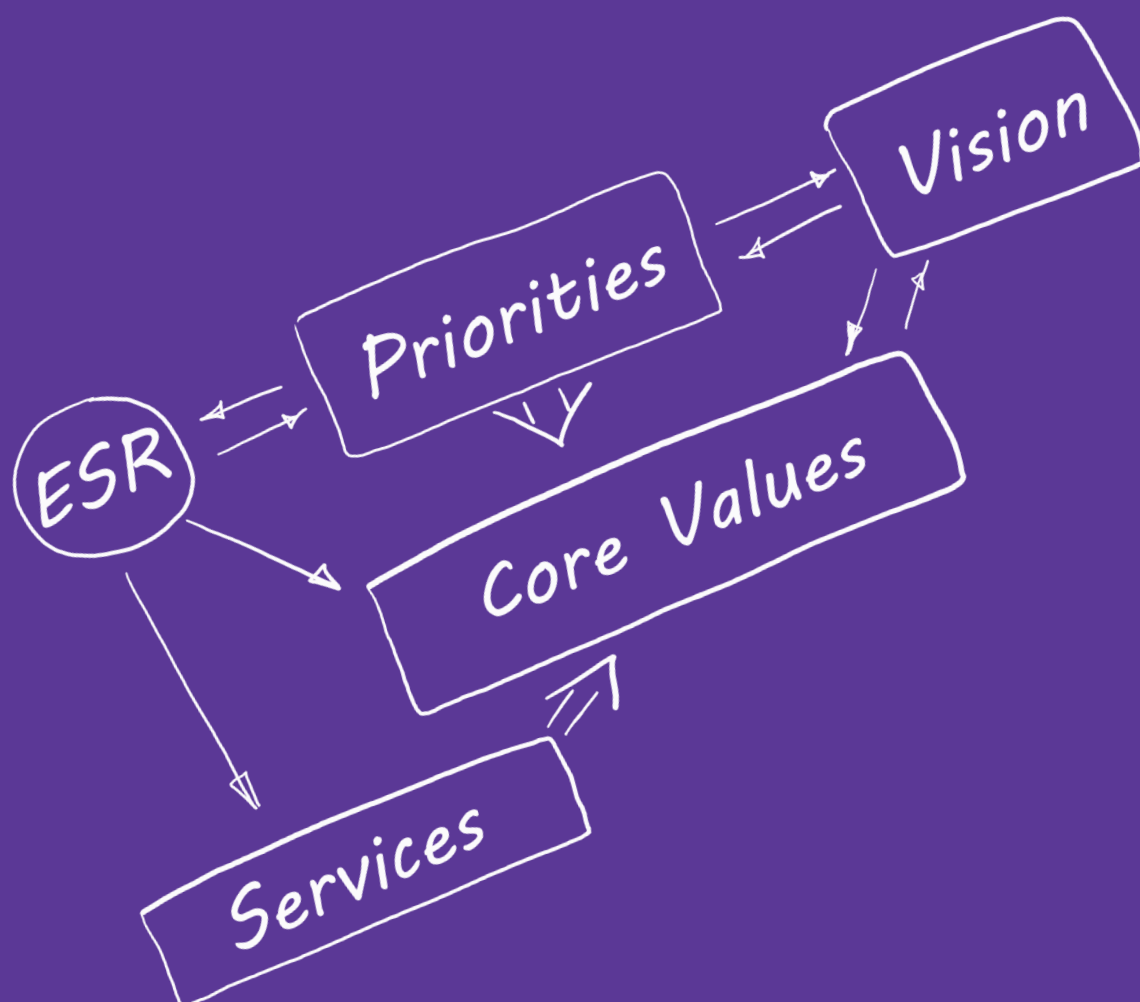


Growing Together in Europe

The Regional Scout Plan 2019-2022





INTRODUCTION

The Regional Scout Plan is guided by our Mission of Scouting and reflects the European Scout Region's active contribution in achieving Vision 2023 and the World Triennial Plan, while simultaneously setting a strategic direction for the Region as a whole. Europe is to play its part in the goal of enabling 100 million young people to be active citizens creating positive change by 2023. The aim of this plan is to grow our Movement.

