

# THE SCOUT & GUIDE ACADEMY 2023 WIESBADEN

REPORT



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THE SCOUT & GUIDE  
ACADEMY 2023  
WIESBADEN 



# The Academy 2023

November 14-19, 2023

Wiesbaden, Germany

*A learning & networking event for leaders and for those who have the potential to be decision-makers in their Associations.*

*The event was organized by WAGGGS & WOSM & greatly supported by the host Organisation: the German Guide & Scout Federation.*



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# 1. INTRODUCTION

## 1.1 What is the Academy?



The Academy is a unique Scout and Guide event designed to provide participants with high-quality training and networking opportunities around the core priorities of the World Association of Girl Guides and Girl Scouts (WAGGGS) and the World Organisation of the Scout Movement (WOSM) European Region. The event was open to everyone holding a position at a national or regional level, from members of national teams to Chief Commissioners.

The Academy is designed to allow participants to choose their learning path according to their personal and own organisation's needs. Therefore, participants had the opportunity to choose from a variety of sessions per day, composing their own training plan to match their position and particular interests. The event offered a broad range of training opportunities, focusing on a variety of topics from Peace Education to Project Management, Peace Education, Growth and Sustainability, making it relevant and interesting for everyone.

## 1.2 The Academy 2023 “in a Nutshell”



The Academy 2023 took place from November 14-19 in Wiesbaden, Germany, which is the capital and second-largest city of Hesse after Frankfurt. Below, an overview of the Academy 2023, “in a nutshell”:



**155** participants  
**38** countries

- 30** facilitators
- 10** planning team members
- 2** volunteer content managers
- 1** staff member as a project lead
- 1 + 2** staff as logistics support



## 2. SAFE FROM HARM



As a Movement dedicated to the growth and development of young people, Scouts and Guides prioritise the safety and well-being of children and young people at all times. The joint efforts of WOSM and WAGGGS allowed the planning team to combine elements of the WOSM World Safe from Harm Policy and WAGGGS Safeguarding Policy, to ensure participants safety and support during the event.

**Safe from Harm** at WOSM means that every person involved in Scouting, especially children and young people, feels safe anywhere and at all times.

**Safeguarding** at WAGGGS means preventing harm and promoting the welfare of the children and young people we work with and for.

It is everyone's responsibility to create and maintain safe spaces for everyone, and to guarantee the protection of young people and adults. As a result, the following safety and safeguarding measures were applied during the event:

- ◇ Code of Conduct
- ◇ Creation of a "Brave Space"
- ◇ Listening Ears
- ◇ Quiet Space

## 2.1 Code of Conduct

The Code of Conduct was presented to participants during the Opening Ceremony of the Academy 2023, shared with them via a WhatsApp group managed by the Academy planning team, and published on the Academy website:

- ◇ **I will be** respectful, tolerant, and considerate of other cultures.
- ◇ **I recognise** my own right to freedom of expression and those of any participant, moderator or facilitator of The Academy
- ◇ **I will treat** everyone equally, irrespective of their gender, age, race, ethnicity, religious beliefs, socio-economic background, disabilities, sexual orientation, gender expression or any other basis of discrimination, abstaining from any direct or indirect discrimination as well as any form of harassment.
- ◇ **I will proactively work** to create an inclusive and respectful environment that is safe for all, at both the formal and informal sessions of the Academy. In particular, I understand that it is my responsibility to seek and receive positive consent before engaging in communication or intimate relations in the context of Scouting & Guiding events.
- ◇ **I will prevent** and not engage in abusive behavior of any kind that leads to any harm, prejudice, discrimination or harassment against any person, or the disruption of conferences or any activity associated with it.
- ◇ **I recognise** my duty to report any violation or potential violation of the Code I observe at any time during the Academy following the recommended procedure. Neglecting the duty to report or assist would be considered a violation of this Code of Conduct.



*Violation of this Code of Conduct, and any other conduct deemed to be inconsistent with the values of Scouting & Guiding, after an investigation from the appropriate teams, may result in a range of actions being taken against the account holder committing the violation, from being contacted by the Team to suspend or terminate the participation in the event.*





## 2.3 Listening Ears & Quiet Space



In WOSM, the Listening Ear's role is to guide and support a Scout faced with a risk of harm or experiencing discomfort at an event. Listening Ears offers a welcoming, safe, non-threatening, non-judgmental environment for Scouts to seek help proactively on behalf of themselves or others. As the first point of contact, a Listening Ear supports the mental and emotional well-being of all event participants, regardless of their age or professional role. The role of Listening Ears is not to 'solve' a Scout's problem but to work together to find a pathway toward a resolution for the person's discomfort or concern.

