



REGIONAL SCOUT PLAN 2022-2025 SECOND DRAFT

TITLE (to be added)

FOREWORD NOTE FOR DRAFT 2

This document that you now have is the second draft of the Regional Scout Plan (RSP) 2022-2025. After the release of the first draft on November 30th, 2021, the European Region held a Campfire where the draft was presented, and participants had a chance to exchange their first impressions on the content of the RSP. After this, MOs were given the opportunity to give an input on the Strategic Priorities themselves and suggest objectives to address them through the Focus Groups set in January 2022. In addition, several meetings were held with volunteers and staff of the region to provide additional information on the different projects and working groups from the RSP 2019-2022. Following these consultations, no major changes to the structure, guiding principles or Strategic Priorities were required.

The RSP is intended to provide the strategic direction and prioritization for the European Scout Region during the next Triennium. The RSP consists of Strategic Priorities which are most relevant to Europe whilst aligning with the World Triennium Plan Strategic Priorities where relevant. It is not intended to highlight or influence daily operations, regular events. However, the Region will continue supporting MOs via WOSM services, supporting volunteers, conducting daily operations, and organizing Regional events. This means that areas such as External Relations, Communication, Finance of the Region, or Impact, will continue to be part of routine operations of the Region. The same goes for projects that started between 2019-2022 and have not concluded yet such as the Impact of Scouting project; they will continue being worked on in the following years.

INTRODUCTION

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. Though 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.

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)

Programs 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 program. 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.

The RSP guiding principles set a standard for behavior 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.

The Strategic Priorities are the key areas of work that have been determined to be essential in the fulfillment 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.
- **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.
- **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.

STRATEGIC PRIORITIES

1. Organizational Resilience

It is understood that Covid-19 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	
Objective	Potential actions
Support MOs in their pandemic recovery efforts 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 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
Promote durable growth of MOs by building and implementing all-encompassing growth strategies and long-term, holistic 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 ● Use GSAT to better understand the main underlying obstacles to growth in MOs ● Support growth strategy development and implementation via Growth Potential Project
Support MOs to recruit and retain more youth members and adults from under-represented communities, including by leveraging data insights.	<ul style="list-style-type: none"> ● Facilitate an exchange on the best practices in relation to: <ul style="list-style-type: none"> ○ Maximizing opportunities by linking with existing communities to develop Scouting ○ Engaging with those who study or settle in the country to offer Scouting to young people from migrant families.

	<ul style="list-style-type: none"> • Improving retention, especially in the case of major crises that have an impact on Scouting activities. • Facilitate training and best practice sharing opportunities at Academy and Roverway. • Enabling the inclusive growth in local communities in a culturally appropriate manner • Ensure relative D&I data collection based on benchmark standards and external sources (i.e., Government, other NGOs etc.) to inform action planning.
--	--

1.2 ORGANIZATIONAL DEVELOPMENT

Objective	Potential actions
Ensure MOs thrive in shifting realities, supporting organizational resilience through innovation and robust change, crisis, and risk management.	<ul style="list-style-type: none"> • Review, update and expand (where appropriate) support materials for the use of MOs in identifying and mitigating risks • Support MOs in identifying, preventing, and managing risks 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 • Share the Region's identified risks with MOs and the solutions being considered. • Support MOs in reducing reputational risk • Consider WOSMs vulnerability matrix in risk and crisis management, ensuring vulnerable groups receive equitable support.
Strengthen MOs capacity to use data in their decision-making process.	<ul style="list-style-type: none"> • Increase the use of technology to facilitate the administrative elements of all adult volunteers' roles and help inform management by <ul style="list-style-type: none"> ◦ Identify and list key criteria for any systems ◦ Develop guidance for the use of electronic solutions • Promote the benefits of implementing activity quality and social impact measurement • Share online and utilizing opportunities such as Academy, ways to use data in various decisions within an association: governance, projects, strategy, etc. • Support MO in the implementation of indicator-based management. <ul style="list-style-type: none"> ◦ Identify tools and methods, share experiences. ◦ Training

<p>Strengthen the Region’s capacity to respond knowledgeably to emerging threats.</p>	<p>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.</p>
---	---

