



**Scouts**

**Warwickshire Scouts  
County Plan 2024/5**

# Welcome

I am pleased to share with you our latest County Plan, which sets out the Strategic Direction for Warwickshire Scouts for the year ahead.

Warwickshire Scouts is one of the county's foremost inclusive youth organisations. We embark on transforming lives, offering engaging activities to young people aged 6 to 25, providing them with distinctive experiences, everyday adventures, and opportunities to contribute positively to society.



**Our vision is to equip more of Warwickshire's young people with skills for life, supported by amazing volunteers that deliver an inspiring programme.**

**This plan tells you how the Warwickshire Scouts County Team will support our Districts, Groups and Volunteers across our fantastic County in delivering amazing safe scouting**

Already, each week, Warwickshire Scouts extends the opportunity to over 5500 young people to enjoy in fun and adventure while honing the skills vital for their present and future success. They learn teamwork, leadership, and resilience, qualities that have propelled former Scouts into diverse professions, from educators and social workers to astronauts and Olympians.

As part of the national and international family of Scouts, we can achieve so much.

A handwritten signature in black ink, appearing to read 'Paul Wakeley', with a long horizontal line extending from the end.

**Paul Wakeley**  
County Lead Volunteer  
September 2024

# County Strategic Objectives

In line with the Scout Association's Skills for Life strategy, in Warwickshire Scouting we will:

## **Our vision for 2025**

By 2025 we'll have prepared more young people with skills for life, supported by amazing volunteers that deliver an inspiring programme.

We'll be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

## **Our mission**

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

## **Our values**

We act with care, respect, integrity, cooperation, exploring our own and others' beliefs.



# Our Strategic Targets



## Growth

- By 2026 there will be more young people enjoying Scouting in Warwickshire
  - 701 Squirrels (compared to 175 in 2024)
  - 5741 6-18 year olds (compared to 5265 in 2024)



## Inclusivity

- Our membership will reflect all the communities of Warwickshire
- We will serve a larger number, of diverse young people who represent the communities of Warwickshire including those in social need



## Youth Led

- We will embed youth involvement in everything we do as a County
- We will see more young people achieving our top awards







## Community Impact

- We will engage more with our local community and partners
- We will partner with other organisations to promote and develop scouting

# Our Strategic Objectives

To help us achieve our ambitious targets the County Team are focussing on the following six areas of strategic objectives, each led by a member of the County Team.

Safer Scouting	
 Jonathan Miller	We will work in partnership with our Districts and Groups to ensure we support the safe delivery of scouting within Warwickshire
Delivering a Quality Programme	
 Sam Marshall	We will deliver a high - quality programme at scale, which includes events such as Get In, International Experiences, Activity Permit Training and activities to support our Top Awards. A quality programme sits at the heart of delivering amazing skills for life to our young people
Developing and recognising our Volunteers	
 Michelle Brierley	We will help to empower our volunteers with the skills and support needed to be safe effective leaders, and recognise them for their outstanding contribution. Our volunteers are the lifeblood of our movement, and supporting them is needed if they are to grow our youth sections.
Transformation	
 Jo-ann Bramston	We are transforming volunteering at Scouts to make it easier, more enjoyable and rewarding.

## Youth Led



Drew Sangster  
Dean Lobo

We will bring the voice of young people into the heart of scouting in Warwickshire.

## Future Fit Warwickshire



Paul Wakeley

Scouting has more than a century-long heritage. We need to make sure we are set up effectively for the next generation.

## Detailed Action Plan

Action		Owner	Date	RAG Status
	<b>Safer Scouting</b>			
S1	We will support Districts in ensuring compliance with mandatory training for all members	PW	Ongoing	
S2	We will provide a process for large scale events, so that safety is applied consistently throughout the life cycle of such events	JM	December 2024	
S3	We will provide guidance and support on writing risk assessment, supplementing with existing online safety training	JM	December 2024	
S4	We will support those responsible for looking after scout buildings and facilities to ensure we have safe places to scout	JM	Ongoing	
	<b>Delivering a Quality Programme</b>			
P1	We will deliver Get In 2026, our county camp	SM/ TR	May 2026	
P2	We will provide at least one Sectional Activity per year	P Team	Ongoing	
P3	We will look to provide at a minimum one County-led International Experience every four years to enhance local provision	Team International	Ongoing	
P4	We will provide support in gaining the Top Award e.g. KSA/DofE	SM	Ongoing	
P5	We will provide opportunities to gain the necessary training for Adventurous Activity Permits	SM	Ongoing	
	<b>Developing and recognising our Volunteers</b>			
V1	We will setup a reward process that supports Districts to consistently recognise leaders with national awards	MB	December 2025	
V2	We will identify specific skills that leaders wish to build on / gain, and arrange at least one leader training day to offer this.	MB	Summer 2025	

Action		Owner	Date	RAG Status
V3	Restructure / reformulate the delivery of training to align with transformation	MB	Summer 2025	
	<b>Transformation</b>			
T1	We will transform our County Trustee Board to be compliant with the new rules in POR by our Autumn 2024 AGM	PW / Chair	AGM 2024	
T2	We will use our emerging expertise in Governance to support groups and districts Trustee Boards to be most effective	PW / Chair	November 2024	
T3	We will provide guidance and support to districts and groups to help them in their transformation journey	JB	Ongoing	
T4	We will ensure county structures are ready for the future	JB	Ongoing	
T5	We will setup a 'digital support' team to help when the new tools are released	JB	December 2024	
	<b>Youth Led Scouting</b>			
Y1	We will set up the Warwickshire Youth Forum/Team, to gather the voices of youth from across Warwickshire.	DS	April 2025	
Y2	We will support the mental health of our young people, by upskilling our leaders	DL	April 2025	
	<b>Future Fit Warwickshire</b>			
F1	We will undertake a review of the county and district structures to make sure we are set up to support groups today and in the future.	PW / expert	Summer 2025	
F2	We will undertake a detailed review of provision at Alfrey Activity centre, and if a long term volunteer structure can be found make investments in facilities.	PW	Summer 2025	
F3	We will build our local media capability, to work in partnership with groups and the national HQ, to promote scouting in Warwickshire	PW / Support Team Lead	January 2025	



Action		Owner	Date	RAG Status
F4	We will monitor and support growth - both new sections and growing sections - and ensure we tap in to the support from the regional growth and communities team.	PW / Development Team (tbc)	January 2026	