

#WLShape

1st April 2015 – County Hall, Preston



#WLShape Report

Introduction

On 14th March 2015 UK Youth Commissioner Hannah Kentish got in touch to say she'd be staying in West Lancs for the week commencing 30th March and that on Wednesday 1st April it would be great to meet some young people in West Lancs.

As there were no suitable events on that evening for Hannah to visit, we quickly set about planning one. Through lots of hard and efficient work this meant over 50 young people from around the county, with every district represented, met at County Hall in Preston for an event inspired by national event #YouShape.

#WLSshape was a great opportunity. It was an opportunity for young people from all around West Lancs to come together and share their views and ideas about scouting. It was an opportunity too for us as a County to get a snapshot of what young people think about scouting in West Lancs and to hear their ideas on what we hope to do in the next few years, whilst shaping our plans. This means our plans for youth shaped scouting are youth shaped!

#WLSshape got everyone excited about youth shaped scouting. The enthusiasm of the young people during and after the event was incredible. Now, through our Vision 2018 Youth Shaped plan completed in early May, through lessons learnt from experiences and by listening to young people in our county, we must maintain enthusiasm and continue to build on what we've started to make great things happen West Lancs. This is to enhance the scouting experience of our young people, and to ensure we can give Scouts in our county the very best start in life that they deserve.

This report summarises the event, what was discussed, how the event itself went, and what we plan on doing next!

Happy reading!

Ollie Wood

County Youth Commissioner

West Lancs Scouts

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#WLSshape Report



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The format of the event

Room and Table Layout

The rooms at County Hall had 6 tables in it. Each of five of the tables had a mixture of scouts and Explorers from around the County with at least five districts represented per table. Each table had eight people on, plus an 18-25 year old facilitator whose job it was to keep the conversation flowing and make sure everyone had a chance to have their say.

Programme

The programme for the event was as follows:

6:15PM – Arrival of facilitators, County Team members – set up room

6:45PM – Young people and leaders begin to arrive – allocate to tables and:

- Do a name label
- Get to fill out **Info Sheet (in pack)**
- **Twitter Hashtag #WLShape - inform**
- **Introduce yourself to everyone collectively on your table around 7pm –**
 - Your Name and age
 - What you've done in scouting
 - That they can continue to fill out the sheet throughout the event
 - To continue to use the #WLShape hashtag if they have twitter or to post on Ollie's Facebook page throughout the event.

7:05PM – Introductions – Welcome, explain format of the event and the reasons why youth shaped scouting is important and why it's something everyone should get behind. Social media feeds.

7:10PM – Ice Breaker – get to know everyone on your table!

7:25PM – What is YOUTH SHAPED scouting? Then share thoughts. **Post-it notes/stationary**

7:35PM – YOUNG LEADERS – **flip chart paper/pens?**

7:45PM – Feedback then further little talk from Hannah and Ollie

7:55PM – **Pizza** – Chat during pizza from OW and HK, chat among participants

8:15PM- FORUMS, preceded by information about current forums

8:25PM– What is YOUTH SHAPED? Ideas, thoughts etc.–**paper** snow ball fight!!

8:35PM- Q & A with Hannah and Ollie

8:50PM – Summaries, thank you's and follow ups/ what next..... **#engage**

Photograph with all attendees and selfie before we leave!

9PM – Home time!

#WLShape Report



Discussions

Youth Shaped Scouting

Youth shaped scouting was discussed as the first topic when many people hadn't heard about it before, and was also discussed later on when the participants had heard the ideas of other young people around the table and around the room, as well as what Ollie and Hannah had to say too!

Thoughts from the start of the evening included:

- Beavers aren't old enough to decide the programme
- The older you are the more freedom you have to decide the programme
- Younger people have newer ideas
- Young people's problems rather than the problems leaders face
- As you go up the sections you should be given more choice in what you do
- Explorers should plan their own programme

Thoughts at the end of the evening included:

- Young people having a voice to make changes.
- Youth shaped scouting is making sure young people are involved in what they want in their own scouting
- Older people have more experience and can merge their ideas with ours
- Younger people having a chance to speak and a chance to build their confidence and have more responsibility
- Young people have a voice and can make changes to make scouting even better



Key Messages

- Young people are excited by the prospect of being given more of a say in their scouting
- Young people often have views and ideas which they keep to themselves as they do not have an environment in which they can comfortably share them.
- Young people want to have a say, want to be given more responsibility, and want to make choices.

