

DOCUMENT
5a



Annexe to the
Draft Regional Scout Plan 2022-2025

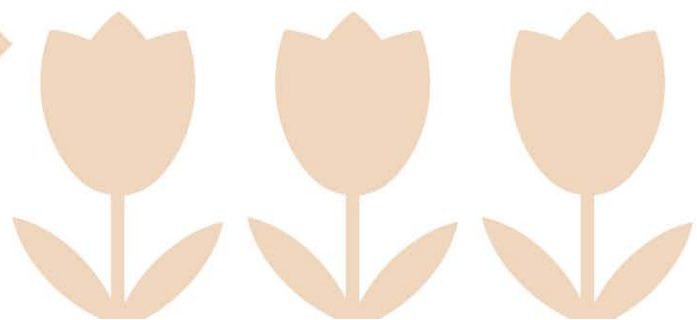
Strong, Innovative, Green

Supporting Information

European Scout Committee



SCOUTS
Creating a Better World



Annexe to the Draft Regional Scout Plan 2022-2025

Supporting Information

European Scout Committee

Table of Contents

- 1. Introduction to the Regional Scout Plan2**
- 2. Regional Scout Plan 2022-2025 - Development Key Activities3**
 - 2.1 Passive Data Gathering Findings and Consultations3**
 - February - June 2021 3
 - All Groups Meeting and Regional Office (Staff) consultations June 2021..... 3**
 - IC Survey July 2021 3**
 - World Scout Conference - European Meeting August 2021..... 4**
 - Youth Voices Analysis May - October 2021 4**
 - Focus Groups RSP v1 October 2021 & RSP v2 January 2022 4**
 - 2.2 Main Conclusions prior to the 8th European Scout Symposium5**
 - Principles..... 5
 - Strategic Priorities 5
 - 2.3 8th European Scout Symposium6**
- 3 Regional Scout 2022-2025 - Alignments.....7**
- Glossary of Terms.....8**
- Links to resources9**

1. Introduction to the Regional Scout Plan

One of the first things Scouts learn when they join the Movement is to take time to reflect on their activities and achievements, whether it be a project, camp, or training. In the European Scout Region, the end of the triennium is the time to take an overall look at the progress achieved and decide on the future course of action through the development of the next Regional Scout Plan.

When we reflect on the last three years, we see they have been challenging for all levels of the Scout Movement: local groups, national boards and teams, regional structure, and at world level. We were forced away from our natural 'direct interaction habitat' and onto a computer screen, where it was not possible to use many of our usual resources to their full potential. Although this reconfirmed Scouting's resilience by swiftly adapting to the new online reality, it also highlighted great digital inequalities in society and the high demand in time and resources needed to keep up with regular activities. Towards the end of this triennium, we have once again been struck by unprecedented events in recent times, we have been faced with a war in Europe on a scale not seen since 1945.

We have also seen a further increase in the level of concern for the environment and climate change, with a noticeable increase in how strongly young people are committed to doing something about it. In fact, all the Sustainable Development Goals (SDGs) have become part of the Scout narrative, which can be seen not only through WOSM's Better World Framework (BWF) Programmes but also in how Member Organisations (MOs) have integrated the Sustainable Development Goals (SDGs) into their Youth Programmes. This SDG-framework has allowed Scouts not only to pay attention to the environment, but also to other people and societal challenges, health and well-being, justice and equality and the importance of setting up alliances as ways to improve our educational programme. As you will come to see, the different Strategic Priorities established in this plan, show the diverse ways Scouts contribute to fulfilling different Sustainable Development Goals to achieve Agenda 2030.

It is important to note that the next three years will bring closure to the three-triennial cycle which started in 2014 where WOSM established Vision 2023 and the Strategic Priorities which would achieve it. Fulfilling the Movement's Vision is a shared responsibility of all the structures of Scouting, including our Region, which has contributed to achieving the Vision and will continue to do so through this Regional Scout Plan. Throughout the consultation process, it was requested that the RSP should include the Guiding Principles that we expect all Regional work to be built upon; as well as the strategic priorities and objectives that will establish the framework for the next three years. This is done to meet the current and emerging challenges as well as the opportunities that lie ahead and identify where resources may be allocated, networks formed, and experiences shared.

