



# Joining the Dots 2

(The Programme Strikes Back)



# Welcome and Context

Malcolm McKee

# Housekeeping Topics

1)

Toilets

2)

Tea and Coffee

3)

Emergencies

4)

First aid

# Conference Agenda

Timing	Session	Leader
11:00 – 11:15	Arrival, Coffee, Registration	County Team
11:15 – 11:35	Welcome, Introduction and Context	Malcolm McKee
11:35 – 12:00	Surrey's Programme Journey	Joe Rogerson
12:00 – 12:20	Inspiration from the Explorer Programme	Andrew Carvell
<b>12:20 – 13:00</b>	<b>Lunch</b>	
13:00 – 14:00	Workshop Session 1 – The Section Based View	ACCs, ADCs
14:00 – 15:00	Workshop Session 2 – Programme Development Planning	DCs with their teams
<b>15:00 – 15:15</b>	<b>Coffee Break</b>	
15:15 – 15:40	Open forum – ask us anything	Malcolm McKee (facilitates)
15:40 – 16:00	Closing thoughts and next steps	Joe Rogerson and Malcolm McKee



# Conference Aims

1)

To provide space and time to continue the programme conversation.

2)

To share ideas, and inspire each other to deliver amazing programmes.

3)

To talk about how we can provide the best support for leaders at group, district and county level.

4)

To start embedding programme development into our group, district and county development plans.

# Where Programme fits in our strategy...



Strategic Outcomes

National Strategic Objectives

Youth Shaped

Growth

Inclusivity

Community Impact

Surrey Scouts Vision

Amazing People

Amazing Places

Amazing Programmes

Amazing Media

Developing Scouting

Changing our Culture

Experimenting with new approaches

Collaborating and working together

Becoming accessible and inclusive

The Tools we Need

Digital Tools

Off-the-shelf Programmes

Support and Resources

Building Capability

Practical Skills Training

Leadership and Management Training

Coaching and Mentoring

Getting the Basics Right

Foundational Training

Wood Badge Training

Ongoing Learning

Processes

Appointments

Permits and Approvals

Safeguarding

Complaints and Disputes

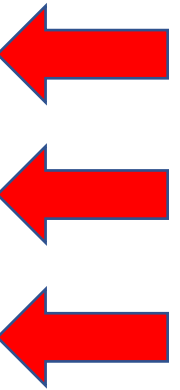
Organisational Infrastructure

Governance

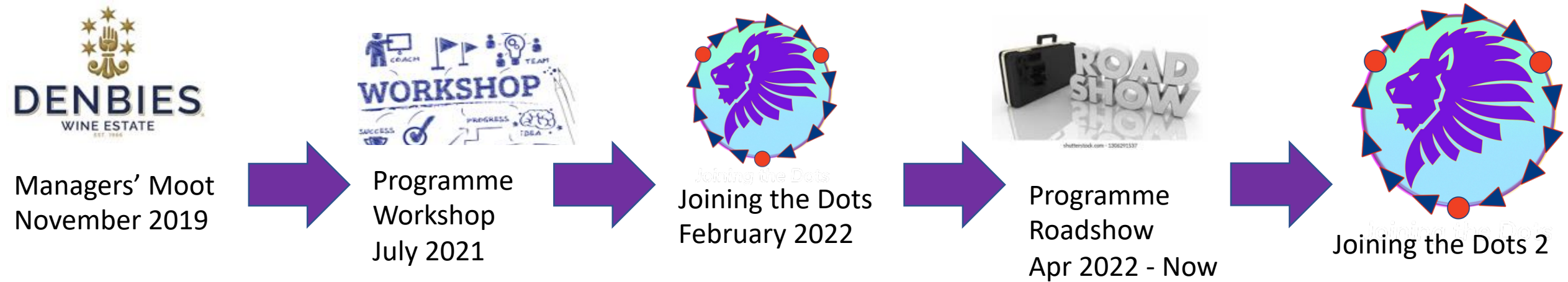
Finance

Headquarters

Equipment



# A quick recap of where we are...



## The Vision

- A joined-up and progressive programme with a clear story arc from squirrel to adult, focused on core scouting themes that drive achievement of the top awards
- Adult volunteers who understand the story arc, have the skills and resources to deliver it and communicate effectively between the sections
- We provide training, materials, support and expertise to enable our volunteers to deliver the programme

