

# Skills for Life

Our plan to prepare better futures  
2018-2023



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As Scouts, we believe in preparing young people with skills for life. We bring communities together and contribute to society. Above all, we aim to build better futures.

Society is changing. In often fragmented communities, the pressures and expectations on young people are increasing. The future is uncertain. Scouts has never been so important in helping young people prepare for the future, developing the skills they need to succeed in a changing world.

Each week almost half a million young people enjoy fun, friendship and outdoor adventure. They develop a sense of optimism and strong values as well as the leadership and teamwork skills that are more valuable today than ever.

Our movement achieves remarkable things. We have continued to grow for 13 consecutive years. Our previous plan, Scouting for All, inspired 834 new sections to start in areas of deprivation since 2013. We now help over 462,000 young people aged 6-18 (including 102,000 girls) get the best possible start in life. Our social action campaign, A Million Hands, has enabled over 250,000 young people to make a positive contribution in their local communities.

Now we want to go further. Skills for Life is a strategy that supports and empowers our volunteers who are the people that make Scouts a reality. It's a strategy to bring communities together and contribute towards a better society. But most of all, it's a strategy for young people. They deserve the best skills, the best support, and the best possible futures.



## Our mission

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

## Our values

As Scouts we are guided by these values:

### Care

We support others and take care of the world in which we live.

### Respect

We have self-respect and respect for others.

### Integrity

We act with integrity; we are honest, trustworthy and loyal.

### Cooperation

We make a positive difference; we cooperate with others and make friends.

### Belief

We explore our faiths, beliefs and attitudes.

# Building better futures

I believe that Scouts prepares young people for better futures. It gives them skills to achieve the remarkable, and opportunities to develop a deeper understanding of our rapidly changing world.

With recent shifts in local and global politics, in many ways society has rarely felt more divided. When the world feels more inward facing, Scouts has a more powerful role to play, bringing communities together. Our last plan, Scouting for All,

recognised the importance of working towards a more inclusive movement. There are now over 102,000 girls in Scouts in the UK. The Muslim Scout Fellowship is growing and we recently saw the opening of the UK's first Buddhist Scout Group. Our fantastic representation at Pride continues to impress. We've seen commitment by our volunteers to support disabled young people to fully participate in Scouts, and 834 new sections have started in areas of deprivation since 2013.



'I believe that Scouts empowers young people. It gives them skills to achieve the remarkable, and opportunities to develop a deeper understanding of the rapidly changing world.'

At 1st Dings Scout Group in Bristol, a neighbourhood prone to social division, young people from various backgrounds come together to develop skills. While the young people are laughing, learning and diving into activities, their parents are sharing stories and connecting too. While breaking down barriers and creating positive spaces for integration, Scouts is giving skills to young people from all walks of life, and with those skills, the chance of better futures.

But our belief in becoming more inclusive is driven by more than the fact that every young person deserves a better future. This commitment is about what young people want.

Across the globe, we're seeing young people calling for more inclusive, kinder communities. Youth movements are campaigning for better, more affordable education, for more tolerant communities, for a world that better reflects the diversity of who we are. Millennials

represent the most community-oriented generation since the 1940s. Our young people's passion and commitment to our social action campaign, A Million Hands, is testament to this.

As is the inspiring work being done by the 1st Healing Scout Group in Grimsby. Initiated by local Scout Will Drakes and his mum Louise, the Group makes gift bags for women and children fleeing domestic abuse at the Grimsby Women's Refuge. The young people are not only developing skills and a deeper understanding of domestic abuse and bullying, but also feel more confident and relaxed. In the process of creating kinder communities, Scouts develops healthier, happier, more resilient individuals.

By continuing to close the gaps between people and generations, we're building stronger, happier, more cohesive communities.

**Tim Kidd**  
UK Chief Commissioner

# Why is Scouting needed today?

We are equipped to meet the needs of young people and society...

## ...across divided communities

Scouts brings people together. We offer shared experiences and a place to meet those of different backgrounds, promoting mutual understanding and building friendships.

Greater social cohesion

## ...in a time of uncertainty

Scouts helps young people develop the values, self-belief and belief in others that will help them become confident, active citizens. We offer a place to belong, skills to succeed and are optimistic about the future.

Happy, resilient citizens

## ...when there is a lack of community engagement

Scouts gives young people opportunities to improve the lives of those around them, taking positive social action in their local, national and international communities.