2. Regional Scout Plan 2022-2025 - Development Key Activities

In response to requests from Member Organizations (MOs) and to ensure transparency throughout the process, the Regional Scout Plan (RSP) 2022-2025 team has detailed below the various steps of data gathering and consultation used to develop the new RSP. We have provided brief details of the method used and the key findings. These key findings have formed the basis of the development of the plan.

2.1 Passive Data Gathering Findings and Consultations

February - June 2021

The first step of the RSP team data analysis was to collect and revise existing documents of interest. These documents were the WOSM Impact of COVID-19 Reaching Out Report, RSP 2019-2022 Mid Term Report, Europe WOSM Services Report and the Rio Declaration on Non-Formal Education.

The main topics highlighted in the [WOSM Impact of COVID-19 Reaching Out Report](#) were membership retention, governance challenges due to the new online reality and the financial impact of being dependent on commercial income. This resulted in interest in looking into how MOs can diversify their source of income and the challenge of retaining and (re)-motivating adult volunteers. Many MOs also highlighted Impact of Scouting and Sustainability as a major topic to be explored during and immediately after the pandemic.

Analysis of the [RSP 2019-2022 Mid Term Report](#) led the team to an understanding that the dedication and work of the regional volunteers has not been affected too much by the Covid-19 crisis and that the region is on track with most of the current triennium projects. The entire 'recovery phase' of Scouting relies heavily on prepared leaders, able to deliver Scouting in new circumstances. MOs are seeking to understand how the Diversity and Inclusion principles can play a role in reflecting their communities accurately. This is especially important since the most vulnerable groups have been affected most by the crisis, which is where Scouting is needed the most and where our actions can have real impact.

Assessment of the Europe WOSM Services Report and data available established that the most requested services throughout the ongoing triennium are in the areas of: Good governance; Adults in Scouting; and Youth Programme. The least requested are in the service areas of: Spiritual Development; Youth Engagement; and Scouting & Humanitarian Action.

Lastly the [Rio Declaration on Non-Formal Education](#) highlights the importance of Non-formal Education (NFE), the need to look for new digital solutions for NFE learning and a system for recognizing the learning outcomes in NFE. NFE is a key factor in overcoming inequalities, promoting diversity, and empowering the most vulnerable, especially women.

These findings were then used to inform a PESTEL analysis with the aim to map out and structure all the different factors affecting Scouting in Europe.

All Groups Meeting and Regional Office (Staff) consultations

June 2021

A questionnaire was conducted at the All-Groups Meeting (AGM) which gathers volunteers from different teams in the Region and an interview was carried out at the General Meeting of the Staff. The staff shared that the World Triennial Plan (WTP) can be used to establish the relevant areas for the European Region. Sustainability and Image of Scouting were highlighted as an area that we need to continue working on. Digital work was mentioned as a topic of interest since it can facilitate work from a financial and inclusiveness point of view. Finally, Adult membership was mentioned as a major area of concern.

IC Survey

July 2021

A survey was conducted to determine the opinions of MOs on the potential structure of the RSP and topics of interest. Regarding the general structure of the RSP it was concluded that the plan should have 2-3 strategic priorities, which would allow more in-depth work on them. The RSP should define regional

projects which are a part of its general purpose, include general principles guiding the work of the Region and should align with or derive from the WTP.

The topics which received most support were Environmental Sustainability and Climate change, SDGs in Programme, Importance of Mental Health, Organizational and Financial resilience and Growth to recover pandemic related losses. On the topic of Youth Programme inclusion of SDGs, Innovation, Digitalisation were mentioned and for Adults in Scouting the topics of interest were Flexible Volunteering, Recovery and Retention. When asked which topics were considered as routine operations, Image of Scouting, Partnerships and Branding (storytelling, media relations, crisis comms) were mentioned.