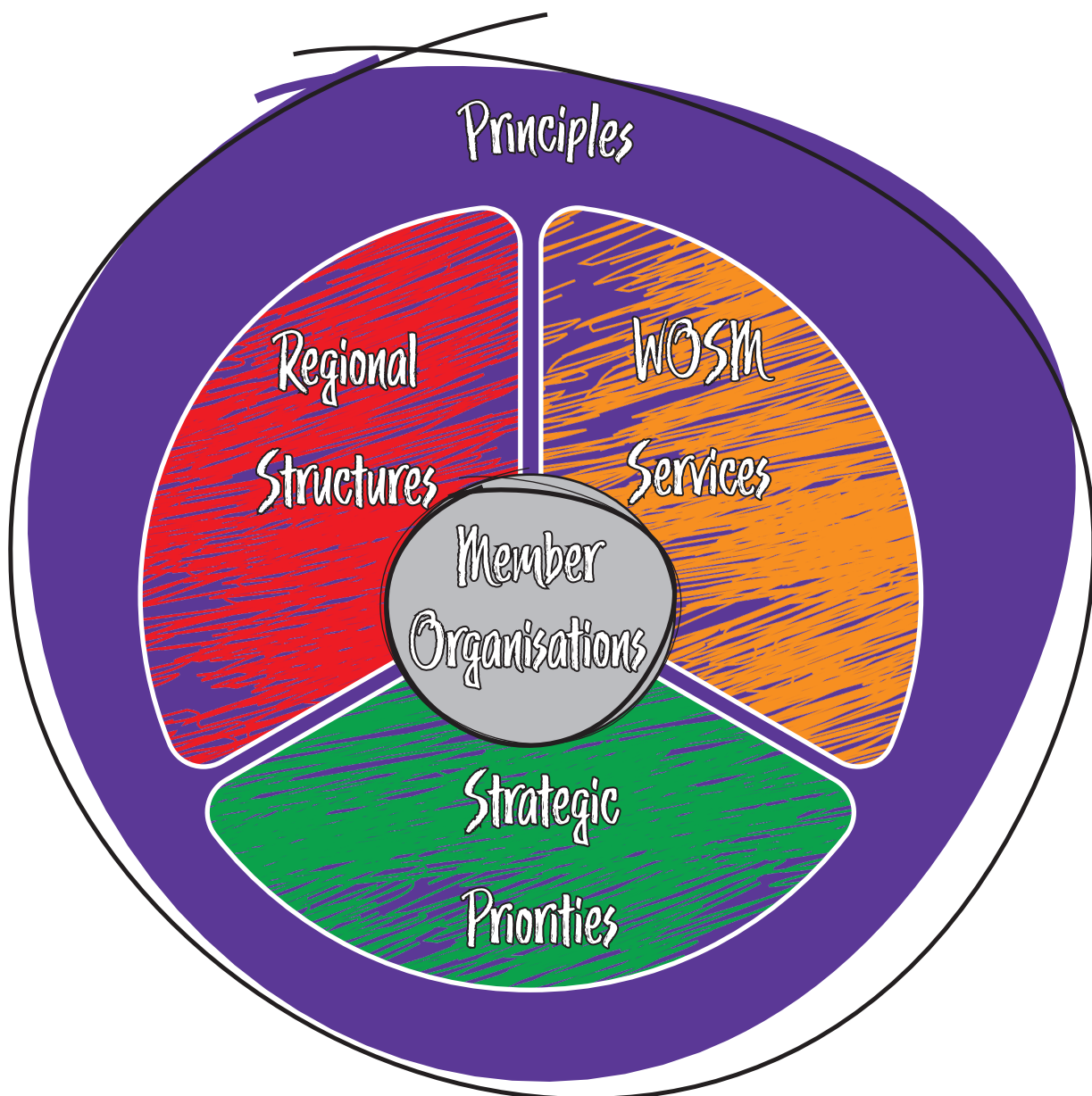
The European Scout Region and our Member Organisations play an important role as part of the World Organization of the Scout Movement (WOSM) and, being an integral part of a global movement, it is key to ensure meaningful alignment throughout. Keeping in mind the strategic work at World Level, this plan will help lead the work of the Region in the coming triennium.

