



SCOUTING

SCOTLAND

'Unless I give children a taste of Scouting during school time, they may never have the opportunity'

Kate, Headteacher, Kent



Spring 2016



VENTURE ABROAD
Worldwide Activity Holidays



**DREAM
BIG
FOR 2017...**



NORWAY

Nowhere does activity holidays like the TrollAktiv outdoor activity centre. Specialising in water sports and offering exhilarating activities on land, your group can explore the stunning scenery by foot, bike, raft or kayak!

THERE'S NOWHERE LIKE NORWAY!

- ✓ Take part in the Beaver and Elk Safari where you'll see Scandinavian wildlife in its natural habitat!
- ✓ Choose from a range of thrilling activities, from kayaking to rock climbing!
- ✓ Stay in Lavvos (tepee) tents – a memorable highlight for many Scout groups!

ICELAND

A trip to Iceland is the ultimate Scouting adventure! Hike the great white ice glaciers and get up close to the iconic landmarks that make this country so special.

INSPIRE THEM IN ICELAND

- ✓ Enjoy day trips to the Golden Circle, Thingvellir National Park and the Blue Lagoon!
- ✓ Witness geographical wonders, from glaciers to erupting geysers!
- ✓ Take part in exciting activities, including glacier hiking, white water rafting and whale watching!

CROATIA

This is a dream destination for groups who love water-based activities. From scuba diving to sea kayaking, your group members will be in underwater world heaven!

CREATE LIFELONG MEMORIES IN CROATIA

- ✓ Based in the stunning city of Pula, your group can uncover the fascinating history of this part of Croatia!
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- ✓ Your group will be accommodated in the Pula Youth Hostel, with the beautiful pebble beach right on your doorstep!



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FIND OUT MORE ABOUT OUR DESTINATIONS AT

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It is important to note the differing structures of UK Scouting in England, Wales, Scotland and Northern Ireland. However, for ease of reading, this magazine refers to all variations of 'County'-level groupings simply as County.

You can read Scouting magazine and Make. Do.Share online at scouts.org.uk/magazine.



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LET'S MAKE THE LEAP TOGETHER

Spring has only recently arrived, but there have already been a whole host of big events in 2016.

January's Wintercamp saw 4,000 Scouts shrugging off the mud to have a great time in Gilwell Park and Hawkhurst. YouShape in February was a platform for some great suggestions from younger members on how to develop their programmes. In only its second year, we've seen some truly inspiring ideas emerge!

Then there were some very inspiring events on Founder's Day to commemorate Robert Baden-Powell, the man who started this incredible organisation all those years ago.

We've also launched an exciting new partnership with Vodafone, who will be sponsoring our Digital Maker and Digital Citizen badges. Census 2016 is also complete and we're currently crunching all those numbers – thanks to everyone for your help with that.

I'm really looking forward to the next few months, with some awesome Cubs100 celebrations coming up. There's also another very special anniversary happening, as the Queen turns 90. We've designed a special commemorative badge to mark the occasion, which will be available soon.

We'll also be saying a big Scouting hello to our new UK Chief Commissioner, Tim Kidd, and an equally big thank you to Wayne Bulpitt, who is stepping down from the role. What a friend and inspiration he has been to many of us.

So there are a busy few months ahead but I am ready to leap in and embrace the adventure with you all, as always!

Bear Grylls, Chief Scout

• Switzerland • France • Austria • Hungary •



Summer Camps 2017

Snow Camps,
Disney and
Belgium also
available

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Looking for something different?



Free!

Come on a Farm to Fork Trail!

This year we have two new, interactive Farm to Fork trails in store, that will help Beavers and Cubs work towards a range of activity badges.



Healthy Eating

Helping children understand the importance of balancing different types of food to stay healthy, we explore topics like **5-a-day**, **snacking** and **sugar** as well as **making magic muesli!**

Sustainability

Your group will learn all about this important subject and why it matters, with topics including **fish**, **cocoa** and **bananas**. They'll also find out about the alliances and councils that help care for our world.

We're still running our popular and original **Explore the Store** trail, covering fruits, vegetables and a trip to the bakery and fish counter too!

The Tesco Eat Happy Project is our long-term commitment to help children have a healthier and happier relationship with food.

Go to tesco.com/eathappyproject and click 'Join'

The
TESCO
Eat Happy Project



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ARE YOU YOUTH SHAPED?

Much has been said about youth involvement in Scouting. As 2016 progresses, our Youth Involvement Strategy is being rolled out across Scottish Scouting.

If you were in any doubt about what young people are capable of, just look at last year's Scouts Scotland AGM. It's planning and delivery was handed over to a group of young people chaired by Ross, a 17 year old Explorer Scout. The feedback on the day was that it was a resounding success and the young people felt they learned a huge amount about planning and delivering the event,

and know what they'd do differently next time.

One of the key learning points for me was the critical importance of the partnership between the young people and 'more senior' members. That Scouting should be 'shaped by young people in partnership with adults' really rang true.

Last month, two important youth involvement events took place. #YouShape 2016, which had 15 representatives from Scotland attending, and ScotShape 2016, which was held in the Edinburgh International Climbing Arena.

Both events saw some serious discussion, fun, and were a success.

Youth involvement is here to stay, whether asking Beaver Scouts what they want to do during their weekly programmes or asking Explorer Scouts to plan an overseas expedition 'in partnership' with adults. The question is, how will you make youth involvement real in your patch in 2016?

Graham

Graham Haddock
Chief Commissioner of Scotland



THISTLE AWARDS

We have launched Thistle Awards for Beavers, Cubs and Scouts to replace the Scottish Challenge Badges. Following feedback from both young people and volunteers, we have created badges that are much better suited to each of the sections, and designed to provide a fun and adventurous challenge for young people.

The badges now have a new name, new design, new certificates and new record cards. We've also made some changes to the requirements to make them open to all, and so they can assist in completing other badges.

To view the new requirements, go to scouts.scot/thistle-awards.

PROMISE PATH APPEAL LAUNCHED

We're launching our new appeal to create a Promise Path that will trail through Gilwell Park, the spiritual home of Scouting.

Anyone making a donation to the appeal will have the opportunity to engrave a brick that will be included in the path with the words of their choice. This could be anything from the name of your Scout Group, the anniversary of when your Group began, or even the details of when you made your Promise, providing the perfect way to mark your Scouting milestones.

Donating to the Promise Path Appeal will help to celebrate Scouting, and will allow us to provide opportunities and adventures to many more young people.

For more details or to donate, go to scouts.org.uk/promisepath.



*Artist's impression

YOUTH COMMISSIONERS GO LOCAL

In the year since YouShape 2015 took place, almost 100 Local Youth Commissioners have been appointed, with even more due to be recruited.

At YouShape 2015, an overwhelming majority of participants were in favour of developing a role similar to that of the UK Youth Commissioner (and team), at District and County level. The Local Youth Commissioners are

enablers for the Youth Shaped work in their local area. The initiative has been a huge success, and now the Local Youth Commissioners sit on local committees, bringing Youth Shaped Scouting to the fore.

Compass is helping us connect with Local Youth Commissioners, so if you have one in your District or County, please register them to help us link up.

NETWORK ONLINE

The Scout Network website is under development and, once completed, Network members will be able to connect and access support from their District Scout Network Commissioner. Meanwhile, members can join in with loads of projects and events as part of the UK Scout Network. Go to scouts.org.uk/events and search for UK Network.

GILWELL 24

8-10 JULY 2016
GILWELL24.INFO

24 hours of non-stop fun filled activities



@gilwell24



/gilwell24



/ScoutActivityCentres

MOOT: JOIN THE JOURNEY OF A LIFETIME

The 2017 World Scout Moot in Iceland promises to be the journey of a lifetime for those who attend. Against the stunning backdrop of volcanic Iceland, 5,000 participants from 80 countries will experience a magical adventure in the land of the midnight sun.

The theme of the Moot is 'Change' and participants will be able to explore how they can enable change in their lives and their communities.

To participate in the Moot you must be aged 18–25 (inclusive). Members of Scouting aged 26 and above can apply to be part of the International Service Team, which will partner with the Icelandic Boy and Girl Scout Association to run the Moot.

You have until September to apply as a participant, or until April to apply as an International Service Team member. Find out more at ukcontingent.co.uk/moot-2017.



RECONNECT TO COMPASS

A lot of hard work has taken place behind the scenes to ensure that local Compass is available. As we go to print on this issue of Scouting magazine, it is being rolled out to users gradually as part of a phased plan that saw Commissioners and Appointment Secretaries given first access. Intensive testing of the system has taken place over the last few months, and the Compass team is very grateful to those members of Scouting who have helped support this testing locally.

If you need support, keep checking the Compass Updates page for the latest news: scouts.org.uk/compass. You can also speak to an adviser by calling the Scout Information Centre on 020 8433 7100.

SIR GARTH MORRISON LODGE OPENING

Work is almost complete on the new Sir Garth Morrison Lodge at Fordell Firs National Activity Centre. We are looking forward to the official opening ceremony and bookings opening for the 20 bed lodge from April.

The new building, named after the late Sir Garth Morrison, includes en-suite adult accommodation, a large dining/activity hall, and is fully accessible, with facilities for visitors with additional needs.



Work commenced on the building last year and further details of the opening will be publicised on our Facebook and Twitter pages.

SCOUTING IN THE COMMUNITY

In January, the River Dee burst its banks, wiping out a caravan site, flooding dozens of people out of their homes, washing out roads and a historic bridge, and destroying business and community premises and equipment.

In the aftermath, we are incredibly proud of the local Scout Groups that responded quickly when their community really needed them.

Following the flooding, Aboyne Scout Hut (Deeside) was turned into an emergency store and distribution centre, where victims could get essential equipment, including clothing and food.

At the same time, 17th Aberdeen donated children's books and toys that they collected to an under 5s group that had lost everything.

After hearing about the efforts 17th Aberdeen, other city Scout Groups also volunteered to get involved with the project.



© Bernard De Winter / WWF

COME AND EXPLORE A WORLD OF WILDLIFE!

**Gorillas, penguins, turtles,
orang-utans, polar bears... These
are just some of the fabulous
animals featured in “Explore!”,
our fantastic free poster resource
for youth groups.**

Each poster contains an iconic image of an endangered species, facts and figures, why they need our help, and what we can do. Plus there are some group friendly activities that can earn your members a badge.

**Register at
wwf.org.uk/explore**

to receive your free copy!
Digital and print versions available.

MARCH



18–20 MARCH

Mountain Leader Summer Training, Yr Hafod Scout Activity Centre, Bangor, Wales

Sign up to take part in the first of three weekends of Mountain Leader training. The Mountain Leader Summary Award is the National Governing Body award for summer hillwalking and is also recognised outside Scouting. tinyurl.com/zoc3k8w

BOOK NOW

Cub Centenary – Big Adventure Weekends, various locations
Celebrate 100 years of Cubs by taking part in 48 hours of adventure, including high ropes, ghyll scrambling, kayaking, archery and hillwalking. Bookings are open throughout March, with the weekends taking place on 27–29 May and 19–21 August. Find out more at scouts.org.uk/sac.



18–20 MARCH

Survival Skills@Meggernie
Activities at this two-night course will cover requirements for the Scout Survival Skills Activity Badge. The first night will be spent in a tent provided and erected by the centre and the second will be spent in a shelter you will construct. For more details, call 01887 866231 or email warden@meggernie.org.uk.



CHECKLIST

Make sure you're up to date with all things Scouting following the launch of the new Policy, Organisation and Rules (POR) at scouts.org.uk/por.

Work with the A Million Hands resource pack to support your young people to Take Action. Sign up at amillionhands.org.uk.

What are your plans for members to renew their Scout Promise? It's the ideal time to plan a community event and showcase the adventure of Scouting.

OTHER DATES

17 March

St Patrick's Day

Honour the life of Ireland's patron saint, St Patrick in this annual celebration of Irish culture and traditions.

22 March

World Water Day

This UN-designated day to celebrate life-giving water is the perfect occasion to raise awareness of the importance of clean water using the A Million Hands resources.

27 March

Easter

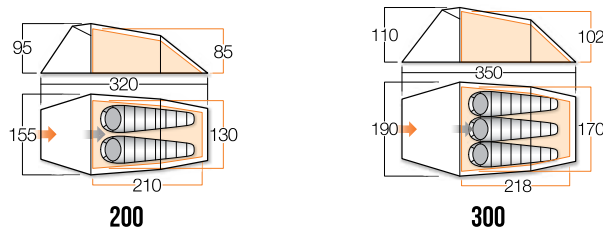
Celebrate the oldest and the most important Christian festival in your meeting place with crafts, activities and, of course, chocolate eggs.



VIEW FROM - MISTRAL 300, GLENIFFER BRAES, SCOTLAND

INNOVATING THE FUTURE FROM OUR PAST

TEMPEST



| Tunnel tent - Style provides greatest space to weight ratio | Protex® 70D waterproof polyester flysheet | Lightweight 70D waterproof polyester groundsheet | Venturi Vent System – Combination of air flows creates a more comfortable environment by reducing the build-up of condensation | Breathable polyester inner – allows condensation to pass through | O shaped inner doors – easy to open one handed | Walking pole eyelet attachment in door | Fast pack compression stuff sack – allows easy packing of the tent |



SINCE 1966

APRIL

1–3 APRIL

Camp Craft Skills Course,
Gilwell Park Activity Centre,
Chingford, London

Sharpen your axe and saw skills, tent pitching and backwoods cooking and bushcraft at this three-day course at Gilwell. Other camp craft skills on the agenda include knots, pioneering and camp gadgets.
tinyurl.com/q9xbtus



BRING IT TO LIFE

As the Movement celebrates its high achievers, why not hold your own mini awards event for the young people in your section? You could create your own award categories (the more personal or funnier the better), put them to the vote of everyone in the section to get them involved and then host your own awards evening, inviting parents along for the fun!

16 APRIL

75th Anniversary of Air Scouts, Think Tank Museum, Birmingham

Seventy-five years after the Air Scouts were first formed, Birmingham's top science museum is planning a special event charting the history of this unique branch of Scouting from 1941 to the present day.
birminghammuseums.org.uk/thinktank

24 APRIL

A Day of Celebration and Achievement, Windsor Castle
The outstanding achievements of both adults and young people across the Scouting movement are celebrated at this annual event. Watch the Queen's Scouts at the St George's Day parade in this thrilling event that dates back nearly 80 years.
scouts.org.uk/Windsor



CHECKLIST

- If you're a Beaver Leader, why not plan a special event at your meeting place to celebrate the 30th anniversary of the section?
- Summer camp might seem like a long way away, but it's a good time to complete your Nights Away Permit. Get started online at members.scouts.org.uk/nightsawaypermits.
- Now that it's getting light in the evenings, it's the perfect time to start thinking about booking Activity Centres for summer adventures ahead.

OTHER DATES

1 April

April Fools' Day

Plan a light-hearted hoax on your section on this traditional day for practical jokes.

2 April

World Autism Awareness Day

Introduce autism-awareness-raising activities into a session ahead of this global event using the Members' Resources online: members.scouts.org.uk

23 April

St George's Day

Scouting's patron saint is remembered on this day, the anniversary of his death, with Scout Promise renewals and community events.

MAY



13–15 MAY

Cubs100 Parent and Cub Camp, Meggernie Activity Centre, Aberfeldy, Perthshire, Scotland

Don't miss this opportunity for Cubs to share the fun of Scouting with a parent. There will be two sub camps with sub camp leaders to help make your stay enjoyable. The weekend is fully catered so you just need your own kit and tent. meggernie.org

28 MAY–3 JUNE

CubJam, Gilwell Park Activity Centre, Chingford, London

Come and join other Cub Scout Packs from across the UK for a week of Jamboree-style fun at Gilwell during the Cubs100 year. This year's event has a Wild West theme, with a wide range of activities on offer to help your Cubs learn new skills and make new friends. cubjam.org.uk

◀ BRING IT TO LIFE

Can't make it to CubJam? Then why not attend one of the brilliant Cubs100 events taking place across the UK throughout the year? Alternatively, you could always organise a centenary party in your own meeting place. For details of what's on and for access to resources to help you plan and run a celebration event, visit Cubs100.org.



28 MAY–4 JUNE

RN Sea Scout Summer Camp, HMS Bristol, Portsmouth

Come and join the fun at this annual event for Royal Navy recognised Sea Scout Groups. There are 144 places on the activities camp (sometimes called the taster camp) and Scouts can choose either a mix of activities or one of the water activities courses on offer. rnseascouts.org.uk

CHECKLIST

Support and help your young people to Learn and Do More using the A Million Hands resource pack activities. Register at amillionhands.org.uk.