World Scout Conference - European Meeting

August 2021

During the Regional meeting at the World Scout Conference (WSC), a survey was conducted where attendees prioritised the Objectives within each Strategic Priority. The results of the survey showed the most top objectives from the WTP were those related to Youth Engagement and Diversity and Inclusion. Topics relating to Educational Methods, Governance and Social impact were also highly rated. The objectives related to direct support to MOs were interpreted as an element related to WOSM Services. Additional discussions were hosted to discuss initiatives, needs and projects within each Strategic Priority.

Youth Voices Analysis

May - October 2021

Fourteen young people aged between 16 and 22 years old from 8 different countries met on four occasions to share their thoughts and concerns about Scouting in Europe. Their main motivating factors were nature, community and self-development. They emphasized the importance of environmental action and were greatly concerned about the climate crises. Other causes of concern were equality (racism and sexism), education, politics (concerns on lack of effective environmental policies, extremism and world conflicts), mental health (effect of COVID on youth) and employment of young people. They highlighted that Scouting should empower young people of all social and economic backgrounds, they raised the topic of how to balance tradition and evolution in Scouting and emphasized the importance of having strong Rover programmes.

Focus Groups

RSP v1 October 2021 & RSP v2 January 2022

Focus groups were held with International Commissioners on 19 October 2021 to finish shaping the first draft establishing Strategic Priorities and Principles. Two focus groups were held while splitting participants in each session to ensure as mixed and balanced groups as possible, avoiding geographical / size / allegiance biases. The main conclusions included that the ICs were happy with the direction of the RSP structure. It was noted that the guiding principles should be included in an introduction, be more concise and should not greatly change over time. Many agreed that a provisional and non-binding list of actions would be good to include to better explain each objective and potential work to be carried out. There were mixed opinions if the RSP should include information on the daily operations of the region, similarly to the chapter "Region as a Structure" in RSP 2019-2022.

Following the publication of the first RSP draft and an explanatory Virtual Campfire during December 2021 the team invited ICs to participate in Focus groups over a week. The team hosted four Focus Groups with 16 MOs attended. The main findings included that more than two thirds of participants believed D&I is covered well via the Guiding Principles and not required as a Strategic Priority (SP), more than two thirds believed that Environment was too narrow a focus. However, in discussion it was felt that the SP should have a focus on environment within the framework of sustainability and sustainability should be incorporated elsewhere in the plan. In addition, an educational and youth engagement aspect within the environment should be emphasized. All groups accepted the proposed topics, and no further topics were offered, however some potential actions and specifications were added. These findings were used to draw up the objectives to form draft 2 of the plan.

2.2 Main Conclusions prior to the 8th European Scout Symposium

When the data analysis phase was completed a weekend meeting was held to lay out the findings and the team mapped all the findings which resulted in the identification of proposed strategic priorities and guiding principles. This in turn led to the contents for the first draft of the RSP. The first draft structure was based on IC survey feedback and the Continuous Improvement Task Force recommendations that the plan should consist of an introduction, guiding principles and three strategic priorities.

Principles

The feedback received from the staff, Regional Volunteers, the European meeting at the World Scout Conference, as well as the IC focus groups continued to support the existing principles of Continuous Improvement, Youth Empowerment and Transparency. These were therefore deemed appropriate to be carried forward to the next RSP.

The **Unity** guiding principle was added in line with the 2019 European Scout Conference 'Working Together' Resolution and due to a strong call from the Continuous Improvement Task Force and from the IC survey for the European Region to be aligned with the WOSM Strategy for Scouting. This Principle builds upon the "Vision 2023" Principle from the RSP 2019-2022 and continues to emphasise our part in the global Movement.

The **Diversity and Inclusion** guiding principle was added as the RSP Team had recognized that the topic was highlighted as important throughout the data analysis, but a new approach would be essential if it was integrated into the work of the Region, a part of the Region's core values.

Strategic Priorities

The 3 strategic priorities emerged after all the different inputs from the data gathering phase were compiled. Certain needs were repetitive in the different inputs and were essentially identified as the core priorities to focus on for the next 3 years.

