

**i SCOUT**  
**i CARE**  
**i SUCCEED**

**Essex Scouts 2009/10**



**ESSEX**

**[essexscouts.org.uk](http://essexscouts.org.uk)**



# CREATING OPPORTUNITIES

Essex Scouts continues to grow, with the census results in 2010 showing our sixth year of successive growth. We have increased our numbers by almost 2,200 members since 2004. This growth is down to the fact that over 3,600 adult volunteers in Essex provide fantastic programmes, events, camps and activities for the young people. The provision of an active and adventurous programme is supported by the many hundreds of managers and supporters in Scouting, and it is to all adults, whatever their role, that I say thank you for all that you do.

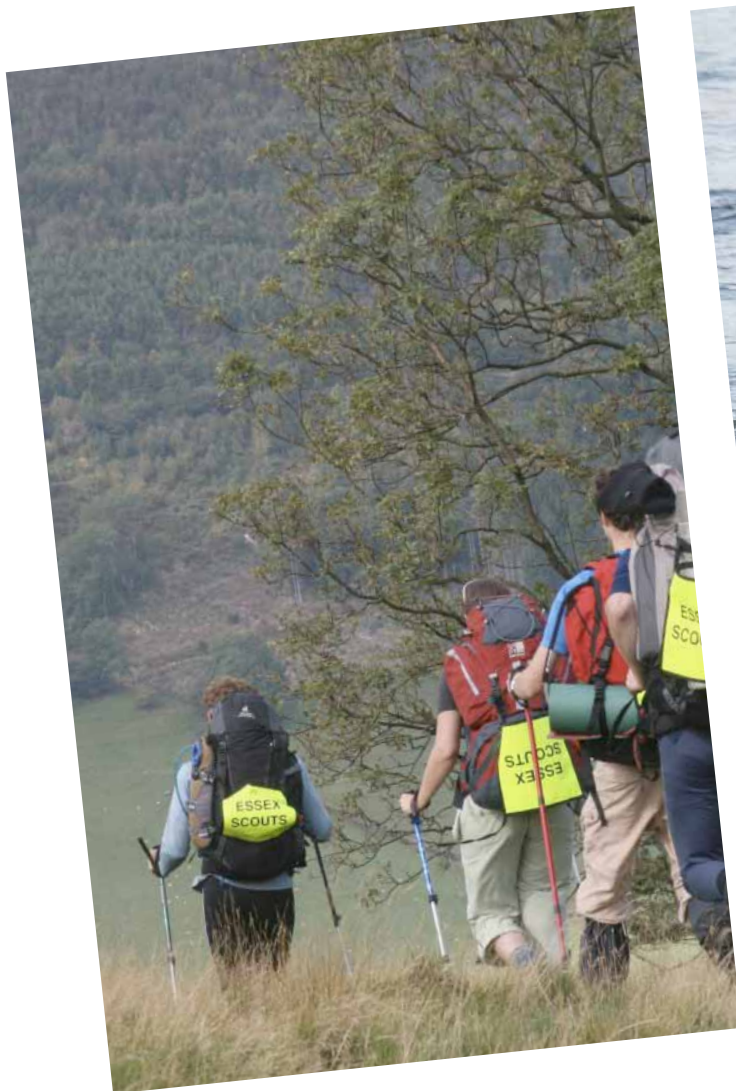
Over the last year we have seen some tremendous events and activities. Group, District and County camps and events for all ages, development conferences, award ceremonies for young people and adults, to name a few with plenty more to look forward to over the coming months. In addition there continues to be high activity in the training provision with many adults completing their woodbadges each year. We have a new way to fund adult training and we hope that this will simplify the administration and encourage more people to take up training opportunities.

In the early part of 2010 we were awarded a grant to employ a Local Development Officer for Essex. Over the next three years the LDO will be working with Groups and Districts to identify ways to recruit more adults to Scouting, open new Sections and reduce our waiting lists. This is a very exciting time for Essex Scouts and there are many projects already planned and underway.

