



Draft Regional Scout Plan 2022-2025

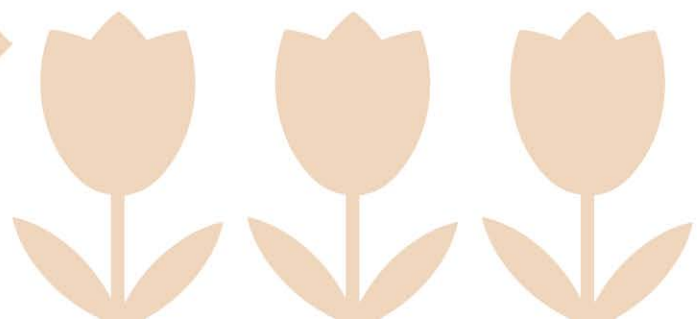
Strong, Innovative, Green

Version May 2022

European Scout Committee



SCOUTS
Creating a Better World



Draft Regional Scout Plan 2022-2025

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This Conference Document contains the **Guiding Principles** of the Regional Scout Plan 2022-25, its **Strategic Priorities**, and associated **objectives**. Potential operational actions are also included to provide further insight to delegations and the incoming European Scout Committee.

An introduction and further information on the process of developing the Regional Scout Plan can be found in Annex B.

The proposed draft strategic priorities and objectives of the Regional Scout Plan 2022-25 which are to be decided by the Conference will guide the remaining work to reach Vision 2023 and beyond, and support Member Organizations to recover from the effects of recent harmful global events.

Only the Guiding Principles, Strategic Priorities and Objectives will be approved at the Conference (and can therefore be amended). Inputs to the operational points, in addition to those represented in the plan, will be recorded throughout the breakout sessions at the Conference and will be reviewed by the newly elected European Scout Committee when setting up the operational plan for the Regional Scout Plan 2022-2025.

It is important to note that a Regional Scout Plan describes, in the form of objectives, what priorities need to be achieved in the next triennium. It does not aim to cover everything Scouting in Europe undertakes – for example it does not list each individual Regional Event, nor does the plan include all work done in the Region from an institutional or administrative perspective.

The tables with the purple border contain the draft objectives for the Regional Scout Plan 2022-2025. To increase understanding of the thinking process behind each of the proposed objectives, Potential Actions (in grey) have been added.

- The Objectives, provide guidance on what needs to be done to achieve the Strategic Objectives.
- The Potential Actions, provide guidance on how the objectives are planned to be implemented (not voted on).

Table of Contents

| | |
|--|----------|
| Guiding Principles | 2 |
| Strategic Priorities | 3 |
| 1. Organisational Resilience | 3 |
| 2. Educational Methods | 6 |
| 3. Environmental Sustainability | 8 |

Guiding Principles

The RSP guiding principles set a standard for behaviour and attitude within our organization. Guiding principles are in place to shape our organizational culture and our operating environment. Our guiding principles are important because they can help in decision-making and daily operations. Though many aspects of the Region may change over time, our guiding principles continue to prioritize the important values our organization embodies. Guiding principles are the “DNA of the Region,” so to speak. These principles have thus influenced the writing and have influenced the content and prioritization of the objectives. They can also be obviously visible or simply constitute a state of mind expected in the way the actions will be implemented to achieve the objectives of the plan.

The Strategic Priorities are the key areas of work that have been determined to be essential in the fulfilment of the Vision and Mission of Scouting in a European context and need to be focused on during the next three years.

After analysis of the data gathered and careful consideration of the situation in the Region, the Guiding Principles have evolved only slightly since the previous RSP and have been recognized as:

- **Continuous Improvement:** The principle of continuous improvement is an essential part of the WOSM Global Support Assessment Tool Quality Standard (GSAT), and the work of the Region is similarly guided by this principle. Ensuring continuous improvement of the actions, events and processes delivered by the Region is key in good governance and capacity building and goes hand in hand with the aspect of managing and supporting the regional volunteers in delivering their work throughout the triennium. The RSP has been developed with the principle of continuous improvement throughout.
- **Diversity & Inclusion:** Considerable progress has been made in relation to Diversity and Inclusion over the last three RSPs, and as we have matured in this area of work it has become ingrained in who we are. In the next three years, the Region will have the chance to reach out to people from more diverse backgrounds. This RSP moves Diversity & Inclusion from a specific project, to being the responsibility of all.
- **Youth empowerment:** As a Region, we are committed to empowering young people to create a better world. We also recognize intergenerational dialogue as an essential element in the dynamic of Scout education and as being key to achieving genuine youth empowerment. As a result of this we can see younger national leaders and young people taking part in decision making processes across all levels of Scouting.
- **Transparency:** We must ensure that the work of the Region is open and transparent. The Region will become a space where information flows freely, is easily found, and allows all of those involved to learn from each other, promoting participation and knowledge-sharing. The Region will ensure that information leading to any relevant action or event is made easily available, clearly located, and communicated in a timely manner.
- **Unity:** We will continue improving the joint work and alignment with the WOSM Strategy for Scouting. This will be achieved by continuing to work on the synergies between the working structures at World and European levels to ensure the most effective methodologies are in place. This RSP adopts the World Triennial Plan and where appropriate transforms it to meet a European perspective.