At the Academy 2023, there were 5 Listening Ears from both WOSM and WAGGGS, who were introduced to participants during the Opening Ceremony, and who wore a special pin on their scarves to be easily identified. Listening Ears were present in the quiet space during all breaks and during parts of the lunch, breakfast, and dinner. During other program activities, Listening Ears were roaming around to allow participants to approach them in case of need.

Moreover, a dedicated room served as a quiet space for everyone who might need a timeout during the day. The room had a cozy setting with pillows and blankets, coloring books, and photographic books, and was used by many participants and staff members as a space for resting, meditating, enjoying silence, or engaging in relaxing activities such as coloring books and puzzles made available for them.

### 3. LEARNING PATHS & SYMBOLIC FRAMEWORK



The Academy is designed to give participants the opportunity to choose their learning path according to their personal and own organisation's needs. The 4 learning paths (Nurture, Enhance, Innovation, Voice) connect WAGGGS and WOSM regional triennial priorities and aim to bring to the participants useful tools and knowledge to tackle their challenges.

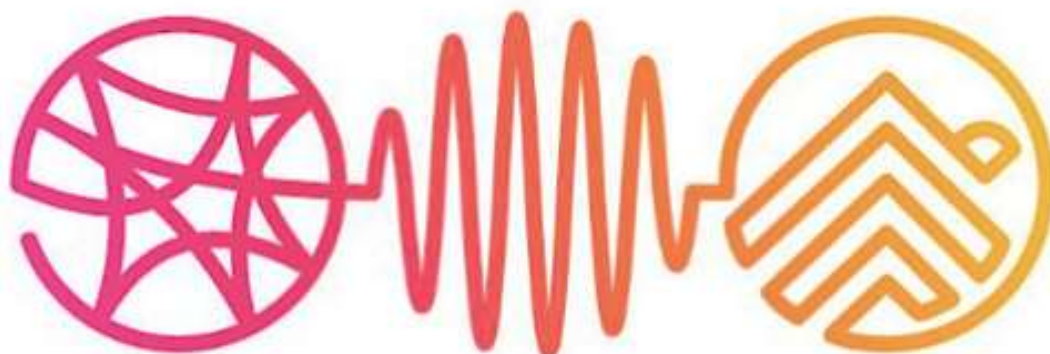
The 4 learning paths of the Academy 2023 are:

- ◇ **Nurture** - how can organisations support in the climate crisis, operate environmentally and strive towards a sustainable future.
- ◇ **Enhance** - how can we make sure our organisations have the right toolkits, skills and knowledge to thrive in the world today.
- ◇ **Innovation** - how can we provide fresh, quality programs that will support our members with their mental health, adapt to current events and utilise new digital technologies.
- ◇ **Voice** - how do we make sure that young people in our organisations are heard at all levels, empowered to speak out and develop into strong leaders.

Facilitators got creative in developing their sessions using these learning paths as a platform from which to launch their own ideas. The program consisted of 90-minute sessions, and shorter sessions which lasted for 30 minutes. The sessions developed by the facilitators were grouped under the 4 learning paths to help participants select their preferences.

These learning paths were part of the symbolic framework “Play, Plan, Grow”, which represented the file rouge of the event. Play represents a fundamental aspect of scouting and guiding non-formal educational methods; together with the objective to Grow on a personal and organizational level; and to use the learning to Plan the actions needed to make the positive change that we want to achieve.

The lines move up and down, like a conversation flows or a discussion turns until a consensus is found. Or is it the visualisation of a voice, someone expressing themselves?



**PLAY**

**PLAN**

**GROW**

The line moves in different directions. Playing is a creative process and the most creative minds think in many different directions and make connections where they meet with others.

With new experiences, we slowly grow into the person we're meant to be. We're building upon what we have learned. Sometimes that feels like climbing a mountain, but the view is worth it.



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## 4. THE PROGRAM OF THE ACADEMY



Sessions and content were based on the priorities of the European Regions of WAGGGS and WOSM. Working groups and teams suggested sessions & the lead volunteers: 2 content managers went through a careful selection, providing tailored feedback and 2 organizational calls with all facilitators.