The future continues to look extremely bright for Scouting in Essex, although we mustn't become complacent. Our County Development Plan will continue to focus our work and ensure we are delivering well planned and worthwhile projects and initiatives to support local Scouting and achieve the national vision. There will always be challenges around the corner, but by working together across the County we can overcome any obstacle and ensure that we continue to provide the adventure of Scouting to as many young people in Essex as possible.

Thank you all!

Jan Dear  
County Commissioner



# Essex County Development Plan & The Scout Association Vision to 2012

Essex Scouts' Development Plan takes the six key aims of The Scout Association's vision to 2012 and helps us direct how we will ensure we provide support to Groups and Districts around Essex.



**A GROWING  
MOVEMENT**

**A DIVERSE  
MOVEMENT**

**A FOCUSED  
MOVEMENT**

**A YOUTH-LED  
MOVEMENT**

**A RELEVANT  
MOVEMENT**

**A SOUND  
MOVEMENT**

The review of 2009/10 highlights the significant success Essex Scouts continues to enjoy. Retaining our position as one of the largest Scout Counties in the UK we offer adventure to over 15,000 young people. The following pages describe our achievements against our development objectives, and sets out our plans for continued growth and development.

# GROUP GROWTH



Essex Scouts grew by 2.6% last year with this Growth being down to hard working Leaders all over the County. Along with dozens of other fantastic stories of growth, 15th Basildon were re-opened as a Group and saw an immediate influx of 50 youngsters.

District Commissioner Gary Brown says **“The growth of 15th Basildon has helped the Scouts nationally to achieve its biggest membership hike since the Seventies, and has pushed the total UK membership up to nearly half a million.”**

But despite this growth, waiting lists in Essex remain high. With a few hundred more Leaders Essex Scouts could open up new Groups and wipe out its waiting list, ensuring that every young person has the chance to enjoy the adventure of Scouting.

# A GROWING MOVEMENT

## We said we would...

### Review the way we manage our want to join systems

- We looked at the way adult want to join enquiries are received and have implemented a revised system to ensure new adults and welcomed to Essex Scouts quickly and effectively.

### Look at ways to improve induction, training and support to District Commissioners

- We are making better use of professional support with the induction and training of District Commissioners.

### Be more effective in promoting vacancies and volunteering opportunities

- Vacancies are advertised through our website and now through our Facebook page helping us reach a wide range of people.

## Looking ahead

- We will look at ways to improve how we support District Commissioners in their management of Group Scout Leaders.
- We will help more Groups and Districts with development planning.
- We will run the "Essex Weekend" for adults in Scouting.
- We will look at ways to improve the "Moving In, Moving On" process for young people transferring from Scouts to Explorer Scouts.
- We will utilise our Local Development Officer to support local development projects across Essex.



# DEAF SECTION

1st Chelmsford Scout Group opened up a section that specifically catered for deaf/hearing impaired young people back in 2004. Today the Section has grown to 15 members, up from 12 last year. The section is open to all young people and currently has deaf Scouts, children of deaf parents, siblings, and others.

The Headquarters of the group has had some works to adapt it to suit the special requirements including improving the fire alarm/ warning systems, carpeting to reduce echo noise, and the Group are now looking for funding to install a hearing loop system.

Scout Leader Paul Wise recalls one of the best activities from last year “between January and Easter we put a lot of effort in to learning about search and rescue techniques including what might go wrong causing a group of Scouts to need help, how the alarm might be raised, how to organise a search, communication skills, and first aid – everyone gained their Stage 3 first aid award. We followed all this up with a full-blown search and

rescue exercise where Scouts had to manage an incident, appointing lead members, administering first aid and undertaking a rescue by building a stretcher to get people back to base. This programme went down really well – hugely enjoyable with everyone learning a lot.”