Book your tickets for the Beaver and Cub Fundays taking place on 18–19 June. fundays.scouts.org.uk

Make sure your Explorers are part of the fun at Gilwell24, taking place at Scouts' historic HQ on 16 and 17 July. gilwell24.info

OTHER DATES

11-14 May

Museums at Night

From treasure trails to sleepovers, Museums at Night is a perfect way of exploring arts, history and heritage in a new light.

museumsatnight.org.uk

14 May

Buddha Day

Teach your members about the importance of the Buddhist faith on the anniversary of the Buddha's birth.

17 May

International Day Against Homophobia

Coordinated events will take place in more than 130 countries to raise awareness of LGBT rights work worldwide. dayagainsthomophobia.org



BE PREPARED... FOR THEIR IMAGINATION TO RUN WILD!



REGISTER NOW
FOR FREE
RESOURCES

WEAR IT WILD FOR A DAY. LOVE WILDLIFE FOREVER.
DRESS UP AND DONATE ON 27 MAY WWF.ORG.UK/WEARITWILD

WEAR IT WILD

WWF-UK, registered charity number 1081247 and registered in Scotland number SC039593. A company limited by guarantee number 4016725
© 1986 Panda symbol and © "WWF" Registered Trademark of WWF-World Wide Fund For Nature (formerly World Wildlife Fund). wwf.org.uk

Everyone was incredible.

I learnt that my only limits are the limits I choose to set myself.

I went on a journey I'll never forget.

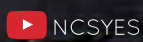
It helped me get my summer job.



NCS



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NCSYES



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NCSYES.CO.UK



JACK CORNWELL – A TRUE SCOUT

On the 31 May 1916 the actions of an ordinary boy in extraordinary circumstances led to the development of Scouting's Cornwell Badge. Jack Cornwell was a member of his local Scout Troop in North East London. His Scouting career was cut short by the First World War when the leaders joined up and the troop dissolved.

Aged 15, Jack joined the Navy and trained as a gun sight setter. In April 1916 he was assigned to HMS Chester. The timing was critical; Jack would be part of the most crucial Naval engagement of the War, the Battle of Jutland.

Within minutes of coming into the Battle HMS Chester came under heavy fire and many men were killed or injured, including Jack.

His Captain later described what happened next: "He remained steady at his most exposed post at the gun, waiting for orders.... ..But he felt he might be needed, and, indeed, he might have been; so he stayed there standing and waiting, under heavy fire, with just his own brave heart and God's help to support him."

Jack was transferred to hospital but nothing could be done to save him and he died on 2 June 1916.

Jack was awarded the Victoria Cross and the Scouting Bronze Cross. The Cornwell Badge was developed in his memory and the first badge awarded in November 1916. 100 years on The Scout Association still honours young people who embody the same core values as Jack; selflessness, devotion to duty, commitment to others and strength in the face of adversity.

For more details of Jack's story and the Cornwell Badge, go to scouts.org.uk/heritage.



British Heart
Foundation

HELP RAISE MONEY FOR OUR LIFE SAVING HEART RESEARCH AND YOUR GROUP

Skipping is a great way for Scouts of different ages and abilities to have fun and get active.

Group Leaders receive a free resources pack worth £30 containing everything they need to introduce skipping.

Over 250,000 children took part in Jump Rope For Heart last year. Find out how your Group can also benefit at bhf.org.uk/jumprope

**FIGHT
FOR EVERY
HEARTBEAT**

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ASK THE COMMISSIONERS

UK Chief Commissioner Wayne Bulpitt and his team answer your questions. Here's what they had to say about Compass, Moot, the Chief Scout's Award and more...



WHAT ARE WE DOING TO RESOLVE THE ISSUES WE'VE HAD WITH PROJECTS LIKE COMPASS?

The independent reviews we commissioned highlighted a number of weaknesses we have centrally surrounding project management. On the one hand this is not perhaps a surprise given the complexity of our structure, relying upon large numbers of volunteers to deliver significant projects and services in partnership with a small number of staff.

On the other hand, it clearly makes day-to-day project management very complex. As a result, the Board have agreed a new approach to managing projects and programmes so that we can better prioritise work and manage these projects more effectively.

To make this a reality, we have followed a number of key principles that apply locally as well as nationally. Senior management are fully committed to this and we have aligned our governance structure to ensure that the Board, who oversee the strategy and its delivery, are behind this new approach and that all projects are aligned to the strategy.

All too often it is easy for us to be sidetracked onto additional projects or variations; these must be reduced. But most fundamentally, promoting a new culture within the organisation – building on good role models, offering consistent support such as excellent communication tools and training – requires behavioural change from each and every one of us.

On varying scales, whether you are in a Group, District or other part of our Movement, these same principles will apply to whatever you are doing. It strikes me that so often the principles we so successfully nurture within young people, such as good leadership and teamwork, are not always quite so prevalent in bigger initiatives and we now have a plan to put that right!

Wayne Bulpitt
UK Chief Commissioner

HOW ARE THE PREPARATIONS FOR THE 2017 MOOT IN ICELAND GOING?

Really well. The Moot is a mini World Jamboree for adults aged 18–25 inclusive, so it provides a chance to be a participant again, rather than a leader, for two weeks. The theme is Change and we’re exploring how the Moot could help people make real positive change in their lives, large or small, in addition to having a great time at a world Scout event. Iceland is also a fantastic location with dramatic scenery and a really varied culture.

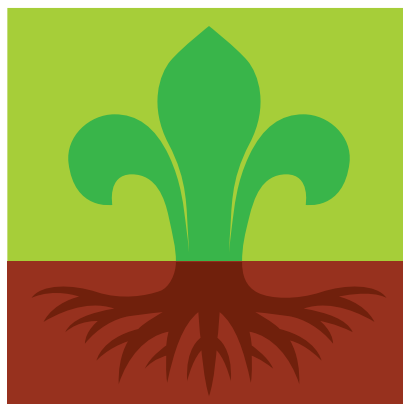
If you enjoyed the World Jamboree or wanted to go, then the Moot is definitely for you. If you’re involved in the Network Reboot, this would make a great expedition for a new District Network to take part in. The Moot website (worldscoutmoot.is/en/) is an excellent source of information if you’re interested. Applications are open now and selections are in May, so get yourself booked on.

Jack Maxton
International Commissioner

WHY IS GROWTH SO IMPORTANT?

We all want to support the development of as many young people as possible to be valued citizens in their local community, as well as in the national community and international community.

There are two main factors that stop us from growing: firstly, there are currently not enough new sections for young people to join, and secondly, the programme that young people are



receiving does not always meet their expectations.

Young people can only join where there is an age-relevant section with enough space and so our strategy to grow is simple (well at least to say!): we need to open new sections, enough to meet the demand of all the young people who need and want to join Scouting. We can’t achieve real growth by expanding our current sections by just a few young people each year.

Agreeing the provision of new sections is the responsibility of the District Commissioner. Creating new sections takes time and effort, as they need support until they are up and running. Growth facilitators, individuals who are familiar with this process, are there to help. We are encouraging all Districts to create these posts.

Setting up new sections in most cases does not cost large amounts of money. However, depending upon the circumstances, grants are available from the HQ Development Grants Board. Details can be found at tinyurl.com/he4pgru.

Mark Tarry
Chief Commissioner of England

HOW DO I KNOW IF I’M DELIVERING A QUALITY PROGRAMME?

We all do our best to deliver the highest quality programme experiences for the young people we support, but opportunities to reflect on what’s going well, and not so well, in section meetings are often few and far between.

The Quality of Programme Checker (tinyurl.com/h8yrqqc) is a simple tool designed to help you plan and review your programmes, to ensure that young people get the best possible opportunities for their own personal development. The tool is available to leaders working with Beavers, Cubs, Scouts and Explorers, and covers topics like activity badges being awarded, meetings that take place away from the normal meeting place, gaining the Chief Scout’s Award, Nights Away experiences and the involvement of young people in shaping what they do.

You can find the Quality of Programme Checker online. Why not compare your results with other leaders in your Group or District?

Craig Turpie
UK Commissioner for Programme

WHY IS CUBS100 SO IMPORTANT?

Cubs100 is important for two reasons:

(1) A century of Cubs is something to be really proud of! We should shout about it and celebrate, plus it’s a really good excuse to do lots of adventurous activities, camps and events.

(2) Cubs is our largest section, but it

hasn't been growing as quickly as other sections for several years, which means, in real terms, that the section is in decline. It is also the section young people are most likely to leave.

We can use the publicity from Cubs100 to show young people and parents who aren't in Scouting what fun they are missing, helping us to regrow the section and keep the young people who are dropping out involved. We all want our current Cubs to make it to Scouts and this is all about delivering a great programme for the whole age range so they stay and get the full benefit of Scouting.

A wide range of Cubs100 posters, flyers, banners, stickers, balloons, videos and other resources is available from the Scout Print Centre to support your local celebrations. The templates allow you personalise the resources with your own details.

We have also added some new resources to support adult recruitment during Cubs100, including parent rotas and postcards. This is a golden opportunity to be seen in your local community, showcase the brilliant things we do and welcome new adults and young people into Cubs.

To access the Cubs100 resources, log in at n2printcentre.com/login.aspx and then click on the Cubs100 icon. If you are doing anything to celebrate or are undertaking any adventurous activities, please let us know at stories@scouts.org.uk. From here you can find help getting your event into your local paper to tell the world about the Cubs100 celebrations.

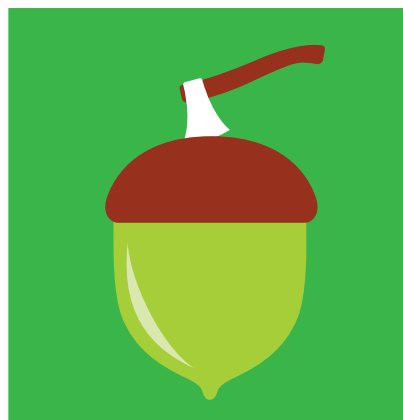
Mark Tarry and Alex Peace-Gadsby
Chief Commissioners of England

I'M AN ADULT LEADER, BUT DOES ANY OF MY YOUNG LEADER TRAINING OR EXPERIENCE COUNT TOWARDS MY WOOD BADGE TRAINING?

There are two key elements to the Adult Training Scheme: learning and validation. Learning is developing knowledge or skills for the role. As prior learning, knowledge and experience is recognised, you may not need to complete the learning for every aspect of the scheme. Validation is essential for every module, and is when a Training Adviser confirms that you can apply your learning.

You'll have gained a wealth of knowledge and experience through the Young Leaders' Scheme. While completion of the Scheme's modules and missions doesn't automatically validate any module, it will give an idea of the prior learning you have, and should be considered by your Training Adviser. It's still important that you can show how your knowledge is applicable to your new role, by validating modules.

Prior learning gained in the Young Leaders' Scheme' factsheet will help you and your Training Adviser understand which prior experience



will count towards your Wood Badge training. For more information, visit tinyurl.com/zq5zo9h.

Kester Sharpe
UK Commissioner, Adult Support

THERE'S A LOT OF FOCUS IN THE PROGRAMME ON GAINING THE CHIEF SCOUT'S AWARD. WHY IS THAT?

The Programme has been designed so that when young people achieve the Chief Scout's Award, they will have participated in a range of experiences that cover all of our Programme Objectives (Physical, Intellectual, Emotional, Social and Spiritual).

Therefore, it's important that Colonies, Packs, Troops, Units and Networks put in place processes and support that enables top awards like the Chief Scout's Award to be achieved. If you're not already doing it, perhaps put the issue of the Chief Scout's Award on the agenda of your next Group or District meeting to look at how you can help more young people gain recognition for participation in the programmes you provide.

Craig Turpie
UK Commissioner for Programme

JOIN THE DISCUSSION

We're running live, regular, online question and answer sessions with the Commissioners. You can register your interest or submit your questions for them by visiting scouts.org.uk/connect and we'll send you details of the next session.



Digital balance

Whether you're a leader, parent, relative or guardian of any young person, you'll have noticed how naturally they gravitate towards the digital world

Words: Emer Boulter | Picture: Jason Friend

WITH SO MUCH information and exciting content at their fingertips, immediate access to their friends at any time of the day, and even the ability to game on their mobiles, children can find the online world overwhelming. Meanwhile, adults are concerned about the amount of time children spend engrossed in the digital world.

Young people have grown up with technology, it is naturally embedded in their daily lives – regardless of where they are – and they can't imagine a world without it. But achieving a balance between online and offline is really important.

KEEPING IT BALANCED

Technology can help develop key skills and knowledge, as well as inspire adventures. Scouting helps young people and adults to have adventures and new experiences, make new friends, be creative and become more confident – and many of these experiences can take place in the online world too.

In Scouting, there's a huge number of educational and fun digital activities to enjoy such as the Star Walk app, which helps you instantly explore star formations, planets and satellites in real-time, which can support the Astronomer Activity Badge. And new technology for GPS and mapping has lots of advantages when planning and taking part in hikes and expeditions.

Our digital manifesto makes it clear how young people can use the world of digital to expand their outlook on life and inspire their adventures.

OFFLINE TIME

Research shows that our brains are excellent at juggling multiple levels of information, but we all need time to slow down and think; we all benefit from logging off and communicating face to face. The Scouts' skills-based activities help to make this happen and encourage people to interact.

Social networking draws together like-minded groups. Online, young people talk mainly to people similar in

age and background; balancing time between online and offline can mean reconnecting with other generations and even with those whose lives are different from our own.

AVOID OVER-SHARING

Young people are forming their identities and trying to understand their role within society. We can help them to decide on boundaries when it comes to sharing and receiving personal information online; we can help them to understand and navigate the digital world safely, with the necessary skills and confidence.

We all want our young people to be well-rounded and independent, and have the ability to form relationships and concentrate on a range of activities. Technology can enrich our lives, but we need balance. The best example we can set is to show them that the digital world is an exciting one and they can have as much fun away from it – and that when they go back to it, they'll also have a better perspective on what's happening online. ❁



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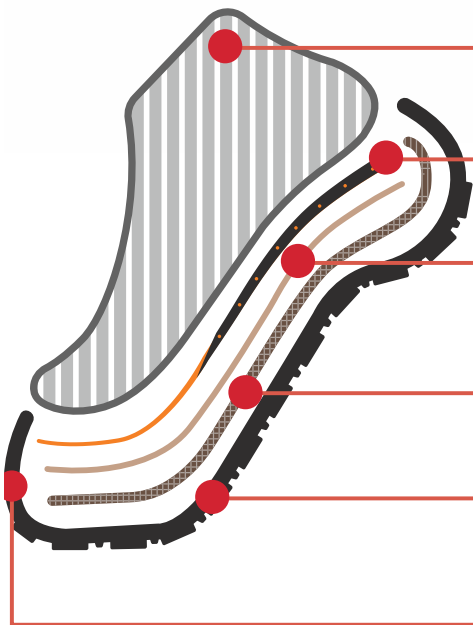
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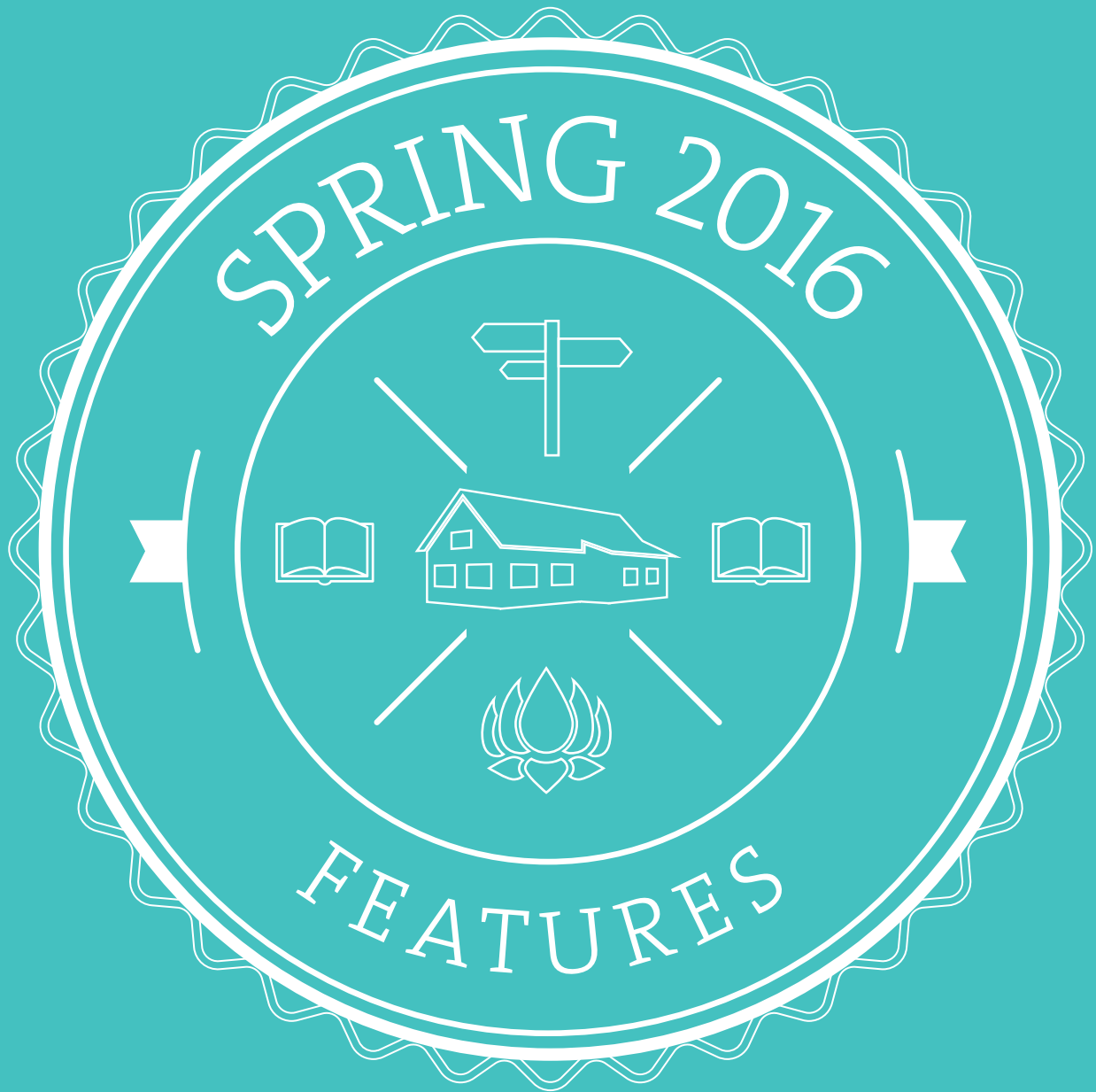
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Early adopters