It's reassuring that initial views that excluded some of our members were turned around by the end of the evening to demonstrate the understanding that youth shaped scouting is about young people working in partnership with adults. It's really important that we value the contribution and thoughts of our more experienced or older members, whilst seeking and taking on board the views of the inexperienced and/or young members.



Understanding that we should listen to everyone and work in partnership is the key to the success of youth shaped scouting.

Forums

This discussion involved speaking around the table about experiences of forums. Many young people attending did not know what a forum was initially. Their views and ideas were noted down on post-it notes around the room and some of the statements are given below:

- **“Make forums more interesting”**
- “PL Forums/ Sixer Councils – to help people in younger sections get their opinions across so programmes can be customised to what young people love”
- “Have more forum meetings more often between districts”
- “Young people should lead forums”
- “Hold forum meetings on camp”

Key Messages

- Some of the above we already do, our young people just don’t know about it.
- There are differences between districts which mean young people in some districts miss out.
- Forums can sometimes be boring. Ones which are led enthusiastically and where they know to have made and be making a difference are more successful.
- Forums can be exciting; they just need leading in the right way. The young people who attended #WLSshape enjoyed it. In many ways, it wasn’t much different to a forum.
- Forums are not always accessible for young people. It can be difficult for them to attend, whereas we want to make it easy for them to have a voice; we need to consider alternative ways of holding and locations for forums.



Picture: A youth led Patrol Leader’s Forum on County Rally 2015

Young Leaders

The discussion around Young Leaders included current experiences, whilst hearing what the scout has to say about their Young Leaders too:

- **“I agree that Young Leaders should be treated more like leaders. This way, when we are old enough to become adult leaders, we will have the skills and knowledge to be successful”**
- “Young leaders should be invited to leaders meetings”
- “Young leaders should have bigger roles in groups and be treated more like leaders than cubs”
- “Young leaders should be involved in planning nights”
- “Young leaders can help plan and run camps”
- “More even roles between YLs and Leaders”
- “Treat YLs more like leaders to prepare them for becoming adult leaders”
- “Leaders should take the Young Leader Scheme more seriously but remember we aren’t leaders

Key Messages

- Some Young Leaders feel that they only do the things their leaders don’t want to do.
- Young Leaders want to gain skills and be given more responsibility
- To be given ownership of tasks, meeting nights and camps or parts of camps means that Young Leaders feel valued.
- Young Leaders are often keen to become adult leaders, but more want to be given the chance to feel that they are improving their skills and working towards being a great adult leader
- Very few Young Leaders in attendance had the YL Belt, some hadn’t heard of it.



Challenges I have faced in Scouting

The challenges faced can, broadly speaking, be summarised by the below:

- Funding and fundraising
- Events and experiences which involved physical or mental challenge
- Facing fears
- New situations (inc. social), surroundings and roles (inc. being a YL)
- Trying new things and learning new skills (lighting fires, cooking etc.)
- Developing respect, trust and responsibility
- Award Schemes
- Personal Challenges

Whatever challenges raised during the event on the individual detail forms, it is very clear that scouting does challenge people, which is something we aim to do.

What I'd like to see improved

The responses are summarised in the word cloud below:





Feeding back to the room occurred after every discussion with one idea/ comment per table

Feedback

#WLShape Feedback

Scores Out of Ten

QUESTION	How did you find the event today?	How were the presenters?	How did you find the discussions?	How was your facilitator?	How well organised was the event?
MEAN	8.26	8.78	8.12	9.28	8.88
MEDIAN	8	9	8	10	9
MODE	9	9	9	10	10

The answers to these questions were very pleasing indeed and demonstrate that there are no areas in particular where we were not good.

Are you glad you came to this event?

100% Answered 'Yes'

What did you like best of all?

This word cloud demonstrates how people answered this question and gives a good idea of what people enjoyed.

Please note:

QA is the Q & A session with Ollie and Hannah

Some words should be placed together such as 'snowball' and 'fight'!



The Question and Answer session was many people's favourite part of the evening!

