

R^{OAD}MAP23

Cotswold Edge



Growth



Inclusivity



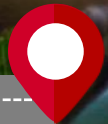
Youth Shaped



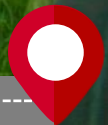
Community Impact



Programme



People



Perception



**Shaping the future of our District for the
next five years.**

Thank you

A big thanks to all for your input and taking part.

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Introduction

The Scout Association launched a new strategy in May 2018 called Skills for Life.

As part of this strategy a new vision to 2023 was launched. Below is the Associations plan for 2018 to 2023.

Skills for Life

Our plan to prepare better futures 2018-2023

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 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 care, respect, integrity, cooperation, exploring our own and others' beliefs.

Our goals

By delivering this plan we will achieve the following goals against our four objectives:

Growth	Inclusivity	Youth Shaped	Community Impact
<ul style="list-style-type: none">• 50k more young people• 10k more Section Leaders• 5k more Young Leaders	<ul style="list-style-type: none">• Our volunteers reflect the demographics of our society• In 500 more areas of deprivation	<ul style="list-style-type: none">• 250k young people shape their Scouting each year• 50% young people achieve top awards	<ul style="list-style-type: none">• 250k young people making a positive impact in their local communities each year• 50% young people achieve top awards

Our three pillars of work

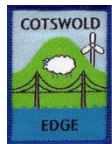
To support the Movement to achieve these objectives, we will focus on three pillars of work:

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

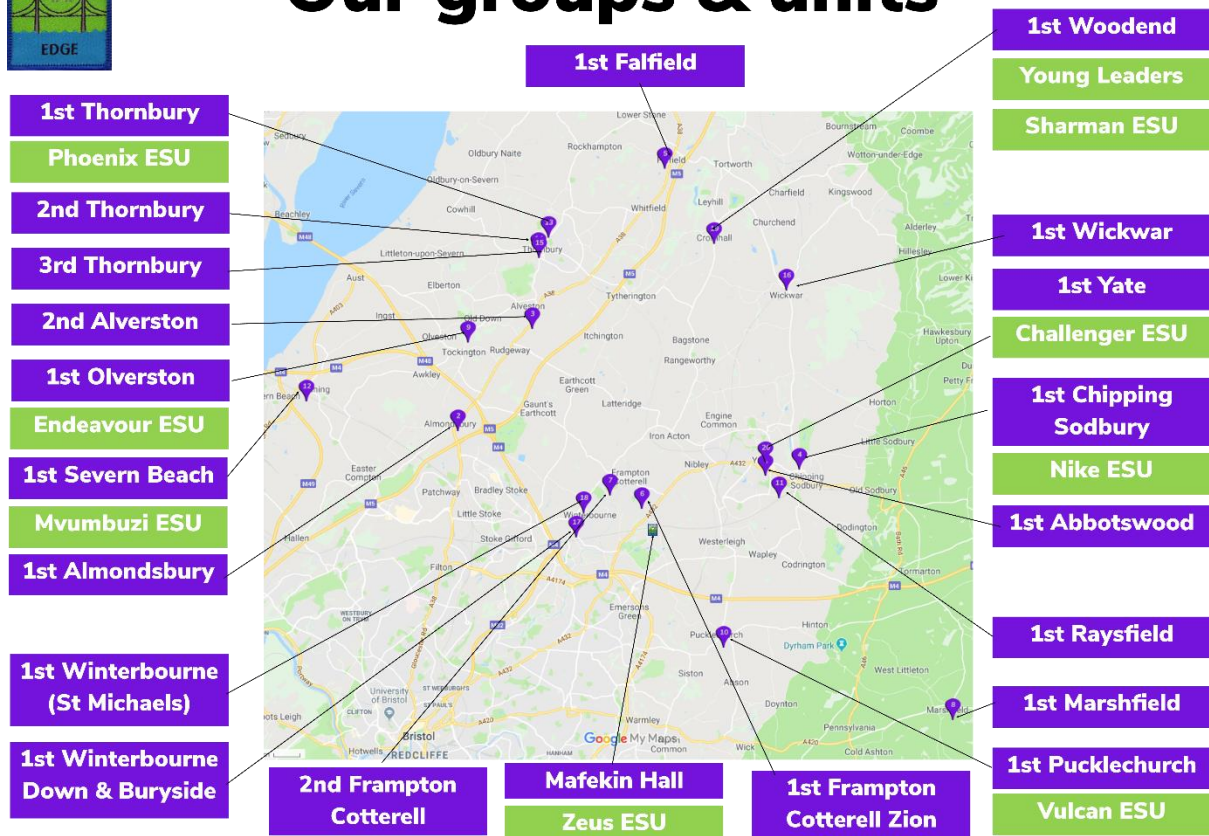
About District

Cotswold Edge is part of the Avon Scout County with circa 1690 young people supported by 264 adult volunteers within 20 Scout Groups, 8 Explorer Units, 1 Young Leader Explorer Unit, 1 Network Group, District SAS & the District Team.

