

Essex Scouts Development Plan 2025-2028

Our Vision by 2028 is to have prepared more young people with skills for life, supported by amazing leaders delivering inspirational programmes.

* Objective	How do we know we have succeeded?	Priority	Is funding needed	Who is the project lead?	Who is supporting the project	Review Date	Target Completion date	Progress Update	Complete (yes/no)
Supporting Young People									
Facilitate Events for Districts to enable YP training and Development including YL Courses, Essex Challenge & VOICE.	Provision of min 1 YL Course per annum	High	yes	Youth Team & 14-25 Programme Team	Events Team, Learning Team	Nov-25	Dec-28		no
Promotion of How Top Awards are achieved through programmes and events being delivered. (Essex Challenge Pack)	Creation & publication of information pack to YL	Medium	yes	Youth Team & 14-25 Programme Team	Reward Team	Nov-25	Dec-28		no
Provision of "Badge" courses at County level which cannot be delivered at District or Group Level	Provision of min 1 YL Badge Course per annum (multiple badges offered)	Medium	yes	4 - 13 and 14-25 Programme Teams	Youth Team, Events Team, Learning Team	Nov-25	Dec-28		no
Facilitation of County Awards Day for Top Awards. Open Day at Skreens for YP.	Provision of min 1 YP event per annum	Medium	yes	Youth Team	4 - 13 and 14-25 Programme Teams, Youth Team, Events Team, Learning Team	Nov-25	Dec-28		no
Supporting Adult Volunteers									
Development of Recruitment packs / resources to support new and growing groups or sections.	Development and publication of register of info packs, and the production of packs.	High	yes	Admin Support team	All Teams	Nov-25	Dec-28		no
Develop a skill skills exchange initiative where skills can be shared/learned by adults (both hard and soft skills)	Planning and running Skills Weekend(s) plus	Medium	yes	Volunteer Development Team	Event team, learning team	Nov-25	Dec-28		no
Develop a learning / skills matrix for all roles to identify available skills which they can learn.	Production and publicaion of training and skills matrix for all roles	Medium	no	Volunteer Development Team	All Teams	Nov-25	Dec-28		no
Development of resilience planning for all County and District Roles, where deputies are in place.	Recruitment of "deputies" for all key County and District Roles	Medium	no	County Lead Volunteer	County Leadership Team	Nov-25	Dec-28		no

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Facilitation of County Awards Event for those receiving Silver Acorn or above awards	Provision of min 1 evening event per annum	Medium	yes	Awards Team	Events team, County Lead Volunteer	Nov-25	Dec-28		no
Recruitment									
Grown our Young Persons number by 3%, using regional support growth officers to support unsustainable groups or sections (those with less than 12 persons-excl network sections)	2025 census used as base, increase identified within 2026 census data.	Medium	no	Growth & Development Team	County Lead Volunteer	Nov-25	Dec-28		no
Recruitment									
Facilitating adult growth using recruitment training events, and the use of County recruitment resources	Provision of min 1 recruitment event per annum	High	yes	Volunteer Development Team	Events Team	Nov-25	Dec-28		no
Provision of Scout Mentors for new and existing adult volunteers	Mentor register created and all new volunteers offered a mentor during onboarding process	Medium	no	Warmer Welcome Team	Support Team Lead	Nov-25	Dec-28		no
Promotion of Recruitment events for Groups and District events using County Resources.	Production and publication of County Asset Register	High	no	Property & Asset Team	Support Team Lead	Nov-25	Dec-28		no
Retention of YP into leadership, managers, or supporters roles. Encouraging the use of online training and engagement. (sending birthday cards on 18th birthday with relevant ongoing options to YP)	Production, publication and issue of information pack/resource to YP moving from Explorer/Young Leaders Including full support for the Young Leaders Programme.	Medium	yes	Youth Lead	Warmer Welcome Team & Learning Team & 14-24 Team	Nov-25	Dec-28		no