More civic participation

## ...in an age of increased competition

Scouts develops skills for life; the character, practical and employability skills that young people will carry with them into adulthood, helping them to succeed.

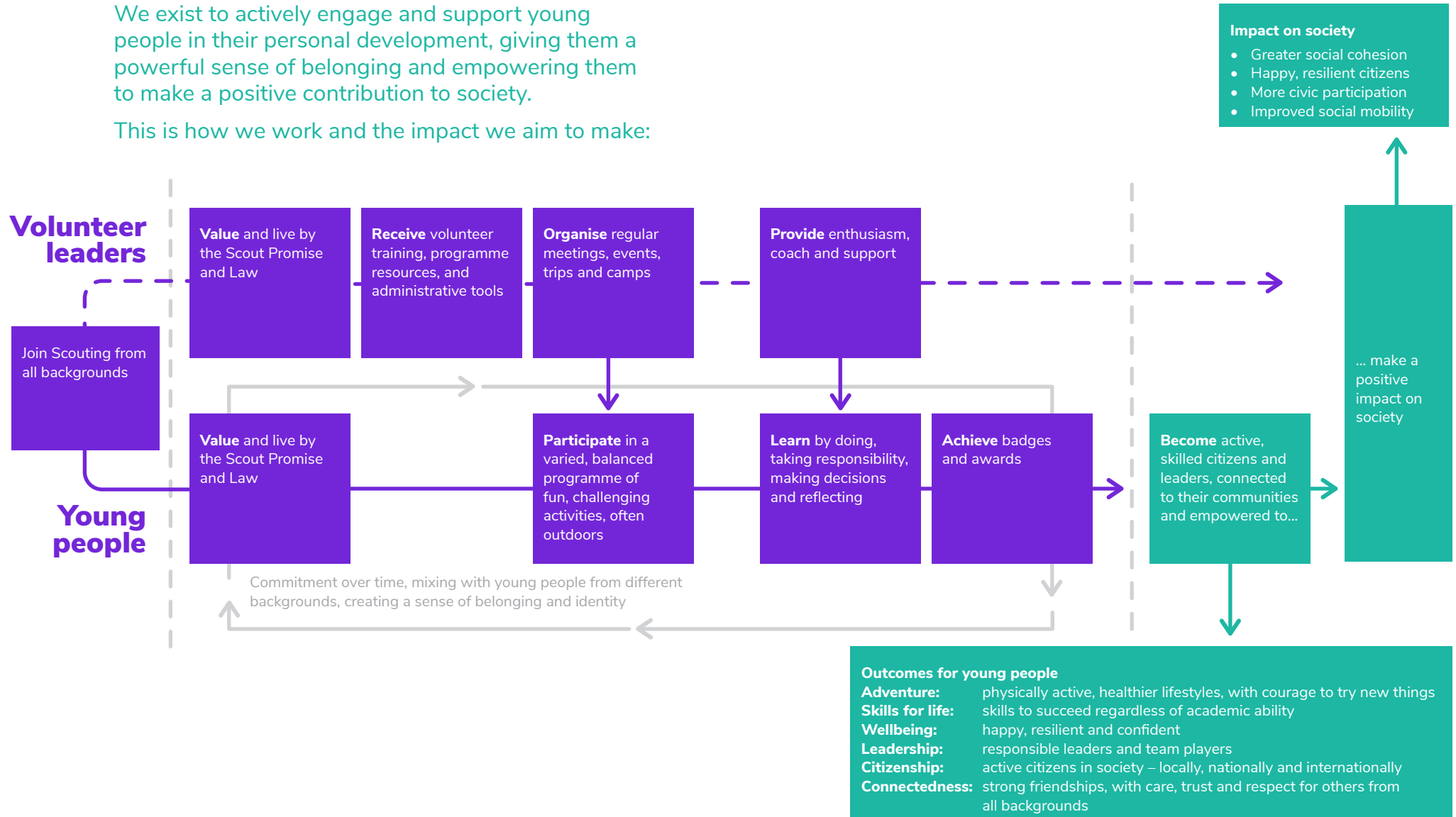
Improved social mobility



# Theory of Scouting

We exist to actively engage and support young people in their personal development, giving them a powerful sense of belonging and empowering them to make a positive contribution to society.

