



Ship shape and ready for action!

Our Group Development Plan 2022-2025

We are excited to share the headlines of our 8th Worthing Group Development Plan 2022-2025, the foundation of which is feedback gathered from all of our stakeholders over a series of recent consultation activities – a collaborative approach that we know will remain critical to the plan's success and which we wish to continue. We are grateful for everyone's contribution.

5 young member focus groups, 55 completed parent/carer questionnaires, 11 completed leader questionnaires, one-to-one consultations and an Executive away day generated a huge amount of insight on the experiences and aspirations for 8th Worthing from a variety of perspectives and what is clear that there is much to be proud of. The feedback was overwhelmingly positive with the range of activities on offer, level of safety, openness and inclusion, opportunities for volunteering, communication and engagement with leaders all scoring very highly and leaders feeling confident in their roles.

Our strategy draws on the positives as well as the emerging themes and opportunities for improvement. There was an obvious call for more water-based activities as well as opportunities to come together for activities as a whole group. There were great ideas for communicating and organising our parent/carer volunteer help better as well as a desire to get to know each other better with more regular face-2-face opportunities for parents and carers to come together with leaders. Shouting louder about the ways in which 8th Worthing already supports inclusion, remaining open as to how activities might be adjusted to individual needs as well as taking time to reflect on how policies might reflect the evolving outlook on gender were considered important. And last but not least (notwithstanding the healthy pragmatism) we all agree that HQ is long overdue a lick of paint and some storage re-organisation!

Our strategy

Our plan sets out to address these areas whilst ensuring that we maintain a high-quality and sustainable programme with well managed resources that actively contributes to the national objectives for Scouting¹. With this in mind **the following will be our guiding strategies** throughout the life of our plan:

- Strong foundations before growth
- Investment in leadership and volunteering
- New partnerships and collaboration
- Strengthening governance

Our objectives

| Plan Area | Objectives |
|-------------------------|--|
| Growth | To increase the capacity for new members and new activities at 8 th whilst maintaining a high-quality, risk-managed programme To increase the number of and invest in the development of our leadership team through supervision and expanded training To expand the age range of the 8 th Worthing programme to 4-18 years through the opening of a Squirrels programme |
| Youth-shaped | To increase the number of and invest in the development of our young leaders team through supervision and expanded training To ensure that the voice of young people remains at the heart of the scouting experience To increase youth representation and engagement at all levels of the scouting programme including Executive |
| Community Impact | To have a positive impact on the local community through charitable fundraising for community causes To build new and rewarding relationships with a diverse range of community partners that support 8 th Worthing aims To create access to a water-front site through mutual arrangements with a water-front partner |
| Inclusivity | To create spaces, activities and experiences of 8 th Worthing that are enjoyed by and inclusive to all To increase the range and diversity of opportunities for parent and carer involvement and volunteering To build awareness of and confidence in everyone's contribution towards diversity, equality and inclusion at 8 th Worthing |
| Governance | To build a strong and representative 8 th Worthing Executive with the skills and experience necessary to meet our objectives To achieve the highest safety standards for 8 th Worthing on an ongoing basis To manage 8 th Worthing assets (money, equipment, buildings and other) in a planned for and sustainable way |

¹ <https://www.scouts.org.uk/about-us/strategy/our-vision-for-2025/>

Our three-year road map

We can't do everything at once. With many ambitions linked to growth, Year 1 of our plan focuses on ground-work; re-building from the pandemic and consolidating what we do best.

| | Year 1 – Consolidating what we do best | Year 2 – Getting ready for growth | Year 3 – Growing by age and numbers |
|---------------------|--|--|---|
| Headline activities | <ul style="list-style-type: none"> - Leadership recruitment project - Leader development programme; training and supervision - Diversity, Equality and Inclusion plan developed - Grow our team of water-based instructors - Adopt the 'YouShape' award across all sections - Developing our volunteering strategy; identifying gaps, engaging, recruiting, managing - 'Getting-to-know-each-other' activities - Roof replacement project - Smartening up our interior - Costs understood, plan written and fundraising activities underway - Exec skills audit and recruitment plan - Finance review and implementation of OSM accounting - Digital review and recommendations made - Training in and embedding of improved risk management tools - Review and completion of Data Management toolkit | <ul style="list-style-type: none"> - Making plans for Squirrels - 8th Worthing 95th anniversary celebration - 'Community charity' project launched - Toilet block refurbishment project - Writing of asset audit and replacement plan - Developing water-front connections - Family involvement activities - Diversity, Equality, Inclusion plan implementation - Digital plan implementation | <ul style="list-style-type: none"> - Launch of squirrels - HQ Lease review - Making plans for opening of a new XXX section |

- An increased leadership team supported by (more) confident and competent young leaders
- Activities to support inclusion identified and planned for
- Exec diversity, equality and inclusion trained
- A new swimming gala!
- More trained water-activity leaders
- Young members achieve their 'YouShape' badge
- Increased and regular parent/carer support across all sections
- Everyone knows who everyone is!
- Whole group social re-launched
- A new roof!
- A refreshed and welcoming HQ
- More awareness of and involvement in Exec by young people, parent/carers and leaders
- A strongly appointed Board; new Trustees welcomed and embedded
- OSM accounting seamlessly integrated into 8th financial management
- Digital plan in place
- High quality activities delivered in the safest way
- Training in and implementation of data toolkit complete

- Squirrel leaders, young leaders, volunteers and launch plan in place
- A fun and well-attended 95th celebration
- 8th Worthing raising donations for new 'Charity of the Year'
- A new business sponsor partnership
- A new 'Baz'!
- A new toilet block!
- More water-based activities facilitated through local water-front partners
- More Diversity Equality Inclusion training
- Outgoing communications refreshed for Diversity Equality and Inclusion
- Refreshed IT in place
- Royal Navy recognition retained

- First Squirrels are welcomed to 8th Worthing

Monitoring and review

The Executive Committee will use the accompanying action plan to this strategy to monitor progress, carry out annual reviews and adjust content accordingly.