The District covers a large geographical area as seen below, with a diverse and varied selection of villages and towns which play host to our groups and units.



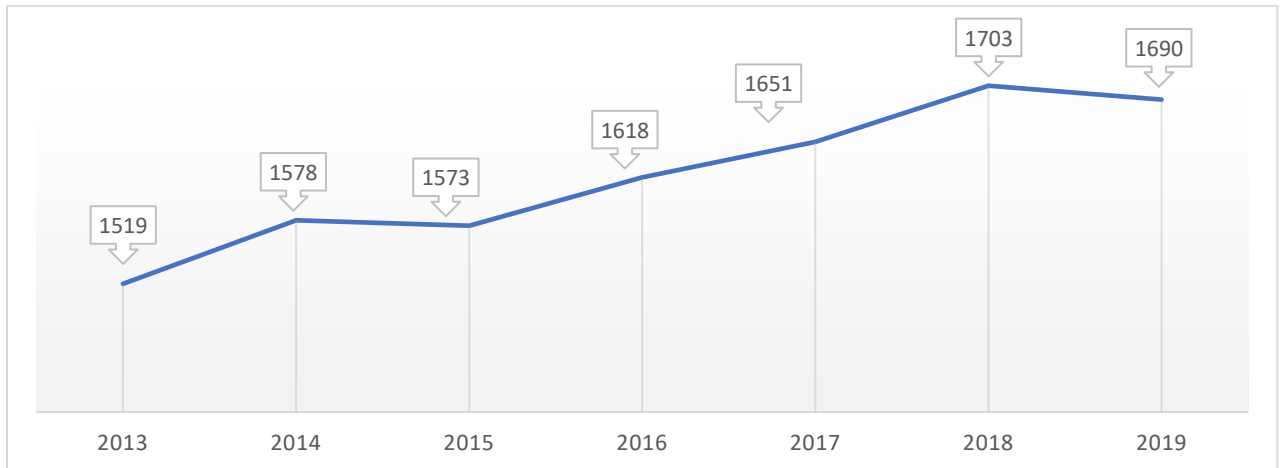
Our groups & units



This roadmap will support the Skills for Life Strategy. The District is here to support its Sections and Groups to grow, develop and have an impact on Young People and their communities. The ideas and comments made during our District Roadmap Month have gone into shaping this journey to 2023 and this journey will give a clear direction for the District.

Growth

Working on the foundations of the 2014-18 vision the District has had successful year on year growth. 2019 saw a small decline in youth numbers dropping by 13. This drop is partly down to Network members moving out of the District or leaving at the age of 25.

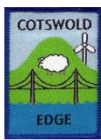


Going forward the District hope to achieve the following:

