



4<sup>th</sup> Newbury (St Johns) Scout Group

5 YEAR ROLLING DEVELOPMENT PLAN



As Robert Baden- Powell said : No Plan, No Progress

## VERSION HISTORY

The following versions have been made to this document

Version Number	Version Date	Comments
1.00	16.06.2011	Original Plan created by GSL and presented to Group Executive.
1.00	July 2011	Draft 5 year plan accepted by Group Executive
1.01	Jan 2012	Plan revised
2.00	April 2014	New Revision produced by GSL to be submitted to Group Executive

## GROUP BACKGROUND

4<sup>th</sup> Newbury (St Johns) Scout Group is one of 8 scout groups in Kennet District of which 6 are based in and around the town of Newbury.

We are a very lucky Group with few extra needs and wants however this does not stop us having ambition.

In many ways the Group is very healthy :

- 1) All 3 sections full and strong waiting list held
- 2) Strong established Leader team with new recruits bring in ideas
- 3) Group meets in the St John's church halls so does not have responsibilities over maintenance of buildings and our rent is low compared to other commercial rentals thanks to the support of the Church.
- 4) Over the years we have replaced and maintain our camping and activity equipment and hold good stock to enable plenty of camping and scouting events
- 5) We have some financial reserves.

On the other hand we still are looking to improve our offering to young people and maximise on the skills of our leaders and other adults to supply even better scouting to our current and future members.

The church also hosts a Rainbow and Brownie group and in past has had a Guide company, which they hope to reopen in due course. Which has and continues to impact on other co-educational ethos.

### **So Actually what is 4<sup>th</sup> Newbury (St Johns) Scout Group ?**

4<sup>th</sup> Newbury (St Johns) Scout Group is constituted in accordance with the rules of the Scout Association to provide Scouting to people in the Newbury area, primarily those within a local radius of St John's Church. It is SUPPORTED under those rules by the Scout district of Kennet.

The Scout Association is incorporated by royal charter to promote the development of young people in achieving the full physical, social and spiritual potential as individuals, as responsible citizens and members of their communities.

Scouting used a method which young people in partnership with adults

Enjoying what they are doing

Learning by doing

Participating in varied progressive activities

Taking responsibility for their actions

Working in Groups

Taking responsibility for others

Outdoor Activities

Sharing in Pray and worship

Making and living out their Scout promise

Scouting in the Group is provided through Beaver colonies (6-8yrs) Cub packs (8-10.5 yrs) and Scout Troops (10.5-14.5yrs). Scouts are then encouraged to join a District Explorer Group (14-18yrs).

Each section is run by adult leaders who go through a Scout Association training scheme to help them provide the balanced fun activities within the safety of the association rules.

All Adults who work within the group at any time are expected to be fully CRB cleared prior to interaction with the young people.

The Scout group is managed by the Group executive the members of which are "Charity Trustees" of the group and the Executive has the responsibility of supporting the leaders and young people in all sections.

Its responsibilities include

Promoting the development of Scouting -Maintenance of property and Group finances

Assisting in Recruitment of Leaders, Administrators -Insurance of Property & Equipment -Fund Raising

## **PURPOSE OF THE PLAN**

Is to provide outline guidance to the Leader team and Group executive on direction of the group and thus safeguard the future sustainability of 4<sup>th</sup> Newbury (St Johns) Scout Group

## **GROUP SECTIONS.**

We currently run 3 sections in the group. 1 beaver colony, 1 Cub Pack and 1 Scout Troop, in all sections numbers are strong and there is no need to seek further recruitment from outside of our also full Beaver waiting list. Retention between sections is consistent and with the few direct entries into individual sections we consider ourselves full.

Beaver Colony (aged 6-8years) meeting on Monday evenings and other times as required delivering an excellent program based around the 5 zones: Getting to Know other people – Learning about yourself-Exploring the world around us-Discovering creativity – Practical Skills and Discovering beliefs & attitudes.