## The Matrix (Defining our core)

### Core Scouting

Every scouting programme should contain all of these

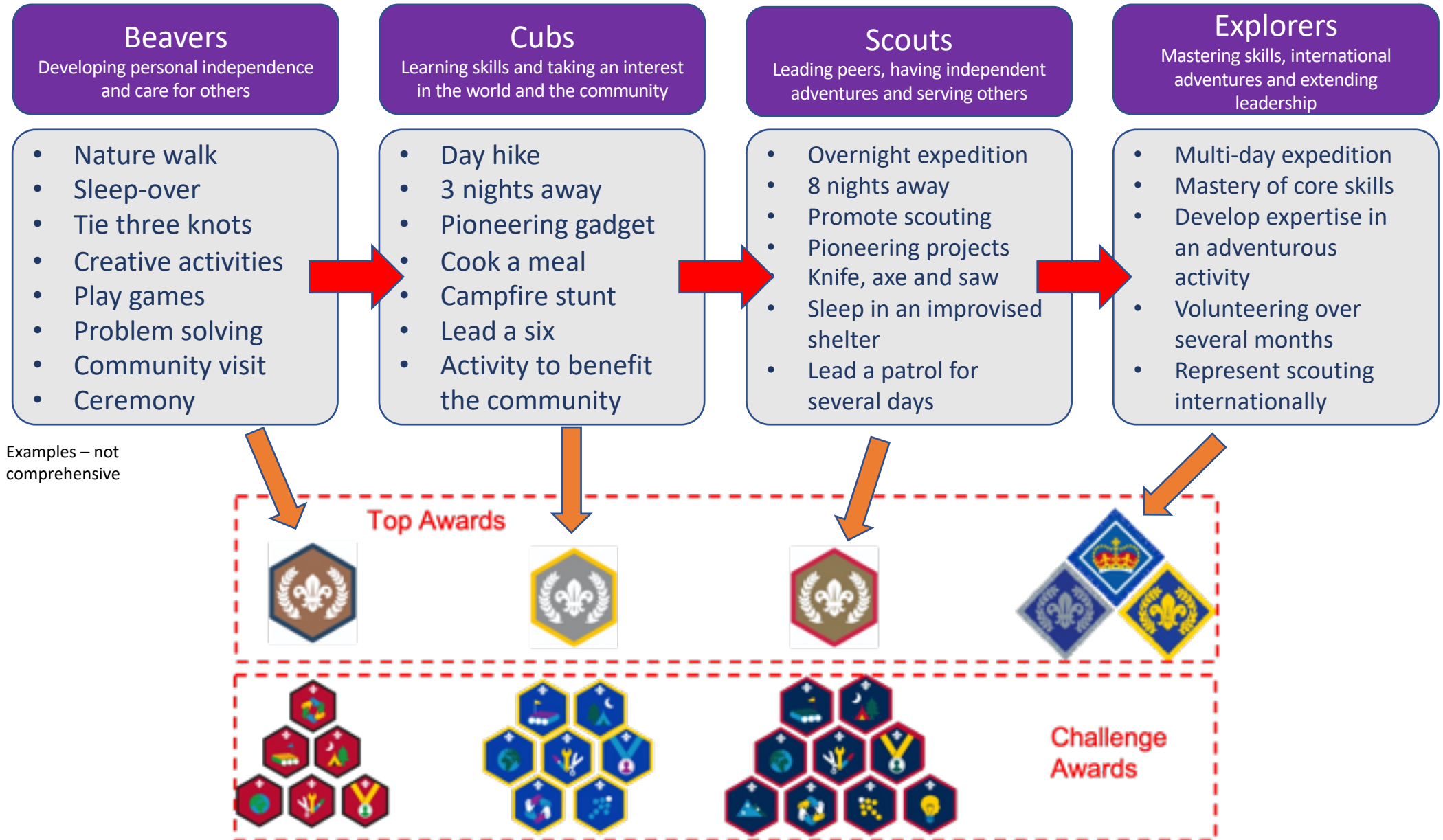
### Closely Related

Good programmes should contain many of these

### Extended

Can be used to add variety

# The programme is progressive and derived from the core badge scheme



# Core Scouting Themes

## Core Scouting

Every scouting programme at every level should contain all of these

Camping

Navigation

Bushcraft

Hiking

Health

Pioneering

Leadership

First Aid

Values

World

## Closely Related

A good programme of scouting should contain many of these but the absence of one of these does not indicate a gap