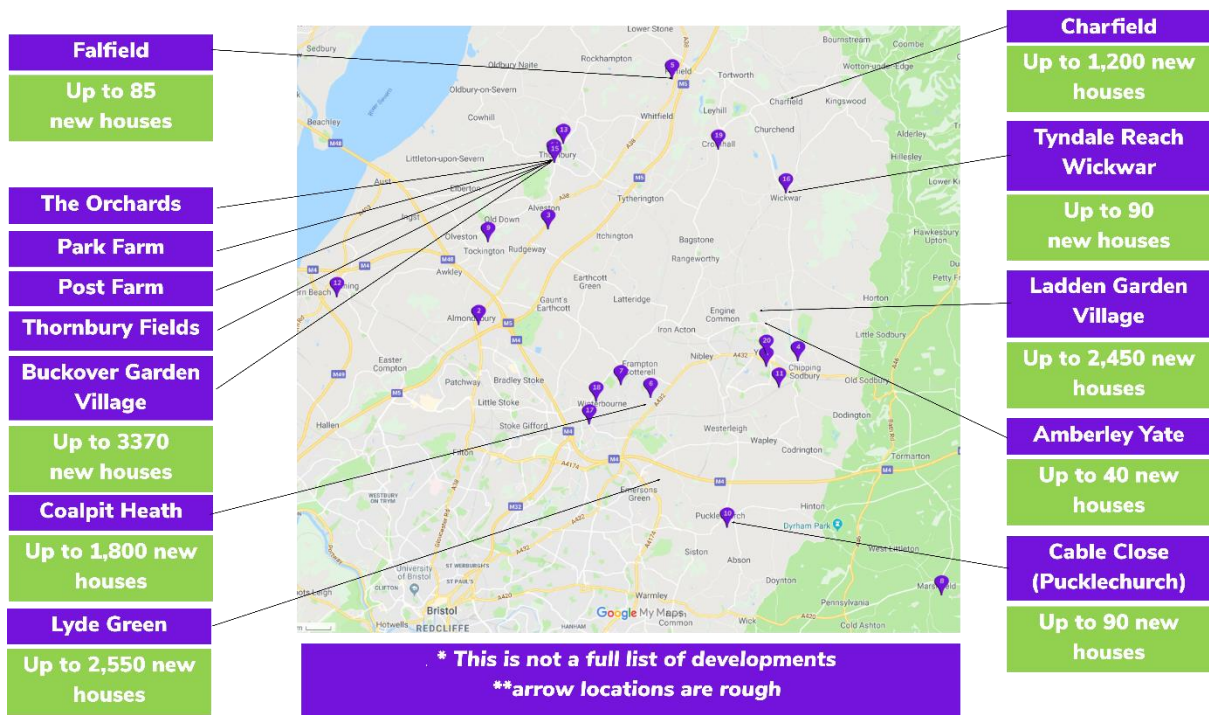
- We would expect all Groups to have at least one:
 - Beaver Colony with a minimum of 16 Beavers in attendance
 - Cub Pack with a minimum of 16 Cubs in attendance
 - Scout Troop with a minimum of 16 Scouts in attendance
 - One Partnership Agreement to an Explorer Unit
- All young people are given the opportunity to attend a Youth Forum for their sections
- To give all Young Leaders the opportunity to gain their Young Leaders Belt
- To develop and grow the programme for Network
- To develop and support retention of Young People as they move through the Sections by encouraging sections to work closer together, we will support this by:
 - Enable section leaders to get together to share ideas and how groups undertake moving on i.e. Beavers swimming up to Cubs etc.
 - To hold District events for Scouts and Explorers to transition better
 - To support and encourage the growth of the Network and promote this section more within the District
- To grow and support the existing Scout Active Support (SAS) unit, the SAS are a valuable resource within the District. The District will:-
 - Support a recruitment campaign to encourage new members to join
 - To update the existing District Webpage to reflect the achievements of the SAS and their current members
- Where possible, additional Groups and or sections are created within current groups rather than starting a new group unless as an satellite of an existing Group

- As the new housing developments are planned within and around the District, we will look to expand current groups, or where possible create new satellite groups to ensure demand is covered from these new housing developments in a planned way
- Adult support is key to a successful section/group/unit, and we will look to support more training within the District to help our leaders obtain their wood badge
- We will plan to enable every child within the District to have access to Scouting within easy reach of their home
- To look into creating a District wide waiting list open to all Groups & Explorer Units and to help young people to get into Scouting quicker
- To use the District Website & volunteer services to recruit new adult volunteers

New Housing



Some new housing developments in our District



Across the District there are over 11,000 new homes being or have been built over the next five years, with more developments being planned over the coming years.

Inclusivity

"The most worth-while thing is to try to put happiness into the lives of others"

Robert Baden-Powell

From the Experimental Camp on Brownsea Island where Baden Powell brought together boys from different backgrounds the Scout Association has been a leading force in inclusivity when girls were allowed to join the Venture Scouts in 1976 through to 1991 when this was eventually opened up to all sections. In 2007 it became compulsory not to exclude any youth member from joining. As part of this inclusivity the Association developed further by including the alternative promises and all adult leadership positions open to LGBT+ members.

