



# ELY DISTRICT SCOUTS



## District Development plan February 2018

Enjoyment. **Adventure.** Excitement

## Ely District Scouts' Vision

Ely District Scouts exists to actively engage and support our Young People in their personal development, empowering them to make a positive contribution to society through our core values of Integrity, respect, care, belief and cooperation and for our Adults to develop their skills, make an impact and change lives.

## Ely District Scouts' Motto

Enjoyment.Adventure.Excitement

This development plan has been written based on the 2018 Vision and as such is coming to the end of its working life. Many of the target dates are imminent, some of these will be on-going into the following years and some things will not. The development plan will be reviewed as required.

At the moment there is no future "vision" and until that time we will continue living by the values set in the 2018 vision.

## Strategy

Having reviewed the past development plans and taken the national and county visions into consideration, the district is committed to:

- Increase membership across the district.
- Be fully inclusive of every person wishing to join Scouting
- Be seen by the community to be doing Scout events and helping the local population
- Give young people the chance to be heard and make key decisions across a variety of areas.
- Provide and support a programme that is true to our district motto. Enjoyment.Adventure.Excitement

It is generally accepted that for youth membership to grow, adult support must be there. By providing flexibility, quality training and chances for Adults to benefit, adult membership will increase and membership should naturally grow.

## Growth and Retention

Objective	Actions Required	Targets	Importance	Responsibility	Target Date	Notes/Progress
To meet the needs of Scout Groups, Explorers and Network	Consult with all sections through relevant managers	Hold meetings twice a year.  Encourage all to provide feedback through GSL and ADCs	Medium/High	DC DDC ADC's DESC EYLL	On-Going	Possible one all leaders meeting interspersed with individual sectional meetings and 1 to 1s when required. Ensure that ideas are actioned.
Ensure district funds are managed for continuation and growth of scouting within Ely.	Develop a strategy to support growth both short term and long term	Make sure district fees are set at correct amount.  Put money aside to help with start up of new sections.	Medium/High	DC Exec	On-going	Budgets were set in early 2015 and have been stuck to throughout the year. Budget review for 2017 was carried out at the end of 2016 and the 2018 budget was set in Dec 2017..  Budget for hardship fund has been put in place. This is managed by the District Exec and each case dealt with on an individual basis.
	Ensure suitable measures are made to assist all Explorer and Network Sections.	Exec to help with fundraising.  Investigate grant applications  Investigate sponsorship.	Medium	DC Exec DESC Network	Jan 2018 onwards	Explorer funds are positive however not exuberant. Fundraising and grant applications have been looked into in Jan 2018.  <del>Grants for what?</del> Grants for potential building project, although no significant movement with this as of yet.  Sponsorship has not been looked into as there is no requirement at the moment.  Network have a healthy balance as of Oct 2016, this has been used to cover a few minor subsidies for events but is still unused.
	Ensure suitable equipment storage and provision for replacement.	<del>Create inventory</del>  Factor replacement value into district budget	Medium	DC DESC Exec	Complete.	<del>Inventory compiled, kit is always increasing as the demand is met.</del>  Replacement value was worked out in Dec 2017.

Ensure effective communication throughout the District.	Consult District on preferred method of communication	Develop delivery methods, Email, Website, Forums...	Medium/High	DC District	On-going/Complete	Monthly updates go out via DC and everyone can contribute. Additional updates go out when required as well as facebook and twitter feeds. Website is updated when required and calendar is kept up to date.
	Website management	Provide training to selected people.	Medium	DC Wayne	July 2018	Training in more depth is still required.
	Provide compass training for those who need/want it	<del>Provide training</del> Ask if people want training	Medium	DC DDC GSL's ADC's SL	Complete	Compass has provided no significant problems in 2017. Main issue is keeping records of expired members up to date. This is captured every 6 months or when DBS checks run out.
To promote Scouting in the local area	Publicise Scouting events and their achievements	Provide at least 2 "big" events per year with a large Scouting presence. Ensure what the focus of each event is for (Adult/Youth)	Low/Medium	District Team	On-going	AquaFest is one big event, perhaps another. Young leader team to take on small media role. Internet/Newspaper/District Website (YL section)
	Utilise promotional material	Keep promotional material updated. Offer it out to groups when required. Must ensure the material is correct for the relevant market.	High	DC Exec	On-going	Advertise in local schools – rolling programme. Placing copies of Scouting magazine in local focus points (library, dentist). Use community notice boards to display info (explorers) Grandparents? Have more time than some parents.  Adults needed more than young people at present. Young people are always feeding in.  Chairman to create flyers for businesses.
	Preserve local Scouting history	Use sections of display boards to remember the past. But make sure not to dwell on the past.	Med	DC	On-going	Photo books and videos of events through out the year including internationals are great at drawing an interest.  Also Explorers help preserve Stretham engine.

