

**KEYS TO SUCCESS:**

# **YOUNG LEADERS' SCHEME**

Developing and managing  
the Young Leaders' Scheme locally



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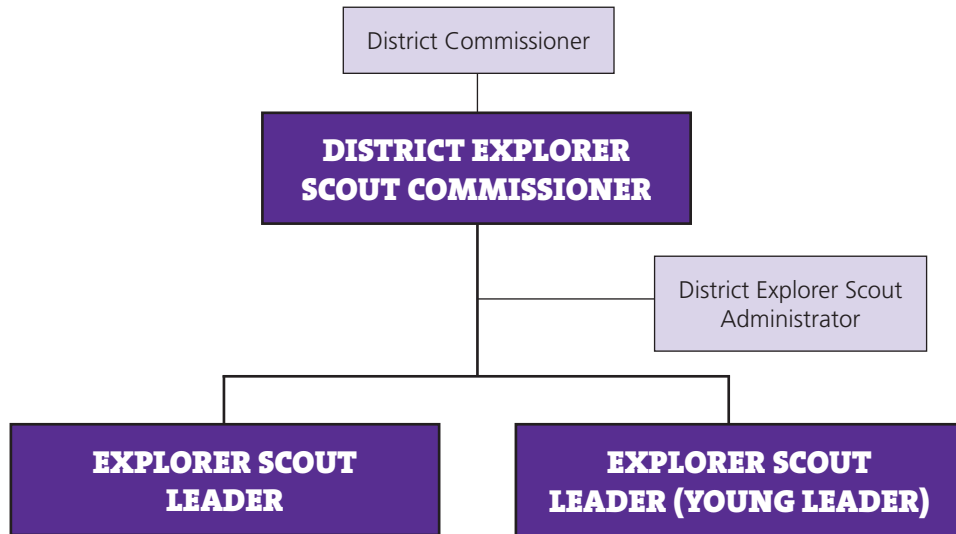
# INTRODUCTION

This booklet is designed to help you, as District Commissioner (DC) or District Explorer Scout Commissioner (DESC) to:

- understand the Young Leaders' Scheme
- realise its importance as part of the wider Explorer Scout provision
- start, develop and review your own District Young Leaders' Scheme.

In your role as either District Commissioner or District Explorer Scout Commissioner it is important to realise that you are responsible for the Explorer Scout provision across the District.

Explorer Scouts is the fourth section in the youth programme and is for 14-18 year olds. It is managed at District level with support from the District Executive Committee.



## WHO ARE YOUNG LEADERS?

Young Leaders are aged between 14 and 18 and work in a Beaver Scout Colony, Cub Scout Pack or Scout Troop.

Young Leaders will come from a variety of backgrounds:

- External organisations such as the Duke of Edinburgh's Award or Girlguiding UK (see page 6). These Young Leaders will not necessarily be a Member of the Explorer Scouts and will not wear uniform. Those not invested can only remain as a Young Leader for the duration of the volunteering element of the Award that they are working towards.

- Through the Scout section, becoming an Explorer Scout when they turned 14. In some instances they may request to return to their old Troop to work as a Young Leader. We strongly recommend that a young person has a break of six months to participate in wider Explorer Scout activities and work as a Young Leader with either Beaver Scouts or Cub Scouts. This enables them to develop their skills and allows the previous Troop to understand that the young person is now an Explorer Scout Young Leader with different responsibilities.

- They may join the Scout Movement as an Explorer Scout and then choose to participate in the Young Leaders' Scheme as part of the Explorer Scout programme.

Young Leaders are a valuable resource for busy section leaders. In order to support Young Leaders in their role, the Young Leaders' Scheme, covering many key areas of the leadership function, was developed. It's geared towards helping Young Leaders get the most out of working with the younger sections.

The scheme also helps Explorer Scouts to develop as individuals, allows them to make a valuable contribution to their community and give service to others, enabling them to fulfil the service elements of their Awards.