Summary, and recommendations

#WLSShape was a great success. It was a success because it raised the profile of youth shaped scouting and involved every district. Most importantly, it was a success because young people participating in the event felt empowered and valued by the end of the evening, whilst being proud and excited to be a part of a movement that values their development and their future, as well as their present experience.

The comments young people provided to us regarding what they hope to go on and do after the event further demonstrated how the event has encouraged them to go on and do more. Aspirations ranged from attending a forum, running a forum and suggesting new ideas to their leaders to going on an international adventure, becoming a Young Leader and completing a Chief Scouts Award.

The importance of demonstrating to our young people that they are valued and we do have their best interests at heart was reinforced by the effectiveness of #WLSShape in developing their ambitions and broadening their horizons, whilst opening their eyes to youth shaped scouting and it's benefits and also producing useful resources for us to improve the futures of scouts in West Lancs.

Capitalising on Hannah's visit, we hosted an event that 100% of those who attended were glad they did and have developed more robust plans as a consequence. It is important that these plans are now implemented. Specific recommendations from this event, although embodied in the Youth Shaped Vision 2018 plan are:

- To continue to build a network of well attended, **effective and purposeful forums** for Scouts and Explorer Scouts, whilst encouraging **greater participation** of young people in the planning of their programmes through troop/unit forums.
- To encourage **greater responsibility** to be given to **Young Leaders** and provide more opportunities for them to gain skills and experiences that will benefit them in their futures, in scouting and in life.
- To encourage **improved communication** within the county to ensure that young people are more aware of the opportunities on offer to them. This includes direct communication to Explorer Scouts and through Explorer forums to ensure that nobody misses out.
- Promote **improved linking** between sections, particularly Scouts to Explorers and Explorers to Network by **working in partnership** with District and County Section Commissioners.
- Reinforce that it doesn't matter if what you try doesn't work. It's important that nobody feels pressured when implementing youth involvement, including young people taking the lead and giving their views and ideas. Encourage learning from mistakes for self-improvement.
- Ensure that every young person has opportunities to shape their scouting experience, and also be involved in events like #WLSShape, either in person or online in the future.



The full Vision 2018 Youth Shaped Plan can be found at the end of this report.

The next few pages conclude the report.



Bringing the Event together – Thanks and Acknowledgements

Organising

A big thank you goes to Hugh Miller, ACC Explorer Scouts, for the time he put into helping make the event the success it was, including booking the venue, printing everything, chasing people up, and being the second opinion needed to determine the format and programme!

So thank you Hugh!

Facilitating

The 18-25 year old facilitators ensured that the conversation kept flowing, discussion stayed on topic, and that everyone had a chance to have their say.

At short notice everyone responded and turned up reliably, on time and performed excellently! The 10/10 ratings most gave to their facilitators in the anonymous feedback form is testament to their effectiveness. The event could not have run without them; thank you all!



Saber L'Bekkari



Ryan McKeown



Matthew Alpin



Ewan Fletcher



Dan Richardson



Nic Evans

Support

The West Lancs Scouts Media Team was incredibly professional and really excelled during the event. Left to their own devices they produced great frequent updates to social media, did some great videography, and some great photography too.

Thanks go to: Pete Sturgess, Matt Harwood, Jon Nutten, Ollie Morris, Sam Biddle, Sarah Yeoman, Sarah Barnes and Pete Murphy

whom all worked very hard to ensure that the event had a profile beyond the walls of County Hall, and that it has a legacy through the materials produced that will serve us very well in the future.

Hannah Kentish

A final thank you goes to Hannah for attending the event and visiting us in West Lancashire. We all think she's doing a great job, and went down really well with everyone who attended! Hannah was the perfect catalyst for raising the profile and progress of youth shaped scouting in our County.



Closing Thoughts

As the first County Youth Commissioner in the UK since Hannah, Jay and Jagz were appointed; it was quite daunting to be appointed back in January! Meeting Hannah and sharing our experiences was wonderful, and to help shape the role descriptions used the future County/ Area and District Youth Commissioners was a great opportunity too.

For me, #WLShape reinforced that West Lancs Scouts is an amazing organisation made so by its members. The professionalism, good character and enthusiasm of our adult volunteers shone through when it would have been very easy to decline or make excuses due to the short notice of the event.