Wondering how to put Youth Shaped Scouting into practice? We visited 38th Rossendale Scout Group in East Lancashire to see how it's done

Words: Laura Sagar | Pictures: Andy Lord | Illustrations: Iain McArthur

THERE ARE PLENTY of clever concepts being used in Scouting nowadays. We are encouraged to be 'youth led', improve 'accessibility' and work to make our Programme as 'Youth Shaped' as possible. These are all great at ensuring our Movement remains relevant and open to all, but you wouldn't be alone in wondering what Youth Shaped Scouting looks like in practice. We visited a Troop who have embraced the concept, to hear about the good, the bad and the awkward aspects of becoming Youth Shaped.

The 38th Rossendale Scout Group in East Lancashire has over 30 Scouts, most of whom are relatively young for their age group. Opening the door to their Scout hut, I hear the boisterous chatter and laughter of the Troop. These young people seem to have the voice and confidence I was expecting, but does the Troop have the Youth Shaped attitude to match?

I have to admit to being concerned when I asked 10-year-old Jaxon what he knew about Youth Shaped Scouting and his response was a confused, 'Err, I

haven't heard of it.' However, after briefly explaining the meaning behind the phrase, he told me about the most important aspect of Youth Shaped Scouting: the games!

'Before we start you can ask the leader if there is a game you want to play,' he told me, adding: 'I think it's important for you to have a say, because if everyone doesn't like what we're doing, we might as well have a go at something that everyone likes to do.'

So what exactly is Youth Shaped Scouting? It's difficult to come up with a succinct definition because it's more of an attitude; it's the way that young people are being empowered to undertake their own adventures and are being given the opportunity to shape their own experiences. It's a core concept dating back to 1907, and is an essential part of what makes us Scouts, but as there aren't currently any formal guidelines to follow, it can be hard to know if we're doing it right.

Being Youth Shaped is about more than asking young people to choose

from a shortlist of activities; the idea is to support your young people in making the list in the first place. Group Scout Leader Chris Taylor has adopted this approach and gathers his Scouts' thoughts, hopes and ideas right from the beginning: 'They choose 50 things they want to do and then we'll narrow them down,' he says.

Chatting to Chris and County Youth Commissioner Emma Cooper was enlightening; they talked me through some of the ways that they have become a more Youth Shaped Group and dished out a good few pieces of advice along the way. The Scout Troop has Patrol Leaders, Assistant Patrol Leaders and Troop Forums to provide everyone with a platform to speak out.

'I sit down with the Patrol Leaders each month, and every planning cycle I sit down with everyone – that's when we choose the badges,' Chris explains. 'In the middle of this year we had a planning night and they listed all of the activities that they wanted to do, which of course included things that were simply not possible.' ▶

‘It’s not about the young people taking over, it’s about them giving opinions on what they want you to teach them’

GROUP SCOUT LEADER, CHRIS TAYLOR

Naturally, this Troop have set their sights high: ‘They wanted to climb Mount Everest, which of course is not possible to do on a Wednesday night!’

This led me to ask: how are you meant to respond to such challenging requests without flattening their enthusiasm? ‘We haven’t said, “we’ll never be able to do that”, we just said “we’re working on it”, which is true,’ explains Chris.

Their overall focus is on listening, making changes and responding honestly but with a healthy dose of optimism. That said, the leaders are well aware that there is still more to be done. ‘It’s important to see being Youth Shaped as a continuous process, that no one Group is perfect at doing it,’ adds Chris, ‘because as members come and go the needs of that Group change and there will always be new opinions to be heard.’ This is a very young Troop and he recognises that as they get older they’ll probably want completely different things. By listening and showing the Scouts that their opinions matter, the more ambitious Troop members have started thinking about devoting more time to Scouting long term. ‘I have a couple who are already asking

about becoming Senior Patrol Leaders,’ says Chris. ‘There’s lots of progression available to them and as leaders we need to make a note of that interest and then make sure that we act on it.’ Youth Shaped methods of Scouting are working their magic at 38th Rossendale by securing committed members and potential future leaders.

I’m intrigued to find out what they’ve done when things haven’t gone quite as smoothly; Chris admits that sometimes the process can be tricky: ‘You still have to apply a bit of common sense to some of the things they say. It’s important not to just say, “you want to do it, therefore we do it”; you have to think about what they’re actually asking you to do. Are they asking you for something word for word or asking for the concept of it? So they want to go skiing, well that’s an expensive thing to do, what can we do that’s similar but doesn’t have that element of cost?’ Chris then told me about the most recent request to camp on the dry ski slope in Manchester – an activity which certainly isn’t recommended on their website.

‘I think there are a few areas where it’s still quite difficult,’ says Chris. ‘For example, giving Scouts the opportunity to pick any badge they want. It’s actually quite tricky to do because they will pick the most out-there badge possible, which is normally the most expensive.’

County Youth Commissioner and Cub Pack Leader Emma agrees: ‘We make sure we don’t promise too much and give too little. If they want big things, try and work with them to make it something that is more achievable.’ I ask if there are any potential issues about Youth Shaped Scouting from a

volunteer’s perspective? ‘I think some people need to come around to the idea,’ says Emma, tactfully, adding: ‘People are becoming more aware of it and realising that you are getting a better quality of Scouting by asking young people what they want.’

Youth Shaped Scouting benefits both younger and older members of Scouting, engaging young people and reducing the pressure on volunteers. ‘Youth Shaped Scouting is something that scares people because it’s such a big concept, but once you realise how easy it is, that’s when it just happens naturally. Scouts naturally ask if they can do things, and you just have to listen to them,’ says Chris. ‘It’s not about the young people taking over, it’s about them giving opinions on what they want you to teach them. If they could do it themselves they wouldn’t be here,’ Chris assures us. It’s a mindset that allows everyone to work together, regardless of age.

The list of pros is vast, and for 38th Rossendale it’s visible in the number of Cubs who have moved up to Scouts. ‘They see what the Scouts are doing: if they say something then that means it’s going to happen, and they want to keep going,’ says Emma.

Emma told me about her personal experience too: ‘When I was a Scout I actually left because anything I said wasn’t listened to and it just got to the point where I decided I wasn’t enjoying it; I came back as an Explorer. In terms of more people moving up, it’s down to the fact that we’re listening to what they want more.’

When I asked Scout Kane if he would have stayed on without this Youth Shaped approach he was uncertain. ►



'I don't know, I might. I might get a bit fed up.' Despite the phrase 'Youth Shaped' not often being used, the Scouts here still feel passionate about the concept and the way it shapes their experience. But shouldn't the young people recognise what they're doing? Do we need to explain to our young people what the term Youth Shaped means to them?

'I think it depends on the age range,' says Chris. 'The younger sections and younger Scouts just want to have fun. It's only when they start asking, "Well why are we doing this?" then that's when you can explain.'

What's important at the moment is that volunteers and leaders understand what they're meant to do, and that's why February's #YouShape

week was so important, to hone in on the steps people should be taking to develop their Youth Shaped Scouting.

Before any of the actions and targets had been agreed on, I asked Emma how she would feel if she heard there was even more being asked of her. 'I'd be happy to try more things, but at the same time it's situational,' she says. 'Doing something with one Group might not work the same with another Group. You shouldn't beat yourself up if you're not achieving everything that's being said, but if you share your ideas you're going to end up finding things that work for everyone.'

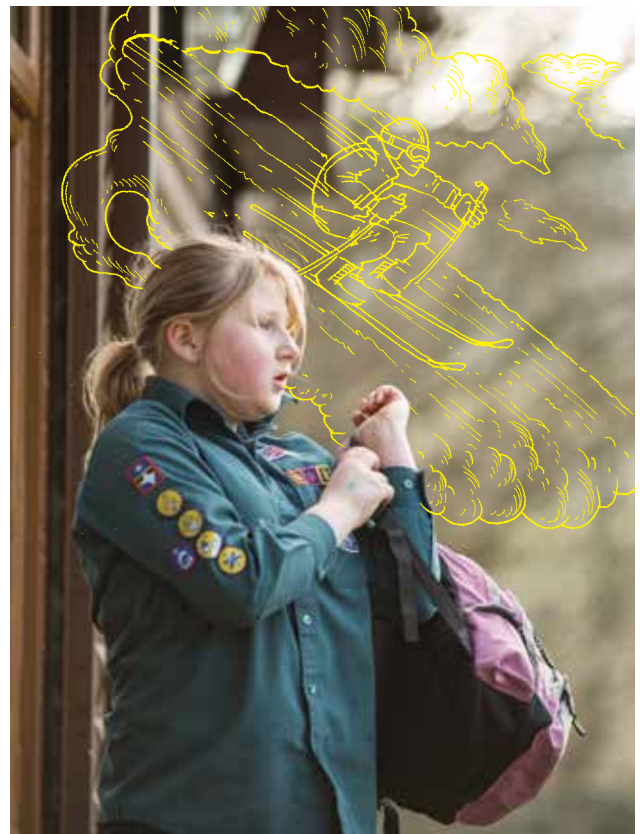
What's reassuring is that many of us will have been taking a Youth Shaped approach without even realising it. As Chris rightly points out: 'It's a lot

'If you're an older leader, don't think that you're too old to do it now'

YOUTH COMMISSIONER, EMMA COOPER

about the atmosphere that's created as well as what you're actually doing.'

Before I headed off at the end of that evening's session, Emma shared her finest piece of advice: 'Just don't be scared of it! If you're an older leader, don't think that you're too old to do it now. It's about attitude, and that's what matters really. It's just a case of listening to one little comment that could change things for everyone.' ❁



OVER TO YOU



HOW YOUR SECTION CAN BE MORE YOUTH SHAPED

FOLLOW THESE TOP TIPS TO EMPOWER YOUR YOUNG PEOPLE TO SHAPE YOUR SCOUTING

HOLD A FORUM

Forums create a space for young people to discuss and contribute to their Scouting Programme. They help Scouts to form an opinion, public speaking skills and establish team spirit. For more information, go to tinyurl.com/go42reu.

Ideas for successful forums:

- Create an 'ideas box' or 'thoughts box' to give younger Scouts the opportunity to submit their ideas (anonymously if they wish).
- Make forums more fun and engaging by running them during a District camp.
- Try using smaller groups to enable the quieter Scouts to express their

views more easily. If your section has Young Leaders, they could be used to facilitate discussions.

- Use some of the games featured in the resource pack – there's lots for you to choose from.
- For an Explorer Unit planning forum, why not elect a Chairperson to lead and an Explorer to take notes on the discussion? Members of the Unit could take it in turns to have these roles.

FIND NEW LEADERS

Encourage Scouts to take up leadership roles. Scouting is a great place for young people to learn leadership skills. They can do this by becoming a Cub Sixer or Scout Patrol Leader, by taking part in the Young Leaders' Scheme or simply as part of an activity.

APPOINT YOUTH COMMISSIONERS

Local Youth Commissioners have to be aged between 18–25 years old and can be appointed at County or District level in England, Wales and Northern Ireland. Their role is to champion the work so that, by 2018, Scouting in their Districts is effectively shaped by young people in partnership with adult volunteers.

USEFUL LINKS

Local Youth Commissioner's role description: tinyurl.com/j29am9e

#YouShape resources:

Beavers: tinyurl.com/jmktwe
Cubs: tinyurl.com/h9tmedd
Scouts: tinyurl.com/zdytczq
Explorers/Network: tinyurl.com/juakktl

#YouShape Week

February 2016 saw the launch of the very first #YouShape Week. Here is roundup of what happened

Words: Celeste Houlker | Pictures: Jolade Olusanya

YOUSHAPE WEEK 2016 ended on a high with the national #YouShape event. The event brought together over 200 young people aged 14–25 from all over the UK to discuss Youth Shaped Scouting. Over two days, in Doncaster, Scouts from many different walks of life consulted with each other on ways we can improve Scouting for the benefit of all young people.

Youth Shaped Scouting is not about age; it's about attitude, empowering young people and inspiring them. One of the highlights of the week was younger sections like Beavers and Cubs having their say. This year's national week really showed that as an organisation adults in partnership with young people are continuing to make this a reality.

THE FACTS

- Throughout the week over 4,341 #YouShape posts were shared across Twitter and Instagram.
- 7,041,315 people saw these social media posts.
- Over 200 people attended the

national event.

- More than 50 local Youth Commissioners were present.
- At least 75 counties were represented at #YouShape.
- 12 individual workshops took place, covering a range of important Scouting-related topics.
- Every participant took part in four workshops and made a personal pledge on how they are going to make an impact locally.
- Over 45 Scouts attended a separate #YouShape event in Gibraltar.

Some of our favourite thoughts and opinions from the young people:

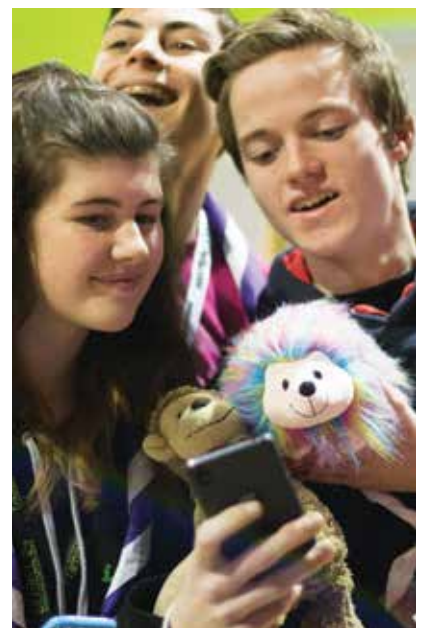
- Many young people want to officially recognise Lodge Leaders in Beavers.
- Patrol Leader Councils, Sixer Councils and Young Leaders are thought to be key to successful Youth Shaped Scouting. We need to learn how to utilise our Young Leaders better.
- Many young people would like to get involved in Governance.

- Young people enjoy learning and being mentored by older and more experienced members of Scouting.
- Scouts are motivated to become leaders, inspired by their current leaders who have had a great impact upon them.

Keep an eye out for the full #YouShape report, including information about the local youth forums and events that happened throughout the week.

Don't forget Youth Shaped Scouting should not just be reserved for one week a year. We want to hear your amazing Youth Shaped Scouting stories, so, for your chance to win a £50 Scout Shops voucher, please visit scouts.org.uk/youshape and complete the survey to tell us what you have been up to in 2016!

You can catch up with all the action by watching the live stream video. To access the livestream, #YouShape resource packs or more information on Youth Shaped Scouting, visit scouts.org.uk/youshape. ❀





Learning by doing

A pioneering new project, Character By Doing, has seen Scouting rolled out across six primary schools, helping hundreds of children to join the adventure

Words: Celeste Houlker | Pictures: Jon Challicom and Robin Mellor





TRUDGING THROUGH a field in the mud and following the soft echoes of children's voices, we walk towards smoke wafting through the air from a campfire. As we draw nearer, I can hear a performance of the 'Nae Nae', a popular song and dance of 2015. It's 2.30pm and although it's a cold and damp Monday afternoon in December, we find a group of Cubs sat around the fire, excitedly mixing dough in a bowl and cooking foil-wrapped parcels, blissfully unaware of the weather. They're having too much fun to notice.