# WHAT IS THE YOUNG LEADERS' SCHEME?

The scheme is made up of eleven modules which address issues faced by Young Leaders and prepare them for encountering difficult situations and challenging behaviour:

**Module A:** Prepare for take-off! (*compulsory*)

**Module B:** Taking the lead!

**Module C:** That's the way to do it!

**Module D:** Kids behaving badly!

**Module E:** Game on!

**Module F:** Making Scouting accessible

**Module G:** Programme plans

**Module H:** Programme plans plus

**Module I:** What did they say?

**Module J:** Awards and badges

**Module K:** First aid

Module A – '*Prepare for take off!*' is the only compulsory module in the scheme and should be completed within three months

of joining. It covers child protection, risk assessment, *Policy Organisation and Rules* (POR) and the role of a Young Leader. It gives Young Leaders the essential information needed for their own safety and the safety of those they are working with.

There are also four missions which help Young Leaders put the learning from the Modules into practice. These focus on planning and implementing a Balanced Programme for the section they are working with.

## DELIVERY OF THE YOUNG LEADERS' SCHEME

**The Explorer Scout Leader (Young Leader):** Co-ordinates the training, checks it is of sufficient quality and covers the module objectives. They also ensure that the training is accessible to all Young Leaders across the District. The Explorer Scout Leader (Young Leader) is responsible for ensuring that whoever is delivering the Modules has the correct skill set for the role and is carrying it out to a suitable standard.

**Delivery:** Although the Explorer Scout Leader (Young Leader) is responsible for the co-ordination of the scheme, anyone who is deemed suitable can deliver the Young Leader modules provided they have adequate knowledge and understanding of the topic. They need to engage, interact and relate to the Young Leader age range and deliver the sessions using methods and tone which will be suitable for the audience.

**Missions:** The Beaver, Cub or Scout section leader, who the Young Leader regularly works with, is a vital member of the team. These section leaders are in the best position to support the Young Leader to practise the skills they have learned during the Module training. It is vital that the Explorer Scout Leader (Young Leader) supports the Section Leader (page 13) and ensures they have a good understanding of the scheme.

# THE YOUNG LEADERS' SCHEME AND EXTERNAL ORGANISATIONS

Some young people come from external organisations to take part in the Young Leaders' Scheme, for example, to complete the volunteering element of The Duke of Edinburgh's Award and the Queen's Guide Award. These young people must be registered with the District but do not need to be a Member of The Scout Association. As they are not invested they do not wear the Explorer Scout Uniform.

All those aged between 14 and 18 volunteering within Scouting are required to have undertaken Module A of the Young Leaders' Scheme. In addition to this, at each level of the Duke of Edinburgh's Award, participants must undertake a further two hours of training appropriate to their role.

This could be additional training modules or more targeted training (such as first aid training, activity training and so on).

These young people are covered by the insurance policy of the external organisation and so do not pay subscription.

When the period of volunteering has elapsed the young person must join The Scout Association as an Explorer Scout if they wish to continue their involvement as a Young Leader.

## DUKE OF EDINBURGH'S AWARD VOLUNTEERING:

AWARD	TRAINING	VOLUNTEERING TIME
Bronze	<ul style="list-style-type: none"><li>Module A plus a further two hours of training appropriate to their role</li></ul>	<ul style="list-style-type: none"><li>Three months</li></ul>
Silver	<ul style="list-style-type: none"><li>Module A plus a further two hours of training appropriate to their role</li></ul>	<ul style="list-style-type: none"><li>Six months</li></ul>
Gold	<ul style="list-style-type: none"><li>Module A plus a further two hours of training appropriate to their role</li></ul>	<ul style="list-style-type: none"><li>Twelve months</li></ul>



**'BEING A YOUNG LEADER IS GREAT  
FUN AND I'VE MADE LOTS OF  
FRIENDS. I GET TO DO PLENTY OF  
ACTIVITIES AND TRAIN TO DO LOTS  
OF OTHER THINGS AS WELL.'**

Barry, Young Leader, Avon

# SETTING UP THE YOUNG LEADERS' UNIT

**The Young Leaders' Unit can be set up slightly differently to other District Explorer Scout Units, reflecting the fact that these Explorer Scouts will be doing a lot of their Scouting with a younger section:**

## MODEL 1

The Young Leaders' Unit only meets in the District to deliver module training. The Explorer Scout Leader (Young Leader) delivers the training with the support of other team members. This Unit normally meets on an irregular timetable (as and when it is required) and/or over a weekend. When the

Unit doesn't meet, the Explorer Scout Leader (Young Leader) may attend younger section meeting nights to support the Young Leaders and Section Leaders. The Young Leaders may be active in other Explorer Scout Units in the District, thereby allowing them to participate in the wider Explorer Scout Balanced Programme. This needs to be kept in mind when organising any training.