Participants were also able to contribute and facilitate sessions during specific activities, such as two Market Places & Kaleidoscope. The “Market Place: Toolkit Roadshow” allowed participants to learn from their peers about different toolkits that are already available to enrich their program or improve aspects within their organisation.

The “Kaleidoscope: Diversity and Inclusion Showcase” was an event where participants could explore the diversity within their organisations through interactive activities and spaces for conversations.

Below is an overview of the Academy 2023 sessions, divided under the relevant learning paths. A complete overview of sessions and the detailed schedule of the Academy '23 can be found on the dedicated Program page of the [Academy website](#).

## Nurture

## Enhance

## Innovation

## Voice

<p><b>Mental health in the Scouting &amp; Guiding context</b></p> <p>15th. 14:30  full</p> <p> Room B5 (Baguette)</p> <p><a href="#">+ Details</a></p>	<p><b>Money grows on trees - How to diversify your income streams</b></p> <p>15th. 14:30  21 / 25</p> <p> Room B2 (Pures Haferbrot)</p> <p><a href="#">+ Details</a></p>	<p><b>Digitalization and Gamification</b></p> <p>15th. 14:30  21 / 25</p> <p> Room A2 (Laugenbengel)</p> <p><a href="#">+ Details</a></p>	<p><b>Leadership model 1 - What the heck means mainstreaming it?</b></p> <p>15th. 14:30  full</p> <p> Room B1 (Früchte-Dinkel-Nuss-Brot)</p> <p><a href="#">+ Details</a></p>
<p><b>Mainstream Sustainability in Your Organization</b></p> <p>16th. 09:00  24 / 25</p> <p> Room B7 (Kartoffel-Dinkelkruste)</p> <p><a href="#">+ Details</a></p>	<p><b>Our Safeguarding Journey</b></p> <p>15th. 14:30  20 / 25</p> <p> Room A5 (Roggenbauer)</p> <p><a href="#">+ Details</a></p>	<p><b>Surf Smart 2.0 Generation Digital - #BeTheChangeOnline</b></p> <p>15th. 14:30  4 / 25</p> <p> Room A4 (Sechskornbrot)</p> <p><a href="#">+ Details</a></p>	<p><b>Succession planning - Enable young people to take over new roles</b></p> <p>16th. 09:00  full</p> <p> Room B5 (Baguette)</p> <p><a href="#">+ Details</a></p>
<p><b>Free Being Me - Fostering positive body image to improve mental health</b></p> <p>16th. 09:00  15 / 25</p> <p> Room A5 (Roggenbauer)</p> <p><a href="#">+ Details</a></p>	<p><b>Communication is Key! Unlocking the Magic: Discover the Secrets to Share Our Journey</b></p> <p>15th. 14:30  full</p> <p> Room B3 (Schwarzbrot)</p> <p><a href="#">+ Details</a></p>	<p><b>Retaining and inspiring members through international volunteering experiences</b></p> <p>16th. 09:00  23 / 25</p> <p> Room B2 (Pures Haferbrot)</p> <p><a href="#">+ Details</a></p>	<p><b>The basics of advocacy - An introduction to the concept of advocacy</b></p> <p>16th. 11:00  24 / 25</p> <p> Room B7 (Kartoffel-Dinkelkruste)</p> <p><a href="#">+ Details</a></p>
<p><b>Exploring the Volunteer Lifecycle as part of the adult quality experience</b></p> <p>16th. 11:00  full</p> <p> Room A2 (Laugenbengel)</p> <p><a href="#">+ Details</a></p>	<p><b>The ingredients of growth - the main areas which you need to master to ensure sustainable growth</b></p> <p>15th. 14:30  24 / 25</p> <p> Room B7 (Kartoffel-Dinkelkruste)</p> <p><a href="#">+ Details</a></p>	<p><b>Non-formal education hub</b></p> <p>16th. 09:00  24 / 25</p> <p> Room B1 (Früchte-Dinkel-Nuss-Brot)</p> <p><a href="#">+ Details</a></p>	<p><b>2030 Agenda UN Model</b></p> <p>16th. 11:00  11 / 25</p> <p> Room B4 (Körnerkruste)</p> <p><a href="#">+ Details</a></p>
<p><b>Enhance emotional flexibility and avoid rigid responses - how to improve interpersonal relationships</b></p> <p>16th. 11:00  24 / 25</p> <p> Room B5 (Baguette)</p> <p><a href="#">+ Details</a></p>	<p><b>Leadership in crisis - Skills to help your organisation handle any crisis</b></p> <p>16th. 09:00  full</p> <p> Room A2 (Laugenbengel)</p> <p><a href="#">+ Details</a></p>	<p><b>Unfolding the umbrella of Peace Education</b></p> <p>16th. 11:00  21 / 25</p> <p> Room B1 (Früchte-Dinkel-Nuss-Brot)</p> <p><a href="#">+ Details</a></p>	<p><b>Leadership model 2 - What the heck means mainstreaming it?</b></p> <p>16th. 14:30  full</p> <p> Room B7 (Kartoffel-Dinkelkruste)</p> <p><a href="#">+ Details</a></p>
<p><b>Youth-Led Action on Climate Change</b></p>	<p><b>Planning for disaster</b></p>	<p><b>Scouting and Guiding in the age of AI and misinformation</b></p> <p>16th. 14:30  24 / 25</p> <p> Room B5 (Baguette)</p> <p><a href="#">+ Details</a></p>	<p><b>Political education in Scouting &amp; Guiding</b></p> <p>17th. 09:00  24 / 25</p>