Swimming

Abseiling

Flying

Cycling

Performance

Climbing

Shooting

Archery

Boating

Radio

## Extended

Can be used to add depth and variety to a programme, but no expectation that all scouts will develop deep skills in these

Snow sports

Horse riding

Angling

Naturalist

Coding

Sub aqua

Scientist

Astronomy

Forestry

Media

# Some examples of progressive programme aims applied to core scouting themes

	Beavers (by age 8 they should)	Cubs (by age 10.5 they should)	Scouts (by age 14 they should)	Explorers (by age 18 they should)
Camping	Be able to be an active and independent participant of a short camp or sleepover, managing their own kit and showing care for other beavers	Take an active part in a multi day camp, confident with managing themselves and their equipment, playing a part in group tasks (cooking, tent pitching), and providing direct leadership for other cubs during activities	Manage a patrol as part of camps of 7+ days' duration.  Be able to plan and deliver patrol camps of short duration (1-2 nights) independently of direct adult supervision.	Independently plan and deliver a camp for a group of peers of multi-day duration.  Take a key role (QM, Food, Programme) in a large camp or event.
Bushcraft	Have an appreciation of wilderness skills and start to practice them within the safe structure of a camp, sleepover or section evening	Practice wilderness skills alongside more traditional camp skills and experiment with a night in a shelter and a backwoods meal	Take part in short bushcraft camps and survival exercises without the safety net of a traditional camp setting. Use bushcraft skills to enhance your comfort and reduce the equipment you need on camps	Be capable of multi-day experiences using wilderness skills. Be confident enough in your wilderness skills to use them rather than take traditional camping equipment
Navigation	Use simplified maps to find locations in an enclosed space	Follow a simple walking route using a map and compass. Understand how to orient the map using the compass	Plan and navigate routes for single or two day hikes or equivalent in boats or vehicles. In terrain with well marked trails and clear landmarks.	Plan and navigate multi day routes, including adventurous terrain, coastal water, and lakes.
Leadership	Be able to work well in small teams to complete tasks and solve problems. Be respectful of others' opinions and ideas.	Lead other cubs for individual tasks of up to two hours duration, understanding how to split the task up between team members and keep everyone on track.	Lead other scouts for multiple days (e.g. on camp or expedition), showing fair delegation of tasks, support for individuals, motivating the team and communicating clearly.	Be capable of leading groups of peers for extended durations, and also able to work with other age groups. Be able to vary leadership style to best match the circumstances and the individuals.

# Our county approach



Top Down

Continue to develop the vision for joined up and progressive programme

Bottom Up

Make the vision deliverable, and support its delivery

## Communicating the vision

- Joining the dots 2 – planned for January 2023
- Ongoing roadshows at district level
- Use development plans to commit to the vision

## Training and development

- Develop the skills training curriculum
- Engage the power of the Surrey Skills Academy
- Support local delivery of some courses

## Programme focused events

- Support existing and develop new events that deliver core scouting. Pioneer, Expedition Challenge, YL conference, Explorer Belt...

## Expert help and support

- Role of ACCs in supporting programme delivery
- Develop the role of SASUs, advisors and experts in directly supporting programme delivery





# Surrey's Programme Journey

Joe Rogerson

# The Four Ps

People	An ever-increasing number of youth members and of skilled, qualified adults
Programmes	All youth members benefitting from high quality, well resourced, balanced programmes
Places	Scouting enjoyed in safe, welcoming, fit-for-purpose places within Districts as well as in Groups that have a secure income and sound governance
Perception	More visibility, with Scouting being seen to play a key role in society

# Joe - Topics to reflect on

1)

What have we learned from a dozen programme roadshows?

2)

How are we evolving the programme support we provide across the county?

3)