'They wanted to come out in just their T-shirts!' explains Carly, who works for The Scout Association and on the Character By Doing project. 'We had

to send them back inside to put more clothes on – I don't think these Cubs feel the cold.'

Today is the first day of what will be two residential activity programmes taking place at Gilwell Park and Youlbury Scout Activity Centres as part of the Character By Doing pilot project. TSA is running this in partnership with independent think-tank Demos to measure our impact on young people. For six months, six primary schools in and around the south-east and East Midlands areas of the UK are trialling a bespoke Scouting Programme that links with the schools' Key Stage 2 national curriculum.

'This is the first chance that the pilot schools have had to spend time together, so it's a great opportunity for them to recognise that they are part of a much bigger community, both in terms of the project, and within the Movement as a whole,' continues Carly.

The Scout Method, with its emphasis on learning by doing, is a practical way to approach education and help to develop skills that young people will need to be 'future prepared' for in life, learning and beyond. The pilot scheme in schools will test if the young people, many of whom wouldn't have access to Scouting in a traditional context, benefit through their involvement



‘They get to share their experience and rave about Scouting to their classmates’

DAVE, MENTOR, FAIRLIGHT PRIMARY



in the programme, in terms of both educational attainment and their character development, while maintaining the essence of Scouting. The pilot kicked off in September 2015 and will run until March 2016.

Before the project started, The Scout Association consulted young people, volunteers, teachers and policy makers about the concept of Scouting working with schools. There was support from existing adult volunteers (53% were in favour, only 26% weren't), suggesting partnerships can help to reach young people Scouting wouldn't otherwise.

Over the next 24 hours the children will participate in indoor and outdoor

archery, crate-stacking, backwoods cooking and climbing. For most of the young people this will be their first time taking part in a residential and spending time away from home.

‘Coming here has been a big deal; 60% of the children we brought here have never experienced anything like this before. By taking part they are building up resilience, confidence and self esteem,’ Dave, a learning mentor from Fairlight Primary, says. ‘They get to share their experience with the classmates who aren't here; they rave about Scouting and all the activities we've been doing over the last eight weeks to the boys and girls who didn't take part.’

Building on a history of successful partnerships with schools and talking to the ones taking part in the pilot project, it's clear that incorporating Scouting within the school curriculum is already having an impact in the local community.

‘We recently went into the community to do some litter collecting,’ says Dave. ‘Every single child took out a bag and not one complained about doing it. I didn't realise until I got home that night that we collected 27 bags of rubbish – every child filled a bag. People in the community saw us out with our neckers on and wearing our Fairlight high-visibility jackets and they were impressed. It's good ▶

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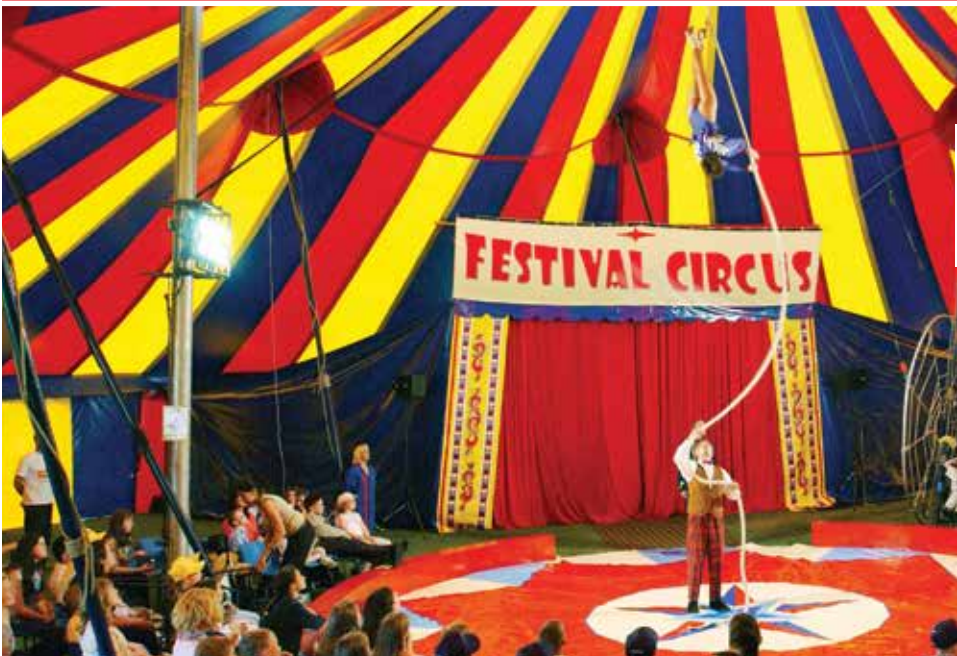
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because the children get to learn how to look after their local area.'

Even though the environment of Scouting in this context has changed, how Scouting affects young people remains the same. Reflecting on the activities of the day, Dave continues, 'Today has been a real success and to see the spectrum of children we've got, for example English as an additional language (EAL) and children from different backgrounds, engaging in Scouting has been really lovely to see. And knowing that children who don't really know each other in school have bonded because of this is great!'

Nine-year-old Sirak from Fairlight Primary School has come on leaps and bounds with overcoming his fear of heights and of sleeping away from home for one night. 'Today I did archery for the first time and, at first,

I was nervous but we all listened to what we were supposed to do and it all went well, everyone had fun.

My second activity was climbing and at first I was very scared but then I trusted myself because of Cubs and all of the other activities I've done and, because I believed in myself, I climbed and reached the top.'

Sirak wasn't the only one who struggled with overcoming a fear of heights; Vanessa from Horizon Primary School did too. 'When I first did rock climbing I didn't even get to the middle, I just looked down and thought I couldn't do it.'

'But she got to the top the second time,' chirped her best friend, also from Horizon Primary School.

Of the schools taking part in the pilot, only Kent-based Horizon has opened up Scouting to the whole school. On a

Friday afternoon, pupils, teachers and volunteers swap their usual roles for their Scouting identities.

'From the beginning I was really passionate about having it across the school,' explains Kate, the headteacher. 'I'm involved with the Duke of Edinburgh's Award and I know the value of children learning by doing and not just sitting at a desk and being in the classroom all the time. We've got quite a high pupil premium in our school, with about 49% on free school meals. The sort of opportunities the children have outside school can be quite limited, so they don't often get to leave Swanley. Even though there are Cub Packs in the District, none of our children were participating in those Groups. My view on that is, you don't know what you're missing until you try it. And unless I give a taste of it to the children as part of the curriculum and during school time, they may ▶



SCOUTING IN SCHOOLS

not ever have the opportunity to take part in Scouting.’

So what does Scouting in the middle of the school day look like? Well it looks like ordinary Scouting except the HQ is a little less than ordinary. The corridors are lined with bold blue wooden doors that open into colourful classrooms filled with miniature chairs, stacks of workbooks and presentations on the walls. There are pegs for tiny coats, low enough for the shortest Beaver to reach, and across the school the walls are decorated with photos of the pupils engaged in Scouting.

Walking around the school on a Friday afternoon you can sense the excitement as the young people gear up for the afternoon’s activities – and the teachers are just as excited! The school is split into Beaver Colonies and Cub Packs, with each group doing a different activity, from science experiments to transforming the main hall into indoor archery.

‘The pilot Cub Pack are doing Chinese New Year dancing today’, says Kate.

‘And they have created a dragon.’

Sure enough, in the classroom there’s an extremely long paper plate dragon pinned together with fasteners and embellished with feathers, paint and glitter. Before they can finish off their dragon and practise their dance, the Cubs and teachers have to get ready for the Grand Howl.

From the outside, Scouting in schools may look a little unusual, but the school’s approach to Scouting is rooted in the Fundamentals, clearly evidenced in posters displayed around the school.

After the Grand Howl, the Cubs rush to pull out their badge books and each child’s face lights up with pride as they stick their badges in.

John, the District Commissioner for Swanley, looks on as the Pack gathers together to finish making their Chinese dragon. ‘Fast-forward this project 20 years and all these young people here (and there will be hundreds of them) will be the future leaders. If this project actually goes

‘Scouting in schools gives young people opportunities like any Scout group’

EMMA, BEAVER LEADER

into more schools, it could radically change the Scouting Association.’

John’s voice is drowned out by Chinese music erupting from the classroom. Cubs spill out of the room excitedly, struggling to hold up the enormous dragon they’ve made. Suddenly Beavers and Cubs from other rooms pop their heads around the doors to see what is going on as the pilot Pack dance through the school.

Over the coming year, the Association will continue to discuss whether partnerships with schools could be a way to grow our Movement and support the development of young people. For now, young people and teachers involved in these pilots will continue learning by doing. 🌿





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Leap of faith

Attempts to launch a new Hindu Group in Bristol have provided valuable insight into the future of faith-based Scouting

Words: Jess Connett | Pictures: Gareth Iwan Jones



IN AN AGE where ‘inclusivity’ is the latest buzzword, Scouting has a proud track record of being open to all. In a move away from the Christian youth movements of the time, Lord Baden-Powell was clear that Scouting would advocate all types of spirituality, rather than one chosen faith.

This has paved the way for a truly multi-faith movement, with numerous versions of the Promise allowing young people to acknowledge their God, or no god at all. Scouting adapts to fit cultures with profoundly different beliefs.

Scouting within the Christian, Jewish and Muslim communities in Britain has been established for at least a decade, but the Hindu community has not yet picked it up so widely. This is despite the enormous popularity of the Movement in India, where Scouting has taken place without interruption since 1909, and has a membership that runs into millions.

Within Hinduism sits Manavata, meaning ‘humanity’ in Sanskrit. This faith-based charitable movement began with a single man, Srinivasa Alluri, who lived in a remote village in South India in the early 1990s. In a story that emulates Baden-Powell’s vision for Scouting, Alluri was alarmed by the lack of opportunity for local young people. He felt compelled to act in order to improve the lives of people less fortunate than himself.

From humble beginnings, Manavata has grown globally. There now exists a network of thousands of followers around the world, involved in all sorts of volunteering – from fundraising bike rides, to encouraging blood donation.

The Manavata community believe strongly in a spirit of love and kindness, which complements the five core values of Scouting: Integrity, Respect, Care, Belief and Co-operation. The value of Care – defined by The Scout Association as ‘support[ing] others and tak[ing] care of the world in which we live’ – fits hand-in-glove with the Manavata pledge to look after the world and live a simple, eco-friendly life.

It was from this mutual understanding and compatibility of belief systems that a partnership formed between Manavata and Scouting.

‘It was a chance encounter,’ says Amir Cheema, MBE – former District Commissioner in Brunel, Avon. He met Manavata founder Srinivasa Alluri in 2011, but it was only when they reconnected years later that they began to talk about working together.

‘We were interested in whether we could set up a National Scout Active Support Unit, like the Muslim Scout Fellowship,’ says Amir, who played an instrumental part in establishing the Muslim Scout Fellowship over a decade ago, and therefore understood the work required to set up such an organisation. There are around 30 National Scout Active Support Units, both faith-based and secular, which support members all over the country.

‘We knew that Manavata had an enormous network of existing volunteers, all active in their communities,’ Amir explains. ‘If we could tap into that resource, we’d have a really strong national network to support Scouting sections and Groups all around the UK.’

With serendipitous timing, these conversations coincided with the formation of the Regional Services Team’s Pears Project – a team of six interns, funded by the Pears Foundation, working across the Bristol area to grow Scouting. The Pears team linked with an active Manavata Chapter in Bradley Stoke, a modern town just north of Bristol, and in the summer of 2014, the Manavata Scout Group was created.

This pilot began with taster sessions, run by Scout Association staff with support from the Manavata community, including Leena Thomas.

‘I look after the Bristol Chapter,’ she explains. ‘My work is about making the area happy, healthy and harmonious.’

She hadn’t previously ever been involved with Scouting, but she took an active role in supporting the new group. ‘Children can learn a lot with Scouts,’ Leena says positively.

The young people who attended these initial sessions had a brilliant time, playing games outside, learning to work together as a team and taking part in craft and cooking activities. However, it was clear from the start that the Scouting method would need some adaptation to be suitable.

Ben Powlesland, Pears Project Manager, and Georgie Hudd, Pears Development Team Member, documented the adaptations they made in an evaluation once the project ended. ‘Activities had to be modified or changed to make sure no waste was generated, or that no items were used that could not be recycled.’ ▶

This meant rethinking a construction activity which used dry spaghetti and marshmallows to build towers: the first time leaders ran this activity, the Manavata community were shocked to see everything being cleared away into the bin. Gradually the local leaders changed the activity to use only reusable materials: thin garden canes and play dough.

Despite the overwhelmingly positive feedback from the young people, who attended Scouts sessions week after week for over eight months, the Group struggled to sustain itself – partly because of bureaucracy.

‘None of us had Scouting experience,’ says Leena, ‘and we didn’t really get proper training or support. We needed more help to establish our Group.’

Amir admits that the District was slow to back the Group at first. Training sessions were scheduled at times the Manavata leaders could not make, and this inflexibility held back the Group’s development. It’s an experience Brunel District has learned from, and Amir says that the tools, training and infrastructure provided to new Groups has changed.

Around 18 months after the first taster sessions, the project folded. By this point, the Scouting had been shaped into something much more relevant to the community, with yoga to start each session. Though it ended, many valuable lessons have been learned during this experience, and Amir Cheema is upbeat.

‘As an experiment, this pilot is still absolutely valid,’ Amir says with conviction. ‘It was clear that the demand was there from the young

people who attended the sessions. We now need to take the learning from this experience and see what else we could do.’

One option for the future might be to rethink the model. ‘We may have been over-ambitious,’ Amir admits. ‘Trying to set up something from scratch was never going to be easy. Next time it might be better to try and work in partnership and open a new section within an existing Group, or “buddy” up with an experienced Group.’

Manavata volunteer Leena believes the key to success next time will be cooperation. ‘It can be a good project if people can cooperate. One person cannot do it by themselves, we all need to work together.’

The Manavata Chapter in Bristol is relatively new, in comparison to chapters in Reading or Halifax, where members have been settled for up to a decade. It may be that Scouting would work better in these places, where it could slip into a well-established volunteering network.

‘Cultural nuances were a challenge,’ Amir says, ‘but lessons were learned, and now we have a much better understanding of the way the community works and what to do differently next time.’

Ultimately, this experience has not diminished the potential of a National Scout Active Support Unit for the Hindu community. Jamie MacDonald, of the Regional Services Team, sees it as something that could be very successful.

‘We believe this is worth pursuing,’ he says. ‘We are really flexible and open

‘Trying to set up something from scratch was never going to be easy’

AMIR CHEEMA, MBE

to exploring the options that would work best for this community.’

‘Worldwide, the community Scouting model works,’ Amir points out. ‘The method we mainly use in the UK [integration or satellite groups for particular communities] is not the only way Scouting can work.’ Calling ourselves a global movement, but failing to look towards global Scouting for lessons and ideas, is at best narrow-minded, and, at worst, bigoted.

‘One of our strengths [in Scouting] is that there are very few barriers to being inclusive and open to all sorts of communities. It may be that we just need to see what works for a particular community, to be innovative and try something new,’ says Jamie.

Amir echoes this. ‘New provision involving diverse communities challenges the status quo. It makes the programme richer, and brings in a vibrant and rich new perspective,’ he says. ‘And, it challenges existing Groups to be better.’

As global migration ebbs and flows and society diversifies, the future of Scouting is set to become even more multi-faith, even more ‘inclusive’. This undoubtedly poses a challenge for members of the Movement; but what would Scouting be without challenge? ❀



Bristol's Manavata Chapter gather in Bradley Stoke to practise yoga and traditional dancing. Bottom left: Volunteer Leena Thomas was among those who attempted to establish a new Scout Group in their community



OVER TO YOU



STARTING A NEW FAITH GROUP

BEN POWLESLAND AND GEORGIE HUDD FROM THE REGIONAL SERVICES TEAM SHARE THEIR TIPS FOR OPENING NEW, INCLUSIVE GROUPS

YOU DON'T HAVE TO START FROM SCRATCH

If starting a new Group is too challenging, consider opening a new section in an existing Group, or 'buddying' with another Group for support. This may cater to faith-based requirements, like gender separation. Ensure you have a good working relationship with the existing Group, and that you've set clear goals.

MAKE SURE THE NEED EXISTS

A faith-based Scout Group is designed to fulfil the needs of a particular community, and a geographic area second. Strong links with the community are vital, as is making

sure that adults and young people recognise that Scouting is for them. Challenge the myths around Scouting, and address barriers to inclusion.