Strategic Priorities

1. Organisational Resilience

It is understood that Covid-19 in particular, has had an impact on all of us. In some instances, or during some time, it has affected the way we do Scouting; in others it has changed the view we have on the world and what is important to us. Regardless of our experiences, there are learnings to be had which can make our organizations stronger and better prepared for any challenges that might arise. Securing our futures by providing opportunities for all to participate in Scouting enables us to contribute towards SDG Goal 10 (Reduced Inequalities). It may not immediately seem like it, but being an example of transparency, inclusiveness, and participation in all levels of the decision-making process is one way Scouting contributes to fulfilling SDG - Goal 16 (Peace, Justice, and Strong Institutions).

Aim: To keep momentum to achieve the growth targets of the WOSM Vision 2023 and beyond, it is important to strengthen organizations to be more resilient. Building on the knowledge gained from the Covid-19 pandemic will make us better prepared to face existing and future crises. We will identify how we can welcome new populations into Scouting to achieve sustainable and fair growth.

| 1.1 Membership Development | | |
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| No. | Objective | Potential Actions |
| 1.1.1 | Support MOs efforts to recover from the pandemic and other damaging events to achieve successful growth and leverage the opportunities created. | <ul style="list-style-type: none"> Conduct a review of Scouting membership during the pandemic identifying and sharing lessons learned. Promote and strengthen the WOSM Service in growth, to obtain tailored support. Facilitate an exchange (including at events such as Academy) on the best practices, opportunities and barriers related to growth, including strategies employed to overcome the challenges of the pandemic. Support MOs in developing a retention strategy of adults/volunteers. Support MOs with their public image and communications to help their membership development. |
| 1.1.2 | Promote sustainable membership development and growth of MOs by building and implementing all-encompassing strategies with long-term approaches to growth. | <ul style="list-style-type: none"> Identify MOs which do not have growth strategies / growth as a strategic priority to support their development, and work with them to develop strategies. Use GSAT to better understand the main underlying obstacles to growth in MOs. Support membership development strategy development and implementation via Growth Potential Project. |
| 1.1.3 | Support MOs to recruit and retain more youth members and adults from under-represented | <ul style="list-style-type: none"> Facilitate an exchange on the best practices in relation to maximizing opportunities by linking with existing communities and engaging with those |

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| | communities, including by leveraging data insights. | <p>who study or settle in the country to offer Scouting to young people from migrant families.</p> <ul style="list-style-type: none"> • Improve retention, especially in the event of major crises that have an impact on Scouting activities. • Facilitate training and best practice sharing opportunities at Academy and Roverway. • Enable the inclusive growth in local communities in a culturally appropriate manner. • Encourage and support the collection of relative Diversity & Inclusion data collection based on benchmark standards and external sources (i.e., Government, other NGOs etc.) to inform action planning. |
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1.2 Organisational Development

| No. | Objective | Potential Actions |
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| 1.2.1 | Ensure MOs thrive in shifting realities, supporting organizational resilience through change, crisis, and risk management. | <ul style="list-style-type: none"> • Support MOs in identifying, preventing, and managing risks (including reputational) in a timely manner to prevent negative impacts on Scouting. • Increase awareness of the need to manage risks by facilitating a platform of MOs exchange. • Review, update and expand (where appropriate) support materials for the use of MOs in identifying and mitigating risks. • Share the Region's identified risks with MOs and the solutions being considered. • Consider the WOSMs vulnerability matrix in risk and crisis. management, ensuring vulnerable groups receive equitable support. |
| 1.2.2 | Strengthen the Region's capacity to prepare and respond effectively to emerging threats. | <ul style="list-style-type: none"> • Create a mechanism to rapidly recruit pre-identified experts to volunteer in rapid response teams to advise the Region in relation to major events/threats/shocks. • Future-proof Regional events by establishing a framework / concept for sharing / distributing (financial) responsibility for and management of (financial crisis), uncertainties and other threats. • Diversify Region's sources of income. |
| 1.2.3 | Support MOs to diversify their income sources and to identify the appropriate economic model | <ul style="list-style-type: none"> • Propose guidelines or models for resource diversification: typologies (private sector, foundations, civil |