Parents speak highly of the section: **“My son is able to follow what’s going on as all the young people and Leaders there are deaf aware and many of them can sign. He can take part in every activity as he can understand all the rules and safety information. He has done camping, fell walking, caving, canal boating, film making and loads of other things that he would never had done if it wasn’t for the deaf Scout section.”**

# A DIVERSE MOVEMENT

## We said we would...

Work harder to reach new audiences

- We started a project to open up a new hospital based Scout Group in Essex.

Ensure our communications are accessible

- We communicate in a variety of ways, utilising electronic media particularly effectively. We continue to provide hard copies of our newsletter "The Essex Adventure" and all of our key news and support items have printable versions.

## Looking ahead

- We will complete the hospital Scouting project and open a new hospital based Group.
- We will increase the number of girls and young women involved in Scouting.
- We will provide support and input to events and initiatives that reach new audiences.



# DEVELOPMENT DAY

Scout Districts in Essex are encouraged to create development plans which set out the strategic priorities and associated actions for the District to help ensure growth.

Different Districts use different methods, and in October 2009 Billericay and Wickford Scouts had a day's workshops to identify the current strengths and future challenges of the District in order to help set out how the District could grow. A member of the District team commented:

**“it was a thoroughly enjoyable day, and I feel I was able to get my points across. The challenge is now for the District to work together to ensure we can deliver on the objectives we’ve identified over the next few months and years.”**



With more assistance being given to Groups and Districts throughout Essex with development planning a more focused and sustainable approach to recruitment of adults and young people will be achieved. Through development planning Essex Scouts continues to look to the future ensuring our actions deliver on our priorities.

# A FOCUSED MOVEMENT

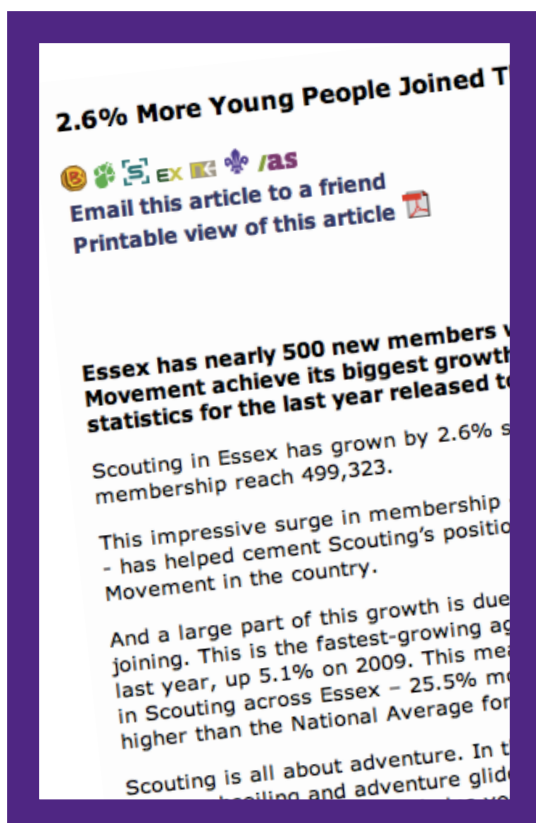
## We said we would...

Improve support to District and County Teams with communications

- We are sharing best practice, promoting events and activities, and focusing communications to key audiences throughout Essex Scouts by utilising our news article system through our website.