This is how we work and the impact we aim to make:



# Our vision for 2023

By 2023 we will have prepared more young people with skills for life, supported by amazing leaders who deliver an inspiring programme.

## Our objectives

We want to...

### ...grow

We believe Scouts changes lives so we want to give every young person in the UK the opportunity to join.

### ...become more inclusive

Everyone, regardless of their background, should be able to participate in Scouts.

### ...be more youth shaped

Every young person should be shaping their experience and developing their leadership potential.

### ...impact our communities

Through social action, Scouts makes a difference not just to the individual but to whole communities.





# Skills for Life

Our plan to prepare better futures 2018-2023

## Our vision

By 2023 we will have prepared more young people with skills for life, supported by amazing leaders who deliver an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

## Our mission

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

## Our values

We act with care, respect, integrity, cooperation, exploring our own and others' beliefs.

## Our goals

We will achieve the following goals against our four objectives:

### Growth

- 50k more young people
- 10k more Section Leaders
- 5k more Young Leaders

### Youth Shaped

- 250k young people shape their Scouting each year
- 50% young people achieve top awards

### Inclusivity

- Our volunteers reflect the demographics of our society
- In 500 more areas of deprivation

### Community Impact

- 250k young people making a positive impact in their local communities each year
- 50% young people achieve top awards

## Our three pillars of work

To meet these objectives, we will focus on three pillars of work:

### Programme

A fun, enjoyable, high quality programme consistently delivered and supported by simple (digital) tools.

### People

More, well trained, better supported and motivated adult volunteers, and more young people from diverse backgrounds.

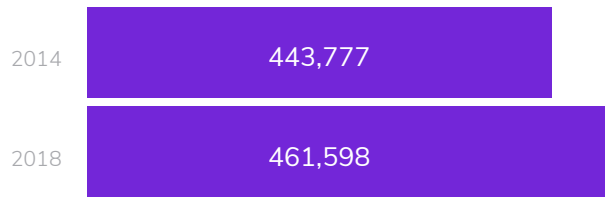
### Perception

Scouting is understood, more visible, trusted, respected and widely seen as playing a key role in society today.



As a movement, we have grown for the last 13 years. We want to continue that positive trend, bringing skills for life to more young people across the UK.

Number of young people (6-18) in Scouts



Data source: Scouts Annual Census Survey

### Our Growth goals

#### By 2023 we will have:

- 50,000 more young people aged 6-18 in Scouts
- 10,000 more frontline adult volunteers (Section Leaders and Assistant Section Leaders)
- 5,000 more Young Leaders

### Explore early years provision

Research suggests that the earlier a young person accesses non-formal education, the more positive the impact.

#### By 2023:

- we will research, pilot, and evaluate different models of reaching young people under 6

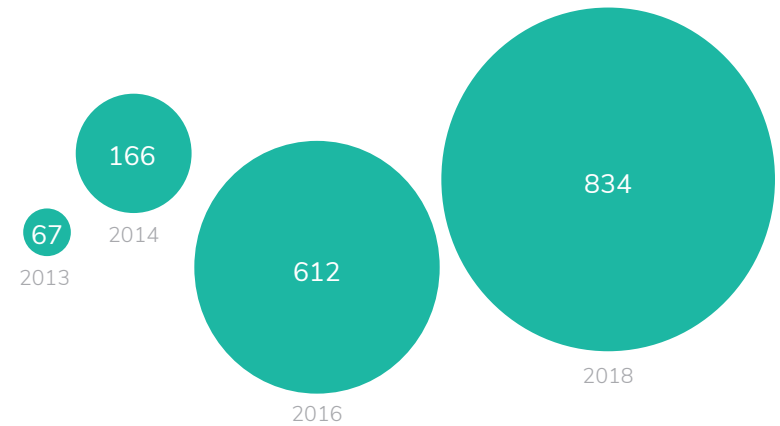
### Scouts in Schools

#### By 2023:

- Scouts will be running in more schools, allowing us to reach more people and increase our impact

Scouts is open to all. We now have over 102,000 girls and have started 834 sections in areas of deprivation since 2013. We believe it's a priority to reflect the diversity of the communities we are in.