Most of all, the young people who make our organisation what it is; whose lives everyone volunteers to enrich, demonstrated that their involvement in scouting is doing what West Lancs Scouts strives to achieve. Their enthusiasm, optimism, creativity and appetite to do more produced over 1000 views and ideas which have been used to inform our Youth Shaped Vision 2018 plan and that help to map out the next steps in our journey towards a youth shaped and youth led movement.

I look forward to #WLShape 2016, and to the exciting times ahead of us all!

Ollie Wood

County Youth Commissioner, West Lancs Scouts

#WLShape Report



Opportunities and The Future

Do you want to help us with youth shaped scouting in our County?

We are looking to develop an enthusiastic team to implement youth shaped scouting in our County!

Whether it's helping us online with media, resources or the website, playing a key role in your district, or helping supporting us on our events (or one of many other roles), then please get in touch! There will be lots of roles available to ensure that we can implement our plan by 2018!

Regardless of your age, if you're passionate about youth shaped scouting it would be great to hear from you!!

Alternatively, if you know someone who may be interested please put in a recommendation/nomination or ask them to get in touch!

Please email ollie.wood@westlancsscouts.org.uk to express your interest in being involved in some way!!

Vision 2018 Youth Shaped Plan

The plan over the next few pages details what we intend to do following on from #WLShape and following on from listening to members all around West Lancs.

The journey towards a youth shaped movement, where young people work in partnership with adults has already begun, and this plan sets out how we will ensure that we get to where we want to be!

If you have any thoughts or any ideas which you have tried and succeeded in, please email Ollie to get them added to www.westlancsscouts.org.uk/youthshaped.

Opportunities for young people, a blog, and much more included resources and events will be added to the site continually!

I hope you'll find the plan is useful and thorough; please get in touch if you have any questions about it!

<u>County/District</u>	<u>County</u>	<u>Operating Unit</u>	<u>Youth Shaped</u>	<u>Update</u>	
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Obj	Key Objective	Planned Actions	Progress	Lead
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VISION 2018 – To make a positive impact on communities

1.1	Encourage & develop programme activities and service projects which engage our membership in their local & global communities	<ul style="list-style-type: none"> Through the resources and leader support materials being developed, identify how youth shaped scouting can be implemented into a broad range of programme areas and share these through the youth shaped section of the website 		
1.2	Enhance relationships with Public, Private and 3 rd Sector organisations and individuals in Lancashire for mutual benefit	<ul style="list-style-type: none"> Engage wherever possible with organisations where youth involvement is similarly important, such as schools and colleges. Promote youth shaped scouting during visits and events, some of which will have external presence and opportunities for advocacy of our work in this area. 		
1.3	Strengthen the brand and image of West Lancs Scouts to increase our standing within the wider community	<ul style="list-style-type: none"> Through YC social media channels promote the good practice and stories from around the county, spreading the word with a view to the external audience who may see them 		

VISION 2018 – To embrace and contribute to social change

2.1	Encourage a culture of flexible volunteering to enable more adults to engage with Scouting in West Lancashire	<ul style="list-style-type: none"> Develop a 'youth shaped' team with members from around the county, promoting flexible volunteering within the team enabling flexibility around studies and work commitments. This is particularly important given the age range of prospective team members. Promote the benefits of young adults and young leaders volunteering in scouting, raising awareness of the need for flexibility to encourage volunteer and YL numbers and to better maintain volunteers with changing commitments. 		
2.2	Demonstrate and promote the use of technology, particularly social media, to support all levels of Scouting	<ul style="list-style-type: none"> Continue to develop following on Facebook through organic growth and through visits around the county. Encourage more young people to engage through social media and highlight views and ideas. Better use social media to deliver the objectives of this plan and to obtain useful and meaningful views and ideas to influence and inform future scouting in our county. 		
2.3	Develop alternative ways of accessing Scouting, both as a young person and as an adult volunteer	<ul style="list-style-type: none"> Encourage forums and meetings through video and tele conferencing so that travel and geography is not a barrier to involvement. Ensure that those without access to technology and social media have equal opportunities to shape scouting and to develop their leadership skills. Ensure that events and opportunities for young people are provided without barriers to taking part which cannot be overcome. 		