The **Organisational Resilience** strategic priority was developed on the basis of an identified need for focus on governance highlighted in the WOSM Impact of COVID-19 Reaching Out Report, and consultations. Overall, two areas emerged: 1) overcoming negative COVID-19 pandemic impact 2) leveraging the new opportunities which emerged and strengthening our organizations' resilience in the light of potential future crises. Other topics identified include risk management, income diversification and the challenge of retaining and (re)-motivating adult volunteers.

The **Educational Methods** priority was derived from the need to reflect the changing needs of modern societies and equip our programme to incorporate aspects and challenges our societies face. Interest in the opportunities of digitalization was apparent throughout the data analysis and an interest in innovation in educational programme was recorded by the IC survey, which was supported and strengthened by the WSC European meeting. The need for new and flexible ways of volunteering was highlighted in all the consultations, which also made a clear call for more focus on wellbeing & mental health, a topic highlighted as a concern by the Youth Voices.

The **Environmental sustainability** strategic priority is a result of multiple factors merging. Following the Committee's prioritization of recommendations proposed by the Sustainability Task Force in 2021, work has continued across the Region to address the wide breadth of contributors to Sustainability. It has recognized the complex and interlinked variety of topics that Sustainability covers. There was strong support from the IC Survey for Sustainability to be prioritized. The Focus groups identified that such a variety of objectives is difficult to maintain focus and remain achievable, therefore prioritization is necessary whilst bearing in mind that Sustainability behaves in a hub and spoke manner. In addition, the World Scout Conference adopted a Resolution on Strengthening WOSM's environmental sustainability, thus committing to work further on the environmental sustainability impact of WOSM in the 2021-2024 Triennium. Based on the consultations carried out with ICs and youth voices, the team identified that Environmental Sustainability was a key priority for young people. The RSP Team have therefore identified Environmental Sustainability as a single strategic priority.

2.3 8th European Scout Symposium

The Symposium held on the 18-20 March, 2022 at Kandersteg International Scout Centre was attended by 73 people from 37 MOs. As well as being the first face to face European Scout event since the beginning of the pandemic the symposium was the key consultation opportunity with representatives of the MOs. In addition to information sharing the symposium included the opportunity for all delegates to attend a workshop on each of the strategic priorities. These sessions were designed to be interactive and to identify objectives which could be eliminated, moved, or adapted, and provided the opportunity for delegates to suggest alternative and additional objectives. Time was also provided for delegates to put forward any further changes to the RSP they would like to see. A fourth workshop was held to amalgamate the findings of each of the earlier workshops. These sessions and further discussions enriched the understanding of the RSP and advise the RSP Team how the plan can be more meaningful, focussed, flow better and be more deliverable.

The following changes were outcomes of the Symposium:

- A further detailed explanation to the Guiding Principles was added to explain how they influence the activity of the Region.
- Some minor changes were made to Strategic Priority 1 from the previous version, and some objectives moved from Strategic Priority 2 based on Symposium feedback.
- Although the term "sustainable growth" has not been used to avoid confusion with other forms of sustainability, Symposium attendees stated that growth should be referred to as sustainable and not durable or any other term. The term sustainable was reintroduced, and the term growth mostly changed to Organisational development to indicate development beyond solely and increase in numbers but also impact, outcomes and maturity.
- There was an extensive review of Strategic Priority 2 based on the Symposium feedback. The changes made ensured that the content is more obviously related to the topic, some elements were removed entirely, and some moved to Strategic Priority 1.
- Feedback suggested the majority recognised the intention of Strategic Priority 2 to highlight the modern and innovative approaches to educational methods and programme, but they preferred a simplification of the title. Consequently, the title was reverted to simply 'Educational Methods'.
- There were no major changes to Strategic Priority 3, just, some minor amendments with some objectives removed and more generic educational objectives moved to Strategic Priority 2.

3 Regional Scout 2022-2025 - Alignments

The table below demonstrates the Alignment of Strategic Priorities and Objectives to the World Triennial Plan, and Sustainable Development Goals.