This model can also be used with these variations:

- Across a number of neighbouring Districts: The Unit only meets to complete modules and review the progress of Young Leaders through the scheme. This allows a greater number of adults from different Districts to be involved in the scheme's delivery. In turn, it means a greater number of Young Leaders can participate in each module delivery. It also allows training to be more regular to suit Young Leaders from across the District.

- Across the County: County based training events bringing larger numbers of Young Leaders together. This can ensure that a quality training provision is set up with a large pool of skills from the leadership teams. This can result in training being done less frequently but planned further in advance as it takes more people to organise. It generally meets over a weekend, during which, a number of modules are delivered along with some extra activities and team building games.



## MODEL 2

The Young Leaders' Unit covers the Explorer Scout Balanced Programme and the Young Leaders' Scheme. Members can participate in the full programme within the Unit as well as attending other Units in the District. It meets weekly or fortnightly allowing the Young Leaders to have regular support from both

their peers and the Explorer Scout Leader (Young Leader). Holding frequent Unit nights can ensure that training happens regularly and that Module A, in particular, is delivered when needed. Those Young Leaders who don't want to participate in the full Explorer Scout provision should be told exactly when the training will be taking place.





# CASE STUDIES

## HOUGHTON-LE-SPRING

With support from the District Explorer Scout Commissioner, the Explorer Scout Leader (Young Leader) for Houghton-le-Spring, Durham co-ordinates the training for the scheme across the District. The Young Leaders attend any other Units in the District to participate in the Balanced Programme, Awards and Badges.

The Explorer Scout Leader (Young Leader) is able to concentrate solely on those who wish to work on the scheme. They do not have a set weekly meeting so can be flexible to visit the Young Leaders in their section and be on hand to support Section Leaders locally. They don't have the added pressure of delivering the full Explorer Scout programme. They must communicate well across the District both with other Units and Colonies, Packs and Troops to ensure that the Young Leaders are fully supported.

## AYLESBURY

In Aylesbury, Buckinghamshire, the Explorer Scout Unit meets weekly and delivers the Young Leaders' Scheme alongside the full Balanced Programme. On the first Monday of each month the meeting is purely for the Young Leaders' Scheme. This includes delivery of training modules, time for feedback from Young Leaders about their progress and an opportunity to discuss issues with peers to offer advice and support across the Unit. Some Explorer Scouts will only participate in this meeting and not the full Explorer Scout Programme.

During the other meetings, the Unit participates in a range of activities which cover areas of the Balanced Programme. They join with fellow District Units to cover other activities and, as well as Unit camps, they have the opportunity to take part in the District Explorer camp. The Explorer Scout Leader (Young Leader) has the weekly task of running an Explorer Scout Unit and also visits the Young Leaders in their section. This does involve a lot of commitment and they have to balance the two.

Running the Unit in this way allows the Explorer Scouts to form tight bonds with fellow Young Leaders and have access to the full programme easily.

# THE PEOPLE DELIVERING THE SCHEME

## DISTRICT EXPLORER SCOUT COMMISSIONER (DESC)

Specific role responsibility:

- To ensure that a Balanced Programme is provided throughout the Explorer Scout section, that all Explorer Scouts have access to the full District Programme and the opportunity to gain Explorer Scout Awards and nationally recognised Qualifications. This should include the Duke of Edinburgh's Award.

- To ensure that there is an adequate provision of Explorer Scouting in the District.
- Overseeing the development of a Young Leaders Unit with the Explorer Scout Leader (Young Leader) and ensure all Young Leaders receive adequate training whilst given full access to the wider District Explorer Scout programme.
- Regularly review the District provision of Explorer Scouting.

For the full role description, search [www.scouts.org.uk](http://www.scouts.org.uk) for **Role Description for a District Explorer Scout Commissioner (DESC) Factsheet (FS330048)**

## EXPLORER SCOUT LEADER (YOUNG LEADER)

They are responsible for the adequate training and supervision of those Explorer Scouts who wish to be Young Leaders with the Beaver, Cub or Scout sections and that this provision is open to all Explorer Scouts in the District.