SEEK OUT THE SUPPORT YOU NEED

Your first point of contact is your District Commissioner, who will ask the District to provide immediate support – like leader training. But don't forget to look wider – County Commissioners, the Regional Services Team and other Scouts staff can provide information and support. Get in touch through the Scout Information Centre: 020 8433 7100.

MAKE SURE THE GROUP IS INCLUSIVE

This may be a style of Scouting tailored to a particular faith or community, but that shouldn't mean it excludes any young people or adult volunteers. There are great

resources on scouts.org.uk about spiritual development and the range of Promises, which meet the needs of members from all faiths, or no faith.

STRETCH YOUR PROGRAMME

All Scout groups follow the same programme; a faith-based Group doesn't mean you have to stick to faith badges. Challenge the Group to participate in adventurous activities, bearing in mind the adaptations that might be required.

SHAPE SCOUTING TO SUIT YOU

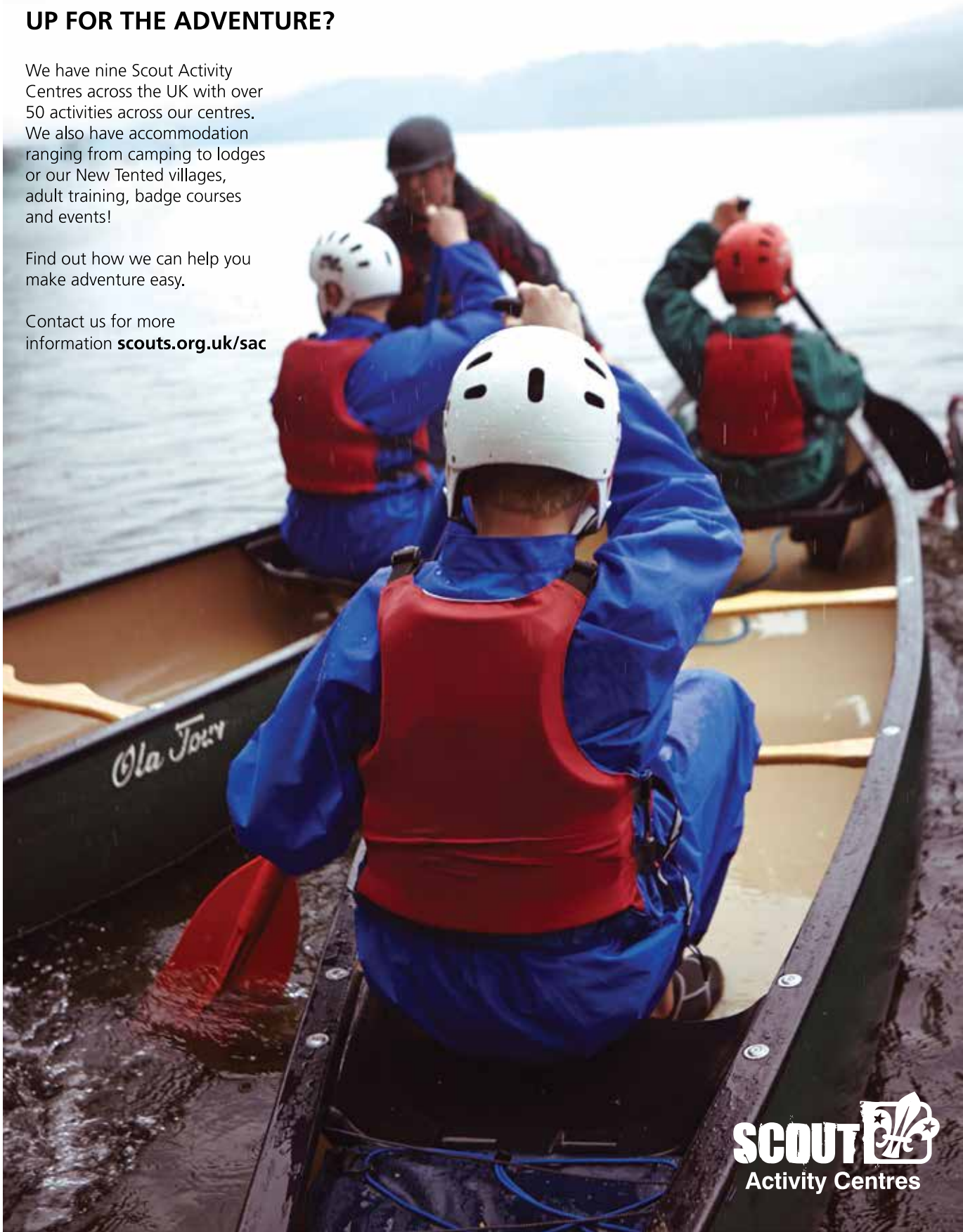
The beauty of the Scouting model is flexibility. There is no single best way to run a Scout Group, and what works for one doesn't work for another. Not every Group starts the night with flag break or wears uniforms. Try things out and be willing to fail before you crack the formula and find a Scouting model that is just right.

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The new recruit

Want to get more helpers involved with your Pack?
 Matt Swaine explains what convinced him to
 convert from volunteer to signed up leader

Words: Matt Swaine | Illustration: Sarah Hanson

BALOO OR BAGHEERA? I had no intention of signing up to be a Cub Leader and I never imagined buying the uniform, but after 10 weeks of being involved, I'm about to select my own Jungle Book name.

Cubs was an important part of my childhood, so when Charlie, my youngest, came home from school and announced he wanted to join the Bristol 44th, I was delighted. I just didn't expect it to be the catalyst for me getting involved too.

'It's got to be about having fun, for us and for the Cubs,' said Mark Goree, leader of 44th Bristol, when he came to meet me and a group of other new-Cub parents one autumn night.

It was a good philosophy and that night a number of us enthusiastically signed up to help. It took just 10 weeks to convert us from helpers to signed up leaders. Here's how he did it...

MAKE IT FUN

Week two and the Sixes are building fires, something I always loved when I was a Cub.

'Make it look more like a pyramid,'

says one of my team after their first attempt fails dismally. Before we know it, the fire is roaring and I'm getting an undeserved nod of approval from the other leaders.

LEARN SOMETHING SURPRISING

How many Cubs can you balance on the top of an egg? No, it's not a philosophical question. With a tray of fresh eggs on the floor in front of us, we are about to conduct a scientific(ish) test.

Three excitable Cubs volunteer to stand barefoot on the tray and only one shows any sign of structural damage. I take off my shoes and even my 13-stone frame fails to flatten the eggs. Wow! I'm possibly more impressed than the Cubs were.

DISCOVER NEW TALENTS

By week five I'm tasked with getting White Six to bake Anzac biscuits. I may be a kitchen novice but my aspirations are more MasterChef tonight. Sadly, the Cubs don't share my ambitions and are more interested in shoving their fingers into the Golden Syrup.

It's like herding cats, but eventually we assemble the required ingredients

and each Cub mixes, stirs, pours, bakes and times. The end result is impressively edible, or at least has a sufficiently high sugar content that no one really cares about taste or texture.

LET THEM TAKE THE LEAD

'Right, we're going to have a LEGO night after half-term, any ideas?' asks Mark, who is moving on this month after 20 years.

I've got a few: who can build the tallest tower; engineer a bridge that will support a house brick; charades using LEGO?

Running my own Cub night is strangely exhilarating and while it doesn't all go to plan, I enjoy every minute. In fact, I'm sold... Call me Bagheera and pass me a woggle, I'm ready to sign up!

THE FOUR-WEEK CHALLENGE

Encourage parents to experience the fun and adventure of Scouting for themselves. Resources to support the Four Week Challenge are available on the Scout Print Centre. Visit tinyurl.com/zt3h23t to get started. 🍀

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Photo: Kim Hoang/Save the Children



Lest we forget

The first official national memorial to fallen members of Scouting will be unveiled in June. Here's how it all came about...

Words: Jess Connett | Pictures: Alun Callender

HARVEY HOLMES WAS an Explorer Scout when he joined the British Army aged just 16. 'He was a fantastic Scout,' his sister, Elizabeth Holmes-Daniels, says. He went through Beavers, Cubs and Scouts at his local Groups in Stalybridge, Greater Manchester, eventually becoming Patrol Leader in Scouts. He was an Explorer when he joined the 22nd Battalion Cheshire Regiment (later 1 Mercian), and his Scouting skills were invaluable.

'He flourished,' says Elizabeth. 'He went from strength to strength.' His first deployment abroad came just a month after his 18th birthday. After serving in Northern Ireland and Iraq, Harvey was promoted to Corporal. At 22 he was deployed in Afghanistan, and killed in action while protecting friends and colleagues.

The Scouting family is regularly hit by tragedy. In Groups all over the country, members have been lost to tragic accidents, untimely illnesses, or killed in the line of duty. The impact of their deaths leaves an imprint on all who knew them. But, despite such a rich history of courageous members, there has never previously been a national memorial to fallen Scouts. That will change in June, when the Scouting Memorial is officially unveiled.

The project has been championed by Birmingham's Deputy County Commissioner (Programme), Paul Little. During a Diamond Chief Scout Award expedition to the National Memorial Arboretum, Staffordshire, in 2009, Paul and his Explorer Scouts realised that Scouting was notable by its absence. The arboretum is the UK's year-round centre of remembrance, and is home to almost 300 memorials, from the Armed Forces to Girlguiding.

It is a peaceful place for visitors of all ages to pay their respects.

A year later, the same group undertook an Explorer Belt expedition along the battlefields of the Western Front, walking between Ypres and Amiens. For the group, this experience really highlighted the sacrifice young people of Explorer and Network age had made during World War I. In a horrible coincidence, around the same time, shocking news came through that a local Network member had been injured during active service. The Explorers, Network members and leaders began to realise that the idea of creating a national memorial was truly needed, in order to pay respect to members of Scouting who had given the ultimate sacrifice.

'The memorial is there to remember all members of Scouting, from our youngest to our oldest. It's for those who have given their service within Scouting, and for members who have given wider service to their community and country,' explains Paul. 'We thought that if we had a national memorial, it would be a really great way for young people to recognise, value and celebrate all sorts of service to Scouting – not just Scouts who have gone into the military.'

For Paul, the impetus to make sure this memorial was created also came from the powerful support he received from Scout members all over the country: 'We started doing some research, before the fundraising,' he remembers. 'We were talking to people from all over the UK, from Cornwall to Inverness – and they were all saying they would support us. That's when we realised the project had real potential.'

'The memorial offers a place to remember loved ones. We want it to celebrate life and what Scouting has achieved'

PAUL, DEPUTY COMMISSIONER (PROGRAMME)

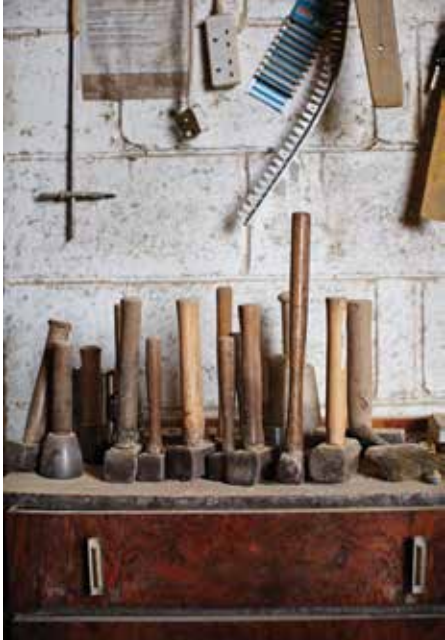
Following a design competition entered by thousands of young people and leaders from all over the country, the final design of the memorial incorporates many aspects of Scouting – both traditional and modern. It is also deeply symbolic: viewed from above, it forms the shape of the 'Gone Home' trail symbol which appears on Lord Baden-Powell's gravestone. The memorial has also been designed as a tactile structure to be interacted with, rather than a decorative piece of stonework.

Created by acclaimed sculptor Angela Conner, the complex design features stone seating circling a roaring campfire that moves and flickers. Three young Scouts, carved from solid stone by Graeme Mitcheson, rest around the fire as if tired from a long and active day, while their adult leader keeps watch over them. A lone necker next to them represents all the missing Scouts. The scene is one of peace, warmth and friendship.

'The design offers families and friends a place to sit in peace and remember their loved ones, but we don't want the memorial to be morbid. We want it to celebrate life and what Scouting has achieved,' Paul says. 'If I went to the memorial in a couple of years' time, ►



Clockwise from above: Sculptor Graeme Mitcheson at work on the memorial; tools in Mitcheson's workshop; an aerial view of the National Memorial Arboretum in Staffordshire; inside the visitor centre; a carving of boots that will feature in the memorial



For the first time we will have a place of national significance where we can remember the dead, lost and missing

I'd be equally as happy to see a family there, having a peaceful moment of remembrance, as I would if I saw a group of Cubs exploring the memorial, discovering all the carved objects and playing games around it.'

Scouting will always have a special place in its heart for the members it has lost. And now, for the first time, we will also have a physical place of

national significance, where we can go to remember the dead, the lost and the missing. We can sit shoulder to shoulder around the campfire with them one last time, and pay our debt of gratitude.

Many hands have worked to create this memorial. From the 160,000 people all across the world who diligently sewed a memorial badge to their uniform, to every one of the donors who dug deep into their pockets to raise over £140,000; from the deft fingers of the Beavers, Cubs and Scouts who sketched out the initial designs, to the masons bringing the rough stone blocks to life with their chisels, and the team of supporters who have helped bring this dream to life: this truly has been a project for the whole Scouting movement to be proud of.

Around the edge of the memorial is a quotation from Robert Baden-Powell: 'Try and leave this world a little better than you found it.'

Scouting is a real force for good, and the Scouts who have gone before us have made a lasting contribution to the world. No matter how large or small their individual roles, we will remember them. ❁

PAY YOUR RESPECTS

The unveiling of the Scouting Memorial will take place at the National Memorial Arboretum, Staffordshire, on 5 June. Tickets can be applied for via tsmp.org.uk and will be allocated through a ballot. Applications for tickets to the unveiling will close on 11 April.



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A life's work

We joined outgoing UK Chief Commissioner Wayne Bulpitt to get an insight into life in the role and the legacy he's leaving behind

Words: Louise Tickle | Pictures: Jon Challicom

A LITTLE BOY is crying. He can only barely be six, and is inconsolable. So distressed he can barely get the words out, the boy points to his yellow Scout scarf; its two ends are hanging loose. 'I've lost my woggle,' he whispers. Tears drip down his cheeks. In among the rush and bustle of 7,000-odd excited Beavers, Cubs and Scouts who have taken over Blackpool Pleasure Beach on a rainy Saturday to celebrate the Cubs' 100th birthday, Wayne Bulpitt, UK Chief Commissioner for the Scout Association, instantly stops and kneels so he is at the boy's eye level.

'How would it be if we tied a special knot in it? Like I have on mine,' he says gently. The boy stares at him, speechless. Deftly, Bulpitt ties the scarf ends together in a neat knot. The boy's friend puts his arm round him and gives him a squeeze. And after seeing that the Group leader now has the situation in hand, the most senior volunteer in the UK's Scouting movement gets to his feet, waves to the boy and moves off at what it

is rapidly becoming apparent is his characteristic gallop.

It's an interesting moment of intense, individual focus on the needs of a single upset child on a day when Bulpitt's presence at the Cubs' Wildest Beach Party Ever is otherwise all about the ambassadorial role of Scouting's first ever – and now outgoing – UK Chief Commissioner.

HUGS GALORE

On arriving at the Scout's reception desk, Bulpitt gave an instinctive little jump into the air: it's a very visible energy switch from the discursive, thoughtful mode displayed during the drive here, to the very public-facing-style required for the next couple of hours bounding through an amusement park and chatting to groups of damp-haired, yellow plastic poncho'd children.

His wife Julie had warned me to keep my eyes peeled on this northern odyssey to Blackpool via Manchester,

and onwards to the #YouShape conference near Doncaster. She was right. Bulpitt moves fast, and I kept losing him. Then, suddenly, there he'd be, on the edge of a gaggle of kids, laughing, shaking hands, hugging a leader he obviously knew from way back. At one point he walked straight up to a group of too-cool-for-school teenage boys and immediately engaged them in chat. Listening in, it's a short but real conversation about the activities they're keenest on. During the two hours we're at Blackpool Pleasure Beach, tonnes of people beam at him from afar and he always dashes over, beaming back. There's more hugging. A few selfies are snapped. Sky News does an interview on the hoof just below a 'Red Arrows' ride on which children are screaming in glee. 'We need more adult volunteers' is Bulpitt's message to Sky viewers. He makes sure he gets it across.

