



European Scout Committee

Regional Scout Plan 2013-2016

Situation Assessment – June 2016

Regional Scout Plan 2013-2016 | Situation Assessment – March 2016

Colour Codes

G Actions accomplished - achieving the KPI through this action

A Actions in progress, including thinking, planning and starting

R No action taken / Action not accomplished – KPI not achieved

The addition of N in the box indicates that a new action was included.

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1 Youth Empowerment Strategic Priority		2014				2015				2016			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Objective 1	Provide increasing numbers of youth members with the skills and opportunities to contribute to effective empowerment inside Scouting and in their wider communities, through effective implementation of the 'Scout Method'												
KPI	2 Articles per month promoting effective youth empowerment in Euroscoutinfo.com	Partially fulfilled.											
AC. 1.1	Update + promote existing tools, resources produced by NSOs and WOSM												
Activities:	Sharing "YE success stories diary & tools" on website- success stories from NSOs/NSAs, other regions, other NGOs and tools, internally and externally	A	A	A	A	A	A	A	A	A			
Activities:	Promote WOSM existing materials.	G	G	G	G	G	G	G	G	G			
Objective 2	Review and adapt training for adult volunteers to ensure youth empowerment is sustained as a reality and not just a concept												
KPI	8 programme reviews/renewals include youth empowerment	Fulfilled.											
AC. 2.1	Support NSOs/NSAs in reviewing their adult volunteer training provision in order to better support youth empowerment												
Activities:	Develop and promote a training module on Youth empowerment	G	G	G	G	G	G	G	G	G			
Activities:	Ensure Youth Empowerment is promoted during all events and Global Support interventions delivered by the Region.	G	G	G	G	G	G	G	G	G			
Activities:	Roverway and development of "pre-camp"									G	G		
Objective 3	Ensure that intergenerational dialogue is seen as important to Scouting becoming increasingly youth led												
KPI	5 NSOs/NSAs making use of the concept paper on Intergenerational dialogue	Fulfilled											
AC. 3.1	Explore and extract conclusions from the trends and cultural aspects concerning young people in Europe												

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Activities:	Develop a concept paper and a promotional plan on Intergenerational Dialogue in Scouting									G	G				
Activities:	Promote the use of the Youth trend atlas									R					
Objective 4	Encourage youth programme renewal to better support youth empowerment														
KPI	8 programme reviews/renewals include youth empowerment	Fulfilled Same as "Objective 2"													
AC. 4.1	Support NSOs/NSAs in reviewing youth programme highlighting youth empowerment														
Activities:	Promote and update existing WOSM materials on youth empowerment		G	G	G	G	G	G	G	G	G				
Activities:	Ensure youth empowerment is promoted during all events and Global Support interventions delivered by the Region		G	G	G	G	G	G	G	G	G				
Objective 5	Involve young people in the design and development of youth programme														
KPI	20 young people involved in influencing programme design and development at National Level	Fulfilled													
AC. 5.1	Encourage and support NSOs to review processes and structures in order to extensively involve and empower young people														
Activities:	Plan and deliver a study session based on the input provided by NSOs/NSAs and ensure it's outcomes are utilised at the national level				G	G		G							
Activities:	Promote and use the Youth trend atlas											R			
Activities:	Disseminate the outcomes and benefits of youth-led events		G					G					G		
Activities:	Be involved in the on-going processes at the World level, ensuring that events and initiatives are adapted to young people and truly youth-led		G	G	G	G	G	G	G	G	G				
AC. 5.2	Reinforce cooperation with the external public: other NGOs, Academia, world level WOSM, etc.														
Activities:	Participate in the EU Structured Dialogue in the Youth Field		G	G	G	G	G	G	G	G	G				
Activities:	Understand how methods applied in other partner and competitor organisations can be replicated in NSOs in order to effectively support youth empowerment.		A	A	A	A	A	A	A	A	A				
Activities:	Assure input from external organisations whenever relevant to events run		G	G	G	G	G	G	G	G	G				