1.3 DIVERSIFYING INCOME

Objective	Potential actions
<p>Support MOs to find new sources of income that do not rely on a single resource and to identify the appropriate economic model that allows them to fulfill their mission.</p>	<ul style="list-style-type: none"> ● Propose guidelines or models for resource diversification: typologies (private sector, foundations, civil society, economic activities, etc.), associated risks and examples of balanced allocation.
<p>Ensure a high level of ethics in the commercial activities supporting Scouting</p>	<ul style="list-style-type: none"> ● Organize the fundraisers network meeting ● Share good practices on how to maintain an elevated level of ethics in commercial activities that support Scouting ● Create an ethical business partnership checklist.
<p>Empower MOs to use opportunities accessible to them by giving more publicity to external, especially European funds</p>	<ul style="list-style-type: none"> ● Identify potential funding sources which relate to communities to better fund communities where Scouting is underrepresented. ● Promote and support MOs to make use of opportunities that exist to fund Scouting at European level and for international projects

1.4 SAFE FROM HARM (ORGANIZATIONAL)

Objective	Potential actions
<p>Support MOs in the compliance process with the new Safe from Harm membership requirement and develop mechanisms to ensure its compliance</p>	<ul style="list-style-type: none"> ● Promote the WOSM Safe from Harm e-learning module ● Offer the existing module as template so that it can be adapted to each MO ● 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
<p>Support MOs in reducing reputational risk created by Safe from Harm cases</p>	<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

<p>Support MOs to reinforce a cross cultural perspective within their Safe from Harm (SFH) processes/approach</p>	<ul style="list-style-type: none">• Embed necessary intercultural perspective in SFH, through training and resources• Support MOs to ensure SFH practice and principles are implemented in communities with vulnerable groups
<p>Support strengthening of the SfH related training for adults in MOs, focusing on identification of potential cases and reporting mechanisms</p>	<ul style="list-style-type: none">•

2. Innovative approaches to Educational Methods

In order to position Scouting as the leading educational movement, 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 on how to provide a fulfilling experience in Scouting in order to ensure the Quality Education (SDG 4) and by finding creative, innovative and efficient solutions. 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 for the future. This could be achieved by program 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 CREATIVE APPROACHES TO DEVELOP AND IMPLEMENT THE YOUTH PROGRAMME	
Objective	Potential actions
Promote the integration of relevant modern topics in the youth program in a manner which ensures educational opportunities for all.	<ul style="list-style-type: none"> • Highlight and support national projects promoting STEAM integration in program and gamification • Define at least one Regional project in partnership aiming to promote STEAM integration in youth program and gamification • Showcase some of the most innovative projects during Roverway.
Promote digitalization as an opportunity for young people and to complement traditional and outdoor Scouting to maintain Scouting’s relevance to the needs and expectations of young people	<ul style="list-style-type: none"> • Using digitalization as means to deliver Scouting to remote communities, etc. • 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)
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 resources to support and encourage communities to start Scouting in and to serve their community and develop new resources to fill identified gaps. • Identify existing resources to support and encourage Scouting in less populated and remote areas and develop new resources to fill identified gaps. • Promote access to Human Rights Education to increase cultural competence and competences to transmit inclusive values/practices

<p>Enhance and build on existing peace education resources and methodologies, ensuring their relevance for modern situations.</p>	<ul style="list-style-type: none"> • Complete the development and delivery of the human rights peace project • Train trainers to train peer educators for peace education. • Facilitate training opportunities during Academy and Roverway
<p>Bring Dialogues for Peace to more Scouts.</p>	

2.2 SUPPORT MOS IN STRENGTHENING THE IMPLEMENTATION OF ADULTS IN SCOUTING POLICIES

Objective	Potential actions
<p>Identify and share new and flexible ways of volunteering to better reflect the lives of adults in modern society</p>	<ul style="list-style-type: none"> • Identify other NGOs (and MOs) for similar challenges and potential answers • Provide training and sharing of examples to maximize the potential of 'new to Scouts' adults in Scouting • Address the fact that volunteers have less time and travel further distances. Share new post pandemic approaches including the need for more volunteers to fill roles. • Identifying the positive points that keep leaders motivated to volunteer for local level (proximity, concreteness, visible impact, etc.) - can we mimic this for the national level? • Innovate how we engage typically underrepresented populations for Regional Volunteering Roles
<p>Enable MOs and the Region to consist of Adult volunteers' representative of the communities they serve.</p>	<ul style="list-style-type: none"> • Identify and, if necessary, develop resources to support and encourage recruitment of volunteers from underrepresented communities • Training leaders (intercultural) supporting Scouting in a community
<p>Ensure an inclusive youth program that reflects the diversity of the community and is accessible to all.</p>	<ul style="list-style-type: none"> • Ensure the necessary intercultural training is provided