Update on the Surrey Skills Academy



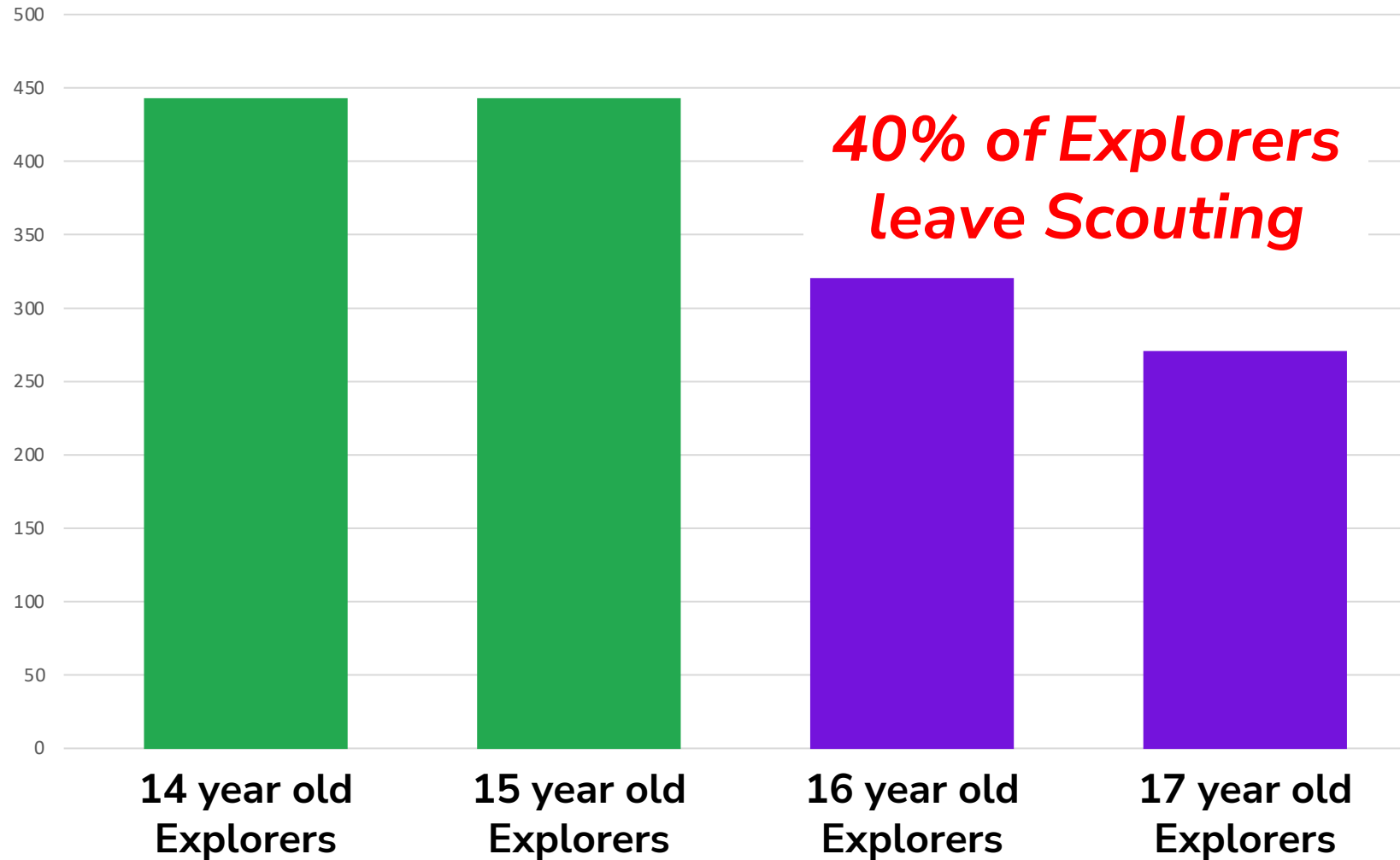
# Inspiration from the Explorer Programme

Andrew Carvell

# Programme outcomes

- Personal development
- Impact on society
- #skillsforlife
- Awards
- Retaining 16 and 17 year old Explorers in Scouting
- Creating a pipeline of future leaders

# Programme outcomes



**Notes** Typically, 200 to 250 x 13 year old Scouts leave Scouting and do not become Explorers. In 2022, there were 180 x 14 year old Scouts.

# Programme outcomes

BEAVERS



643 CSA Bronze, 34% of eligible Beavers

cubs



561 CSA Silver, 31% of eligible Cubs

SCOUTS



272 CSA Gold,  
25% of eligible Scouts

EXPLORERS



4 QSA, < 1% of eligible Explorers

# Programme delivery

1. Programme provision
2. The King's Scout as the key to  
Joining the Dots and  
the Progressive Programme





**The Explorer Belt is one of the most challenging Top Awards**







"The Explorer Belt is the best thing I did as part of Scouts"



"I learned more about myself than I thought possible in ten days. The whole expedition was a massive confidence boost. After completing my Explorer Belt, I thought 'If I can do that, I can do anything!' "



"The Explorer Belt really allows participants to get under the skin of a country. It's the perfect antidote to the package holiday"



"The Explorer Belt is different from the other Top Awards in Scouting. Participants really engage with the residents of the area they are visiting."



