-making positions, and encourages adults to hear their views.

How can my section get involved?

1. Agree to take part. The young people, Group Scout Leader, Section Leaders, Section Assistants and other helpers should all be on board, along with the adult volunteers who are willing to share their role.

2. Pick a role. Your young people should think about the role, section or activity they would like to take over and lead. They could work together in teams to share a role, if they have similar ideas. Leaders should make sure the young people understand the different roles available.

3. Decide on your timescale. Will the takeover be for a week, a meeting or just one activity? This may depend on the planned activities and the size of the sections, but, with a little planning, it will be possible.

4. Plan the experience. If your young people are really keen to have a particular experience, make sure you know in advance if it will be possible. Preparing in advance will mean that both adults and young people get the most out of it.

5. Follow up some of the decisions they made to demonstrate how their voices were listened to. Use this as a chance to make the group more Youth Shaped, and see if there any other challenges you could set.

Governance

Ensuring the voices of young people influence each of these processes is vital to help the decisions we make stay true to the needs and priorities of those they affect.

This could be done through:

- Holding youth forums to gather the opinions of your members, to be fed back to the Executive Committee.
- Involving young people in Executive Committee meetings, for example by inviting members from each Section to give a quarterly update in person to the Executive Committee.
- Involving the members of the Executive Committee in the activities of young people, such as holding a Dragons' Den style activity for Scouts to pitch project ideas to the Executive Committee.
- Allowing young people to take responsibility for decisions that the Executive Committee usually takes, which are accessible and comprehensible to them, such as evaluating projects that are seeking grant funding from the Executive Committee, or proposing themes and locations for camps.
- Making young people members of sub-committees, don't forget that there are no age requirements to be a full member of a sub-committee!

Young people on Executive Committees

Appointing young people (aged 18-25) as members of every Executive Committee is valuable to all members. This approach is beneficial for the Executive Committee to ensure it reflects a diverse range of opinions and for the young person involved who can use this experience to help build skills for life.

If you're a young person on an Executive Committee, or if you're thinking of joining an Executive Committee, you might find that meetings look and feel different to your previous Scouting experiences, with different terminology, agendas and papers. Look [here](#) for your 'Guide to Executive Committees for Young People'.

If you're a member of an Executive Committee that involves young people, you may want to consider ways to facilitate their successful contribution to your meetings, perhaps through paying travel expenses or meeting in central locations. Look [here](#) for a 'Guide to Supporting Young People on Committees'.

For example, on a District level, the District Youth Commissioner is an ex-officio member of the District Executive Committee. At a group level, you could invite previous young people (aged 18-25) from your group or current leaders to be on your group executive committee.

Management

The Management strand of the Youth Shaped Scouting strategy is all about young people (18 – 30) playing an active part in the management of Scouting.

Young people should be encouraged and empowered to take on management roles across the movement and have an active contribution to working groups and project teams at all levels of Scouting.

It's all about aptitude and not age. If a young person has the right skills, knowledge and attitude to perform a role, then age shouldn't be a blocker.



Appointment Advisory Committees

Appointment Advisory Committees (AACs) have a key part to play in achieving our Youth Shaped Scouting Strategy.

When completing the AAC process we need to ensure that interview panels don't disqualify candidates due to their age. If a candidate has the right skills and knowledge to perform the role, and the correct support structure around them, age should not be a negative factor.

Resources

We have put together a whole section of our website dedicated to all the #YouShape resources you need for your role.

These include resources from previous years and all the essentials to get started.

To download the resources and view them all please click [here](#).



Contact Information

If you need any help, guidance or want to invite us down to your group or event. Please contact us using the below:

Web: blackpoolscouts.org.uk/youshape

Email: dyc@blackpoolscouts.org.uk

Facebook: [/blackpoolDYCteam](https://www.facebook.com/blackpoolDYCteam)

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