2.3 STRENGTHEN THE MENTAL HEALTH & WELLBEING OF OUR MEMBERS

Objective	Potential actions
<p>Actively promote good mental health, wellbeing and resilience of adults and youth members in an ever-changing environment</p>	<ul style="list-style-type: none"> • Raise awareness about the importance of a positive environment, conducive of wellbeing, self-assurance, and resilience

	<ul style="list-style-type: none"> • Promote materials developed in MOs, other Regions and at Global level in relation to mental health, wellbeing, and resilience • Ensure best practice is complied with during Regional events, and act as a model standard.
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
2.4 ACTIVE CITIZENSHIP	
Objective	Potential actions
Ensure young people are represented in strategic discussions about Scouting and other topics which affect them in Europe	<ul style="list-style-type: none"> • Support and develop the concept of the network of Youth Representatives and provide adequate training • Promote the opportunities for young people to be involved in forums shaping the strategic priorities and the drafting of the next RSP
Strengthen Scouting's position as a non-formal education movement by reinforcing our participation and engagement in external educational and youth related activities.	<ul style="list-style-type: none"> • Develop a strategic approach for educational partnerships and cooperation with the most relevant non-formal education forums involving outside organizations • Actively promote our non-formal education credentials

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 behaviors 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 behaviors. 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	
Objective	Potential action
Promote the adaptation and integration of various elements of the Better World Framework, Earth Tribe, Scouts for SDGs into youth programs	<ul style="list-style-type: none"> ● Promote awareness and provide advice on implementing the programs ● Incorporate into Region events such as the Academy ● Develop the Academy workshops material into an online training course.
Support MOs to equip young people with competencies to address misinformation and develop critical thinking	<ul style="list-style-type: none"> ● Define an online tool on addressing misinformation and fake news ● Develop online training courses for critical thinking as models for NSOs
Support awareness of the causes and plight of Environmental Migrants through Education (Action & Education) - including internal (national or Europe) displacement.	<ul style="list-style-type: none"> ● Support MOs in developing local projects aimed at identifying the already existing signs of the impact of climate change in their local communities ● Analyze the impact on Scouting occurring in those areas of Europe already and share findings ● Identify the scale of both international environmental migrants and internal displacement amongst our membership ● Create a collection of stories outlining the environmental causes for migration
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 young people 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

3.2 ADVOCACY

Objective	Potential action
Empower Youth members to function as advocates for environmental sustainability in their MOs amongst other young people (peer advocacy).	<ul style="list-style-type: none"> • Training young people to represent European Scouting at environmental-specific meetings and occasions
Provide spaces for debate and exchanges among MOs on practices and projects around sustainability	<ul style="list-style-type: none"> • Consolidate the Sustainability Network

3.3 STRATEGIC PARTNERSHIPS

Objective	Potential action
Develop and support partnerships with science and academic partners to further inform 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
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. • Invite partners to contribute to Regional events

3.4 ENVIRONMENTALLY SUSTAINABLE EVENTS

Objective	Potential action
Minimize the environmental impact of events.	<ul style="list-style-type: none"> • Promote the monitoring and measuring of the environmental impact of events (Regional, national, etc.) • Promote the use of the sustainable events checklist
Ensure the Region is proactive and is a leader in the organization of sustainable events	<ul style="list-style-type: none"> • Comply with the checklist for organizing sustainable events

Begin to implement measures aiming to achieve carbon neutrality in the Regional operations by 2033

- Complete the development of policies for sustainable consumption, reimbursement, and CO2 Compensation.
- Conduct Carbon 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
- 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

REFERENCES, LINKS & GLOSSARY may be added here

Regional Scout Plan 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.

Passive Data Gathering Findings

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 economical 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.

Main Conclusions

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 WSC Europe meeting and 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 **New approaches to educational methods' strategic** 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.