To continue this legacy the District will ensure Scouting is available and accessible to all and will address the following needs:-

- Location & cost is sometimes a barrier to our youth members and adult volunteers attending District Events. We need to be mindful of cost and location when planning events and training so that we are moving across the District
- District to continue hardship funding for Scout Groups and Explorer Units.
- We need to be accessible for young people in the new developments across the district ensuring where possible we support through grant provision local groups with expansion or support the creation of new sections and or groups
- To help, District will need to:
 - Build skills for Leaders to feel confident and support Scouting Skills
 - Have more training within the District
 - Hold SEN based training sessions to help our Leaders support the needs of the young people within their Sections/Groups/Units
 - Ensure that the spaces groups use are suitable and accessible to all.
 - Engage with the communities and developers within our District.
 - And ensure all members are welcome and gain Skills for Life.

Youth Shaped

As one of the leading Youth Shaped Districts within the County we want to build on this success and continue shaping the District lead by our Young People to do this we will:-

- Ensure Youth involvement is embedded in the District Management with District Meetings having at least one Youth representative
- Support the District Youth Commissioner we will create a District Youth Committee to enable a more diverse range of voices to be heard
- Recruit and retain Deputy Youth Commissioners to help support the District Youth Commissioner
- Continue with the success of the Cub and Scout Forums and look to expand this to the Beaver Section
- Invite Explorers / Young Leaders / Network members to sit on the Appointments Panels
- Create and support a District wide activity database to enable young people to see what activities the District can support or offer
- Invite youth members to join Group & District Executives.

Community Impact

"The real way to get happiness is by giving out happiness to other people. Try and leave this world a little better than you found it and when your turn come to die, you can die happy in feeling that at any rate you have not wasted your time but have done your best. "Be Prepared" in this way, to live happy and to die happy - stick to your Scout promise always - even after you have ceased to be a boy - and God help you do it."

— Sir Robert Baden-Powell

Scouting has been at the heart of Community activities and fundraising since its foundation. We need to continue this work within the District and encourage our Sections/Groups and Units to work together on Community Projects both near their groups and within the District.

We will continue with the work of the Scout Association on the Million Hands Project and support our Groups/Units to engage with the projects which cover the following aspects:-

- Dementia
- Disability
- Mental Wellbeing
- Clean water and sanitation

Programme

As a District we need to focus on the following:-

- Create more Beaver Activity sessions
- Give more information about District Events well in advance
- Create activities to help support the Chief Scout awards for Sections
- Provide training on OSM and Compass to enable Leaders to get the best out of both systems.
- Create a Training programme of core Scouting Skills
- Provide a District Directory of Kit, Resources and leaders with Activity Permits
- Share local campsite information and tips for leaders to help plan camps especially with Beavers under canvas
- Provide District Challenge Events for all Sections

People

Our volunteers are at the heart of the District without them or the Youth Members there would be no Scouting in Cotswold Edge. To help and support our volunteers the District will:-

- To recruit a new District Commissioner
- Commit to never again charging adults to volunteer
- Create a Monthly Newsletter for the District to keep our Leaders, Supporters and volunteers up to date with the District and events
- Encourage groups to send in updates and achievements to the district to post both in the Monthly newsletter and on the District website
- Have Leaders Meetings for all Sections on a regular basis
- Provide plenty of notice of District Events
- Ensure training needs are more streamlined and prior learning to be taken in to account
- Provide more SEN/Mental Health Training and support
- All leaders to attend more training to help them and the young people
- thank our Young People when they volunteer for District Events
- Encourage all groups with Young People to enable them to be part of the team and also to gain their Young Leaders Belt
- Hold an Annual District BBQ at Mafeking with wide games and low cost activities
- Grow and support the Adult sections within the District which includes the Network & Scout Active Support (SAS)

Perception

From the District roadmap event our volunteers had the following perceptions of the District and Scouting:-

- “Leaders are scary people – I couldn’t have all the skills they have” I’d be too embarrassed to join them.
- “they need to have load of scouting skills to be a leader”
- Lack of visibility within the District of scouting.
- Not enough community events
- Social media & websites are not used to full advantage
- Get local developers to embrace Scouting in their new developments

As a District we will support the above points by:-

- Utilising the District Website to be the central hub of District information
- Creating a Training Programme to help support basic Scouting skills to enable our leaders to grow and support their young people
- Approaching developers to help support Scouting in their local area
- Have District recruitment events by putting on roadshows around the District to make scouting more visible and to recruit new leaders

Mafeking Hall



Mafeking Hall is the District Headquarters and home to Zeus Explorers. The site offers both outdoor camping and indoor meeting facilities.