EARLY START

Bulpitt, who lives in Guernsey, had stayed over in London the previous ▶



Clockwise from above: Wayne joins the crowds in Blackpool for the Cubs100 Wildest Beach Party Ever; meeting Cubs from across the UK; conducting an interview with Sky News; a new generation of fans enjoy the events





Clockwise from above: Wayne promises not to pull any more silly faces in Blackpool; taking a back seat at the #YouShape event; back to business at Baden-Powell House, London; young people have their say in Doncaster



‘Introducing the alternative Promise is probably the most radical thing we’ve ever done’

WAYNE BULPITT, UK CHIEF COMMISSIONER

night so he could make the 7.35am train. He’s been up since 5am, he says, fielding emails. Lucky he’s an early riser. Leaving Euston, we travel north through increasingly filthy weather. At Piccadilly station, following directions on an iPad, Bulpitt legs it through various scruffy streets under the railway arches to pick up his pre-booked hire car.

‘There was a time when someone in this sort of role in Scouting wouldn’t have dreamt of being quite so hands-on,’ Bulpitt grins, as he steers the car onto the M61 through increasingly heavy rain. ‘You’d have been met at the station, then chauffeured to where you were going and it was all ever so formal, but I’m not really into that, and anyway it’s more flexible to travel under your own steam.’ Windscreen wipers on full blast as we approach the coast, he recalls turning up at an event in north Wales ‘and the person greeting me saying, “we used to have people of standing in these roles, you know”,’ he laughs uproariously, still tickled by the memory.

Although Bulpitt’s history with Scouting runs deep – he joined Cubs aged eight, and there has been just one break of four years when his children were young – as a lad who grew up in a council house and left school before

A-levels for a traineeship in banking, he is keenly aware that simply by getting this job he has broken the mould of how Scouting is perceived both internally and externally.

A volunteer position itself, the UK Chief Commissioner role exists to lead and manage all Scouting volunteers, and in particular the Chief Commissioners, UK Commissioners and the International Commissioner. After six years spent as finance committee chair, and then as chair of trustees, it’s a role he acknowledges that he wanted, and planned strategically to secure. It has given him the power to influence changes he felt were vital to Scouting’s future. Some have been seen, in certain quarters, as highly controversial. So what is he proudest of?

‘Introducing the alternative Promise, so we could welcome people with and without faith is probably the most radical thing we’ve ever done,’ he says immediately. ‘It was thought it could tear the movement apart, like in the 1960s when we did away with wide brimmed hats and the traditional insignia was changed, and 2,000 people broke away. But I had become increasingly uncomfortable speaking from a podium saying that we were inclusive. In the 21st century, excluding those with no faith seemed entirely wrong to me.’

ENCOURAGING INCLUSIVITY

The then Chief Executive, he recalls ruefully, ‘was dead against it.’ So Bulpitt had to play the long game – he describes it as ‘a game of chess’ – and build support in different quarters, including from outside agencies such as the Church of England. It’s as he describes the debate he encouraged

throughout Scouting that it becomes clear it’s in the planning, negotiation and execution of organisational change that Bulpitt excels.

A Scout in Scotland made a video clip for the Scottish Youth Manifesto, Bulpitt explains, suggesting that: ‘by 2018, atheists will be welcome in the Scouting movement’. Bulpitt decided to include the boy’s message in the introduction to roadshows being held around the UK, knowing it would prompt heated discussion in every question and answer session.

‘Somehow, that clip was dropped three times from the running order,’ he grins, ‘but I sneaked it back in again.’ Two years ago, to Bulpitt’s delight, the alternative promise became a reality. ‘I absolutely believe that Scouting changes the lives of young people,’ he says, ‘so why should some be banned?’

The creation of the volunteer role of UK Youth Commissioner, to underpin Scouting’s commitment to being shaped by young people, is another of his most cherished achievements. ‘We got 120 applications for that role, didn’t feel able to appoint from the first shortlisting, had to do another trawl to uncover talent we’d missed first time round and now, in Hannah Kentish, we have found an outstanding leader,’ he says. Bulpitt believes, however, that overall, the senior leadership in Scouting is too male dominated. ‘I’ve been on a mission; one of our strategic objectives has been to change the make-up of our national team.’

How’s that going?

‘Slowly,’ he says, with some frustration. ‘In my team of 10, four are women, including a role-share. ▶

On sexuality we are quite diverse. Our adult leaders are 50:50 men and women. I'm as close to being positively discriminating as I can, while always appointing the best person. I don't entirely know the reason why it's been so hard [to get parity]. Time demands on volunteers do become more intense as you take on more responsibility. My wife Julie has run our family while I've been away [on Scouting business] at weekends, and it may be that not many men are prepared to do that.'

On inclusivity, which it's clear is one of his passions, Bulpitt also believes that Scouting is still 'struggling to truly represent local society.'

'It's complex,' he says. 'Leaders will say "anyone can join our Cub pack," and they really mean it. But they'll hold it in the church hall, or they'll hold meetings in the pub.'

Anyone in a senior role needs an element of toughness: in an organisation dependent on motivating and inspiring 110,000 committed volunteers, certain decisions must be particularly sensitively handled. 'I have dismissed volunteers. And encouraged people to do different roles. Even some quite key national volunteers,' Bulpitt says. 'And that runs counter to the orthodoxy of being nice to people.' But it is also why he believes the role of UK Chief Commissioner has to be a voluntary one. 'There are things I can say to volunteers, because I am one, that would be difficult or impossible to say if I was staff,' he explains.

There have undoubtedly been low points. The recent, very public failure of Compass, Scouting's new membership administration software

system, 'has caused a lot of grief and annoyance to a lot of people,' Bulpitt says with frustration. The system had to be taken offline shortly after going live and is currently being rolled out again. It has cost a lot of money, so the pressure is on to get it fixed. And when he flogged round the country for two weeks telling people of plans to sell off most of the Association's campsites, reactions were 'pretty mixed,' he admits. He can laugh about it now – the money from the sell-off was reinvested into six Scouting-owned activity 'centres of excellence', which are extremely popular with the membership – but it doesn't sound like it was much fun at the time. Resilience and optimism, as well as a heartfelt desire to act in the best interests of the Association are what have bolstered him.

What do you reckon you're good at?

'I'm pragmatic. Solution focused. Entrepreneurial,' he offers back.

But does he beat himself up when things go wrong?

'Yeah, yeah I do,' he says, a smile in his voice. 'I'm quite self-aware, I think. I care about what people think of me. I'm also very willing to accept that I make mistakes.'

REFORMING GOVERNANCE

Ten days later, it's off with the Goretex and on with the smart suit: Bulpitt is at Baden Powell House in South Kensington for a governance meeting. It couldn't be a more different setting for the UK Chief Commissioner than the previous week's meet and greet, but his cheeriness shines through here just as it did in the whipping wind and rain of Blackpool.

'I care about what people think of me. I'm also very willing to accept that I make mistakes'

WAYNE BULPITT, UK CHIEF COMMISSIONER

Getting to grips with governance isn't exactly a thrill a minute for most people, but grappling with the intricacies of how organisations function – and fixing the bits that don't – is a pursuit Bulpitt clearly relishes. If you can identify the mechanisms by which an organisation is run and grasp the detail of its rules, you begin to understand its levers and pressure points, he points out. And then, you can start to develop an effective strategy for change.

What Bulpitt doesn't explicitly say is that it also gives you power. And power is what he has undoubtedly sought over the years, in the service of reform he believes is crucial if Scouting is to continue to flourish. But he doesn't hug power tightly, as becomes obvious over the next three hours. Today, he is in a roomful of his peers including chair of trustees, Scouts new female Chair Dr Ann Limb, UK Youth Commissioner Hannah Kentish and CEO Matt Hyde.

In this setting, his persona changes: the bouncing Tiggerish enthusiasm gives way to a more analytical and reflective style. Mostly, he listens. Only occasionally does he interject with his own view. There's a relaxed, collegiate feel in the room, despite some areas of

mild disagreement. 'I don't operate a veto system,' he told me earlier. 'But I can be quite persuasive!'

ALWAYS ENGAGE

In this more formal context, as in his work with volunteers, it seems that Bulpitt's instincts are to reach out.

'Personally, I always engage with people, in online chatrooms, forums, Facebook and Twitter,' he told me earlier, on our west-to-east dash across the M62 to Doncaster. 'Everyone assumes you're this anonymous person at HQ, but I have always waded in, contributed and responded to questions. I learned early that if you ring people up to talk to them it helps. And that, I think is the way we have brought about change in Scouting – by engaging with people personally. I'm at my most comfortable listening to

different views, and then doing the negotiation and the haggling all the way through to a solution.'

His successor and current deputy, Tim Kidd, has been appointed to take over the UK Chief Commissioner role when Bulpitt leaves in the autumn. The Scout Association's aims for its future – for growth, inclusivity, community impact and to be Youth Shaped – all now encompassed in its Vision 2018 manifesto, will thrive and succeed under Kidd, believes Bulpitt, 'because we developed them bottom up, with plenty of local consultation and engagement.' Vision 2018 'reflects how we started,' he continues, 'with young people from vastly different backgrounds coming together to take responsibility for helping other people. It's great that by holding onto our core values and adapting them to

the 21st century, we're continuing to increase the number of young people benefiting from what we offer them.'

What will life be like when Bulpitt finally relinquishes his role, the culmination of 15 years at senior level and almost a lifetime's involvement in Scouting? Will he miss it? 'No,' he says definitively. 'I get 250 emails a day, including at weekends. And on 3 September, it will all, just, stop.'

It won't, of course. Bulpitt is off to chair the Diana Award trustee board, and will doubtless take on additional voluntary roles, as well as overseeing his business on Guernsey. But maybe he'll break the habit of a lifetime and give himself a lie-in. Though he probably shouldn't allow more than half an hour. There's far too much to do to be lazing in any later than 5.30am. ❁



Above (left to right): Wayne joins Scouts' CEO Matt Hyde, Youth Commissioner Hannah Kentish, new Chair DR Ann Limb and trustees for a Governance Review meeting in London; meeting adjourned



When the Scouting stops..

Witney Buttercross Scouts have turned their meeting place into a thriving community space. We spent a week with them to document life beyond the meetings

Pictures: Paul O'Connor





This page: The meeting place is transported from the Oxfordshire Cotswolds to China through a day of flag waving, football and food – all followed by an enthusiastic Karaoke session in honour of Chinese New Year at the beginning of February

COMMUNITY SCOUT HUT



Above and left: aspiring stars practise dance moves at Abdabs Drama Group on a Saturday morning. Mondays see the same space used for a drop-in meeting for recovering alcoholics. Below: Nelson Beavers and Rudyard Cubs have their meetings on Tuesday evenings.



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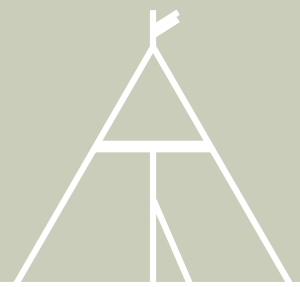


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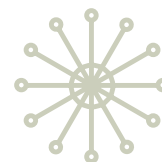
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CARGO DROP

Challenge your section to design and make a model to protect precious cargo

SUITABLE FOR **BEAVERS**, **CUBS**, **SCOUTS**

1 Prepare for this activity by asking the section to bring in boxes and packets of food – dry food such as lentils, pasta and breakfast cereal are ideal. Your section will be designing packaging to protect cargo such as food for humanitarian aid.

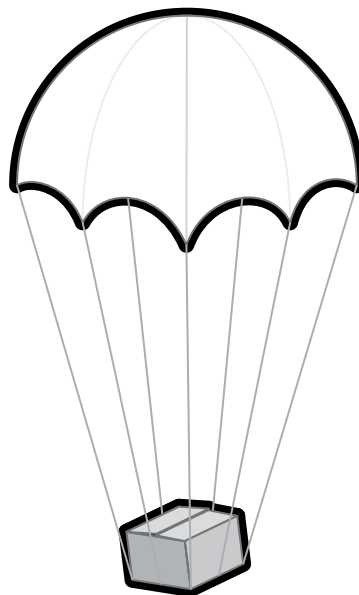
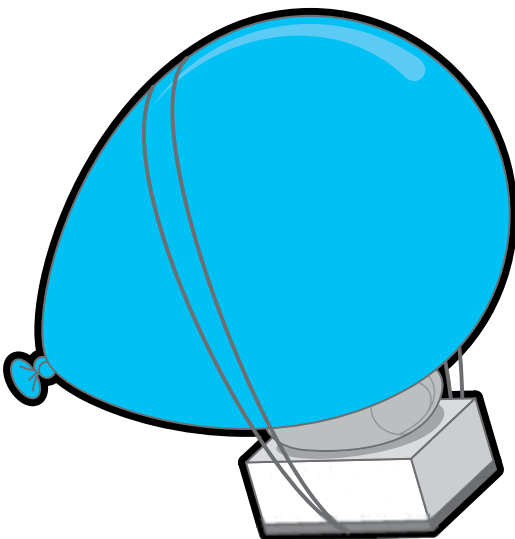
2 Divide your section into small groups, then get your young people to make a food package. They should measure out 25g of each food and wrap it individually in one layer of tissue paper, secured with a piece of sticky tape.

3 Now ask each group to design the packaging to protect the cargo. Remind them that the idea of packaging is that it must be durable

and protect the cargo, and it needs to be re-usable. Some ideas include: a sponge tied to an inflated balloon with elastic bands and a box made out of card and attached to a mini parachute made out of fabric.

4 Ask each group to assemble the materials they will need for their designs, then spend time making it. Use the food parcels to test the designs.

5 To get it ready for its test run, each group should place the cargo inside the packaging. To test, drop it from a height of two metres. Judge the design on its durability, on how it looks aesthetically and on how well it works.



TIME NEEDED
30–45 minutes

EQUIPMENT NEEDED

- A3 paper ■ A4 card
- String/cotton ■ Sticky tape
- Elastic bands ■ Sponge
- Cotton wool
- Silk or polyester fabric
- Balloons
- Scissors
- Large pieces of tissue paper
- Rice, pasta shapes and lentils
- Measuring tape or 2-metre ruler
- Weighing scales

THIS ACTIVITY LINKS WITH THE FOLLOWING BADGES



Beaver Creative Activity Badge



Cubs Artist Activity Badge



Cubs Scientist Activity Badge



Scout Craft Activity Badge

OUTCOMES

As part of emergency aid, a military transporter such as an Airbus has to drop cargo from an altitude to a target on the ground.

OTHER ACTIVITIES

Perform the task again, but this time set a budget that the section must stick to.

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Find this and other great activities at scouts.org.uk/magazine.

DESIGN YOUR HENNA HANDS

Help your group discover the art of henna decoration using traditional patterns

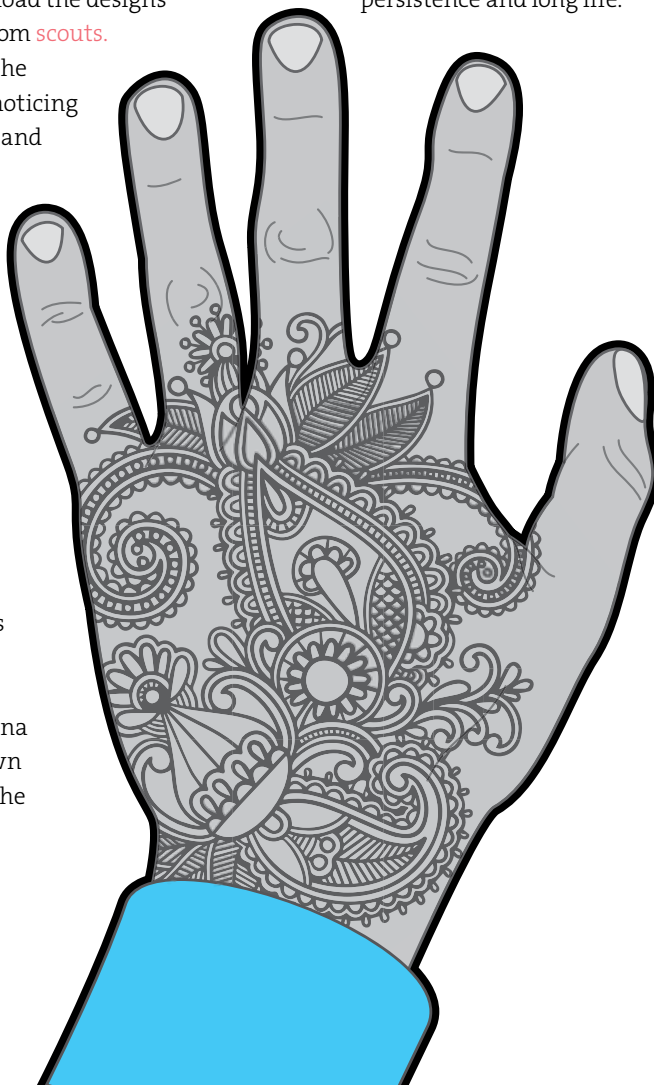
SUITABLE FOR **BEAVERS**, **CUBS**, **SCOUTS**, **EXPLORERS**

1 Ask your section if they have seen henna art before; they may have seen some on their classmates' hands at school. You could also look at designs for henna hands on the internet.