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	by the Region.																				
Activities:	Disseminate the outcomes of the WSEC among European NSOs.																				
Activities:	Ensure alignment and input from NSOs to world priorities.																				
Objective 6	Make better use of technology, including social media, as a means to engage and empower young people in Scouting and in matters that affect young people more generally																				
KPI	150,000 hits on social media pages related to youth empowerment	Fulfilled																			
AC. 6.1	Promote social media and modern technology as potential tools for youth empowerment.																				
Activities:	Share tools developed by NSOs/NSAs to further develop national inspirational material for Youth Empowerment facilitated by modern technologies.																				
Activities:	Training for Young Facilitators																				
AC. 6.2	Showcase youth participation via social media at Regional events.																				
Activities:	Actively engage young people in different phases of planning of regional events through online participation.																				
Objective 7	Demonstrate that young people, with support and encouragement, can and should continue to be empowered to contribute their knowledge and skills, inside and outside of Scouting.																				
KPI	10 NSOs/NSAs benefiting from the communication tools developed on "Youth-led Scouting in Europe"	Not fulfilled.																			
AC. 7.1	Promote the value of youth participation within and outside Scouting through real experiences of NSOs																				
Activities:	Develop communication tools for NSOs on "Youth-led Scouting in Europe".																				
Activities:	Support the planning of the "Young Spokesperson Training" event.																				
Activities:	Agora																				

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2 Diversity and Inclusion Strategic Priority		2014				2015				2016			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Objective 1	Provide opportunities to network on specific issues of importance to NSOs and NSAs including our fundamental principles, understanding of spiritual development and relationships with established faiths												
KPI	10 NSOs/NSAs have improved their Scout programme by strengthening the spiritual development aspect	Fulfilled											
AC. 1.1	Understand the need for and strengthen spiritual development in the programme of European NSOs/NSAs												
Activities:	Prepare guidelines on spiritual development in Scout programmes taking into account also the overall significance for the youth programme						G	G	G	G			
Activities:	Participation to the Inter-religious Dialogue Event in Vienna	G											
Activities:	Deliver workshops/training on subject related to spiritual development	G	G	G	G	G	G	G	G				
AC. 1.2	Assist NSOs/NSAs on how to promote Scouting to different faiths												
Activities:	Gather best practices on how to promote Scouting to different faiths					G	G	G	G	G	G		
Activities:	Make use of the consultant database and pool in order to match NSOs/NSAs that have a need related to the area of spiritual development with NSOs/NSAs that have knowledge and can support							G	G	G	G		
AC. 1.3	Exchange ideas and best practices on issues related to spiritual development and build a spirit of cooperation and mutual respect of ideas and beliefs												
Activities:	Prepare a inter-religious and spirituality workshop where best practices and exchange of ideas can take place			G	G	G	G	G	G				
Objective 2	Enhance diversification of memberships of NSOs and NSAs												

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KPI	Action plan to gain diversified membership is developed for national strategic planning and used by 8 NSOs / NSAs	Fulfilled												
AC. 2.1	Learn from the other youth organisations who have diversified their memberships													
Activities:	Gather and analyse the strategy of youth organisations, including Scouting, regarding diversified memberships												R	
Activities:	Make use of strategic insight from competitor and partner organisations and within Scouting to propose potential action plans to enhance the diversification of membership for NSOs/NSAs		G	G	G	G				G	G	G		
AC. 2.2	Understand diversified memberships													
Activities:	Review guidelines on "Managing Diversity"									A	A	A		
Activities:	Promote through rewarding stories the value of diversity (Benefits)				G	G	G	G		G	G	G		
Objective 3	Ensure that membership better reflects social trends and the composition of the communities in which we live, and that there are tools to measure progress.													
KPI	5 NSOs/NSAs to develop action plans on how to manage membership data and implement effective "reaching out" actions	Fulfilled												
AC. 3.1	Support NSOs/NSAs in establishing and improving the quality of membership data collection and management of membership management systems													
Activities:	Scouts and Guides I/O (ICT roundtable)	G	G	G	G	G	G	G	G	G	G			
AC. 3.2	Assist NSOs/NSAs in their efforts to develop Scouting in areas where previously the presence and impact of Scouting has been weak													
Activities:	Assist NSOs/NSAs in evaluating and taking actions of the mapped and collected membership data - to be identified and defined with ODCG												R	Activity not fulfilled because data was not available by NSOs/NSAs to provide.

