



**European Scout Committee**

# **Regional Scout Plan 2013-2016**

**Situation Assessment – March 2015**

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## Colour Codes

**G** Actions accomplished - achieving the KPI through this action

**A** Actions in progress, including thinking, planning and starting

**R** No action taken / Action not accomplished – KPI not achieved

The addition of N in the box indicates that a new action was included.

# Regional Scout Plan 2013-2016 | Situation Assessment – March 2015

1 Youth Empowerment Strategic Priority		2014				2015				2016			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Objective 1</b>	<b>Provide increasing numbers of youth members with the skills and opportunities to contribute to effective empowerment inside Scouting and in their wider communities, through effective implementation of the 'Scout Method'</b>												
<b>KPI</b>	<b>2 Articles per month promoting effective youth empowerment in Euroscoutinfo.com</b>												
<b>AC. 1.1</b>	Update + promote existing tools, resources produced by NSOs and WOSM	A	A	A	A	A							
Activities:	Sharing "YE success stories diary & tools" on website- success stories from NSOs/NSAs, other regions, other NGOs and tools, internally and externally												
Activities:	Promote WOSM existing materials.												
<b>Objective 2</b>	<b>Review and adapt training for adult volunteers to ensure youth empowerment is sustained as a reality and not just a concept</b>												
<b>KPI</b>	<b>8 programme reviews/renewals include youth empowerment</b>												
<b>AC. 2.1</b>	Support NSOs/NSAs in reviewing their adult volunteer training provision in order to better support youth empowerment												
Activities:	Develop and promote a training module on Youth empowerment		A	A	A	A							
Activities:	Ensure Youth Empowerment is promoted during all events and Global Support interventions delivered by the Region.		A	A	A	A							
Activities:	Roverway and development of "pre-camp"												
<b>Objective 3</b>	<b>Ensure that intergenerational dialogue is seen as important to Scouting becoming increasingly youth led</b>												
<b>KPI</b>	<b>5 NSOs/NSAs making use of the concept paper on Intergenerational dialogue</b>												
<b>AC. 3.1</b>	Explore and extract conclusions from the trends and cultural aspects concerning young people in Europe												
Activities:	Develop a concept paper and a promotional plan on Intergenerational Dialogue in Scouting												



## Regional Scout Plan 2013-2016 | Situation Assessment – March 2015

Activities:	Ensure alignment and input from NSOs to world priorities.	G																		
<b>Objective 6</b>	<b>Make better use of technology, including social media, as a means to engage and empower young people in Scouting and in matters that affect young people more generally</b>																			
<b>KPI</b>	<b>150,000 hits on social media pages related to youth empowerment</b>																			
<b>AC. 6.1</b>	Promote social media and modern technology as potential tools for youth empowerment.																			
Activities:	Share tools developed by NSOs/NSAs to further develop national inspirational material for Youth Empowerment facilitated by modern technologies.																			
Activities:	Training for Young Facilitators																			
<b>AC. 6.2</b>	Showcase youth participation via social media at Regional events.																			
Activities:	Actively engage young people in different phases of planning of regional events through online participation.																			
<b>Objective 7</b>	<b>Demonstrate that young people, with support and encouragement, can and should continue to be empowered to contribute their knowledge and skills, inside and outside of Scouting.</b>																			
<b>KPI</b>	<b>10 NSOs/NSAs benefiting from the communication tools developed on "Youth-led Scouting in Europe"</b>																			
<b>AC. 7.1</b>	Promote the value of youth participation within and outside Scouting through real experiences of NSOs																			
Activities:	Develop communication tools for NSOs on "Youth-led Scouting in Europe".																			
Activities:	Support the planning of the "Young Spokesperson Training" event.																			
Activities:	Agora																			