## 4.1 Peer Groups



Participants were grouped into smaller teams (around 10 members in each team) where they could share ideas, check on their well-being through interactive activities and reflect on the day. Each group had a peer mentor appointed (one of the facilitators). This was a great way for participants and facilitators to connect and build a safe space for reflection. For many, the peer groups were evaluated as one of the most valuable parts of the event.



*We created a good brave space in our peer group. We got to talk about our feelings and thoughts, and we were good at listening to each other and looking out for each other. Also we were listened to by our facilitator when we came with feedback which was very nice.*

*It was super useful to get feedback, to know more people. I'm thankful the feedback was listened to during the event and not only after. That gave time to change things if needed on the following days.*



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## 4.2 The Social Activities



The program of the Academy 2023 included a number of social activities: International Evening, Marketplace, a German Evening. These activities were highly valued by participants, thanks to the interactive and fun games proposed, an opportunity to network in a playful and fun environment and learn about each other's cultures and organisations.

Through the evaluation survey shared with participants at the end of the event, the majority showed to have appreciated the great, diverse social activities, that brought the Scouting & Guiding vibe.

*Our gracious hosts shuttered it in full force. Always there, supportive, efficient, with lovely ideas.*

*thank you so much! I really enjoyed how much love the Academy was prepared from all the small details like actually putting a Kaleidoscope together in that showcase or all the posters in the hallway.*