Number of sections in areas of deprivation since 2013



Data source: Better Prepared and grant funded projects

### Our Inclusivity goals

#### By 2023:

- we will have started Scouts in 500 more areas of deprivation reaching young people who could benefit the most
- our adult volunteers reflect the demographics of our society

### Reach more under-represented communities

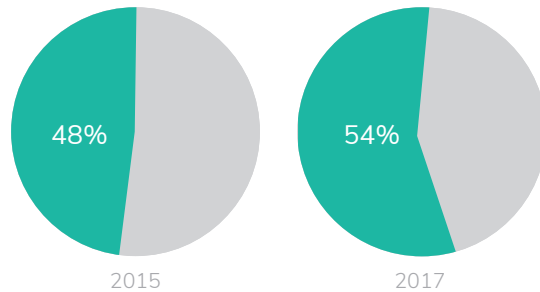
Our research shows that Scouts does not always reflect the make-up of our local communities and does not reach all the young people who could benefit from Scouts.

#### By 2023:

- we will grow Scouts in another 500 areas of deprivation and we will focus on communities that are currently under-represented

Over the last four years, there has been a growing momentum to ensure young people are shaping their experiences and taking on leadership roles at Scouts. We want to continue to build on this.

Percentage of sections running regular youth forums enabling young people to shape their programme



Data Source: Your Programme Your Voice annual volunteer survey

### Our Youth Shaped goals

#### By 2023:

- 250,000 young people will be shaping their experiences at Scouts each year
- 50% of young people will be achieving the Scouts top awards

#### Partnerships to enhance the Scout Programme

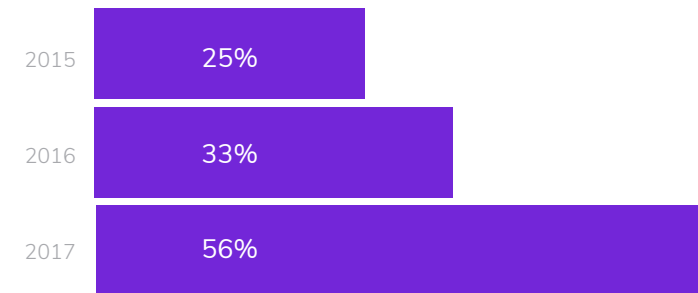
We want to make 14-18 year olds more employable. We will be working with employers and partners to enhance the programme and create links to employability and further education.

#### By 2023:

- we will work with employers and education agencies to improve their understanding of what Scouts achieve
- we will help young people to better understand and talk about the skills they have developed through Scouts
- we will work with partners such as the Duke of Edinburgh's Award programme, Curriculum for Excellence (in Scotland) and the National Citizen Service (in England) so that young people can access these through Scouts and achieve the highest awards

Since the launch of our social action campaign, A Million Hands, in 2015, over 250,000 young people have had the opportunity to take part in high quality social action on four big issues of our time. The campaign won 'Cross-Sector Partnership of the Year' at the Charity Times Awards in 2016.

Percentage of sections taking part in a community impact project



Data Source: Your Programme Your Voice survey 2015/2017  
Strategy survey 2016

### Our Community Impact goals

#### By 2023:

- at least 250,000 young people will be making a positive impact in their community each year
- 50% of young people will be achieving the Scouts top awards

#### A Million Hands

#### By 2023:

Our social action campaign will support even more young people to help other people by taking action on social issues chosen by them.

We're looking for partners and funders who can help us take action in even more communities.



Join us in growing Scouts so that more young people, from a wider range of backgrounds, gain the skills they need to succeed in life. The skills they need to be happy, resilient and active citizens and leaders, making a positive impact in their communities and wider society.

Are you a charity leader, politician, funder, researcher, or someone who works in education or business? We want to work with you to bring skills for life to even more young people.

Email [info.centre@scouts.org.uk](mailto:info.centre@scouts.org.uk) or call 020 8433 7100.

[scouts.org.uk/ourplan](https://scouts.org.uk/ourplan)  
**#SkillsForLife**

# Outcomes for Scouts

**17%**  
more likely to demonstrate leadership skills

**19%**  
more likely to show emotional intelligence

**86%**  
spend time with people from backgrounds different to their own because of Scouting

**17%**  
more likely to be able to work well in teams

**13%**  
more likely to demonstrate mental resilience

**33%**  
more likely to help out in their local area, feel greater responsibility to their local community and volunteer to help others

Data Source: The Scout Association's 2017 Impact Report  
The data compared Scouts with those not in Scouts.

[scouts.org.uk/ourplan](https://scouts.org.uk/ourplan)  
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