VISION 2018 – To prepare Young People to be active citizens

3.1	Engage more young people in citizenship activities in the wider community	<ul style="list-style-type: none"> Promote the benefits of scouting to young people and raise awareness of the benefits of community involvement within scouting. Encourage district and county forums to promote citizenship activities in the wider community 		
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3.2	Increase the number of Young Leaders by 7.5% each year (41) from 359 in 2012 to 550 in 2018	<ul style="list-style-type: none"> • Encourage Patrol Leaders to consider being Young Leaders once they join Explorer scouts through Patrol Leaders Forums, and in turn ask PLs to encourage other scouts to do the same back in their troops • Encourage Explorer Scouts to become Young Leaders through speaking at events and visits to forums and sections. • Promote the YL Scheme on social media • Encourage forums to continually promote the Young Leader Scheme and completion of Young Leader Belts through inclusion on forum agendas. • Push for Young Leaders to be given more responsibility and to be treated more like leaders. • Aim for every Young Leader to contribute towards the planning and running of the programme in the section they're a YL at. 		
3.3	Enable more young people to access opportunities as global citizens	<ul style="list-style-type: none"> • Promote global and international opportunities available to young people through the forum network and through visits around the county. • Use social media to raise awareness of opportunities, consequently enabling more young people to access them. 		

VISION 2018 – To be enjoyed by more young people and more adult volunteers

4.1	Increase our membership overall across all sections and adults by 4% each year from 10,971 in 2012 to 13,880 in 2018	<ul style="list-style-type: none"> • Endorse better linking between sections to increase the retention of young people as they move between sections. • Encourage Explorers/ Young Leaders to become adult volunteers after turning 18 including flexibly, through involvement in the youth shaped team and/or district and county roles and through involvement in Network. 		
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4.2	To continue to develop resources, facilities and a skills base for young people to access Everyday Adventure	<ul style="list-style-type: none"> Promote good practice and share ideas and resources through the youth shaped part of the West Lancs website with emphasis on the outdoors and adventure. Encourage Young Leaders to share ideas they have come across and to suggest these to young people in their sections for inclusion in the programmes they shape and plan. Encourage young people and/or YLs to lead these ideas. 		
4.3	Provide support to all adults to ensure they are well equipped and valued in their role so they enjoy volunteering with West Lancs Scouts	<ul style="list-style-type: none"> Ensure that implementation of youth shaped scouting and youth involvement is as easy as possible for leaders through provision of support and resources online. Ensure that adults are fully aware of their key role in the partnership between adults and young people as we encourage young people to shape scouting more. It's important adults feel valued and young people and YLs know to value adults as they increase their own involvement. 		