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				G										
Activities	Provide specific training for NSOs/NSAs (Roma, LGBT, young offenders, ..)			G	G	G	G		G	G	G			
Activities	Provide technical support for local projects (design, application, other)			G	G	G		G	G	G	G			
AC 4.4	Partnership Events to promote diversity and intercultural understanding with neighbouring countries (annual basis)	G	G	G	G	G	G	G	G	G	G			
AC 4.5	Support and encourage diversity projects between different Regions (e.g. Euro Africa Unguvu project)	G	G	G	G	G	G	G	G	G	G			
Objective 5	Reach 'difficult to reach' communities in rural and urban settings	Ct. 4.1.												
KPI	8 NSOs/NSAs develop and implement policy paper on Diversity & Inclusion	Fulfilled												
AC 5.1	Demonstrate to community leaders that Scouting is open to all													
Activities:	Encourage NSOs/NSAs to share positive stories of how Scouting impacts their communities	G	G	G	G	G	G	G	G	G	G			
Activities:	Encourage NSOs/NSAs to engage with their communities in providing a positive impact						G	G	G	G	G			
AC. 5.2	Ensure that Scouting is accessible to all, regardless of socio-economic background.													
Activities:	Develop a Diversity and Inclusion policy paper for the European Region					G	G	G	G	G	G			
Activities:	Assist in reviewing, developing and implementing equality and diversity policies of NSOs/NSAs	G	G	G	G	G	G	G	G	G	G			
Activities:	Identify the main barriers that do not allow implementation of the policy on Diversity & Inclusion	G	G	G	G	G		G	G	G	G			
Activities:	Exchange best practices on how you can overcome such barriers			G	G	G		G	G	G	G			
Objective 6	Improve gender balance in youth membership, adult volunteer leadership roles and in the governance of Scouting at all levels.													
KPI	10 NSOs/NSAs improved in an active and conscious way gender balance in leadership positions compared towards the current status of these positions within the NSO/NSA.	Fulfilled												

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Activities:	Following the actions of NSOs/NSAs regarding their strategic planning, NSOs/NSAs will be assisted with the preparation, the planning and implementation of the plan	G	G	G	G	G	G	G	G	G		
AC. 1.3	Develop, deliver and evaluate organisational development workshops											
Activities:	Prepare workshops on organisational design			G	G	G	G	G	G	G		
Activities:	Prepare workshops on change management			G	G	G	G	G	G	G		
Activities:	Prepare and deliver session at the Academy			G	G	G	G	G	G	G		
Objective 2	Continue to contribute to and benefit from Global Support by providing consultancy.											
KPI	90% of effective requests received turned into engagements within 3 months	Fulfilled										
AC. 2.1	Finalisation of Global support assessment tool											
Activities:	Assess 3 NSOs with the new assessment tool		3	3	3	3	3	3	4	6	12	
Activities:	Analyse results of the assessment tool and suggest follow up						G	G	G	G	G	
Activities:	Provide feedback regarding use of the tool							G	G	G	G	
Activities:	Gather annual feedback from NSOs assessed.			G				G	G	G	G	
AC. 2.2	Promote Global Support											
Activities:	Prepare communication pack for NSOs/NSAs					G	G	G				
Activities:	Promote Global Support at the Academy				G					G		
Activities:	Assist NSOs/NSAs in mapping membership data							Partially done				
Activities:	Publish articles in euroscoutinfo						G	G	G	G	G	
AC. 2.3	Evaluation and sharing of Global support provided											
Activities:	Progress tracking system and reporting including NSOs / NSAs feedbacks		G	G	G	G	G	G	G	G	G	
Activities:	Collect and publish best practices and outcomes								G	G	G	
Objective 3	Continue to innovate in how we make better use of our internal communications in NSOs/NSAs and across the Region.											
KPI	75% of requests/engagements showing a status no older than one month	Fulfilled										
AC. 3.1	GS database / Software management											
Activities:	Create software for GS management (online)					G	G	G	G	G	G	