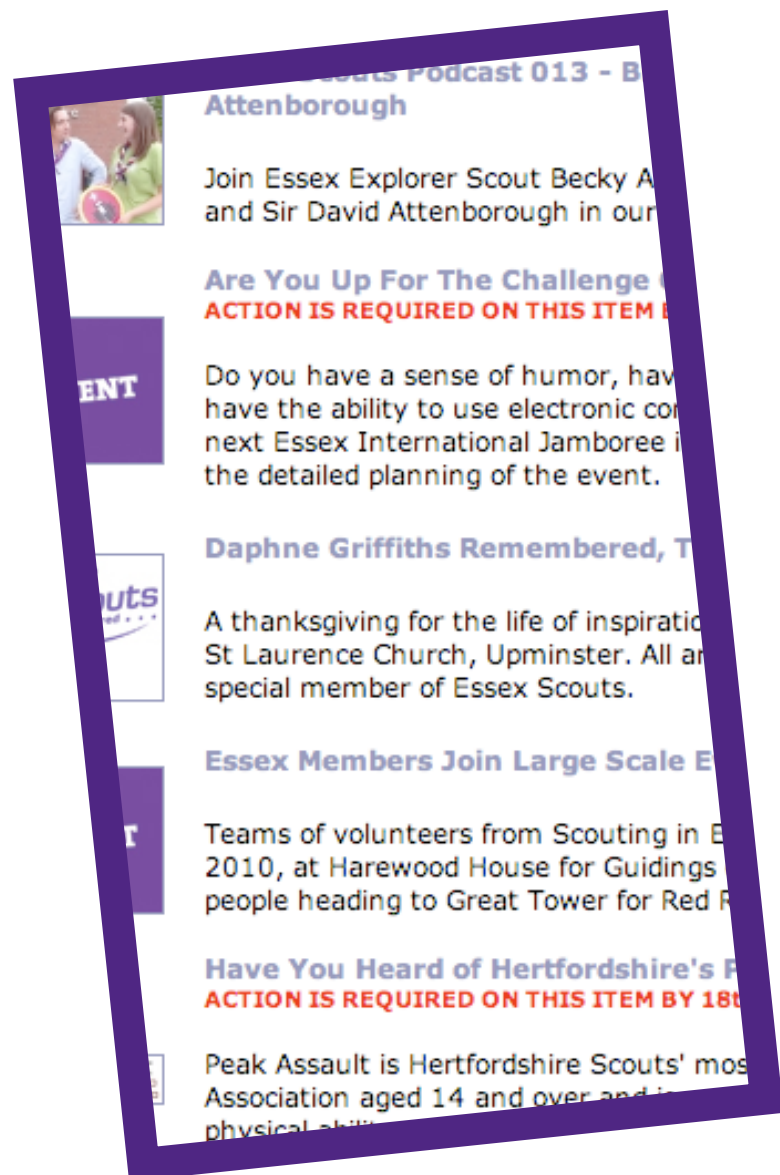
Improve number of people receiving Essex Plus (our email bulletin)

- Over 2,500 receive Essex Plus and we are working on other more focused email communication systems to give tailored information to different audiences.



## Looking ahead

- We will develop a strategic communications plan and work harder to ensure we get the right information to the right people at the right time.
- We will organise and run valued County events for young people that support Leaders in the delivery of the balanced programme.



# YOUNG LEADERS

Young people in Essex continue to excel when it comes to youth leadership. There are over 500 young leaders (aged 14-17) working in Beaver Colonies, Cub Packs and Scout Troops across Essex. These young people are not only giving practical support and service to these Groups, but are developing themselves as role-models for younger Scouts and equipping themselves with valuable leadership, organising and team working skills for the future.

Young Leader Gemma from Braintree said: **“Helping at Cubs gives me a real buzz. I love taking part in all the activities in my Explorer Scout Unit, but using the skills I learn there I am able to teach younger members and encourage them to do their best.”**



# A YOUTH-LED MOVEMENT

## We said we would...

Review the way young leader training is offered around the County

- A questionnaire was conducted and the project team continue to work with Districts to improve the young leader training provision.

Ensure youth representatives were on committees across Essex Scouting

- Youth reps are fully involved in the County Executive Committee, Campsite (Skreens Park and Thrfitwood) Committees, and our Finance sub-Committee.

Review the Scout Fellowship in Essex

- County based Fellowships were under review and have started the transition to Scout Active Support.



