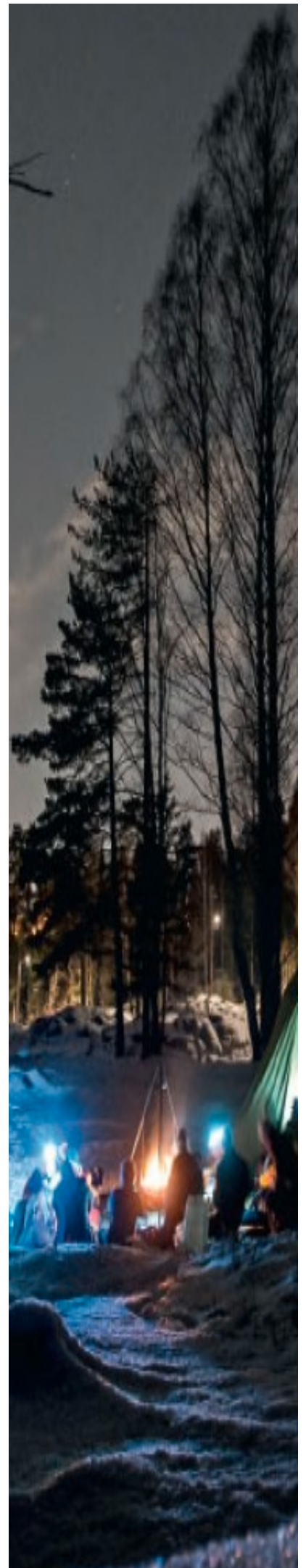


22nd European Scout Conference

Document 8

Proposed Regional Scout Plan 2016 - 2019



Our Mission

In common with the World Scout Conference, we propose no changes to the overall MISSION of Scouting, as agreed in 1990. In the European Scout Symposium this matter was not debated and so, we accept that the current MISSION, in common with the rest of the Movement, will remain.

"The Mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society."

We noted that there was a broad consensus relating to having the *Regional Vision* embedded in the WOSM Vision 2023.

Our Vision

<p>By 2023 Scouting will be the world's leading educational youth movement, enabling 100 million young people to be active citizens creating positive change in their communities and in the world based on shared values.</p>	<p>Influence</p> <p>Growth</p> <p>Social Impact</p> <p>Unity</p>
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Developed through a participative process involving all the Regions, elaborated and amended through the participation in the process of the World Scout Conference in Slovenia in 2014, refined in its focus by the Strategy Monitoring Group, and agreed by the World Scout Committee.

The Vision 2023 is **our** vision in a way not seen before in the democratic processes of WOSM. As a Region we subscribe wholeheartedly to the Vision and we will make this real by contributing, *inter alia*, in the following ways:

Influence – we will continue our interactions at all levels and with all possible partners, from NSAs through to the European institutions, improving the standing of Scouting as a valued and important partner at all levels through building the strength and capacity of Scouting's profile.

Growth through quality– we will actively contribute to the development of World campaigns and initiatives to propose a growth of 5% year on year in each and every NSO in Europe.

Social Impact – We will support associations in increasing their social impact and strengthen their capacity to measure it.

Unity – we will actively participate in all fora where the essence of Scouting is debated and exchanged, looking for ways in which our members can respect and be respected by others as members of the same, diverse family.

Our acceptance of the Vision 2023 is encapsulated in the actions of the Regional Scout Plan 2016-2019.

The next Regional Scout Plan

Based on the discussions at the Symposium in Skopje, feedback from the entire European Scout Committee, the Coordinators of the Priority Project and Core Groups, from the Regional Staff and the NSOs/NSAs, it is proposed to structure the plan under three general groupings, referred to as **Areas of Operation**:

- **Education for All**
- **Strengthening Our Organisation**
- **Spreading Our Message**

Within the areas of operation we identified **Priorities and Action Areas**. These were modified and finalised based on the input received from the NSOs/NSAs. In the document we have included the comments of NSOs/NSAs and how they associate themselves with particular actions that they might offer to provide and the buy-in to and support for the plan.

Draft Regional Scout Plan 2016-2019

Areas of Operation	Priorities	Action Areas	Suggested Actions for our NSO/NSA
Education for all	Learning Path	Diversity and Inclusion	<ul style="list-style-type: none"> - Continue interreligious and spiritual dialogue - Cooperate with the bodies with consultative status to WOSM to assist in reviewing the educational programme, strengthening the spiritual dimension and making it more inclusive. - Support the development of materials for facilitating spiritual development in a non-confessional approach. - Support, share best practices, create tools and develop plans for diversification of membership of NSOs/NSAs. <p>Focus on:</p> <ul style="list-style-type: none"> - Ethnic minorities - Migrants - Gender - People with disabilities - Faith minorities
		Skills for Life	<ul style="list-style-type: none"> - Support the training and development of volunteers looking also into the personal development and into creating skills required not only for Scouting but also those from professional life - Volunteer management (including adult volunteers, succession planning) - Advocating and supporting the development of frameworks for the recognition of training and competencies acquired in/through Scouting - Leadership training
	Youth Programme	<ul style="list-style-type: none"> - Continue to support youth programme particularly in the area of coeducation. 	