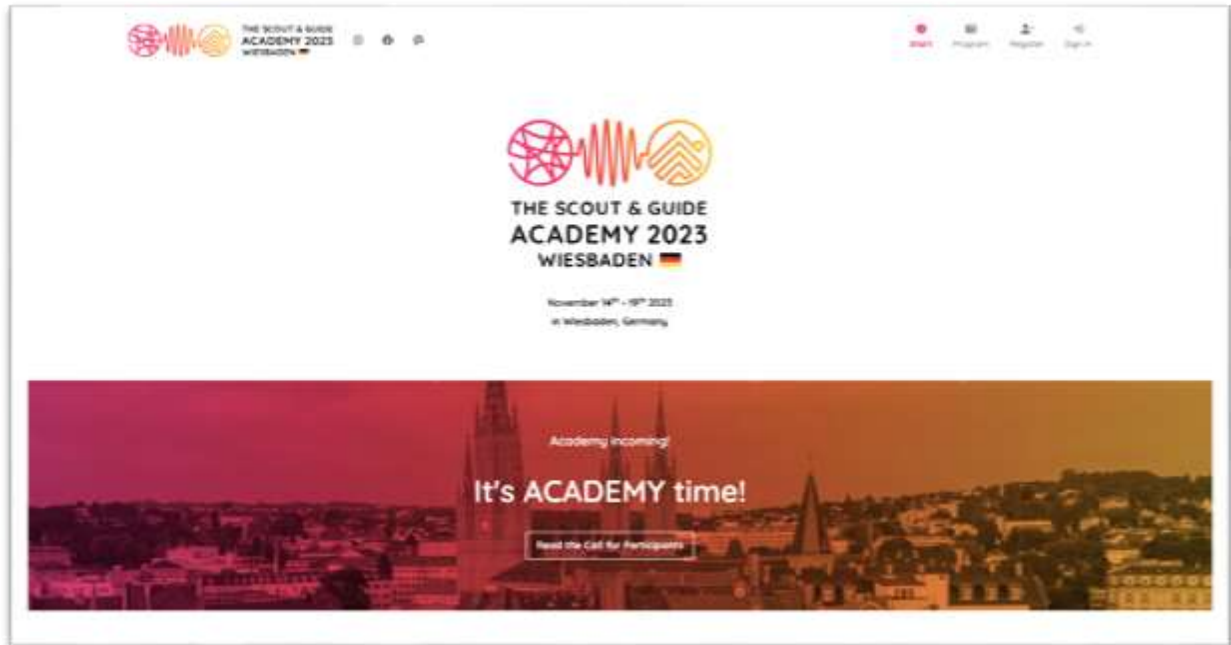


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## 5. PREPARATION & LOGISTICS

### 5.1 Website & Registration System



The relatively large number of volunteers in the Hosting Team present at the event (8-10 people) played a significant role from creating the website and supporting the logistics to preparing the social evenings.

Through the [Academy 2023 website](#) participants could register, see the event schedule and available sessions, and select their sessions in advance, building their individual learning path during the event. The website was an important upgrade since it centralized information on the program, participants registrations, and booking sessions for the 1st time.



*Website and the registration were very clear and easy to use. The booking system online followed with printing of lectures and names in the Academy made it even more clear to follow.*

*I found the communication satisfying and fulfilling. I like to know as much as possible before going somewhere, and I feel that I had all the information I needed.*





## 5.2 Venue, Transports & Sustainability



The Academy '23 took place in the Jugendherberge hostel. The venue was ideal as it was easily accessible by bus and close to a city center in a quiet area. It had different places where the participants could socialise, wide spaces to attend sessions and relax in the green area surrounding the hostel.

Importantly, the hostel offered a great variety of vegan and vegetarian food. This allowed not only to healthy dietary options, regardless of any dietary intolerances, but also to reduce the overall environmental impact of the Academy 2023.

Moreover, aware of the carbon footprint of having 150+ participants traveling to one location, the planning team requested everyone attending the Academy 2023 to prefer environmentally friendly means of travel. Therefore, the Academy website was updated to provide participants with detailed information on the travel options to reach the venue of the event.

*“ Very satisfied with accommodation and food. The accommodation was ideal and the choice of food was very varied and healthy. The concept of having plant-based options is a sustainable concept that we will try to adopt in our country. ”*

## 6. PARTICIPANTS EVALUATION

### 6.1 The Sessions



The overwhelming majority of the sessions were rated as good and very good (based on individual session evaluations distributed after each slot). Some participants praised the diversity of methods employed. The content of the sessions covered a wide range of topics, which was also highly appreciated.

The sessions that were highlighted were around: Leadership, Organizational growth, Political education, Fundraising & Erasmus, Data & how to use them, Free Being me: Fostering positive body image to improve mental health

Overall, the evaluations results show that the program contributed to the participants' personal development and learning and was relevant for their associations.



*Very relevant content corresponding with the title presented with the four areas. The schedule was manageable and the extra elements of the program made the Academy a more interesting one as we had time to interact with the facilitators and other people directly.*



*Such a fantastic mix of sessions - congratulations to the team for planning such an enriching program.*

## 6.2 The Facilitators



The facilitators were valued for their openness and accessibility during and outside the sessions, as well as for their role in ensuring the networking among participants. The facilitators met every evening as an entire team, which contributed to the sense of unity and belonging to one group.



*All the facilitators were brilliant and knowledgeable in their topic areas, the sessions I attended were well planned and structured and I enjoyed taking part.*



*Most of the facilitators I have seen were competent, for the facilitation techniques and for the content.*