# Award Expeditions

Outdoors & Adventure







# The Western Watch

Expedition preparation, training and delivery





# Young Leaders



Values Community  
and #skillsforlife





# Young Leaders



# Multi-level provision

Explorer programme					
Explorer themes	Explorer	Unit	District	County	National
Outdoors, Expeditions and Adventure					
International					
Community and Environment					
Values and Beliefs					
Health and Well-being					
Skills for Life					



# Joining the dots

## The King's Scout Award



18 months Explorer Scout membership after 16<sup>th</sup> birthday

18 Scout nights away

### *5 Challenges*

Volunteering

Physical

Skill

Expedition

Residential

### *6 Explorer activities*

Values

Values

Community

Community

International

International



# Joining the dots Chief Scout's Platinum



**14 years old.**

*Gained 6 to 12 months  
after becoming an Explorer*

6 nights away

Values

Community



**2 Explorer activities at  
CSA Platinum level**



Volunteering

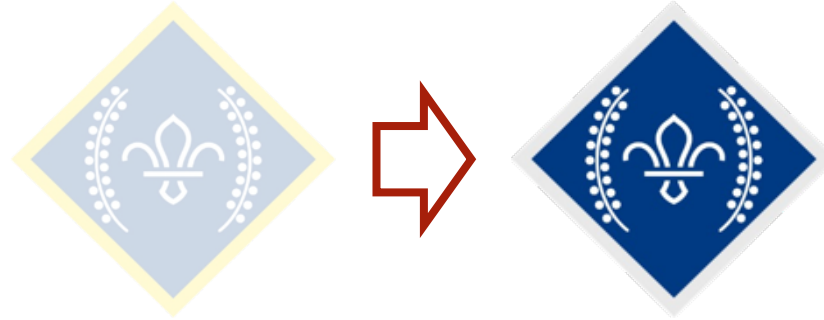
Physical

Skill

Expedition

**4 Platinum  
Challenges are  
satisfied by achieving  
DofE Bronze**

# Joining the dots Chief Scout's Diamond



**15 years old.**  
*Gained 12 to 24 months  
after becoming an Explorer*

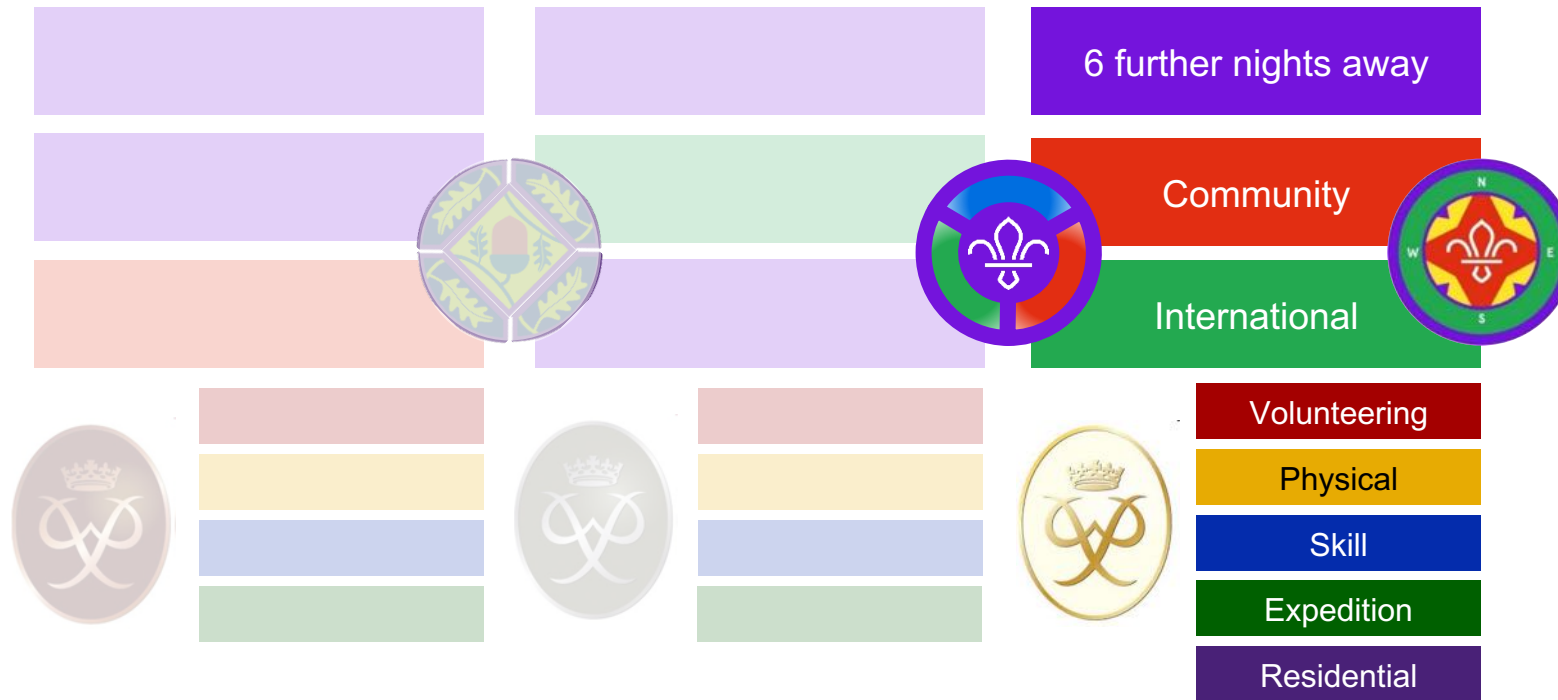


# Joining the dots

## The King's Scout Award



**16 years old.**  
Gained between  
17 ½ and 18 years old



**2 further Explorer  
activities at  
King's Scout level**

**5 King's Scout  
Challenges are  
satisfied by  
achieving  
DofE Gold**

# Joining the dots

## The King's Scout Award



# Programme outcomes

- Personal development
- Impact on society
- #skillsforlife
- Awards
- Retaining 16 and 17 year old Explorers in Scouting
- Creating a pipeline of future leaders



**Scouts**

Surrey

# Lunch



# Workshop 1 – The Section Based View

# Instructions for Workshop 1

- Please gather in section based discussion groups – squirrels, beavers, cubs, scouts, explorers, network.
- DCs please come together in a separate discussion.
- If your role does not quite match one of those groups – join the discussion that you will find most interesting and get value from.
- I will put up a set of prompting questions – please discuss these for 45 minutes. We will come back together for 15 minutes to get some thoughts from each group.
- Please nominate one of your number to make some notes and feed back the discussion.



# Questions for ADC (Sections) and section teams

- Against the measures in the programme matrix – where are the strengths and weaknesses in section teams across your district?