The plan is divided into four chapters; the first chapter outlines the principles which guide the work of the Region in all its tasks and responsibilities.

The second chapter shows the work that is consistently being carried out by the Region in order to give a clear picture of what the Region focuses on in addition to the strategic priorities.

The third chapter provides an overview of identified current needs of Member Organisations to be addressed through WOSM Services.

Finally, chapter four focuses on the strategic priorities, which set the direction of the Region in the next three years.





PRINCIPLES

VISION 2023

As an integral part of the World Organisation of the Scout Movement, the European Scout Region will actively contribute to achieving our Movement's vision for 2023 and to working towards the aim of Growing Together¹. Supporting the achievement of the Vision 2023² should underpin all strategic priorities, be an important criterion in evaluating the effectiveness of Regional actions and initiatives, and be a key point of focus for all Member Organisations.

YOUTH EMPOWERMENT

The meaningful involvement of young people in decision making is essential to ensure that the work of the Region remains relevant and continues to meet and protect the rights, expectations and needs of young people in European communities. As a Region, we are committed to empowering young people to create a better world. We also recognise intergenerational dialogue as an important element in the dynamic of Scout education and as being key to achieving genuine youth empowerment. Ensuring the implementation of the World Scout Youth Involvement Policy³, using it to inform all Regional actions and ensuring better youth participation in all aspects of Regional life.

TRANSPARENCY

We must ensure that the work of the Region is open and transparent. The Region will become a space where information flows freely, is easily located, and allows all of those involved to learn from each other, promoting participation and knowledge-sharing. The Region will ensure that information leading to any relevant action or event is made easily available, clearly located and communicated in a timely manner.

CONTINUOUS IMPROVEMENT

The principle of continuous improvement is an essential part of the WOSM Quality Standard⁴ and the work of the Region is similarly guided by this principle. Ensuring continuous improvement of the actions, events and processes delivered by the Region is key in good governance and capacity building, and goes hand in hand with the aspect of managing and supporting the regional volunteers in delivering their work throughout the triennium.

SUSTAINABLE GROWTH

In order to achieve its aim of changing communities and creating a better World, Scouting needs to grow organically and in a sustainable manner. Growth can be achieved through quality programme, leaders and volunteers, engaging communication, strong organisations, partnerships for growth, better measurement and strategy, and outreach. As a Region, everything that we do should promote and foster sustainable growth, measuring it not just by the rate numbers increase, but by how sustainable it is in the long term and by the measures taken to achieve that sustainability.



THE REGION AS STRUCTURE

There are a number of areas of work which are required for the Region to operate as a body. They relate to areas of on-going work and maintenance which are needed for the Region, but do not directly relate to Member Organisations. Based on existing practices and consultations with Member Organisations, the following parts of the structure are presented.

It is important to note that the final decision for the operational framework in the Region lies with the Committee.

COMMUNICATION

- Image of Scouting
- Internal Communication

EVENT SUPPORT

- Clear value of events
- Coordination and planning of regional events
- Varying target audiences
- Events with external partners
- Increase the sustainability and reduce the environmental impact of regional events

EXTERNAL RELATIONS

- Promoting Scouting in Europe
- External Communication
- Partnerships with all relevant stakeholders
- Lobbying European institutions and general advocacy in line with our values and principles
- Increase visibility

FINANCE

- Guidance on financial best practices for associations
- Management of own funds
- Monitoring of expenses and budget controls

FUNDING

- Funding opportunities and long-term partners
- Evaluate the impact of Funding opportunities
- Diversifying incomes