## Looking ahead

- We will fully implement Scout Active Support.
- We will establish a working group to look at all aspects of youth engagement and involvement.
- We will identify where Districts do not have youth representation on Executive Committees and seek out ways to improve.

# EVENTS

Events are a major part of the Essex Scouts' annual programme. Delivering large scale events for Groups and Districts to participate in helps ensure we are contributing directly to the balanced programme of activities young people in Scouting enjoy.

In 2009/10 Essex Scouts ran a number of large scale events, and over 5,000 young people from every section were able to enjoy the activities, camps and expeditions on offer.

A selection of events we ran include:

**Beaver Scout Fun Day (Jun 2009): 1,000**

**Cub Scout Incident Hike (Apr 2009): 120**

**Scout Incident Hike (Apr 2009): 100**

**GiGa Camp for Scouts (Jul 2009): 2,000**

**TRACKS for all Sections (Mar 2010): 200**

**Beaver Craft Day (Mar 2010): 50**

**County Marathon for Explorer Scouts & Scout Network (Sep 2009): 500**

**WINTAC for Explorer Scouts (Nov 2009): 430**

**MAD Weekend for Scout Network (Jun 2009): 260**



# A RELEVANT MOVEMENT

## We said we would...

Appoint more local Media Development Managers

- A new County Media Development Manager has been appointed and is working on ways to improve the local provision.

Assist in implementing our brand and visual identity into local Scouting

- Essex Scouts makes full use of the brand and our visual identity and we are working with leaders locally to support their communications delivering a clear and consistent on-brand message.



## Looking ahead

- We will create and implement a Media Development Plan.
- We will increase our community impact by gaining more positive on-brand press coverage across the County.



● Lotta Litter – Gregory, Jess and Connie with the rubbish collected.

## Raising a tidy sum

THREE Explorer Scouts collected 30 bags of rubbish during a litter pick.

Jessica Carter-Mears, Gregory Carter and Connie James, all 16, tidied up Stambourne with help from friends and family.

On Sunday the trio collected two car wheels, one tyre, pieces of exhaust pipe, two wing mirrors and other pieces of junk.

Jessica and Gregory, of Sible Hedingham, and Connie of Stambourne, are mem-

bers of the Halstead and Colne Valley Scouting district.

Connie said: "We were very surprised by the amount of litter we picked up. Most of the junk was in ditches along the side of the road."

The teenagers have been selected to attend the World Scout Jamboree in Sweden 2011 and the litter pick was one of the events organised to help fund their trip.

The parish council paid them for their labour.

Roxwell

# TRAINING

The adult training scheme is a modular one which affords maximum flexibility for new Leaders to complete their woodbadge (the award that signifies the completion of Leadership training). To improve the administrative processes behind the training scheme, and to ensure a fair and equitable method of paying for training is running throughout the County, Essex Scouts changed the way adult training is funded.

Following wide-ranging research with colleagues from around the Region and further afield, consultation with District Commissioners and other stakeholders, and preparation of detailed costings, the County Executive Committee ratified the new method for implementation in the 2010/11 financial year.

County Training Manager, Ian Scott says, "Training continues to be an extremely important part of the process of becoming a Leader, and with simplified financial arrangements adults in Groups and Districts around Essex should be able to concentrate on the fun and challenge of earning their woodbadge, rather than on administrative processes."



# A SOUND MOVEMENT

## We said we would...

Review the way adult training is funded

- We implemented a revised method of funding for training so that it is now free at the point of delivery, simplifying processes and payments.

Offer further training to Executive Committee members

- We ran a training and information day for Executive Committee members, and plan to do more.