Every Beaver is given the chance of a nights away experience normally through our group camps.

Cub Pack (aged 8-10.5 yrs) delivers an excellent & varied program building on the Beaver program and based on 7 Zones: Outdoor Scouting – Fitness – Creative – Discover the world around you – Caring and community – Global – Beliefs and attitudes. Every cub is given the chance to experience a range of nights away activities normally up to 5 nights per annum as a minimum.

Scout Troop (aged 10.5 -14) The troops programme builds yet further on the Beaver and Cub activities delivering from 8 program zones: Outdoor – Skills – Community – Environment – International – Physical –Relationships – Values. All scouts will be given the chance to experience at least 10 nights away activities during any year.

As we do not have space or hall availability to open new sections or expand we have in 2013 assisted the District to open a new Cub pack nearby to try and give more young people the chance to enjoy scouting. We would continue to support this type of initiative.

Despite the lack of need to recruit young people we will maintain and try to improve the groups profile within the local area. Continuing to monitor our numbers and flow of young people between sections.

We have a strong section leader team many of whom have been with us for some time now and again although no immediate need to recruit further leaders we will still encourage parent helpers where required to join us for certain activities and events. This will open the door for us to talk to them about further commitment to the group if they are interested or the need arise. Our one area to review in future would be additional leader support in our Beaver Section.

## **HQ.**

As we rent our HQ there are no pressures on the group for maintenance and running of the building but it does restrict us from opening new sections or expanding current one due to size and availability of the halls. Our rent is exceptional value for money and there appears no real incentive to look elsewhere for large premises.

Perhaps our only issue is available space for storage with most of our camping equipment being held off side at leaders own premises.

## **REPAIRS AND RENEWALS**

The HQ building is not ours and therefore any issues are covered via our rent. Should there be major building work needed of course this could impact of future rent costs.

Equipment is maintained and replaced by the leaders as required with any larger expense being approved by the Group executive in advance. We do hold a reserve of funds within the group in order to ensure we always have sufficient equipment to run a full balanced Scouting programme.

## FINANCES

We recognise for the Scout Group to continue to develop and run the exciting range of activities and fun that we do it requires a sound financial footing. We hope to facilitate this with the Group Executive planning ahead and ensuring the group maintains the correct level of income.

The group remains the cheapest scout group in the district for subscriptions with them being held for at least 10 years up to 2014 at a maximum of £66.00 per annum per head compare to many groups charging over £100.00. Clearly this means where some groups discount certain events we run on a pay as you use basis. The Executive feel this is the fairest system in those who take part in things bear the bulk of the cost or fund are raised from other methods to assist. With the rising cost of all things from our insurances, rents , capitation payments and equipment costs it is inevitable that some increasing in the cost of scouting will have to be passed on to families via the subscriptions but also we will look for support in doing more fund raising to help offset any rise in the cost or running the group. Initially in September 2014 the subscription rate will rise to £72.00 per head per annum, as we have said the first rise for over 10 years.

It is key for the group and its members that we continue to be aware of rising external costs and try to minimise the impact on the cost passed on through subscriptions etc. These may well mean in future asking for more support on fund raising.

The scout group very much is aware that families are still finding things financially tight despite the slow economic upturn and will help ensure that no young person misses out of scouting through financial hardship.

This said currently the group has a sound financial base and hold reserves which although reduced over the last couple of years the Trustees feel they are of a level that is satisfactory for any short term requirements.

