

Central Yorkshire Scout County. Strategic Plan 2008 - 2012.

Strategy	Required Outcome	Criteria	Led by	Timescale	
a growing Movement	A	To increase all membership year on year and by 10% from 2005 to 2012			
	1	To recruit a GSL to each Scout Group	DC	2008 to 2012	
	2	To impliment strategies to recruit and retain adult volunteers including 'First Contact'	CC/DC	2008 to 2012	
	3	To implement a strategy for the growth and development of Scout Network	See SN Development Plan	CSNC	From 2008
	4	Introduce succession planning to key roles		CC/DC	From 2008
	5	Review process to be fully implemented.		CC/DC	From 2008
	6	Targeted Sectional growth support		ACC (S)	From 2008
	7	Maintain links with Vice Presidents and volunteers	Use of news letters and Campfire Circle	County Chairman	From 2008
	8	Review waiting lists and impliment strategy to reduce		DC	Now
	9	Review need for County Administrator		CMT	2009
	10	Review need for LDO		CMT	2009
a youth Movement	B	The County profile will be of a youth led Movement supported by volunteers of all ages. The 6yrs to 25yrs will participate in an effective Programme which will acknowledge their participation and success by the presentation of Awards. We will emphasise the benefit to young people of participating in and being a member of The Scout Association.			
	1	Develop the Young Leaders Scheme across Districts		DC	Now
	2	Appoint County Young Leader Scheme Training Co-ordinator		CTM	By April 2008
	3	Develop the Young Spokesperson scheme and utilise as ambassadors to the media		CC/DC	From 2008
	4	Appoint Young Spokesperson Co-ordinator		CC	By April 2008
	5	To hold District and County Youth Forums annually	Districts to hold Forums before end 2008. County Forum 1st quarter 2009. Formalise CSN Committee	CC/DC	From 2008
	6	To build upon the WSJ Unit as a cohesive unit within the County		DCC (PS)	From 2008
	7	To increase recognition and achievement of awards for 6yrs to 25yrs membership	Leaders to maintain detailed records to ensure awards recognised and awarded	DC/DCC (PS)	Now
	8	To firmly establish the transfer of data from Explorer Scout to Scout Network Sections	Districts to appoint DESA. Records to be merged with CSNA to facilitate linking. Direct contact to be made with youth membership	DC/CSNC	Now
	9	To have a County co-ordinated approach to the Queen's Scout Parade, Windsor		CSNC	By April 2008
	10	To promote and impliment WSJ 2011 selection	To achieve two Units	DCC (PS)	2009 - 2011
	11	To ensure all Leaders provide an effective Programme across all Sections	To include Link activities	DCC (PS)/DC	2008 to 2012
	12	To ensure all young members have service formally recognised	County and District Award Events	DCC (PS)/DC	2008 to 2012
13	To identify and impliment a process of identifying future key volunteers		CC	By 2009	

a focused Movement	C	The County will ensure that its management structures ensure effective and efficient practices and that the County Activity Centres provide for the needs of its membership			
	1	County to implement and annually review 2008 to 2012 Strategic Plan		CC	2008 to 2012
	2	Districts to have rolling strategic plan in line with County		DC	By April 2008
	3	Districts to review Groups and implement support/merge/close strategies	In line with larger, local Scout Groups	DC	2008 to 2012
	4	Groups to have ongoing objectives		DC	By September 2008
	5	County Activity Centres to have business plan	Rebranded for 2009	County Chairman	By September 2008
	6	County to provide one sectional activity/event annually		ACC (S)	Annually
	7	County to provide two ADC/DESC Workshops annually		DCC (PS)/ACC(S)	Annually
	8	County to appoint a Media Development Manager		CC	Now
	9	Appoint County Nights Away Advisor		ACC (A)	Now
	10	County led workshops and training [management] for DC and GSL		CTM	2008 to 2012
	11	Develop provision of external qualifications	OCN	CTM	By July 2008
	12	Review and manage adult On-going Learning		CTM	Annually
	13	Recognise and acknowledge adult service	Increase award applications	CC/DC	2008 to 2012
	14	Have an integrated District/County diary	To facilitate CSL's supporting District Mtgs	ACC (S)	Annually
	15	Provide workshop/mediation for NAA	County Workshop	ACC (A)	By March 2009
	16	To recruit County SL and ESL to team		DCC(PS)/ACC(S)	Now
	17	To increase number of Activity Permits across County	Current average of two per District	ACC (A)	2008 to 2009
	18	Impliment Search Groups for current vacancies	Also support to Districts	DCC (P)	Now
19	Implimentation of County Adult Appointment process	Also support to Districts. Impliment formal County Reviews	DCC (P)	By September 2008	
20	DC's to appoint DDC or Development Officer	To review District structure and Group needs. To support development locally	DC	Now	
a sound Movement	D	The County, including Districts and Groups, will have a strong financial, operational and strategic approach to its provision of Scouting; this will include executive and administrative functions. Support and direction will be provided to adult volunteers.			
	1	County Constitution to be reviewed		County Chairman	2008
	2	County Policy document to be put in place	Subject to annual review	County Chairman	2008
	3	Create County Archive facility	JBC to be utilised medium term	County Chairman	2008
	4	Ensure the County training provision meets the County needs		CTM	2008 to 2012
	5	Provide Trustee and Appointments training		CTM	Annually
	6	Identify needs and provide training to Scout Network		CTM	Now
	7	Recruitment and development of new and existing trainers	6 new trainers by 2009	CTM	2009
	8	To identify and provide training to all existing, long service leaders	DC's to support and enforce	CTM	2008
	9	To hold an annual meeting of District Chairman	To promote best practice within execs	County Chairman	Annually
	10	To ensure safety is a standing agenda item across executives		County Chairman	Now
	11	Commence 'A Fresh Approach to TA'	Recruit 1 TA per Group	CTM	By September 2008
12	Introduce succession planning to key roles	In conjunction with growing the Movement. 12mth notice agreement to be implimented	CC	From 2008	
13	Review and impliment a communication policy	Development of website as portal to County. Use of targeted flyers. Annual directory	CC	Now	

a relevant Movement	E	The County will strengthen its media profile and public awareness to include local business and government. It will develop a modern positive youth based image which demonstrates the benefits of belonging to the Movement.			
	1	Build upon local links developed during 2007	Business and Council	CC	Now
	2	Young Spokespersons to be involved in all external communications	Proactive release of information	CC/DC	Now
	3	Have a vibrant and well managed 6 to 25 Programme	Supporting recruitment/retention	ACC (S)	2008 to 2012
	4	Create image of professional, corporate Movement relevant to adults	Supporting recruitment/retention	CC	2008 to 2012
	5	Youth membership contributing within committee's and towards growth and development		CC/DC	Now
a diverse Movement	F	The County will build upon 2007 in respect of its diverse and multi-cultural membership. There will be openness and involvement for adults and youth members regardless of background or circumstances.			
	1	County and Districts to examine need for 'flexible' Scouting and propose strategy	Provision at university and college; after school and business needs	DCC(D)/DC	2008 - 2012
	2	Seek to identify local champions to support diverse development		CC/DCC(D)/DC	Now
	3	Increase awareness of all adult volunteers to the Counties multi-faith membership	To dispel any misunderstandings or fears and to encourage sharing of faith. To examine training needs and provide as required	CTM/DCC(D)	Now