- What events, training, or other programme support do you provide as a district that directly supports section leaders in programme delivery?
- What are the barriers to more young people in your section achieving top awards?
- What do you see as your role in delivering better programmes?
- What support or development would you welcome from Surrey County?

# Prompts for DC discussion

- How is programme delivery and support going in your district?
- Last joining-the-dots you asked for programme roadshow sessions, and we have delivered about a dozen. Have you found these valuable, and should we do more?
- Do we have any common challenges with programme delivery that we can address?
- What support do you need from Surrey County next?
- What could the programme development aspects of your district development plan be?
- In the next workshop you will have some time with your district team to reflect on programme development planning. Do we want to take some time to rehearse our conversation with them?



# Workshop 2 – Programme Development Planning

# Instructions for Workshop 2

- Please gather in district teams. Some districts have enough people here to have a good discussion on their own, others we suggest partnering with other districts, as follows:

Banstead

Esher

Leatherhead

Spelthorne

Woking

Dorking + E&E

East Surrey +  
Farnham

Guildford East +  
Guildford West

Reigate +  
Runnymede

Caterham, Godalming, Haslemere, Surrey Heath, W&W

- You have 45 minutes to sketch out a programme development plan as part of your district development plan. We will gather together for 15 minutes to reflect at the end.



# Prompts for programme development plans

- You should seek to review the programmes being delivered in the district now.
  - How well do they hit the core 10 themes?
  - How progressive and adventurous are they
  - Are the top awards being achieved?
- Do you have gaps in the teams providing section support (ADCs and district leaders)? What roles do you need to recruit?
- What is the skill-level of section leaders across the district in delivering programme? Do you have training needs? Do leaders need coaching and mentoring from more experienced leaders?
- Review your district events against the progressive programme. What events should be stopped, changed or introduced?
- Against the above – what targets are you going to set for the next 12 months to demonstrate progress?



**Scouts**

Surrey

# Coffee



Open forum – ask us  
anything



# Closing Thoughts and Next Steps

Joe Rogerson  
Malcolm McKee