## Regional Scout Plan 2013-2016 | Situation Assessment – March 2015

2 Diversity and Inclusion Strategic Priority		2014				2015				2016			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Objective 1</b>	<b>Provide opportunities to network on specific issues of importance to NSOs and NSAs including our fundamental principles, understanding of spiritual development and relationships with established faiths</b>												
<b>KPI</b>	<b>10 NSOs/NSAs have improved their Scout programme by strengthening the spiritual development aspect</b>												
<b>AC. 1.1</b>	Understand the need for and strengthen spiritual development in the programme of European NSOs/NSAs												
Activities:	Prepare guidelines on spiritual development in Scout programmes taking into account also the overall significance for the youth programme												
Activities:	Participation to the Inter-religious Dialogue Event in Vienna	G											
Activities:	Deliver workshops/training on subject related to spiritual development	A											
<b>AC. 1.2</b>	Assist NSOs/NSAs on how to promote Scouting to different faiths												
Activities:	Gather best practices on how to promote Scouting to different faiths												
Activities:	Make use of the consultant database and pool in order to match NSOs/NSAs that have a need related to the area of spiritual development with NSOs/NSAs that have knowledge and can support												
<b>AC. 1.3</b>	Exchange ideas and best practices on issues related to spiritual development and build a spirit of cooperation and mutual respect of ideas and beliefs												
Activities:	Prepare a inter-religious and spirituality workshop where best practices and exchange of ideas can take place			A	A	A							
<b>Objective 2</b>	<b>Enhance diversification of memberships of NSOs and NSAs</b>												
<b>KPI</b>	<b>Action plan to gain diversified membership is developed for national strategic planning and used by 8 NSOs / NSAs</b>												
<b>AC. 2.1</b>	Learn from the other youth organisations who have diversified their memberships												



## Regional Scout Plan 2013-2016 | Situation Assessment – March 2015

Activities	Provide an induction course on Diversity & Inclusion for consultancy services provision (e-learning module Consultation Skills)	G																	
Activities	Provide training in Diversity & Inclusion and Strategic Planning for pool of consultants	G																	
Activities	Ensure exchange and collection of best practices among consultants and partners	G																	
Activities	Create E-learning module on Diversity & Inclusion for NSOs/NSAs and local groups - depending on funding				A	A	A												
Activities	Provide regular information on euroscoutinfo and other channels	A	A	A	A	A													
<b>AC 4.2</b>	Create and maintain the Reference documents library																		
Activities	Collect & exchange of best practises among NSOs/NSAs and local groups																		
Activities	Collect and summarise the external best practices and documents																		
Activities	Share best practices guidelines for NSOs /NSAs							A											
Activities	Provide material for NSOs/NSAs for dissemination at regional + local level																		
<b>AC 4.3</b>	Annual training for NSOs/NSAs on diversity & inclusion																		
Activities	Provide training on how to involve young people from excluded groups		G																
Activities	Follow-up on the actions undertaken and share				A	A	A												
Activities:	Make a toolbox for the excluded groups				A	A	A												
Activities	Provide specific training for NSOs/NSAs (Roma, LGBT, young offenders, ..)				A	A	A												
Activities	Provide technical support for local projects (design, application, other)																		
<b>AC 4.4</b>	Partnership Events to promote diversity and intercultural understanding with neighbouring countries (annual basis)																		
<b>AC 4.5</b>	Support and encourage diversity projects between different Regions (e.g. Euro Africa Unguvu project)																		
<b>Objective 5</b>	<b>Reach 'difficult to reach' communities in rural and urban settings</b>																		
<b>KPI</b>	<b>8 NSOs/NSAs develop and implement policy paper on Diversity &amp; Inclusion</b>																		
<b>AC 5.1</b>	<b>Demonstrate to community leaders that Scouting is open to all</b>																		



## Regional Scout Plan 2013-2016 | Situation Assessment – March 2015

Activities:	Encourage NSOs/NSAs to share positive stories of how Scouting impacts their communities	A	A	A	A	A							
Activities:	Encourage NSOs/NSAs to engage with their communities in providing a positive impact												
<b>AC. 5.2</b>	<b>Ensure that Scouting is accessible to all, regardless of socio-economic background.</b>												
Activities:	Develop a Diversity and Inclusion policy paper for the European Region												
Activities:	Assist in reviewing, developing and implementing equality and diversity policies of NSOs/NSAs	A	A	A	A	A							
Activities:	Identify the main barriers that do not allow implementation of the policy on Diversity & Inclusion	A	A	A	A	A							
Activities:	Exchange best practices on how you can overcome such barriers			A	A	A							