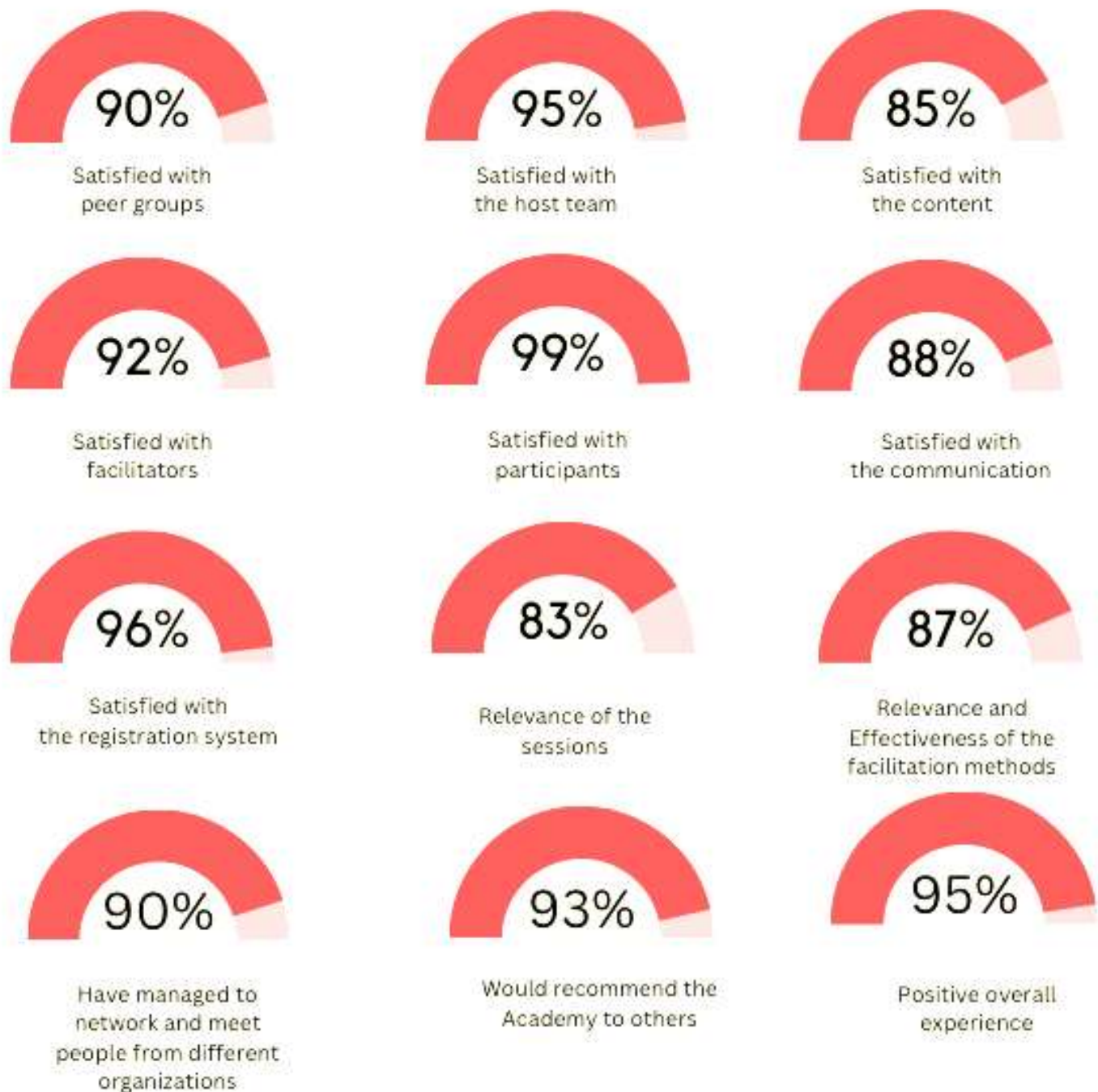
## 6.3 Overall Experience



From the evaluation, when participants were asked what was the most relevant take-aways from the event, we have collected a broad range of answers, which reinforces the wide diversity of needs and expectations from people and Member Organisations present at the event.

Overall, the greatest asset of the event was overwhelmingly identified as the people – all those involved – and the value of the human interaction and excellent networking opportunities with participants from 38 countries.

Below, is an overview of the participants evaluation across the different areas were requested to assess:





*the atmosphere was something I have truly never experienced before. So joyful and communal yet energized and full of action. The collection of amazing, competent people on the teams, the facilitators and the participants with their interesting different backgrounds made the academy what it was.*

*Having the opportunity to meet people from all across Europe who are equally passionate about Guiding as Scouting as me - there is an immediate connection there that you can't get anywhere else.*

*Truly a life changing experience. It was a lot but in a good way since I felt at ease and supported by my peer group and everyone else.*

*For sure it is an experience that I will treasure for a long time. Made friendships that although in just five days, will last a lifetime.*



*I have never been anywhere before with so many people from different countries and I really loved meeting everyone and finding out more about the different organisations.*



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## Meet the Planning Team & the Facilitators







This activity is supported by the European Youth Foundation of The Council of Europe, a unique foundation supporting activities developed with, for and by young people.



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