Continuing support for new and existing adults	Build up the adult support team to provide a positive training programme	Appoint more TA's specifically aimed at sections.	High	DC LTM TA's ADC's	July 2018	Try the approach of sectional specific TA's where possible. This is slowly working within the Scout and Explorer sections. More TA's Still required.
	New leaders to be given support and ideas	Make part of the training programme involve new leaders visiting other groups	Med	DC LTM	On-going	TA's Reviewing individuals after 3 or 4 months with guidance from ADCs. New leaders are now given the chance to do "OJT" with another group before being expected to run their own section. This has had positive results. This is still on-going and working well.
Adult membership will increase across the district	Ensure district display sells Scouting to Adults as well as young people	Re-design Board  Create 2015 video for promoting leadership	Medium	DC ADC Development GSL DESC	On-going  By Jun 2016 Jan 2017 Cancelled	Board has been updated and is kept up to date throughout the year. A whole selection of promotional material has been purchased over 2015 and has provided positive results.  Video not complete – lacking footage and time. Shelved for now.
New Beaver sections required	To open new Colony in Ely	2 <sup>nd</sup> Ely has been targeted as the Group with the need for a new Colony. Work is underway to open a new section in 2016	Low	DC County Group	Completed	New section currently thriving and stable.  New colony in Littleport also thriving and stable.
New Cub Sections Required	The fall out from Beavers will require a new cub section within the next 12 months	Probably look at expanding 2 <sup>nd</sup> Ely once again.	High	DC County Group	Summer 2018	Age range suggest this will be a requirement for 2018..
Explorer Retention	Ensure current Explorer units are retaining members and offering an exciting programme		Medium	DESC	Ongoing	Currently at 2 Explorer Units, Leader numbers have been up and down but Explorer numbers are increasing with more adventurous programme
Wilburton Village	Wilburton Scout Group	Evaluate current situation	High	DC DDC Exec Groups	April 2018	New Wilburton Cub and Scout sections running but low in numbers and support from local adults.

## Inclusivity

Objective	Actions Required	Targets	Importance	Responsibility	Target Date	Notes/Progress
Membership will reflect local population	Make Scouting available to those with additional needs	Approach additional needs providers and work with them to provide Scouting opportunities. Give groups the confidence to work with YP with additional needs	Medium	DC ADC Development DDC	On-going	<del>The link with Highfields to provide a section within the School was unsuccessful down to increased strain on the teaching staff. Other avenues are being looked into.</del> Struggling to make positive connection although inclusivity in individual groups is good.
	Girls will be able to join any section	Grow the number of girls in scouting	Medium	DC DDC	Ongoing	All Groups and Sections have male and Females or are open to males and females.