**Below table is based on budget estimates only.**

YEAR	2012/13	2013/14	2014/15	2015/16	2015/17
<b>Leaders</b>	<b>7</b>	<b>9</b>	<b>10</b>	<b>10</b>	<b>10</b>
<b>YL</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>
<b>Beavers, Cubs, Scouts</b>	<b>60</b>	<b>66</b>	<b>70</b>	<b>70</b>	<b>70</b>
<b>Capitation</b>	<b>2210</b>	<b>2850</b>	<b>3071</b>	<b>3154</b>	<b>3200</b>
<b>Hut / Rent</b>	<b>420</b>	<b>420</b>	<b>500</b>	<b>500</b>	<b>500</b>
<b>Regular Meeting Costs</b>	<b>900</b>	<b>900</b>	<b>1120</b>	<b>1190</b>	<b>1330</b>
<b>Insurances &amp; Overheads</b>	<b>500</b>	<b>550</b>	<b>600</b>	<b>600</b>	<b>625</b>
<b>Activity Grants</b>	<b>300</b>	<b>330</b>	<b>490</b>	<b>560</b>	<b>630</b>
<b>Equipment (replace/ Repair)</b>	<b>200</b>	<b>250</b>	<b>250</b>	<b>700</b>	<b>750</b>
<b>Contingency</b>	<b>150</b>	<b>150</b>	<b>150</b>	<b>150</b>	<b>150</b>
<b>Total Expenditure Budget</b>	<b>4680</b>	<b>5450</b>	<b>6181</b>	<b>6854</b>	<b>7185</b>
<b>Subs Income</b>	<b>3,800</b>	<b>3960</b>	<b>5040</b>	<b>5250</b>	<b>5250</b>
<b>Gift Aid</b>		<b>760</b>	<b>792</b>	<b>1008</b>	<b>1050</b>
<b>Fundraising</b>	<b>500</b>	<b>500</b>	<b>650</b>	<b>650</b>	<b>700</b>
<b>Other Grants</b>	<b>250</b>	<b>250</b>	<b>250</b>	<b>0</b>	<b>0</b>
<b>RECEIPTS</b>	<b>4550</b>	<b>5470</b>	<b>6732</b>	<b>6908</b>	<b>7000</b>
<b>SURPLUS / SHORTFALL (To/From reserves )</b>	<b>-130</b>	<b>20</b>	<b>551</b>	<b>54</b>	<b>-185</b>

## MEDIA / PUBLICITY

Currently we only use the media to report on past events or activities and mostly these are ones done as a District or with other groups reported through the District Media Manager. As we are not actively recruiting we have always avoided too much PR for fear of enthusing lots of young people which we can then not offer scouting too.

Most of our Publicity is via our own group web-site. Which continues to be well used by our members, and the main point of contact for those looking to join us.

We will continue to review how we best use differing media types like local press and marketing opportunities along with publicity to celebrate our successes.

Every member of the Group, young and old need to be positive ambassadors but equally we need to provide them with the information to do this.

We must also publicly recognise and support those local businesses and organisations that support us.

## OUTSIDE LINKS

We continue to encourage links with our Scout groups via joint sectional activities, district events and our scouts regularly attending an international jamboree.

We are trying to enhance our links with the Church by taking part some of their social/ fund raising events.

We invite in and visit organizations like the Police – Fire and Ambulance services as well as visiting local council facilities including the recycling centre as part of our ongoing balanced program.

Our goal in this area has to be to interact better with our wider community.