2 Divide your section into small groups. Download the designs for henna hands from scouts.org.uk and look at the designs carefully, noticing recurring patterns and symbols and how the designs are spaced out. Ask the Scouts to pick out their favourite designs.

3 In groups, ask each young person to take a plain piece of paper and trace around their hands and fill in their hand shapes with their favourite henna designs. Use a brown felt tip to recreate the colour of henna.

4 Look up the meanings of some of the symbols and patterns used for henna hands designs. Some of the most popular include: circular flowers for the mandala, a spiritual Indian symbol which represents the universe; paisley, a symbol of abundance; and acacia leaves for persistence and long life.



TIME NEEDED
20–30 minutes

EQUIPMENT NEEDED

- A4 paper
- Brown marker pens
- Downloads from scouts.org.uk

THIS ACTIVITY LINKS WITH THE FOLLOWING BADGES



Beaver International
Activity Badge



Cubs Global Issues
Activity Badge



Scouts World
Challenge Badge

OUTCOMES

Young people will learn about Indian spirituality and discover some of their rituals. The art of painting henna on the body is associated with weddings, where crushed henna leaves are painted onto the skin. The Scouts will have a go at drawing these patterns for themselves and learning the meaning behind them.

TAKE IT FURTHER

The Muslim religious holiday, Eid, is a popular time for henna painting; it's the way for a Muslim family to get their children excited about the celebrations. Now ask the young people to design their own pattern.

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WHAT'S IT LIKE TO BE A NON-READER?

See how many words from a Swedish museum you can guess with and without Widgit Symbols

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jjälm	fallskärm	väder	moln	luft
flygplan	segelflygplan	mätare	högt	radar

 luftballong	 bränsle	 landningsbana	 flygfält	 verktyg
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WHAT IS WIDGIT?

Widgit Symbols aid understanding and communication for people who find reading text difficult. Symbols open up the world of information to those otherwise excluded from it. The Scout Association is using Widgit Symbols on key communications for young people with reading difficulties.

MAKE A SCOUT PONCHO

Customise an ordinary blanket into a poncho to showcase badges on camp

SUITABLE FOR **CUBS**, SCOUTS, EXPLORERS, NETWORK

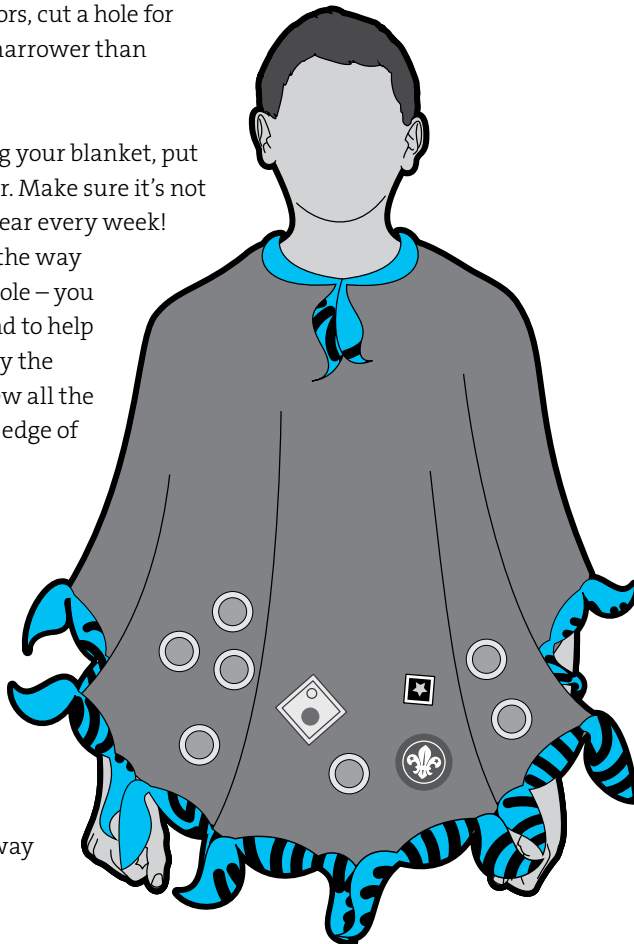
1 Find a blanket. Choose fleece for lightweight warmth, or wool for a super-traditional look that Baden-Powell himself would be proud of.

2 Lie your blanket flat on the floor and fold it along the diagonal. Carefully measure along the longest edge and find the middle. With a sharp pair of scissors, cut a hole for your head that is narrower than your shoulders.

3 While wearing your blanket, put on your necker. Make sure it's not one you need to wear every week! Pin the necker all the way around the head hole – you might need a friend to help keep it straight. Lay the blanket out and sew all the way along the top edge of the necker.

4 With the blanket laid flat, fold your neckers neatly and pin them along the hem of your poncho so the ends hang off the edge. Sew all the way around them.

5 Pin your badges onto the blanket, starting in the middle and working outwards. You could arrange them in the order you got them, or group similar coloured or sized badges together. Sew them on with thread that matches the colour of the badge.



TIME NEEDED
30–45 minutes

EQUIPMENT NEEDED

- Blanket
- Scissors
- Ruler or tape measure
- Pins
- Needle and thread
- Neckerchiefs
- Scout badges

THIS ACTIVITY LINKS WITH THE FOLLOWING BADGES



Cubs Artist Activity Badge



Scout Craft Activity Badge



Explorer Creative Arts Activity Badge

OUTCOMES

This activity will not only educate your group about the different dress cultures of other countries, but will also make them aware of how to recycle unwanted household items, such as an old blanket.

OTHER ACTIVITIES

If your group would like the full Mexican combo, they can make their own sombrero by using sheets of newspaper, masking tape, string and some paint. Hola!

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PAPER PLANE FLYING SCHOOL

Build a launcher and landing strip to test your section's paper plane flying skills

SUITABLE FOR ALL

1 You'll need to build the landing pad in advance. Simply get a piece of wooden scrap board and knock two nails into the ends.

2 Divide your section into small groups and ask them to make their paper planes using A4 paper.

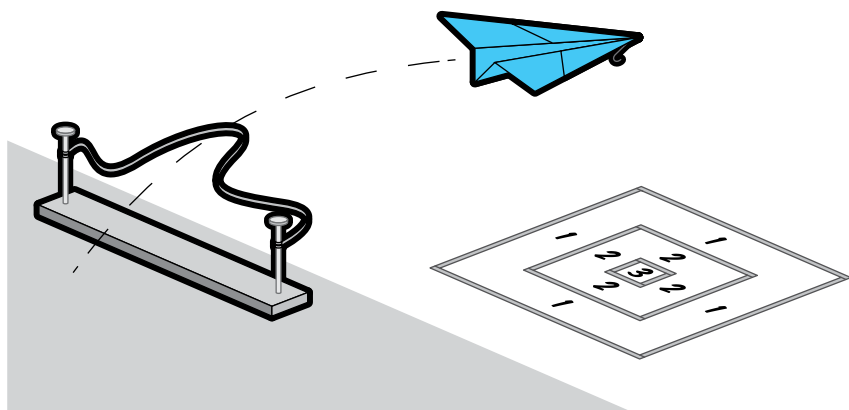
3 Punch a hole in the nose of each paper plane. Get a paperclip and bend it to make a hook. Attach the paperclip through the punched-out hole in the plane. The paperclip will make it easier to launch your plane and will give it plenty of power.

4 Set out the target area using masking tape. Mark out three squares on the floor, marking out a medium-sized square around the smaller one, and a bigger square around the medium-sized one.

5 On all four sides of the big square, mark out the number one four times; put two number twos in the medium-sized square and a number three in the centre of the smallest square.

6 To set up the rocket launcher, place it on a table, loop an elastic band around the two nails and prop up the end by putting a couple of books underneath the board.

7 Each young person should take it in turns to launch their plane, aiming it at the target. Hook the paperclip of the plane over the middle of the elastic band, pull back the plane, aim it at the target and launch! The Scouts should try and gain the highest score possible.



TIME NEEDED

10–20 minutes

EQUIPMENT NEEDED

- Wooden board
- Two nails
- Elastic band
- A4 paper
- Paperclips
- Masking tape

THIS ACTIVITY LINKS WITH THE FOLLOWING BADGES



Beaver Experiment Activity Badge



Cubs Artist Activity Badge



Scout Air Activities Staged Activity Badge



Explorer Creative Arts Activity Badge

OUTCOMES

Building and testing the planes will give the Scouts the chance to test physics and engineering.

OTHER ACTIVITIES

To put their aiming skills to the test, hang a large A2 sheet of card from a doorframe with different-sized holes cut out of it. Write a score by each hole, with the highest score by the smallest hole and the lowest score by the largest hole. Now see who can get the highest score by flying their planes through them.

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Find this and other great activities at scouts.org.uk/magazine.



EARTH DAY ACTIVITIES

Help your section to get in touch with nature on Earth Day on 22 April with these fun environmental-themed activities

NATURE DETECTIVE

TIME NEEDED:

20 minutes

SUITABLE FOR:

Beavers

Encourage your young people to become nature detectives by conducting a biodiversity survey of the area outside your meeting place. Ask them to look for flowers, bugs and weeds using magnifying glasses and record what they find to share with the rest of the Group.

INDOOR CAMPFIRE

TIME NEEDED:

25 minutes

SUITABLE FOR:

Beavers, Cubs

To prepare the 'wood' for your campfire, cut a square shape from a pizza box. Gather toilet roll tubes and

cut kitchen towel tubes in half to use as 'logs'. Cut brown paper bags into strips to twist into pretend kindling. Glue the tubes to the cardboard. Tear strips of bright red, orange and yellow paper to look like flames and tape them to the cardboard, placing battery-powered tea lights among them to light the 'flames'.

NATURE COLLAGE

TIME NEEDED:

45 minutes

SUITABLE FOR:

Beavers

Ask your Group to draw a simple acorn shape on a piece of paper and cut it out. Take your Group outside and ask them to collect items for the collage, for example, nuts, leaves, twigs and bark. Back at the meeting place, ask them to glue the items they found onto the acorn shapes, keeping

within the lines so their collage retains the shape of an acorn.

BUG HUNT

TIME NEEDED:

30 minutes

SUITABLE FOR:

Beavers, Cubs and Scouts

To prepare for this activity, make a list of the bugs you would expect to find outside your meeting place and include an extra column for tick marks. Then ask your young people to go outside with their tick sheets to find the bugs. Tell them to tick off every bug they see. At the end, they should count the ticks to work out which bug they saw most.

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MAKE A STOP-MOTION VIDEO

Turn your young people into film directors with this challenge!

SUITABLE FOR **CUBS**, **SCOUTS**, **EXPLORERS**, **NETWORK**

1 First, get your section to make the 'set' where their animation will be filmed. It's a simple set comprising a couple of pieces of white foam board, one for the base and one for the background. You'll need to prop the background board up against a heavy object.

2 Ask your young people to bring in some of their favourite characters and toys, which will be used to take a starring role in the film.

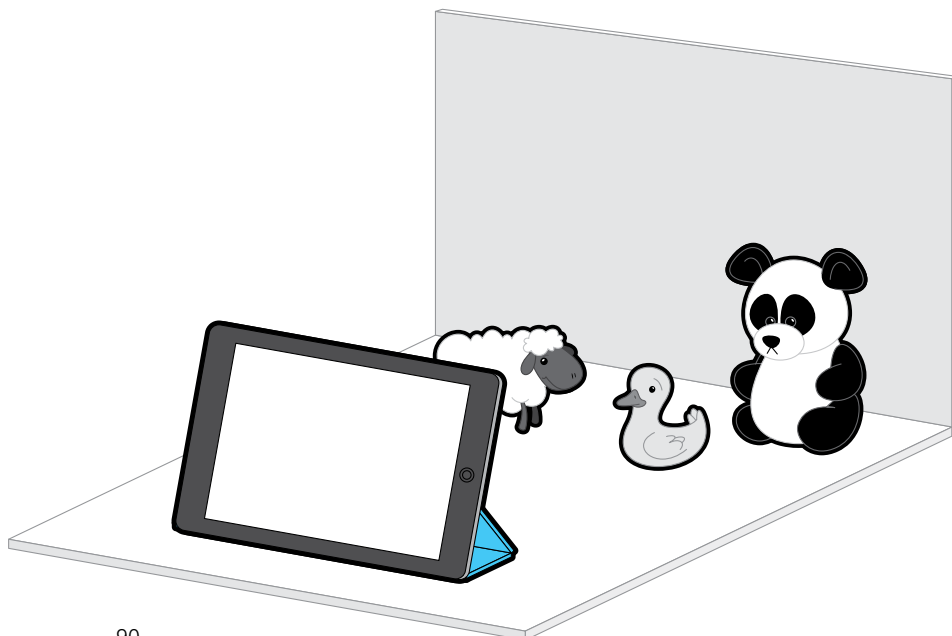
3 The entire section will have a go, so while one member of your section is filming, the others can

choose which characters and toys they're going to use in their film.

4 Using your smartphone or tablet, download free stop-motion software, such as JellyCam or qStopMotion. If you're using an iPhone or iPad, you can download Stop Motion Studio from iTunes.

5 Show your section the demo run of the software you'll be using to make the film to familiarise yourselves with the process.

6 Start shooting the movie! Each young person can have a go at creating a scene or short animation.



TIME NEEDED

45–60 minutes

EQUIPMENT NEEDED

- Two pieces of foam
- Collection of objects to animate
- Smartphone or iPad
- Tripod or stand to hold your device steady
- Stop-motion animation app

THIS ACTIVITY LINKS WITH THE FOLLOWING BADGES



Cubs Entertainer Activity Badge



Scout Artist Activity Badge



Explorer Performing Arts Activity Badge



All Digital Citizen Staged Activity Badge

OUTCOMES

This exercise will introduce your group to the process of film-making. They'll gain experience of creating an animation through stop-motion – the same technique that is used on the much-loved Wallace and Gromit films.

OTHER ACTIVITIES

Once Scouts are familiar with the technology, they could have a go at making another film, this time planning the story in advance using storyboards.

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TEST YOUR LUNG POWER

Help your section discover their lung volume with this easy experiment

SUITABLE FOR CUBS, SCOUTS, EXPLORERS, NETWORK

1 There are some preparations you need to do in advance of this activity. Make sure the plastic tubing and all of the other household items are clean and sterilised before they are used for this experiment.

2 Prepare the area you are going to be using for the experiment. You might want to cover the surface and/or floor with newspapers or towels in case of spillages.

3 Fill the kitchen sink with around 10cm of water and fill the plastic bottle with water, making sure it's filled right to the top.

4 Next, you're going to turn the bottle upside down, so you'll need to keep your hand over the top of the bottle to stop water escaping.

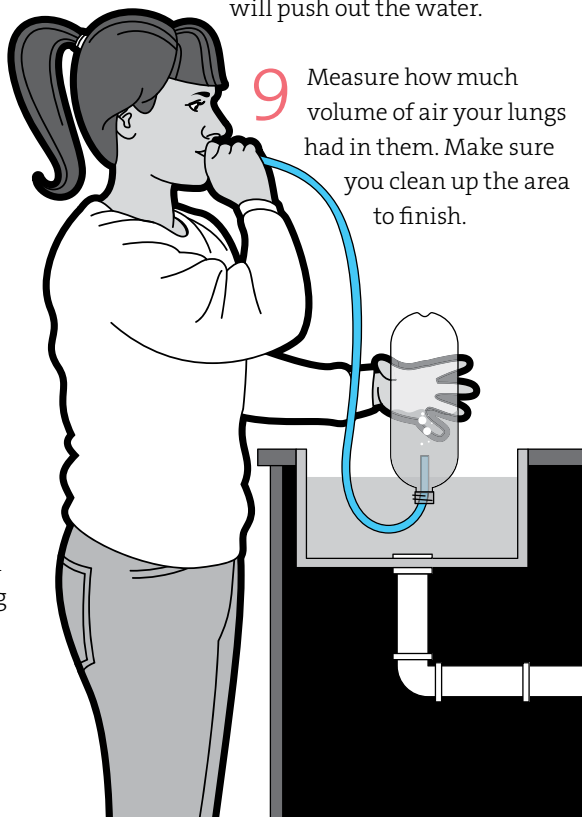
5 You've turned the bottle upside down and your hand is over the top of it, then place the top of the bottle underneath the water in the sink before removing your hand.