## Youth Involvement

Objective	Actions Required	Targets	Importance	Responsibility	Target Date	Notes/Progress
Youth members will take part in setting aims for the District	Set up and support "forums" with Youth sections	Scouts PL forums and Explorer forums set up  Cub and Beavers need a way to report their ideas back	Medium	ADC's	On-going	Scout PL forums underway, Ideas fed back through ADCs. This has been working well providing a good yearly programme.  Still require something with Cubs and Beavers?
	Explorers should have input onto the district exec	Get 2/3 Explorers to regularly attend exec meetings	High	DC DESC Chairman	March 2018	Was brought up at summer 2017 Exec, lack of transport and openness to certain topics still proving an issue. Final attempt in Feb/Mar 18
	Young people should have input into large district events	District camps should have direct input from a couple of Explorers/YL and/or Scouts and opinions of Beavers and Cubs	High	DC ADC's DESC	Complete/ On-going	This continually happens.
Young Leader programme will be supported by district	Designated YL unit to be re-introduced led by YLL	All YL's can belong to an Explorer unit with additional YL unit to meet less regularly	Medium	DC DESC YLL	June 2018	Still working towards this, more support needed from district to YLL. Change of YLL in Jan 2018 might present new changes.
	Adult leaders need training in Young Leaders, there needs and yours.	Ongoing learning for all leaders with YL's in sections with view of all leaders completing training	Medium	DC LTM DESC YLL	On-Going	Training is going out with the introduction of new leaders, helping to re-educate others.
Ensure sufficient opportunities for Explorers turning 18	Instigate a procedure to come into force when Explorers are 17 ½ to lay out future opportunities.	Maintaining interest levels at 18 years old	Low	DC DESC Network	2019	Still tricky. Network Explorer belt being developed for 2019 in bid to capture more YP.
	Provide more links with Network	Adult camp open to Network age	Low	DC DESC DSNC	On-going	No current Network commissioner, Network invited to all adult events. Low take up.

## Community

Objective	Actions Required	Targets	Importance	Responsibility	Target Date	Notes/Progress
Ensure Scouting has local impacts	Get out and about at all local events, showing what Scouting is all about	Make sure it's not just a display board but demonstrations and be interactive.	Medium	DC ADC Development	On-going	Aquafest proved good example, Narrow boat with logos going up and down the river and offering trips for Scouting families. St George's day always a huge success each year.
	Try and work with local authorities to gain support for expansion and projects	Help out at council run events, invite local key decision makers to our events.	Medium	DC ADC Development	On-going	<del>Working well with council and Highfields with Maltings cottage project.</del> Scouts help with council littler picks. Currently have a good relationship with Mayor of Ely  Working closely with RBL in 2018  Work also underway with WVC
	Provide more community project and provide a positive impact.	Push community week more but also persuade groups to continue with those links they make throughout the year  Link up with local charity to help raise funds for them	Medium	DC DDC GSL's	Jun 2018  March 2018	Some groups have registered with Million Hands, others continue to do community week. Follow this up?- Currently no idea what is happening with Million hands..  Join with local charity and donate percentage of funds raised to said charity



## Programme

Objective	Actions Required	Targets	Importance	Responsibility	Target Date	Notes/Progress
To deliver a continuously developing programme which provides Enjoyment, Adventure and Excitement for all.	Provide strong leadership support so that programmes remain relevant and up-to-date.	Ensure leaders are getting all programme updates and are being supported.  Share programmes between groups	Medium/High	DC ADC DSL DESC	On-going	Good info from Scout HQ on programme. New badges launched in 2015 which gave a good shake up to programmes. All settling in well now. Some awards are hard to earn for scouts. Not a direct district problem.
	Provide a strong district programme to support sections.	Work with ADC's and Leaders to help with those awards that are harder to gain.  Provide those district activities that Groups and sections are asking for.	High	DC ADC DESC DSL	On-going	Lots of District activities held in 2017.  Lots planned already for 2018
	Promote and encourage Explorers to progress through bigger awards	Re-launch DofE, Chief Scout and Queens Scout Awards	Low/Medium	DC DESC County	Summer 2018	Slow but things are moving in the right direction
	Extend provision for adventurous activities.	Source and appoint more permit holders for those activities young people want to do.	Low/Medium	DC ADC Activities County	On-going	People are coming forward asking for permits. The district have a budget for this.  Main problem is with water activities and hiking as permits are so time consuming and expensive to get.
	Publicise main programme achievements in local news, online and on displays including individual achievements	Invite media along to large events.  Make a big deal of young people receiving awards.  Publish district programme termly in news?	Medium	DC Youth	On-going	Work along side Explorers