

A young woman in an orange helmet and grey shirt is climbing a rope on a tree. Another young woman in a blue hoodie and green helmet is also climbing. The background is a blurred green forest.

# Building Brighter Futures Across Merseyside

MISSION

STATEMENT

Our mission is to be the **most impactful**, most **inclusive**, and most **sustainable** Scout County in the **North West**.

We will provide high **quality**, **fun** and **adventurous** programmes; by **recruiting**, **retaining** and **developing** adult volunteers to **empower** young people with #SkillsForLife.

Our

vision

To prepare more young people with #SkillsForLife, supported by skilled adult volunteers delivering an inspiring programme, across a well-managed provision.

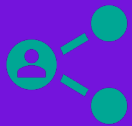
Across Merseyside, we will...



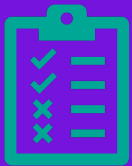
**maximise** our impact by **focusing** on what matters to our young people;



be **growing**, more **inclusive**, shaped by **young people** and making a bigger **impact** in our communities;



make volunteering **easy**; keep it **simple**; share and **collaborate** in keeping with our culture;



elevate our **governance** and **asset** management; enabling **safe scouting** for future generations;



protect our **planet** by reducing our impact on **natural resources** through **positive** climate action.

Our



Values



## Scout Values

As Scouts we are guided by these values:



## Integrity

We act with integrity; we are honest, trustworthy and loyal.



## Belief

We explore our faiths, beliefs and attitudes.



## Cooperation

We make a positive difference; we co-operate with others and make friends.



## Care

We support others and take care of the world in which we live.



## Respect

We have self-respect and respect for others.



A close-up photograph of two hands holding a blue Scout badge. The badge is oval-shaped with a white fleur-de-lis in the center and the word 'Europe' written in white above it. The background is a blurred image of a person's face and a grey wall.

**Maximise our impact by  
focusing on what matters to  
our young people**



- 🔍 Reinststate the training facilities at Tawd Vale Adventure Centre to act as a focus point for adventurous activities, outdoor skills and international adventures.
- 🔍 Revitalise our international opportunities for young people, by developing an programme of international activities, expeditions and training courses.
- 🔍 Develop and deliver a range of large scale events that support programme delivery across every section
- 🔍 Celebrate the successes of our young people who achieve their top awards, by ensuring their success is showcased across Merseyside.
- 🔍 Develop new support streams and a team of mentors to allow more Young People to achieve their Kings Scout Award
- 🔍 Empower and support our Young People to talk about their Scouts Top Awards on their CV, and engage with employers across Liverpool City Region to understand their relevance, relating back to DofE Scheme
- 🔍 Increase the quality and delivery of Young Leader training across Merseyside in line with a new National approach
- 🔍 Engage with Explorer Leaders from across Merseyside to encourage our young people to progress to the Scout top awards on the completion of the Duke of Edinburgh award.
- 🔍 Increase awareness and engagement of our Young People with their You Shape Award enabling more Young People to achieve this
- 🔍 Encourage all Scout District has an District Youth Lead appointed to support our youth led principles across Merseyside.
- 🔍 Develop and embed a County Youth Forum that works to complement our programme and ensure the young people continue to be at the heart of Merseyside.





**Be growing, more inclusive,  
shaped by young people and  
making a bigger impact in our  
communities**



Build and maintain new relationships with key partners across the Liverpool City Region to enable us to reach new communities, develop new learning opportunities and develop new programme opportunities for our Young People



Engage with the national extending reach team to ensure we are open to work with all part of our community



Create a bespoke and deliverable growth plan for Merseyside



Create an Explorer provision heat map to establish where our provision is, enabling more Young People to be retained between Scouts and Explorer Scouts



Scope and explore the development of a new member joining system across Merseyside to ease the transition and placement of new members



Research and understand the EDI makeup of the Liverpool City Region, and use this data to scope our new meaningful growth plan



Review and improve cross section young person retention





**Make volunteering easy; keep  
it simple; share and  
collaborate in keeping with  
our culture**



Review the County's workforce plan to ensure the employed staff are supported and developed to best support our volunteers across Merseyside.



Develop and enhance a support network for leader and manager roles



Develop and enhance a support network for section delivery roles



Develop a seamless integration to Merseyside, prioritising our Merseyside Welcome to County level roles, utilising technology to provide the right information, at the right time, in the right way for our adult volunteers, whilst role modelling our new volunteering culture.



Develop methods of communicating with volunteers from across the County in a meaningful way, we will understand how they want to be engaged with and we know what topics we engage over at every level.



We will champion our adult volunteers and ensure they feel valued through meaningful awards and recognition. We will promote good service awards for excellent service to Scouting, we will advocate national honors for outstanding service, whilst celebrating at local County led recognition events for Merseyside volunteers.



Every District will have a team of Welcome Volunteers to champion our new Welcome Conversations



Enhance our existing in house adventurous activities training to support more adult volunteers to develop our offering to our youth members.



Develop and deliver section support workshops through programme refocus events to enable adult volunteers to make full use of our Scouts programme





**Elevate our governance and  
asset management; enabling  
safe scouting for future  
generations**



Develop our Trustee Boards across Merseyside, ensuring a focus on good governance, management of risk and managing money well. Whilst ensuring the continuation through succession planning.



Support Groups and Districts to ensure they each have a functioning Trustee Board with at least 6 Trustees



Develop a full understanding of our assets and develop an asset management, replacement and disposal plan.



Promote the effective and safe use of Merseyside assets by all our Groups and Districts



Establish a full time employee based at Tawd Vale Adventure Centre to support our regulatory and safety compliance work, to allow our volunteers to focus on delivering the adventure of Scouting.



Develop a website to be proud of, we know what content we deliver, and we know what content we don't deliver. Our website users find the site functional, user friendly and the navigation and style is built with the UX in mind.



Ensure that our commitment to meeting the national target for mandatory ongoing learning is consistently met and our adult volunteers are support and engaged with their learning.



Support the development of Tawd Vale Adventure Centre and celebrate its centenary by delving the Tawd100 Strategy.



Review our quality management framework including a full review of all our policies and procedures



Horizon scan for new legislation and updates to POR, including the Protection of Premises Bill (aka Protect Duty/ Martyn's Law)



To ensure business continuity we will review our process to ensure theres capacity in systems to ensure resilience in our key business areas.



Identify new funding streams to enable us to Build Brighter Tomorrows



**Protect our planet by  
reducing our impact on  
natural resources through  
positive climate action**







To understand our current carbon footprint and work positively to reduce our impact on the planet



Develop immediate easy fixes for the planet including rain water harvesting at Tawd Vale Adventure Centre and Wind/ Solar power



Develop and implement a waste reduction and recycling programme



Review the green credentials of our current contractors and service partners



Undertake a scoping practice for best practice against campsites and adventure centres



Review the UN's Sustainable Development Goals and map our activities against these



Champion Earth Tribe and Scouts of the World across our programme delivery teams to embed sustainable programmes and educate the leaders of tomorrow



Establish a sustainable travel partner for Merseyside Scouts large events



Implement electric vehicle bays at Tawd Vale Adventure Centre



Champion Health and Wellbeing, reviewing our provision at Tawd Vale Adventure Centre Providence



Continue to invest in our sustainable digital infrastructure



Building

Brighter

Tomorrows