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Activities:	Capture details of GS requests (report)						G	G	G	G	G			
Activities:	Consolidate GS information for each NSO / NSA							G	G	G	G			
Activities:	Online reporting system							R						
AC. 3.2	Management of the consultancy pool													
Activities:	Establish database of volunteers (profile, competences, availability, etc.)		G	G	G	G	G	G	G	G				
Activities:	Induction course for volunteers on regional level to provide GS					G	G	G	G	G	G			
Activities:	Consultancy skills e-learning module	A	A	A	A	A	A	A	A	R				
Objective 4	Ensured that better opportunities for leadership and management training are provided and improved, both for volunteers and professionals in Scouting.													
KPI	75% of volunteers at Regional level have completed an assessment and identified their learning needs 15 NSOs/NSAs engaged in management training supported by the Region	Fulfilled												
AC. 4.1	Ensuring better opportunities for leadership and management training, both for volunteers and professional staff in Scouting.													
Activities:	Developing of training curricula and online training modules on leadership and management							A	A	A	R			
Activities:	Establish learning needs of volunteers & professionals at Regional Level				G	G	G	G	G	G				
Activities:	Exploring collaboration with other organisations focused on leadership and management training					A	A	A	A	R				
Activities:	Supporting NSOs and European Scout Centres in the delivery of leadership and management training					G	G	G	G	G				
Activities:	Promote leadership and management training in WOSM events					G	G	G	G	G	G			
Activities:	Organising a training event on Communications and Marketing strategy together with the External Relations Core Group					G	G	G	G	G	G			
Objective 5	Shape an effective partnership with the WAGGGS Europe Region that contributes to the achievement of strategic results for both NSOs and the Region.													
KPI	Effective MoU in place governing the delivery of the activities in partnership	Fulfilled												

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AC. 5.1	Ensure better collaboration between WAGGGS and WOSM at European level													
Activities:	Formulate the MoU	G								G				
Activities:	Agree on the guidelines for the activities	G								G				
Activities:	Decide on the events to be undertaken	G	G	G	G	G	G	G	G	G	G			
Activities:	Issue the notification of events	G	G	G	G	G	G	G	G	G	G			
AC. 5.2	Make use of opportunities as they arise to intensify collaboration on a range of topics													
Activities:	Identify the topics and actions	G	G	G	G	G	G	G	G	G				

5	External Relations & Funding Core Group	2014				2015				2016			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

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Objective 1	Develop and contribute to advocacy actions designed to ensure that the rights of young people and the needs of Scouting in particular are well understood by European institutions and other partners when formulating public policies.													
KPI	15 NSOs/NSAs to develop and implement policy papers on youth rights, non-formal education, social inclusion, employability, mobility	Fulfilled												
AC. 1.1	Develop policy positions on youth rights, child protection, non-formal education, social inclusion, employability, mobility and on Scouting's vision on Youth Empowerment in Society.		G	G	G	G	G	G	G	G	G	G	G	
AC. 1.2	Advocate for our positions on youth rights, non-formal education, social inclusion, employability, mobility, child protection in the various platforms, institutions and external partners													
Activities:	Actively participate and contribute to the European Youth Forum, especially to support the advocacy for the interest of youth organisations in Europe	G	G	G	G	G	G	G	G	G	G			
Activities:	WOSM taking the leadership on youth rights advocacy in the Council of Europe				G	G	G		G	G	G			
AC. 1.3	Support and encourage NSOs/NSAs to produce evidence of the impact of Scouting in youth participation and active citizenship, promote the results and communicate it to decision-makers													
Activities:	Perform a research among NSOs/NSAs and publish the results of the study	G	G	G	G	G	G	G	G	G	G			
AC. 1.4	Promote policies adopted at European level to the National level and ensure that NSOs/NSAs have the capacity to effectively advocate for them at National level.													
Activities:	Training in decision-making and in advocacy (make NSOs aware of how decisions are taken at the different levels in the field of youth and in the field of regulation concerning Scouting)			G	G	G	G	G	G					
Objective 2	Collaborate effectively and benefit from close relations with European Institutions, partners (internal and external) and other youth organisations													
KPI	15 NSOs/NSAs to use the contacts of the Region to enrich and strengthen their partnerships and relations	Fulfilled												