<b>Objective 6</b>	<b>Improve gender balance in youth membership, adult volunteer leadership roles and in the governance of Scouting at all levels.</b>												
<b>KPI</b>	<b>10 NSOs/NSAs improved in an active and conscious way gender balance in leadership positions compared towards the current status of these positions within the NSO/NSA.</b>												
<b>AC 6.1</b>	<b>Understand needs of NSOs/NSAs in the field of improving gender balance</b>												
Activities:	Support and encourage best practice projects between NSO/NSAs within the Region			A	A	A							
Activities:	Support proposed and on-going projects with related theme.												
<b>AC. 6.2</b>	<b>Identify main barriers that retain an unequal gender balance</b>												
Activities:	A joint study between objective 2 and objective 6 with two dimensions: an external and an internal focus.												
Activities:	Include consultants in the work with the study												
Activities:	Publish study including best practice guidelines												

## Regional Scout Plan 2013-2016 | Situation Assessment – March 2015

3 Educational Methods Core Group		2014				2015				2016			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Objective 1</b>	<b>Support an integrated approach to the recruitment, training, support, personal development, recognition and management of volunteers.</b>												
<b>KPI</b>	<b>15 NSOs have engaged in supporting volunteers</b>												
<b>AC. 1.1</b>	Stimulating and supporting targeted networks of people who at the national level are involved in the area of management and training of adult volunteers, providing the opportunity to rethink and challenge the ways to support this area												
Activities:	Planning and delivering the Training Commissioners' Network Meeting and the Educational Methods Forum.	G	G		A	A							
<b>AC. 1.2</b>	Encouraging mutually beneficial collaboration with internal and external audiences/ organisations (i.e. NGOs; Academia; within WOSM) in the area of recruitment, training, support, personal development, recognition and management of volunteers												
Activities:	Understanding how methods and resources applied in other partner and competitor organisations can ensure an integrated approach of recruitment, training, support, personal development, recognition and management of volunteers				A	A							
Activities:	Conducting a benchmark study on recruitment, training, support, personal development, recognition and management of volunteers		A		A	A							
Activities:	Ensuring input from external organisations whenever relevant to events run by the Region	G	G	G	G	A							
Activities:	Disseminating the outcomes of the WSEC among European NSOs		G										
Activities:	Ensuring synergies and input from NSOs to world priorities	G	G	G	G	A							
<b>AC. 1.3</b>	Maintaining and selectively strengthening research in what concerns the management of volunteers												
Activities:	Increasing accessibility to innovative ground-breaking resources developed within WOSM			G	G								
Activities:	Sharing resources and best practices among European NSOs in the area of Management of Volunteers (MOVIS)				G								





## Regional Scout Plan 2013-2016 | Situation Assessment – March 2015

4 Organisational Development Core Group		2014				2015				2016			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Objective 1</b>	<b>Improve structures and relevant processes to support effective delivery of Scouting</b>												
<b>KPI</b>	<b>9 successful engagements turning strategy into action</b>												
<b>AC. 1.1</b>	Support NSOs/NSAs in setting priorities based on their needs												
Activities:	Have a designated person work with an NSO that seems to need help to assist them to prioritise and to take on the most effective initiatives	A	A	A	A	A							
<b>AC. 1.2</b>	Support strategic planning of NSOs/NSAs												
Activities:	Following the actions of NSOs/NSAs regarding their strategic planning, NSOs/NSAs will be assisted with the preparation, the planning and implementation of the plan	A	A	A	A	A							
<b>AC. 1.3</b>	Develop, deliver and evaluate organisational development workshops				A	A							
Activities:	Prepare and deliver sessions on organisational development, change management and strategy at the Academy			A	A	A							
<b>Objective 2</b>	<b>Continue to contribute to and benefit from Global Support by providing consultancy.</b>												
<b>KPI</b>	<b>90% of effective requests received turned into engagements within 3 months</b>												
<b>AC. 2.1</b>	Finalisation of Global support assessment tool												
Activities:	Assess 3 NSOs with the new assessment tool		A	A	A	A							
Activities:	Analyse results of the assessment tool and suggest follow up												
Activities:	Provide feedback regarding use of the tool												
Activities:	Gather annual feedback from NSOs assessed.			A									
<b>AC. 2.2</b>	Promote Global Support		A										
Activities:	Prepare communication pack for NSOs/NSAs												
Activities:	Promote Global Support at the Academy				A	A							
Activities:	Publish articles in euroscoutinfo												
<b>AC. 2.3</b>	Evaluation and sharing of Global support provided												
Activities:	Progress tracking system and reporting including NSOs / NSAS feedbacks		A	A	A	A							
Activities:	Collect and publish best practices and outcomes												