Ensure we get value for money from our assets

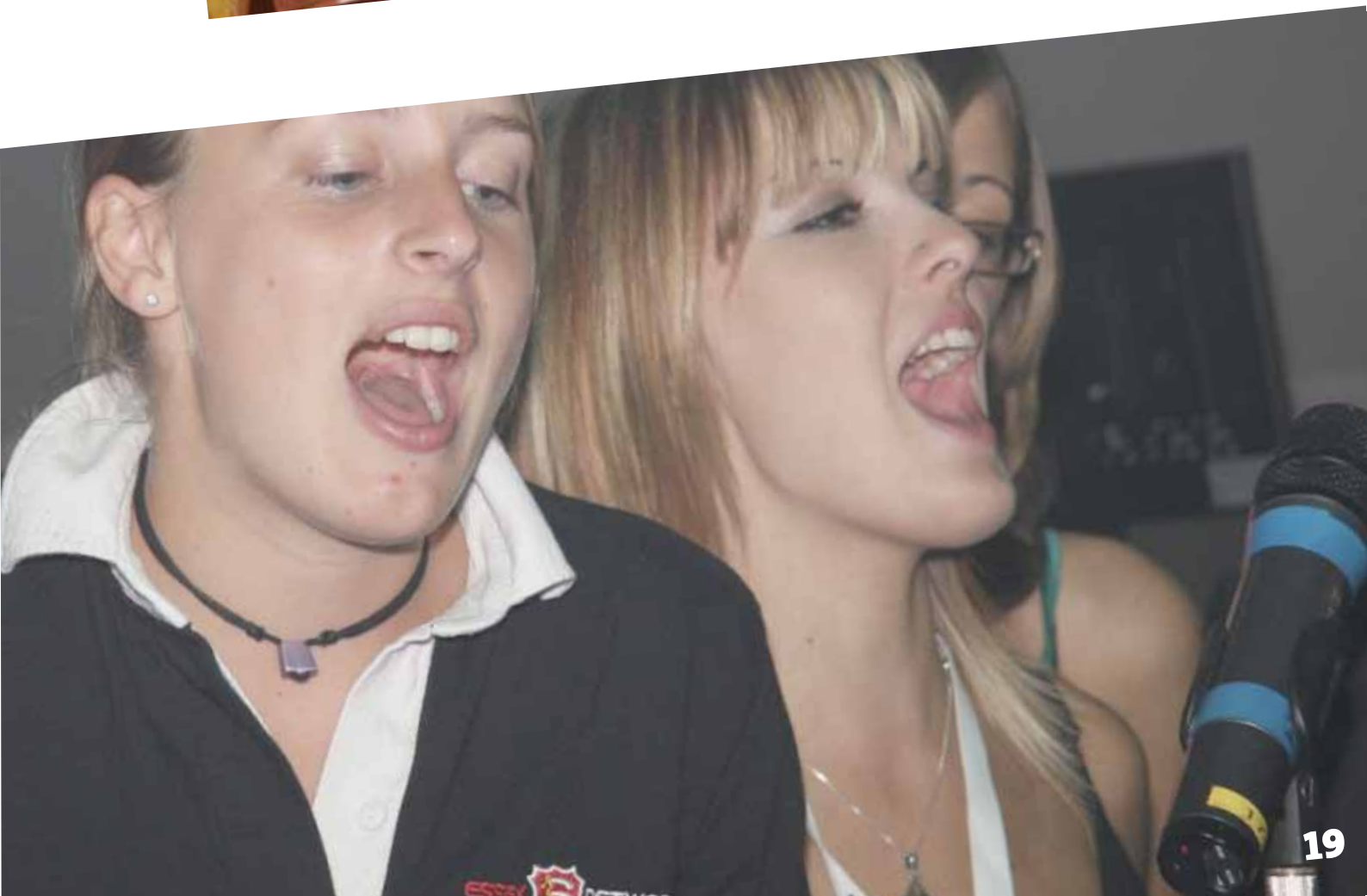
- We have started a review of Skreens Park to develop a long term strategic plan for the Activity Centre.

## Looking ahead

- We will provide focused specialist support for Appointments Secretaries.
- We will look at ways to improve the provision of adventurous activity and skills based training for Leaders.
- We will complete the strategic plan for Skreens Park and implement actions from it.









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