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# Skills for Life

**Our plan to prepare better futures**

**2018-2023**

**Merseyside's Strategic Plan**

# Introduction

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. 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 before.

Across the UK, we will now build on our recent success and focus on the challenges we face. Our volunteers do not always get the support they need. The public do not always understand what we do and we are not seen as relevant or open enough. Despite these challenges, Scouting achieves remarkable things. 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. It inspired our community impact campaign, A Million Hands, helping over 250,000 young people make a positive contribution in their local communities.

Across Merseyside, we now want to go further and our plan for the next five years is simple. We will support amazing leaders to deliver an inspiring programme and prepare more young people with skills for life. We'll contribute to a better society. But most of all our plan is 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 Vision

**By 2023** we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme, across a well-managed provision throughout Merseyside.

Across Merseyside, we will...

- be **growing**, more **inclusive**, **shaped by young people** and making a **bigger impact in our communities**
- **focus on what matters**; and the actions that will increase the impact of Scouting
- **maximise our impact**; doing less, doing it well, supporting and embedding
- **make volunteering as easy as possible**; keeping it practical and simple
- **work together**; sharing and collaborating in keeping with our culture

# Our Strategic Objectives

Growth	Inclusivity	Youth Shaped	Community impact
We believe Scouts changes lives so we want to give every young person in the UK the opportunity to join	Everyone, regardless of their background, should be able to participate in Scouts.	Every young person should be shaping their experience and developing their leadership potential.	Through community impact projects, Scouts makes a difference not just to the individual but to whole communities.

# Pillars of Work

To meet our objectives as a movement we will focus on these three pillars of work:

Programme	People	Perception
<p>A fun, enjoyable, high quality programme consistently delivered and supported by simple (digital) tools</p> <ul style="list-style-type: none"> <li>Supporting adults to make full use of the programme to deliver skills for life through adventure</li> <li>Increasing the number of young people achieving top awards</li> <li>Supporting use of the programme to increase our impact in communities</li> <li>Enabling section supporters to help improve programmes and develop confidence in adult volunteers</li> <li>Increasing number of young people shaping their programmes</li> </ul>	<p>More, well trained, better supported and motivated adult volunteers, and more young people from diverse backgrounds.</p> <ul style="list-style-type: none"> <li>Ensuring we have enough of the right adult volunteers across our Scout Groups, who are...               <ul style="list-style-type: none"> <li>well inducted</li> <li>well trained</li> <li>well supported</li> <li>recognised and rewarded</li> </ul> </li> <li>Developing and embracing our #TeamMerseyside culture</li> <li>Enhancing levels of enjoyment and fulfilment</li> <li>Developing a culture of succession planning, where needed</li> </ul>	<p>Scouting is understood, more visible, trusted, respected and widely seen as playing a key role in society today.</p> <ul style="list-style-type: none"> <li>Ensuring relevance and understanding of Scouting to our communities – for young people and adults from all background and across all communities</li> <li>Celebrating our impact, self-worth, and perception.</li> <li>Developing our 'internal community' as a single team, delivering Scouting across Merseyside</li> </ul>

## Our Goals

Programme	Adult Support	Adventure	Scouting4All	Youth Commissioner
Provide support to deliver excellent programmes across all of our Groups and Units.	Implement revised full and effective adult training scheme and learner management team.	Place Tawd Vale as a focus for adventure on Merseyside; and achieve step-change development of the provision at the site.	Embed the Scouting4All theme into programmes being delivered.	Encourage and support active Youth Commissioners in all Districts.
Deliver support for 'hard to deliver' programme areas.	Implement updated adult training scheme for induction and manager support.	Increase the number of adults leading and delivering adventurous activities.	Identify, develop, and implement specific projects to deliver and enable growth.	Provide youth shaped programme resources to help adults plan and deliver youth shaped activities.
Celebrate achievement and raise awareness of top awards.	Implement effective digital communications team.	Develop a team of specialist support to enable more adventure.	Maximise our community impact through national and local partnerships, and initiatives.	Develop and support young people into other roles (i.e. Trustees, Leadership).
Encourage and deliver excellent Young Leader training provision; where County-support is needed.	Continue to enhance data insight provision to improve operations and inform decision making, including recognition.	Continue to develop global opportunities across all sections.	Develop a culture where inclusivity is second nature.	Encourage, develop, and celebrate youth participation in leadership and support at all levels.
Focus County-led events to positively supplement the programme.	Grow the role and effectiveness of SASU.	Build MET capability and extend remit to support enhancing our safety culture.	Develop and promote opportunities for young people to have their say on Scouting and influence society.	Provide an annual opportunity to bring young people together to influence County plans.

# Our Culture

Culture is created by living an organisation's values and interacting using behaviours that are appropriate and create an appropriate environment. #TeamMerseyside is more than just a name, it's a culture.

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.

Members across #TeamMerseyside should seek to interact with each other in line with our behaviours:

- **Have Fun**  
Our young people have more fun when our adult volunteers are enjoying their volunteering. Don't be ashamed to have great fun doing what we do – it's our hobby.
- **Be Positive**  
Choose how to interact with each other and choose to focus on our significant impact and the great successes that we experience. We make a massive difference to over 140 communities across Merseyside, and contribute to a worldwide impact - now that's something to be positive about.
- **Connect with People**  
We're better when we're connected - take the opportunity to develop strong networks amongst our members, connect face to face and make the most of the incredible knowledge and talents across our team of over 2000 adult volunteers and at least the same number of occasional helpers.
- **Recognise Contribution**  
We all give our time to provide skills for life to our young people – and it's right that we all take the time to be appreciative of what each member of our team brings.
- **Work as a Team**  
Teamwork is key – every week, 8000 young people take part in Scouting across Merseyside – that takes a massive team effort to deliver.
- **Be Transparent**  
There's no point not being – transparency is key to building trust and dealing with any difficulties.
- **Fact-Based and Focused**  
Let's focus on what matters; the things that make a real difference and the things that change lives and change communities.