Recently the hall has had a minor upgrade thanks to the Pre-School who occupied the site, but now needs some TLC to bring this valuable asset back up to its former glory and enable more groups within the District to take advantage of its facilities.

The District will look to raise funds to enable us to upgrade the facilities currently on offer which would include:-

- Replace/modernise the toilet block and provide shower facilities
- Upgrading the kitchen
- Installing standpipes within the Tullet Field & upgrade the water supply
- Install new heating to allow all year use.

As part of this upgrade work it will enable the District to support groups who need additional space or have no outdoor space to support their programme.

Appendix 1 | District Action Plan

Skills for Life Our plan to prepare better futures 2018-2023

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 care, respect, integrity, cooperation, exploring our own and others' beliefs. The District's objectives, outcomes and goals.

Objective		Outcome		Goal for 2023
1	Growth	1.1	More young people including network. By increasing the average Section size by +1 would add a further 81 young people, and by +2 would add 162	+81 per annum (+5% yearly)
		1.2	Reduce waiting lists	
		1.3	More Section Leaders	
		1.4	More Explorer Scout Young Leaders	
		1.5	Fewer sections with less than 12 members	
2	Inclusivity	2.1	Help to adapt groups to become more inclusive	
		2.2	Adult volunteer demographics reflect society	
		2.3	Fewer sections with less than five girls or boys	
3	Youth Shaped	3.1	Young people shaping their Scouting experience each year	
		3.2	Young people achieving their top awards	
4	Community Impact	4.1	Young people making a positive difference in their local communities each year	

Our Action Plan Growth

Objective		Action		Lead	Deadline
1	Growth	1.1	All Groups are complete	District Commissioner	Complete by February 2019
		1.2	Develop and implement a District growth strategy that includes goals by identifying opportunities based on the Census results and local population	Development & Growth Lead	May 2019
		1.3	Deliver a quality programme and practical skills event for Section Leaders each year	LTM	September 2019
		1.4	Provide more targeted training for all district leaders	DC & LTM	September 2020
		1.5	Section leaders to attend training, Especially Mandatory Training	Group Scout Leaders	2021
		1.6	We will have 250 new young people supported by 50 new adult volunteers	Development & Growth Lead	February 2023

Inclusivity

Objective		Action		Lead	Deadline
2	Inclusivity	2.1	All Groups and sections carry out a self-assessment	Group Scout Leaders	September 2019
		2.2	Actively promote events equally to all members of the District and encourage attendance at gatherings e.g. Muslim scout fellowship, Pride, SSAGO etc.	All	Ongoing
		2.3	To develop training & support to all groups on OSM within in District. Ability for all district scouts adults to have an office 365 email address.	LTM	Ongoing
		2.4	All groups to have Young People reps on Group Executives.	Group Scout Leaders	April 2020
		2.5	All groups to increase under represented groups with numbers.	Group Scout Leaders / District Commissioner	April 2021

Youth Shaped

Objective		Action		Lead	Deadline
3	Youth Shaped	3.1	Appoint and support a District Youth Commissioner (Assistant District Commissioners for Youth Involvement in Scotland)	District Commissioner	Complete by July 2020
		3.2	Support two 18-24 year-olds as members on the District Executive Committee	District Chair	Complete by March 2020
		3.3	Update District Young Leader training content to fit with new HQ materials	Young Leaders Team	September 2019
		3.4	More than 50% of YLs to achieve young leader belt	Young Leaders Team	2023
		3.5	To hold at least one section forum per annum (ie Pack Forums)	District Commissioner & ADC's	March 2020
		3.6	Each group to have 2 young leaders supporting each section within their group.	DESC / Group Scout Leaders	Complete by February 2023

Community Impact

Objective		Action		Lead	Deadline
4	Community Impact	4.1	All Groups have run a Community Activity, or attend a District Community Impact Project every year.	Group Scout Leaders & District Commissioners	Ongoing
		4.2	Ensure All Groups understand and run an A Million Hands project	Group Scout Leaders	Ongoing
		4.3	Continue to support sections and groups in planning and implementing community impact projects	ADC's	Ongoing

Training

Objective		Action		Lead	Deadline
5	Training	5.1	Leaders to obtain woodbadge within 3 years.	Local Training Manager Group Scout Leaders DESC District Commissioner	2023
		5.2	Leaders to have full appointments within 5 months	Local Training Manager Group Scout Leaders DESC District Commissioner	2023