Strategic Priority	Topic	Alignment	
		WTP	SDG
SP1: Organizational Resilience	Membership Development	Growth & Pandemic Recovery Good Governance Diversity & Inclusion	10 16
SP1: Organizational Resilience	Organizational Development	Good Governance	16
SP1: Organizational Resilience	Safe from Harm	Good Governance Diversity & Inclusion (Safe from Harm) Communications & Partnerships	10 16
SP2: Educational Methods	Youth Programme	Educational Methods Youth Engagement Diversity & Inclusion	4 10 16
SP2: Educational Methods	Adults in Scouting	Educational Methods Diversity & Inclusion	4 10
SP2: Educational Methods	Mental Health & Wellbeing	Educational Methods Growth & Pandemic Recovery	3
SP3: Environmental Sustainability	Environmental Education	Social Impact	4 12 13 14 15
SP3: Environmental Sustainability	Strategic Partnerships	Social Impact Communications & Partnerships	17
SP3: Environmental Sustainability	Environmentally Sustainable Region	Social Impact	12 13 14 15

Glossary of Terms

Term	Meaning
Agenda	The Agenda for Sustainable Development to be achieved by 2030, adopted by all United Nations Member States in 2015
BWF	The Scouting Better World Framework
Civil society	The "third sector" of society, distinct from government and business
Climate neutral	Reducing all greenhouse gas emissions as much as possible and compensating for any remaining emissions.
D&I	Diversity and Inclusion
DNA	Deoxyribonucleic acid. DNA is the chemical name for the molecule that carries genetic instructions in all living things
ESC	European Scout Committee
ESR	European Scout Region
European Region	European Member Organizations and Regional staff and volunteers
GSAT	The Global Support Assessment Tool
Guiding principle	These set a standard for behaviour and attitude within our organization
MO	Member Organization
MoP	Messengers of Peace
Movement	'The Scout Movement' Members of Member Organizations, Regions and World level.
NSA	National Scout Association
NSO	National Scout Organization
RSP	Regional Scout Plan
Safe from Harm	A set of actions designed to make sure that every person involved in Scouting is responsible and committed to protect children and young people
SDG	Sustainable Development Goals (See Agenda 2030)
SFH	Safe from Harm
SP	Strategic Priority
STEAM	Science, Technology, Engineering, and Mathematics is a broad term used to group together these academic disciplines. The 'A' for Arts highlights the importance of combining science and art to make discoveries.
UNEP	United Nations Environment Programme
Vision 2023	World Scouting Vision up to 2023
WOSM	World Organization of the Scout Movement, only used to refer to policies.
WTP	World Triennial Plan
WWF	World Wildlife Fund
Young People	All people aged under 30 years inside and outside of Scouting
Youth Members	Members aged under thirty taking part in a youth programme withing a Scout Organization

Links to resources

- Reaching Out Report 2020
<https://drive.google.com/file/d/1wBTye4Sd9nfyNXyHjbLHr8mnnqUCSxts/view>
- Regional Scout Plan 2019-22
https://weconnect.eu.com/wp-content/uploads/2019/11/2019_RegionalScoutPlan-2019-2022-ADOPTED-AT-CONFERENCE_EN.pdf
- Regional Scout Plan 2019-2022 Midterm Report
<https://midterm.rsp.scoutshub.org>
- Rio Declaration on Non-Formal Education
<https://worldnfeforum.com/declaration/>
- Sustainable Development Goals
<https://sdgs.un.org/goals>
- Sustainable Events Checklist
[https://www.dropbox.com/s/vu1ij3nyiquyuhc/Link to WOSM Sustainable Events Checklist 2021.pdf?dl=0](https://www.dropbox.com/s/vu1ij3nyiquyuhc/Link%20to%20WOSM%20Sustainable%20Events%20Checklist%202021.pdf?dl=0)
- World Triennial Plan
<https://www.scout.org/2021-2024-Triennial-plan>
- WOSM Vulnerability matrix
<https://www.scout.org/vulnerability-matrix>