	Social Impact	Identify possible criteria and measure impact	<ul style="list-style-type: none"> - Support associations in identifying their social impact at National level. - Encourage and support NSOs/NSAs to increase their social impact - Support NSOs/NSAs to strengthen their capacity and measure social impact
Strengthening our organisation	Organisational Development	Self Assessment	<ul style="list-style-type: none"> - Promote and support the NSOs in conducting a self-assessment by using GSAT - Support NSOs/NSAs in follow up work after finalising self-assessment - Develop an online tool for performing self-assessment.
		WOSM Assessment	<ul style="list-style-type: none"> - Support NSOs/NSAs in achieving the GSAT standard and support implementation of WOSM assessment
		GSAT	<ul style="list-style-type: none"> - Promote the significance of the GSAT and support the NSOs in implementing it. - Support follow up actions after performing GSAT
		Tailored Support	<ul style="list-style-type: none"> - Encourage and promote a more tailored/customised approach to the support offered to the NSOs/NSAs. - Ensure sufficient financial support required to offer tailored support - Incorporate financial support to enable associations to undertake tasks important to them
		Supporting growth	<ul style="list-style-type: none"> - Develop and support the implementation of Growth Strategies
Spreading our message	Communications	Refreshing communication tools	<ul style="list-style-type: none"> - Review the communication tools (layout, clear, effective, appropriate for mobile) - Assist NSOs/NSAs in developing and implementing their communication strategies - Support NSOs/NSAs with branding - New, innovative communication technologies & digital Scouting - Contribute to an improved image of Scouting amongst external stakeholders and interested parties.

	External Relations, Advocacy & Funding	Scout positioning	<ul style="list-style-type: none"> - Develop and contribute to advocacy actions (e.g. position papers) 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. - Collaborate effectively on and benefit from close relations with European Institutions, partners (internal and external) and other youth organisations
		Funding	<ul style="list-style-type: none"> - Develop a Funding Strategy - Continue supporting NSOs/NSAs in developing and implementing their fundraising strategies
		Partnerships	<ul style="list-style-type: none"> - Support the development and promote useful tools/documentation for partnership eg. Erasmus Scout programme, Marrakech Charter. - Encourage partnerships between NSOs/NSAs within the same Region but also with other Regions and with other organisations.

Working Methods

Youth Empowerment

We believe that Europe is committed to fully involving young people in our plans, providing them with appropriate skills and ensuring effective support from all ages through inter-generational dialogue and effective changes in the implementation of youth involvement policy as an integral way of how Scouting conducts itself. Therefore, Youth Empowerment is involved in all the work we do as a practical reality and we will monitor our work to ensure we maintain youth empowerment in all our work.

Transparency

Transparency does not appear in the proposal of the Regional Scout Plan. Nevertheless we consider that all selection processes, decisions and information will be set, open, easy to access and shared with all NSOs/NSAs. We will continue to report regularly on progress of the Regional Scout Plan, provide opportunities for inputs by NSOs to Committee meeting and remain open to other possibilities, including a complaints procedure, register of conflicts of interest. Therefore, it is seen as essential transversal element of the Regional Scout Plan.

General Concepts

Responding to the clear messages that were received during the European Scout Symposium, and further supported by observation from the Regional Scout Plan 2013-2016, there is need for a simpler framework under which we operate. With the proposal below, it is hoped that the simpler structure will be easier to understand, encourage engagement and be more cost effective.

The proposed Regional Scout Plan uses the following general areas of operation:

- Education for all
 - Containing – Learning Path and Social Impact
- Strengthening our organisation
 - Containing – Organisational Development
- Spreading our message
 - Containing – Communications, External Relations, Advocacy and Funding

It will be up to each area of operation to decide on their own working method – possibly project and planning teams operating under the umbrella, without at this stage constraining thoughts.

It is clear that there are actions that have, as their focus, the entire Region. These actions will be managed under the areas of operation as events or workshops.

Other events will have a sub-regional or topic focus and will also be managed under the areas of operation.

Many initiatives are addressed to individual NSOs and NSAs and will fall under Tailored Support – we propose to revert to the term Tailored Support to avoid confusion with the GSAT process.

Already the structure of the Regional Office has an existing flexibility which can accommodate the support of the delivery of the Regional Scout Plan as currently drafted.

Event and Training Support

For all the above priorities, training and event support has been considered.

Events used for sharing best practices among the NSOs/NSAs, building competence, creating tools and enhancing the priorities included in the Regional Scout Plan.

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