Awards

Objective		Action		Lead	Deadline
6	Awards	6.1	80% of Young People achieve top award within each section	Section Leaders Group Scout Leaders ADC's DESC	2023

Mafeking

Objective		Action		Lead	Deadline
7	Mafeking	7.1	Heating Upgrade	District Executive	2020
		7.2	New Doors	District Executive	2020
		7.3	New Water Supply	District Executive	2021
		7.4	New Toilets & Showers	District Executive	2022

People

Objective		Action		Lead	Deadline
8	People	8.1	To recruit and appoint a new District Commissioner	County Commissioner & District Team	September 2019

Appendix 2 | Call to action for volunteers

Growth

There are support resources available for each action. To access the resources view the actions for volunteers on www.scouts.org.uk/ourplan

Role(s) most related to the action	Action
Young Leader	<input type="checkbox"/> Recruit a friend to join the Young Leaders' scheme
Section Leader	<input type="checkbox"/> Use the Quality Programme checker
Group Scout Leader	<input type="checkbox"/> Ensure all Section Leaders and Assistants have completed their training on how to plan and deliver a quality programme
Assistant District Commissioners	<input type="checkbox"/> Ensure that a quality programme and practical skills event is provided for Section Leaders each year (could be run at a District or County/Area level)
District Commissioner	<input type="checkbox"/> Ensure all Groups are complete (ie have no missing sections)
	<input type="checkbox"/> Appoint a District growth and development lead
	<input type="checkbox"/> Develop and implement a District growth strategy (development plan) and set goals (based on the Census results)
Youth Commissioner	<input type="checkbox"/> Encourage young people to take on a Section Leader or Assistant role (particularly Explorer Scout Young Leaders once they complete the scheme)
	<input type="checkbox"/> Develop Young Leader provision in the District by collaborating with your local Explorer Scout Leader (Young Leader) to implement the updated Young Leaders' resources.

Inclusivity

Role (s) most related to action	Action
Young Leader	<input type="checkbox"/> Complete Module F, Making Scouting Accessible, of the Young Leaders' Scheme
Section Leader Group Scout Leader District Commissioner	<input type="checkbox"/> Use the Inclusivity RAG Assessment at a section, Group and District level
Youth Commissioner	<input type="checkbox"/> Ensure all District/County/Area projects are developed and delivered in partnership with young people

Community Impact

Role (s) most related to action	Action
Young Leader	<input type="checkbox"/> Lead an AMH project with a group of young people in Scouting (this could be part of the Young Leaders' Scheme Mission 4, Duke of Edinburgh or Queen's Scout Award)
Section Leader	<input type="checkbox"/> Run an A Million Hands project in your section or join together and run it as a Group to ensure that all young people are achieving their Community Impact Staged Activity Badges
Group Scout Leader	<input type="checkbox"/> Ensure all sections have run an A Million Hands project, or organise it as a Group
Youth Commissioner	<input type="checkbox"/> Ensure all District A Million Hands projects are chosen and delivered in partnership with young people
District Commissioner	<input type="checkbox"/> Ensure all Groups have run an A Million Hands project, or organise it as a District

Youth Shaped

Role (s) most related to action	Action
Young Leader	<input type="checkbox"/> Complete the Young Leaders' Scheme with emphasis on completing Mission 3 - to take the section's programme ideas to a programme planning meeting
	<input type="checkbox"/> Champion the voices of young people in the programme planning process for your section
Section Leader	<input type="checkbox"/> Hold termly Log Chews, Pack Forums or Patrol Leader Councils, Explorer Forums (at least three a year)
	<input type="checkbox"/> Deliver the Teamwork (Beavers, Cubs, Scouts) and Team Leader (Cubs, Scouts) Challenge Awards
	<input type="checkbox"/> Implement a progressive peer leadership system within your section
Group Scout Leader	<input type="checkbox"/> Support at least two 18-24 year olds as members of the Group Executive Committee working closely with the Executive Chair
District Commissioner	<input type="checkbox"/> Support a District Youth Commissioner to develop and deliver a Youth Shaped Scouting action plan for the District.
	<input type="checkbox"/> Support at least two 18-24 year olds as members of the District Executive Committee working closely with the Executive Chair.
Youth Commissioner	<input type="checkbox"/> Develop and deliver Youth Shaped Scouting action plan for your District/County/Area