For the full role description, search [www.scouts.org.uk](http://www.scouts.org.uk) for **Role Description for an Explorer Scout Leader (Young Leaders) Factsheet (FS330049)**

## BEAVER SCOUT/CUB SCOUT/SCOUT SECTION LEADER

The Section Leader needs to have a good understanding of the Young Leaders' Scheme, what it entails and what support they should be willing to give to the Young Leader. They must have knowledge of who the Explorer Scout Leader (Young Leader) is, how to get in touch with them and when they should expect a visit from them to support the Young Leader.

The Section Leader is responsible for the Young Leader while they are working with the Section so they need to know any information about the Young Leader which would be beneficial (medical information, emergency contact etc). It can also be useful for them to be aware of any specific skills, knowledge or extra commitments which may mean the Young Leader has conflicts or is able to bring something very specific to the programme for the section.

## EXPLORER SCOUT LEADER (YOUNG LEADER)

The publication *Recruitment of Adult Volunteers* describes how to recruit adults to Scouting.

It will help you to find the right people for the right role, so they will feel more confident in it and want to do it for longer. It explains the six steps to recruitment and gives details on how to appoint an adult once you have successfully recruited them.

The resource can be downloaded from [www.scouts.org.uk/infocentre](http://www.scouts.org.uk/infocentre)

For more information and support with recruitment please visit [www.scouts.org.uk/recruit](http://www.scouts.org.uk/recruit)



# REVIEW TOOL – HOW IS THE YOUNG LEADERS’ SCHEME IN YOUR DISTRICT?

The Young Leaders’ Scheme RAG assessment (red, amber, green status relating to various categories) can be used as a regular review tool which allows you to understand where the Young Leaders’ Scheme is at locally. It will also give you the opportunity to produce a suitable plan for the development of the Scheme.

This can be accessed at [www.scouts.org.uk/youngleaders](http://www.scouts.org.uk/youngleaders)

## DEVELOPMENT PLAN – WHERE NEXT?

Whether you are looking to introduce the Young Leaders’ Scheme locally for the first time or have just reviewed the current provision, it is important to write down a development plan to ensure everyone is aware of progress and where they fit in with this.

Writing a development plan helps you to prioritise your actions.

The development plan must be informed and reviewed regularly to ensure it stays relevant.

When you are ready to write the plan:

1. Be clear about what you want to achieve:
  - What are your aims?
2. And in what order:
  - Be realistic and not too ambitious.
  - Your plan may initially cover only a few areas.
  - Don’t be afraid to leave some things until a later time.

3. Be as clear as possible about **when** you want to have achieved your aims:
  - Suggested timescales.
  - Be realistic.
  - You may wish to be specific.
  - Or somewhat vague.
  - But you should always set a clear **date for review**.
  - To monitor progress.
  - Be prepared to adjust your timescales if necessary.
4. Make your targets measurable and achievable.
5. Your development plan will evolve as you achieve your aims and as circumstances change.

Development plan templates and a worked example are available from:

[www.scouts.org.uk/youngleaders](http://www.scouts.org.uk/youngleaders)

## FURTHER SUPPORT AND INFORMATION:

**Young Leaders' Essentials** supports the Explorer Scout Leader (Young Leader) to; set up the Young Leader Unit; deliver the Scheme locally and support Young Leaders as they work with their sectional leaders in the Group. This resource contains at least one delivery method for each module.

**Young Leaders' Essentials Plus** supports the delivery of the modules locally. This resource contains a further two delivery methods for each module (except Module K – First Aid).

**The Programme Team** at Gilwell Park are able to offer support and advice. Contact them by phone on 0845 300 1818, email [programme@scouts.org.uk](mailto:programme@scouts.org.uk) or write to The Programme Team, The Scout Association, Gilwell Park, Chingford, London, E4 7QW.

## OTHER USEFUL RESOURCES:

**Colony/Pack/Troop Essentials** provides understanding of how the younger sections work to prepare the Young Leader for working with a section they may not have any experience of.

**Colony/Pack/Troop Programme** describes the set up of the section programme including the requirements for each badge and award available within the section.



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