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| | that allows them to fulfill their mission. | <p>society, economic activities, etc.), associated risks and examples of balanced allocation.</p> <ul style="list-style-type: none"> Empower MOs to use opportunities accessible to them by giving more publicity to external, especially European, funds. |
| 1.2.4 | Strengthen MOs capacity to use internal and external data in their decision-making process. | <ul style="list-style-type: none"> Promote the use of membership management systems to develop insights for decision making. Including sharing experiences of identifying suitable tools, training, and examples of how data has informed their recruitment and retention processes for individuals from underrepresented communities. Promote the use of external area-specific data (for example: diversity and inclusion, population statistics, youth market share etc.) in recruitment, retention, and other projects. Promote the benefits of implementing activity quality and social impact measurement. |
| 1.3 Safe from Harm | | |
| No. | Objective | Potential Actions |
| 1.3.1 | Support MOs in the compliance process with the new Safe from Harm membership requirement and develop mechanisms to ensure it. | <ul style="list-style-type: none"> Promote the WOSM Safe from Harm e-learning module. Support MOs to complete the Self-Assessment Toolkit and embed Safe from Harm principles across Scouting. Ensure support to meet the requirements and update / develop national policies. Support MOs to reinforce a cross cultural perspective within the Safe from Harm (SFH) process/approach. Support strengthening of safe from harm related training for adults in MOs focusing on identification of potential cases and reporting mechanisms. |
| 1.3.2 | Support MOs in reducing reputational risk created by Safe from Harm cases. | <ul style="list-style-type: none"> Develop guidelines/tools/checklist and share best practices that MOs should include in the handling of Safe from Harm cases. Create Crisis communication standard/guide to mitigate the reputational risk. Support MOs to appropriately address current and historical abuse cases while limiting the reputational risk to each organization. |

2. Educational Methods

In order to position Scouting as the leading educational movement in modern society, not only do we need to be able to deliver a quality Youth Programme that responds to the ever-changing needs of the world we live in today; we also need to care for the volunteers and find ways to provide a fulfilling experience in Scouting in order to ensure Quality Education (SDG 4) and by finding creative, innovative and efficient solutions, whilst ensuring they are accessible by all (SDG Goal 10 Reduced Inequalities). By working to Maintain the Good Health and Wellbeing (SDG 3) of our members we are contributing to the SDGs.

Aim: To strengthen the Region’s core business, we need to identify and develop good and innovative practices in educational methods to address new and emerging challenges. This could be achieved by programme delivery and supporting adults in Scouting to face modern social issues. This will include building on existing good practices in addressing issues such as growing mental health challenges and the opportunities offered by digitalization.

| 2.1 Youth Programme | | |
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| No. | Objective | Potential Actions |
| 2.1.1 | Promote the integration of relevant topics in the youth programme in a manner which ensures educational opportunities for all. | <ul style="list-style-type: none"> Highlight and support national projects promoting STEAM integration in programme and gamification. Define at least one Regional project in partnership aiming to promote STEAM integration in youth programme and gamification. Showcase examples of the most innovative projects during Roverway. Develop programmes to promote and engage scouts in social and democratic processes. |
| 2.1.2 | Promote digitalization as a development opportunity for youth members and to complement Scouting activities. | <ul style="list-style-type: none"> Use digitalization as means to deliver Scouting to remote communities, etc. Promote digitalization as a tool for participation, citizenship, and learning. Explore how to better engage with other organizations using digital tools and technology (e.g., Fablabs). |
| 2.1.3 | Support MOs to equip youth members with competencies to address misinformation and develop critical thinking. | <ul style="list-style-type: none"> Promote critical thinking models for MOs. Promote activities and a platform focused on media literacy, misinformation. |
| 2.1.4 | Support MOs to ensure access to and/or adapt the delivery of Scouting for underserved and underrepresented groups. | <ul style="list-style-type: none"> Identify existing and develop new resources to support and encourage communities to start Scouting and to serve their community. Identify existing and develop new resources to support and encourage Scouting in less populated and remote areas. Identify and if necessary, develop intercultural training to assist MOs in equipping Adults in Scouting with |