6 Holding the bottle with one hand and the plastic tube with the other, push one end of the tube into the bottle, which is still submerged.

7 Take a big deep breath in and put the end of the plastic tube in your mouth then breathe out as much air as you can through the tube, using your diaphragm to maximise your lung power.

8 As you breathe out down the tube, the air coming out of the end of the tube that's in the bottle will push out the water.

9 Measure how much volume of air your lungs had in them. Make sure you clean up the area to finish.



TIME NEEDED

20 minutes

EQUIPMENT NEEDED

- Clean plastic tubing
- A large plastic bottle
- Water
- Kitchen sink or large water basin

THIS ACTIVITY LINKS WITH THE FOLLOWING BADGES



Cubs Astronomer Activity Badge



Cubs Scientist Activity Badge

OUTCOMES

Breathing out through the tube into the water means that air from your lungs takes the place of the water in the bottle. The volume of water you pushed out is equivalent to how much air your lungs can hold, so this task tests your lung capacity.

Explain to the young people conducting the experiment that their lungs are the functional units of their respiratory system, passing oxygen into the body and carbon dioxide, a waste product that can be lethal if allowed to accumulate, out of the body.

OTHER ACTIVITIES

To get an accurate reading of your lung capacity, stick a strip of masking tape to the side of the bottle and mark it at regular intervals. To calculate lung capacity, multiply the number of marks by 250 and divide by 1,000.

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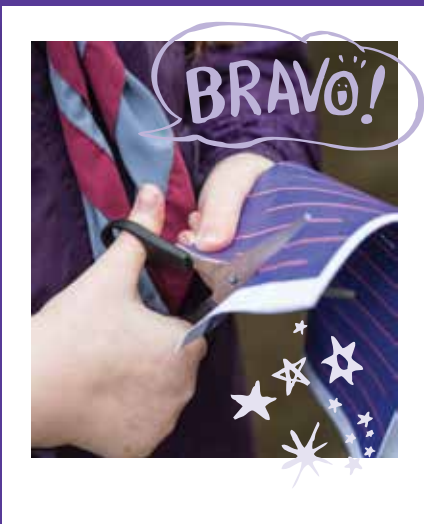
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STEP 3: Now fold the page in half lengthways along the guideline we marked on there for you.



STEP 4: Now cut the two outer lines, stopping short of the edge, and then cut along the centre fold between them.

STEP 5: Keeping the paper folded, cut along the other lines we marked on both sides of the paper and open!

STEP 6: Step through the paper circle and take a bow. Now try the trick again with a blank piece of paper.

*not really



CREATE A FIRE BEACON

Challenge your section to make a traditional fire beacon while on camp

SUITABLE FOR SCOUTS, EXPLORERS, NETWORK

1 Ask your section to gather up any long dry branches that are lying around in the woods. For sturdiness, they really need to be at least two inches thick.

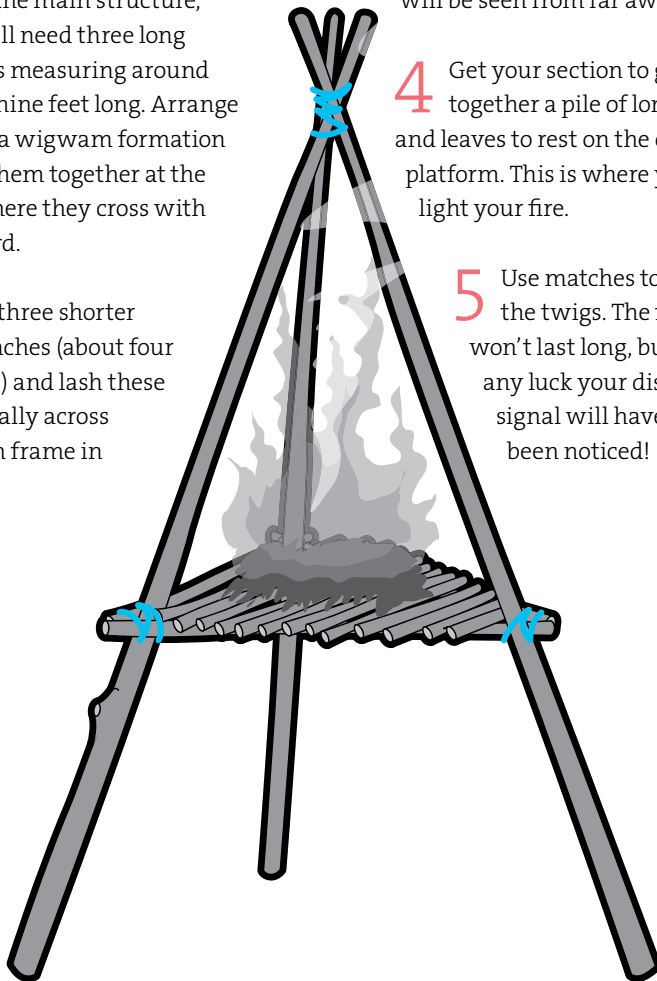
2 For the main structure, you'll need three long branches measuring around eight or nine feet long. Arrange them in a wigwam formation and tie them together at the point where they cross with some cord.

3 Get three shorter branches (about four feet long) and lash these horizontally across the main frame in

a triangular formation. Now lay a selection of shorter sticks across it to create a central platform for your fire. The higher you manage to position your fire platform the better as this will increase the chances your beacon will be seen from far away.

4 Get your section to gather together a pile of long twigs and leaves to rest on the central platform. This is where you will light your fire.

5 Use matches to light the twigs. The fire won't last long, but with any luck your distress signal will have already been noticed!



TIME NEEDED

20 minutes

EQUIPMENT NEEDED

- Branches
- Twigs
- Leaves
- Matches
- Cord

THIS ACTIVITY LINKS WITH THE FOLLOWING BADGES



Scout Communicator Activity Badge



Scout Skills Challenge Badge



Scout Survival Skills Activity Badge



Explorer Survival Skills Activity Badge

OUTCOMES

Young people will learn what do in an emergency should they ever get lost. Should they ever need to find help, the beacon will alert others to their presence.

OTHER ACTIVITIES

You can also teach young people how to use natural materials for shelter building. Use thick branches leaning into each other and one long branch to run along the top. Cover with foliage to protect from wind and rain.

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SCOUT GAMES

Before the 2016 Olympics get underway in Brazil, why not host your own fun games at your HQ?

BALLS IN THE BOWL

TIME NEEDED:

20 minutes

SUITABLE FOR:

Beavers, Cubs and Scouts

Give each member of your Group 10 ping-pong balls. Put five or six bowls of varying sizes on the floor and attach numbers to each one, with the largest bowl having the lowest number and the smallest bowl having the highest number. Taking it in turns, the Group have to throw or bounce the balls from a designated spot into the bowls to score points.

DOUGHNUT DANGLE

TIME NEEDED:

15 minutes

SUITABLE FOR:

Beavers, Cubs and Scouts

Tie ring doughnuts to pieces of string

and suspend them from the ceiling or from a long pole, eg a broom handle, balanced on the top of two chairs.

The aim of the game is for each competitor to eat a doughnut without using their hands. The person who manages to devour the doughnut the fastest is the winner.

LAUGHING GAME

TIME NEEDED:

15 minutes

SUITABLE FOR:

Beavers, Cubs and Scouts

Organise your young people so they are seated in a circle and nominate a member of your section to go first. Players then take it in turns to say 'ha ha', 'ho ho' or 'hee hee' around the circle. If any player starts laughing for real they are knocked out of the game. Keep going with this game until everyone is out – the person who

keeps a straight face for the longest is the winner.

BALLOON RACE

TIME NEEDED:

25 minutes

SUITABLE FOR:

Beavers, Cubs and Scouts

Using masking tape, mark out different lanes on the floor. Divide your young people into teams and give each team a balloon. One person sits at each end of the lane. The object of the game is for the Scouts to push the balloon down the track with their head whilst keeping it in their lane. When they reach the end of the lane, the other person has to push the balloon back.

WANT MORE? Go online to scouts.org.uk/magazine to download our extended list of 10 fun games!

BRAILLE GAME

Discover Braille and decode secret words with this exciting dice game

SUITABLE FOR CUBS AND SCOUTS

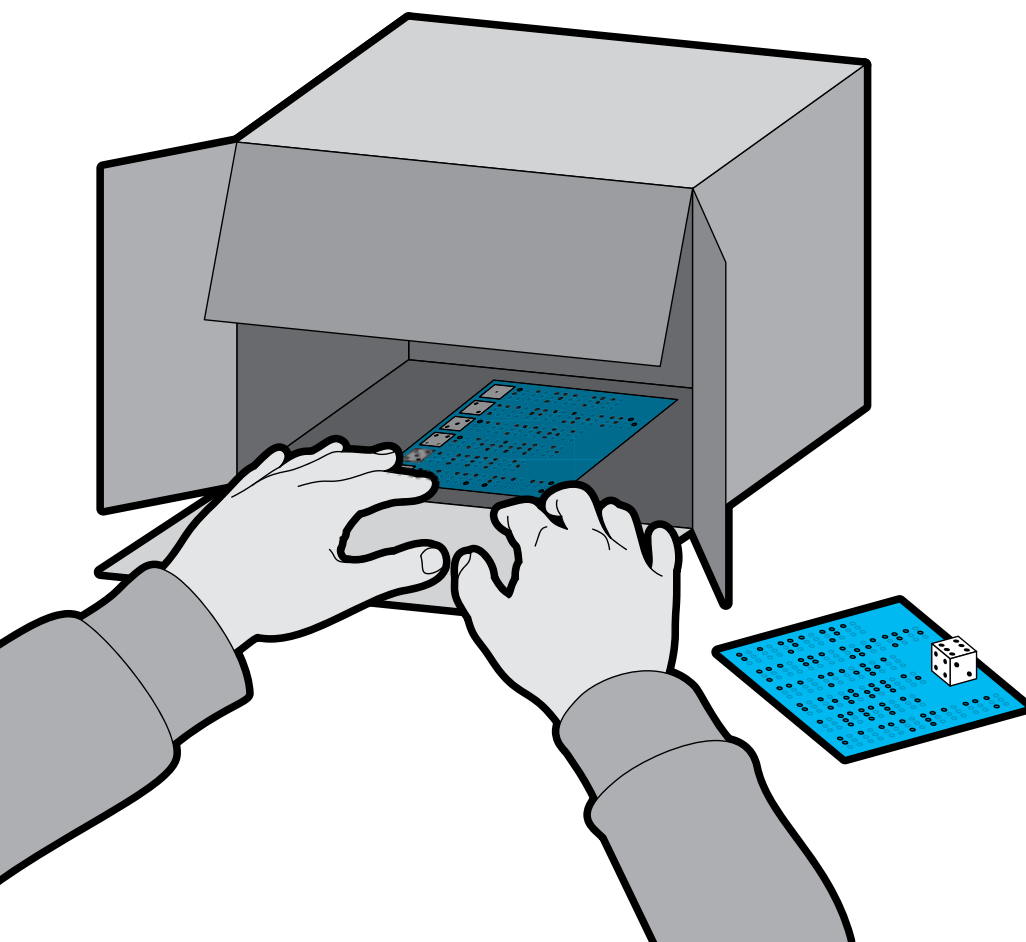
1 To prepare for this activity, you will need a sheet that shows the Braille alphabet. Download a pdf of the Braille alphabet from scouts.org.uk/magazine and print out.

2 Now think up some secret words and write them on a sheet in braille. To make Braille letters, use the tip of a pen to press on the dark dots to form raised bumps or make small blobs for each Braille letter with craft glue. Once the glue has dried, the Braille letters can then be traced with the fingertips.

3 Alongside each secret word, mark the number from one side of a dice, with the numbers one to six in raised dots so they can also be traced.

4 To play the game, young people should roll the dice then put their hands into a covered box with the Braille sheet inside. The aim is to find the secret word next to the dice number they have just rolled, and to try to read it using the alphabet sheet.

5 The person who reads the Braille word correctly wins a prize.



TIME NEEDED

20 minutes

EQUIPMENT NEEDED

- Dice ■ Paper
- Print out of Braille alphabet
- Black marker
- Pen ■ Glue
- Covered box
- Prize of your choice

THIS ACTIVITY LINKS WITH THE FOLLOWING BADGES



Cubs Our Skills Challenge Badge



Cubs Disability Awareness Activity Badge



Cubs Communicator Activity Badge



Scout Skills Challenge Badge

OUTCOMES

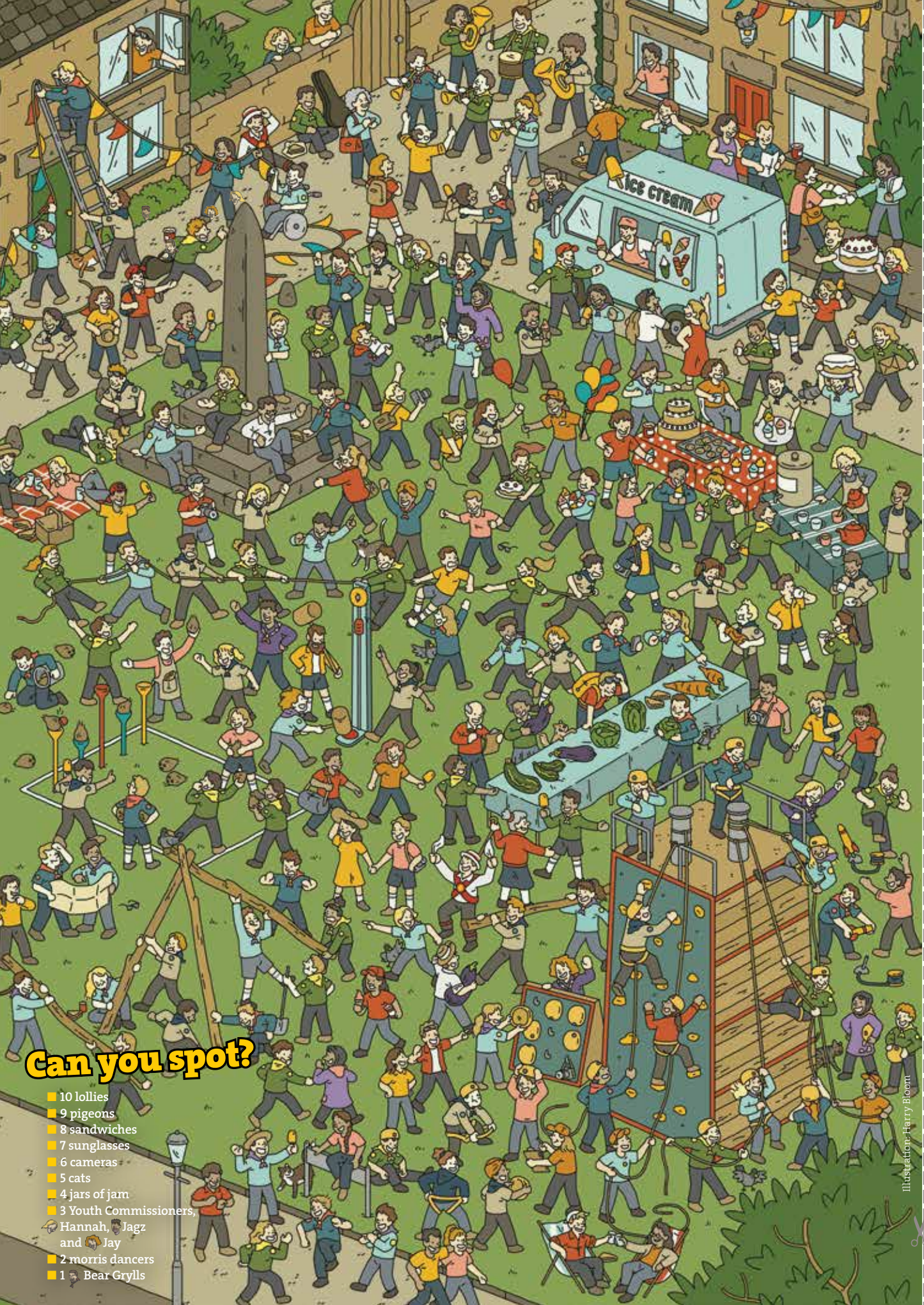
This activity gives young people the opportunity to look at the Braille alphabet. Decoding Braille is a practical way of learning how some blind and partially sighted people read and it will give young people a greater understanding of different communication methods.

OTHER ACTIVITIES

To give young people the chance to learn more Braille, you can stage this activity using a sheet of phrases instead of single words.

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Can you spot?

- 10 lollies
- 9 pigeons
- 8 sandwiches
- 7 sunglasses
- 6 cameras
- 5 cats
- 4 jars of jam
- 3 Youth Commissioners, Hannah, Jagz and Jay
- 2 morris dancers
- 1 Bear Grylls

Illustration: Harry Bloom



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