## Regional Scout Plan 2013-2016 | Situation Assessment – March 2015

<b>Objective 5</b>	Shape an effective partnership with the WAGGGS Europe Region that contributes to the achievement of strategic results for both NSOs and the Region.																			
<b>KPI</b>	<i>Effective MoU in place governing the delivery of the activities in partnership</i>																			
<b>AC. 5.1</b>	Ensure better collaboration between WAGGGS and WOSM at European level																			
Activities:	Formulate the MoU		A	A	A	A														
Activities:	Agree on the guidelines for the activities		A	A	A	A														
Activities:	Decide on the events to be undertaken		A	A	A	A														
Activities:	Issue the notification of events		A	A	A	A														
<b>AC. 5.2</b>	Make use of opportunities as they arise to intensify collaboration on a range of topics																			
Activities:	Identify the topics and actions																			

## Regional Scout Plan 2013-2016 | Situation Assessment – March 2015

5 External Relations & Funding Core Group		2014				2015				2016			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Objective 1</b>	<b>Develop and contribute to advocacy actions designed to ensure that the rights of young people and the needs of Scouting in particular are well understood by European institutions and other partners when formulating public policies.</b>												
<b>KPI</b>	<b>15 NSOs/NSAs to develop and implement policy papers on youth rights, non-formal education, social inclusion, employability, mobility</b>												
<b>AC. 1.1</b>	Develop policy positions on youth rights, child protection, non-formal education, social inclusion, employability, mobility and on Scouting's vision on Youth Empowerment in Society.		A	A	A	A							
<b>AC. 1.2</b>	Advocate for our positions on youth rights, non-formal education, social inclusion, employability, mobility, child protection in the various platforms, institutions and external partners												
Activities:	Actively participate and contribute to the European Youth Forum, especially to support the advocacy for the interest of youth organisations in Europe	A	A	A	A	A							
Activities:	WOSM taking the leadership on youth rights advocacy in the Council of Europe				A	A							
<b>AC. 1.3</b>	Support and encourage NSOs/NSAs to produce evidence of the impact of Scouting in youth participation and active citizenship, promote the results and communicate it to decision-makers												
Activities:	Perform a research among NSOs/NSAs and publish the results of the study	A	A	A	A	A							
<b>AC. 1.4</b>	Promote policies adopted at European level to the National level and ensure that NSOs/NSAs have the capacity to effectively advocate for them at National level.												
Activities:	Training in decision-making and in advocacy (make NSOs aware of how decisions are taken at the different levels in the field of youth and in the field of regulation concerning Scouting)			A	A	A							
<b>Objective 2</b>	<b>Collaborate effectively and benefit from close relations with European Institutions, partners (internal and external) and other youth organisations</b>												





## Regional Scout Plan 2013-2016 | Situation Assessment – March 2015

		<b>Responsibility supported by the Region</b>									
<b>AC. 4.1</b>	Support NSOs/NSAs in targeting their fundraising strategies towards Corporate Social Responsibility and private sector donors										
Activities:	Develop a strategy towards Corporate Social Responsibility		A	A	A	A					
Activities:	Trainings/networking activities for NSOs/NSAs on Corporate Social Responsibility with the participation of private sector representatives		A	A	A	A					
<b>AC. 4.2</b>	Support NSOs/NSAs in promoting already developed tools for recognition of skills acquired through Scouting at National level and can be used within the private sector										
Activities:	Collect and map tools for recognition of skills acquired through Scouting at National level and can be used within the private sector	A	A	A	A	A					
Activities:	Promote tools for recognition of skills among NSOs/NSAs										
<b>Objective 5</b>	<b>Support NSOs and NSAs to strengthen their external funding capacities</b>										
<b>KPI</b>	<b>20 NSOs/NSAs supported in funding opportunities/applications</b>										
<b>AC. 5.1</b>	Advocate for removing of administrative and bureaucratic burdens to Scouting and to other voluntary activities										
Activities:	Information on Erasmus + through a simple and accessible Programme Guide. Other programmes are made more accessible.	A	A	A	A	A					
<b>AC. 5.2</b>	Encourage and support NSOs/NSAs to apply for other European funding programmes and/or funding from sources outside Erasmus +										
Activities:	Promote the existing programmes to the NSOs/NSAs and facilitate their participation through organising working meeting where applications to such programmes are studied and completed.	A	A	A	A	A					