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AC. 2.1	Maintain involvement and representation of Scouting in all relevant processes of European Parliament, European Commission, Economic and Social Committee, Council of Europe etc.																			
Activities:	Establish a nominal list of those with whom the Region has relations and use this to promote such relations at National level.			G	G	G	G	G	G	G	G	G								
AC. 2.2	Encourage and convene meeting/seminar with the 'Big 6' youth organisations in Europe to discuss issues of common interest (diversity and inclusion, youth empowerment, volunteering)																			
Activities:	Encourage and convene annual meetings of the 'Big 6' youth organisations in Europe to discuss issues of common interest		G	G	G	G	G	G	G											
Objective 3	Contribute to an improved image of Scouting amongst external stakeholders and interested parties.																			
KPI	<i>20 NSOs/NSAs have assessed that their image in the outside world has improved by increased funding, membership and impact</i>	Fulfilled																		
AC. 3.1	Support NSOs to strengthen their position in civil society			G	G	G	G	G	G	G	G	G								
AC. 3.2	Encourage NSOs/NSAs to participate in the creation and development of National Youth Councils		G	G	G	G	G	G	G	G	G	G								
AC. 3.3	Ensure networking between NSOs/NSAs in the area of External Relations and Funding, including support for network meetings	G		G	G	G	G	G	G											
AC. 3.4	Promote recognition of the value of Scouting: volunteering in Scouting, outcomes of non-formal education in Scouting, Scouting as a force for social inclusion of young people				G	G	G	G	G											
AC. 3.5	Develop a Pilot Project, in partnership with youth organisations to create a tool-kit to improve social inclusion and diversification of membership in youth organisations					A	A	A	A	R										This will be covered by D&I
AC. 3.6	Collect, share and publish best practices in advocacy from NSOs/NSAs on the topic of recognition of volunteering and skills, child protection, legal environment for Scout activities.		G	G	G	G	G	G	G	G	G	G								
Objective 4	Actively sought to engage with the private sector to promote Scouting as an effective pathway to delivering on Corporate Social Responsibility commitments.																			
KPI	<i>8 NSOs/NSAs have engaged in projects of Corporate Social</i>	Fulfilled																		

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	Responsibility supported by the Region															
AC. 4.1	Support NSOs/NSAs in targeting their fundraising strategies towards Corporate Social Responsibility and private sector donors															
Activities:	Develop a strategy towards Corporate Social Responsibility		G	G	G	G							G			
Activities:	Trainings/networking activities for NSOs/NSAs on Corporate Social Responsibility with the participation of private sector representatives		G	G	G	G	G	G	G	G						
AC. 4.2	Support NSOs/NSAs in promoting already developed tools for recognition of skills acquired through Scouting at National level and can be used within the private sector															
Activities:	Collect and map tools for recognition of skills acquired through Scouting at National level and can be used within the private sector	G	G	G	G	G	G	G	G	G						
Activities:	Promote tools for recognition of skills among NSOs/NSAs	G	G	G	G	G	G	G	G	G						
Objective 5	Support NSOs and NSAs to strengthen their external funding capacities															
KPI	20 NSOs/NSAs supported in funding opportunities/applications	Fulfilled														
AC. 5.1	Advocate for removing of administrative and bureaucratic burdens to Scouting and to other voluntary activities															
Activities:	Information on Erasmus + through a simple and accessible Programme Guide. Other programmes are made more accessible.	G	G	G	G	G	G	G	G	G						
AC. 5.2	Encourage and support NSOs/NSAs to apply for other European funding programmes and/or funding from sources outside Erasmus +															
Activities:	Promote the existing programmes to the NSOs/NSAs and facilitate their participation through organising working meeting where applications to such programmes are studied and completed.	G	G	G	G	G	G	G	G	G						