VOLUNTEER MANAGEMENT

- Supporting Regional volunteers
- Knowledge transfer
- Explore new methods and timelines for recruiting and engaging volunteers
- Leadership development

WORKING METHODS OF THE REGION

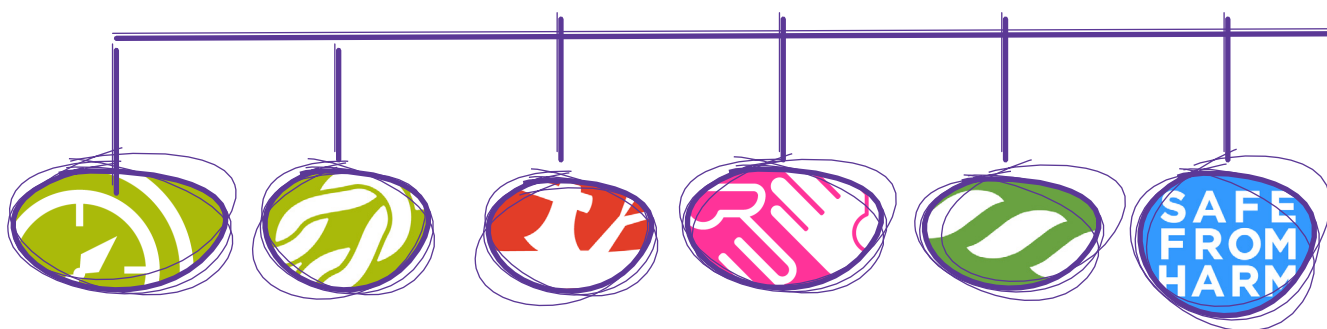
- Institutional memory



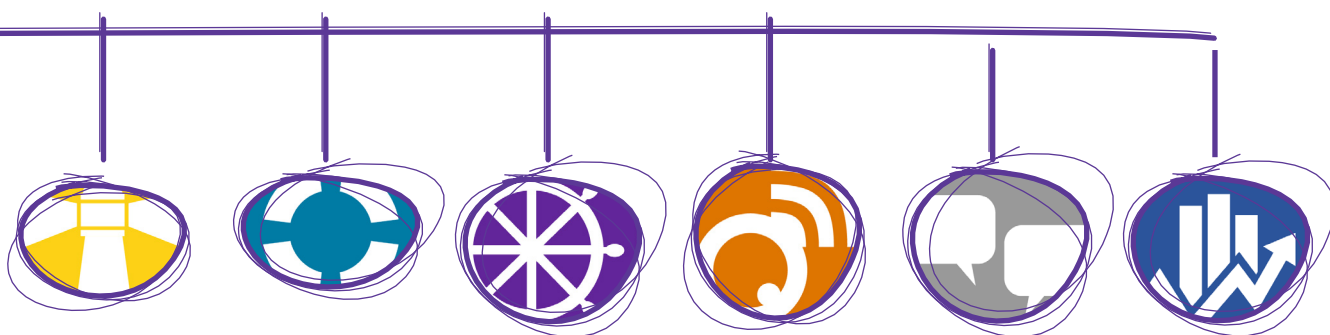
WOSM SERVICES

The Region will provide needs-based services, upon request, to any Member Organisations via WOSM Services⁵. The needs of Member Organisations are likely to evolve over time and, though not necessarily listed below, should fall into one of the WOSM services.

The following are examples of the current needs and challenges of Member Organisations which are likely to be best addressed through WOSM Services in the near future.