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| | | <p>competencies to deliver an inclusive Youth Programme</p> <ul style="list-style-type: none"> • Promote access to Human Rights Education to increase cultural competence and competences to transmit inclusive values/practices. • Bring Dialogues for Peace to more Scouts. |
| 2.2 Adults in Scouting | | |
| No. | Objective | Potential Actions |
| 2.2.1 | Identify and share new and flexible ways of volunteering to better reflect the lives of adults in modern society, maintaining their motivation and engagement. | <ul style="list-style-type: none"> • Identify other NGOs (and MOs) for similar challenges and potential answers. • Provide a platform and sharing of examples to maximize the potential of 'new to Scouts' Adults in Scouting. • Share new post pandemic approaches including the need for more volunteers to fill roles and to reduce the demand on their time. • Identify the positive points that keep leaders motivated to volunteer for local level (proximity, concreteness, visible impact, etc.) |
| 2.2.2 | Enable MOs and the Region to engage adult volunteers reflective of their communities. | <ul style="list-style-type: none"> • Identify and, if necessary, develop resources to support and encourage recruitment of volunteers from underrepresented communities. • Innovate how we engage typically underrepresented populations for Regional Volunteering Roles. |
| 2.3 Mental Health & Wellbeing | | |
| No. | Objective | Potential Actions |
| 2.3.1 | Actively promote good mental health, wellbeing and resilience of adults and youth members in an ever-changing environment. | <ul style="list-style-type: none"> • Raise awareness about the importance of a positive environment, conducive of wellbeing, self-assurance, and resilience. • Promote materials developed in MOs, other Regions and at World level in relation to mental health, wellbeing, self-care, and resilience. • Ensure best practice is complied with during Regional events, and function as a role model. • Ensure support for regional volunteers. |
| 2.3.2 | Strengthen the online safety of young people and manage a level of self-assurance that respects oneself and others. | <ul style="list-style-type: none"> • Lead by example ensuring Regional online environments are safe. • Promote good practices via Regional Social Media. • Support MOs to create safe environments, listen to their concerns and good practice. |

3. Environmental Sustainability

Every day we witness the impact of climate change and other environmental harms, either by being affected by it directly, or from a distance. It is not just something we all have a responsibility to act on, but it is a major concern for young people. By focusing on building our competencies to educate and change our behaviours in relation to the environment we can make a positive impression on our contribution to SDG Goals 12 (Responsible Consumption & Production), 13 (Climate Action), 14 (Life below Water) & 15 (Life on Land).

Aim: The Region will consider the impact of its actions on the planet and explore how we can contribute to environmental sustainability through building on our educational content, advocacy and changing behaviours. It is important to note the need to evaluate and adapt our activities and operations for a greater respect of our common good.

| 3.1 Environmental Education | | |
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| No. | Objective | Potential Actions |
| 3.1.1 | Promote and support the adaptation and integration of various elements of the Better World Framework, Earth Tribe, Scouts for SDGs into youth programmes. | <ul style="list-style-type: none"> Promote awareness and provide advice on implementing the programmes. Incorporate into Region events such as the Academy. Develop the Academy workshops material into an online training course. |
| 3.1.2 | Strengthen the Region's and MOs competencies in relation to environmental sustainability. | <ul style="list-style-type: none"> Organize and deliver a Sustainability Forum. Support MOs to train youth members to represent them on environmental issues. Coordinate a network for MOs to share good practices and develop new initiatives. Create position papers on relevant subjects to be shared with MOs. |
| 3.1.3 | Empower Youth members to function as advocates for environmental sustainability in their MOs and amongst other young people. | <ul style="list-style-type: none"> Train youth members to represent European Scouting at environmental-specific meetings and occasions. Train youth members to promote and practice environmental sustainability in their MOs. |
| 3.2 Strategic Partnerships | | |
| No. | Objective | Potential Actions |
| 3.2.1 | Develop and support partnerships with science and academic partners to promote understanding in relation to environmental sustainability issues. | <ul style="list-style-type: none"> Determine the requirement criteria and identify most suitable partners and develop partnerships. Invite partners to contribute to Regional events. |
| 3.2.2 | Maximize the opportunities offered by partners to increase awareness, understanding and action amongst our membership to reduce our harmful impact on the planet. | <ul style="list-style-type: none"> Strengthen European links to the existing World and Regional partnerships (WWF, UNEP, etc.) Identify potential further Partnerships for the region. |

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| | | <ul style="list-style-type: none"> • Invite partners to contribute to Regional events. • Develop partnerships with the public sector and NGOs focusing on climate change. |
| 3.3 Environmentally Sustainable Region | | |
| No. | Objective | Potential Actions |
| 3.3.1 | Minimize the harmful environmental impact of events. | <ul style="list-style-type: none"> • Promote the monitoring and measuring of the environmental impact of events (Regional, national, etc.) using the sustainable events checklist, • Start the use of responsible consumption and compensation policy in the European Scout Region • Pilot and promote the use of the Organizational Performance Self-Assessment Tool focused on sustainability. • Ensure the Region is proactive and is a role model in the organization of sustainable events and operations. |
| 3.3.2 | Begin to implement measures aiming to achieve climate neutrality in the Regional Operations by 2033. | <ul style="list-style-type: none"> • Conduct Climate Impact Assessments of activities and travel. • Use the Regional Sustainability Monitoring Tool to identify and track the areas of concern as well as the impact of the measures taken. • Use the lessons learned during the pandemic to maximize use of online meetings where this is a realistic and effective alternative to in-person meeting. |