VISION 2018 – To be shaped by young people in partnership with adults

5.1	Increase the role and participation of young people in the leadership, management and administration of Scouting	<ul style="list-style-type: none"> • Develop a youth shaped team to support the implementation of youth shaped scouting countywide; made up of 14-25 year olds who have responsibility and opportunities to develop their skills and abilities and gain experience through their involvement in the delivery of the plan. • Encourage youth representation on all committees <u>with purpose</u> and with the development of young people and their interests and future plans in mind to influence their selection. • Promote 18-25 representation on group, district and county executive committees to provide balance of views and ideas and to develop their skills, whilst planning and preparing for the future. • Encourage better sharing of responsibility between adults and young people to develop their skills and experiences. • Provide opportunities for young people to gain the skills needed to be proficient and effective in scouting roles. • Aim for 80% of young people to have regular opportunities to shape their scouting. • Aim for every decision in scouting to be shaped by young people. • Encourage greater use of older young people in sections in the leadership and delivery of scouting, including Sixers and Seconders, PLs and APLs. • Search for and develop talented Young People for roles in scouting and develop them. • Encourage improved mentoring of young people who take on new roles in scouting or who need support in existing roles. • Involve young people/ YLs in the training of adults and develop and train a pool of young people to 	<ul style="list-style-type: none"> • #TakeTheLead was a great success and gave Explorers the skills to plan and run successful scouting events. 	
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		<p>deliver this.</p> <ul style="list-style-type: none">• Aim to have a young person on every appointment board and interview panel.• Promote the greater involvement of Network members in the leadership, management and administration of districts and the county.		
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5.2	Encourage the creation and greater participation in meaningful youth forums in our 6-25 programme provision	<ul style="list-style-type: none"> • Work with ACC Beavers and DC's (ADC Beavers) to identify the best way of obtaining the views of Beavers. Encourage all Beaver Scout programmes and events to be shaped by young people through a variety of formats which will be added to the youth shaped part of the website as good practice is shared. Explore how Districts and the County could collect and use Beaver Scout's ideas. • Work with ACC Cubs and DC's (ADC Cubs) to identify the best way of obtaining the views of Cubs. Encourage all Cub Scout programmes and events to be shaped by young people through a variety of formats which will be added to the youth shaped part of the website as good practice is shared. Explore how Districts and the County could collect and use Cub Scout's ideas. • Work with ACC Scouts and DC's (ADC Scouts) to explore PL Forums and their potential. Encourage YLs to run PL Forums and encourage PL Forums in Troops, Districts and the County. Encourage Troop Forums to plan programmes and events. • Encourage PL and APL development and skill building through provision of events and experiences within districts and the county. • Work with ACC Explorers and DC's (DESCs) to ensure an Explorer Forum is present in each district with representation from each district on the County Forum. Ensure that Unit, District and County Forums feed up and feed down information, views and ideas. Continue to promote planning and running of programmes by Explorer Scouts and Young Leaders. • Provide opportunities for Explorer Scouts to give their views collectively outside of usual forums. • Get feedback regularly as to how forums can be 	<ul style="list-style-type: none"> • Recent PL weekend planned and run by Ormskirk District was a big success • Currently Explorer Forums run in: <ul style="list-style-type: none"> -Preston -South Ribble - Fylde -Ormskirk (recently formed) -Chorley (recently formed) 	
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		<p>improved to improve their attendance and success & share these views around the county.</p> <ul style="list-style-type: none"> • Experiment with different forum formats & locations • Encourage greater participation in a structured programme for Network under the new format, with members responsible for its planning and running. • Host an annual or bi-annual Youth Conference/ Event in West Lancashire to obtain a large number of views and ideas all in one go. • Ensure all forums have a purpose, clear facilitation and are not tokenistic. • Make better use of large events in hearing the voices of as many young people as possible. • Promote the gathering of feedback during and/or following every event to shape future events. 	<ul style="list-style-type: none"> • #WLSshape in April 2015 is a great example of how this can be successful 	
5.3	Develop the support tools and resources to assist adults to involve young people in opportunities that shape Scouting in West Lancashire	<ul style="list-style-type: none"> • Continue to emphasise that it's important that youth shaped scouting is as easy as possible to implement for adult volunteers & YLs in scouting. • Provide resources and promote sharing of good practice using the ever evolving youth shaped website. Continue to develop these resources and encourage sharing of ideas for the site. • Identify individuals who can champion and locate successes to be shared around the County. • Engage with ADCs and DESCs to promote the ideas on the website and encourage their implementation. • Ensure that youth shaped scouting is meaningful, has purpose and that young people's voices are listened to and acted upon and emphasise this continually through engagement with leaders. • Use forums and engagement directly with young people to better promote ideas and opportunities to ensure more young people can access opportunities without relying on leader distribution. 		

VISION 2018 – As diverse as the communities in which we live

6.1	By Interpreting available data, determine the diversity of our community and identify the potential of Scouting within that diversity.	<ul style="list-style-type: none"> Advocate diversity through all youth shaped work. Support newly opened groups in operating youth shaped scouting, in turn improving the quality and success of their programme and contributing towards the growth and development of the group and the young people within it. 		
6.2	Where appropriate, create a framework of support to enable Scouting to embrace the diversity of our community.	<ul style="list-style-type: none"> As 6.1 		
6.3	Engage with groups that represent the diversity of our community and help understand the opportunities of developing relationships within those diverse groups. - Diversity identified as: Gender, Sexual Orientation, Socio-economic, Ethnicity, Nationality, Additional needs, Faith	<ul style="list-style-type: none"> Promote diversity and equality through delivery of youth shaped scouting and ensure that young people and Young Leaders are aware of all ways diversity can be identified as. Encourage the raising of awareness through activities within the balanced programme. 		

VISION 2018 – LOCAL PRIORITIES

L.1	<i>Ensure that all Youth Commissioner activities are sustainable and transferrable to future role holders.</i>			
L.2				