YOUTH PROGRAMME	YOUTH ENGAGEMENT	ADULTS IN SCOUTING	DIVERSITY AND INCLUSION	BETTER WORLD FRAMEWROK	SAFE FROM HARM
Programme Renewal	Youth Involvement in Decision-Making	Training leaders at national level	Co-education (SDG 5: Gender Equality)	Sustainable Development Goals (SDGs)	Wellbeing (incl. emotional)
Programme section specific support	Intergenerational Dialogue	Recruitment and retention of adults	Social inclusion in programme/ events	Environmentally friendly scouting	Dealing with (cyber) bullying
Digital education and e-learning		Formal recognition of training	Inter-religious dialogue		Promoting a safe environment
Non-formal education		Woodbadge framework	Diversity in NSO leadership roles		Managing risk in activities
Skills for Life		Leadership and talent management	Supporting Scouts abroad		
Community Impact		Leadership model implementation and support	Immigration and mobility		



SPIRITUAL DEVELOPMENT

Spiritual
Development as an
integral element of
Scouting

HUMANITARIAN ACTION

Supporting
refugees

Community
Involvement

GOOD GOVERNANCE

Risk Management
Critical Incident
Management
Supporting finan-
cial governance
Efficiency in
governance and
structures
Integrity
Management
Supporting Strate-
gic Management
Strengthen
capacity of national
boards

COMMUNICA- TIONS

Branding and Im-
age of Scouting
Support the
exchange of infor-
mation
Communication
trainings

PARTNER- SHIPS

Internal and
external partner-
ships
Funding Opportu-
nities (incl. impact
of funding on
Scout values, etc.)

Strategic
engagement

GSAT

Third-party
assessments
WOSM assess-
ments
Self-assessments

WOSM SERVICES



STRATEGIC PRIORITIES

SUSTAINABLE DEVELOPMENT

For years Scouting has equipped young people with competencies, contributing to sustainable development through its action-oriented approach to education. With the adoption of the Sustainable Development Goals, a global action plan was created, and Scouting is committed to work with and contribute to achieving the Sustainable Development Goals (SDGs) in 2030⁶. Scouts across the Region should be encouraged to take responsibility for the SDGs by initiating projects that make an impact.

During the next triennium the Region will focus on contributing to a more sustainable relationship with the environment. Therefore, the Region and all its member organisations should set an example by reducing their own environmental footprint. Furthermore, the Region should act as a platform to facilitate the development of tools and resources to encourage that SDGs are incorporated in administration, programmes and events.

DIVERSITY AND INCLUSION

We must ensure that Scouting in Europe is truly open and accessible to all, better reflecting the increasingly diverse populations of the European Scout Region. The Region should offer appropriate opportunities for its members from all backgrounds to be heard and to participate in the activities and governance processes as well as offering support to Member Organisations to develop similar opportunities at a national level. This can be achieved by enhancing the involvement of more diverse voices in decision making, training, events, projects, partnerships, resources and tools.

Examples of sources of diversity could be:

- Gender and sexual orientation
- Minorities
- Intercultural/interreligious dialogue

Growth is a natural outcome of diversity and inclusion. A membership that is reflective of the communities in which we live and visibly open to all, makes it possible for Scouting to reach more young people and allows for a greater mix of skills, perspectives and lived experiences which will then be shared within our movement. For an Member Organisation to successfully increase its diversity and inclusion, a focused commitment is required within their strategic plan. To successfully measure this diversity and inclusion, Member Organisations will require relevant reporting and data collection of its membership.

IMPACT OF SCOUTING

The aim of Scouting is to develop active citizens creating positive change in global, national and local communities. Through education and engagement, a growing Scouting movement plays a major role in society. Being able to measure the impact of our presence in a given community and on our own members is important to maintain relevance and to position ourselves externally.

The Region, in coordination with the World level, will work to achieve a common understanding of the various elements related to the Impact of Scouting, defining a benchmark for measurements and more importantly, show ways in which these results can contribute to support growth, enhance the quality of programmes and improve the image of Scouting.

Impact is achieved through what happens at national and local levels. By encouraging associations to share and build on each other's experiences Impact can be achieved, measured and progressed.



LINKS TO RESOURCES

1. [Growing Together - Triennial Plan 2017-2020](#)
2. [WOSM Vision 2023 statement \(2014\)](#)
3. [World Scout Youth Involvement Policy \(2015\)](#)
4. [WOSM Quality Standard \(GSAT v.2, 2014\)](#)
5. [WOSM Services](#)
6. [Scouts for SDGs](#)



SCOUTS®
Creating a Better World

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