### SCOUT GROUP RAG REPORT – (updated April 2014)

KEY	GREEN	AMBER	RED
<b>BEAVERS –Size</b>	<b>18-24 Young people</b>	12-17 Young people	Less Than 12
Diversity	Open to both girls and boys. Without discrimination on creed, colour or ability.	Open to both girls and boys. Without discrimination on creed, colour or ability. Colony covers above although we have no girls at present or registered on waiting list.	Not open to all young people
Leadership	A Beaver Leader plus Assist Beaver Leaders to ratio 1adult per every 6 Beavers	A Beaver Leader plus one other leader with Young Leader and parental support	A Beaver Leader and some other support
Programme	Exciting well planned balanced programme that cover all the required zones	Balanced Programme normally well planned and covers most of the zones	Poor Programme covering very few of the required zones
Awards	Most Beavers gain the Chief scout Bronze award and good selection of activity badges. Good records of achievement kept	Some Beavers gain the Chief scout Bronze award and a few activity badges. some records of achievement kept	Few if any Beavers achieve the Bronze award and also few Activity badges awarded. Little to no record of achievement
Forums	Beavers have the chance to take part in forums/ logs chews to discuss the programme	Beavers sometimes have the chance to take part in forums/ logs chews to discuss the programme	Beavers have no chance to discuss activities or the programme
Nights Away	Beavers have the chance to do at least 1 scouting Night Away every year	Beavers have chance to do at least 1 scouting night away every other year	Beavers do not get the chance to do nights away
Young Leader Scheme	The Colony uses the Young Leaders fully and assists them through Modules and Missions	Young Leaders are sometimes used and complete elements of their training with the section	What is a Young Leader ?
Links	Beavers complete the Moving On award and move up to the pack when agreed having done some previous linking activities	Some Beavers do the Moving On award & most move up to the pack when agreed, have done some previous linking activities	Very few Beavers complete the Moving On award and few move up to the pack doing previous linking activities
<b>CUBS – Size</b>	<b>20-26 Young people</b>	15-20 Young People	Under 15 Young People
Diversity	Open to both girls and boys. Without discrimination on creed, colour or ability	Open to both girls and boys. Without discrimination on creed, colour or ability. The Pack covers above although we have no girls at present or registered on waiting list.	Not open to all young people
Leadership	A Cub Leader plus 1 Assist Cub Leader with ration of 1 adult per 8 Cubs	A Cub Leader plus one other leader with Young Leader and parental support	A Cub Leader and some other support
Programme	Exciting well planned balanced programme that cover all the required zones	Balanced Programme normally well planned and covers most of the zones	Poor Programme covering very few of the required zones
Awards	Most Cubs gain the Chief scout Silver award & good selection of activity badges. Good records of	Some Cubs gain the Chief scout Silver award and a few activity badges. some records of achievement	Few if any Cubs achieve the Silver award and also few Activity badges awarded. Little to no record of

	<b>achievement kept</b>	kept	achievement
Forums	Cubs have the chance to take part in forums to discuss the programme	Cubs sometimes have the chance to take part in forums to discuss the future programme	Cubs have no chance to discuss activities or the programme
Nights Away	Cubs have the chance to do at least 3 scouting Night Away every year	Cubs have chance to do at least 1 scouting night away every year	Cubs do not get the chance to do nights away every year
Young Leader Scheme	The Pack uses the Young Leaders fully and assists them through Modules and Missions	Young Leaders are sometimes used and complete elements of their training with the section	What is a Young Leader ?
Links	Most Cubs complete the Moving On award and move up to the Troop when agreed having done some previous linking activities	Some cubs complete the Moving On award and move up to the troop when agreed and may have done some previous linking activities	Very few Cubs complete the Moving On award and few move up to the pack doing previous linking activities
<b>SCOUTS - Size</b>	<b>20-26 Young People</b>	<b>15-20 Young People</b>	<b>Under 15 Young People</b>
Diversity	Open to both girls and boys. Without discrimination on creed, colour or ability	Open to both girls and boys. Without discrimination on creed, colour or ability. The Pack covers above although we have no girls at present or on waiting list.	Not open to all young people
Leadership	A Scout Leader plus 1 Assist Cub Leader with ratio of 1 adult per 10 Scouts	A Cub Leader plus one other leader with Young Leader and parental support	A Cub Leader and some other support
Programme	Exciting well planned balanced programme that cover the required zones	Balanced Programme normally well planned and covers most of the zones	Poor Programme covering very few of the required zones
Awards	Most Scouts gain the Chief scout Gold award & good selection of activity badges. Good records of achievement kept	Some Scouts gain the Chief scout Gold award and a few activity badges. some records of achievement kept	Few if any Scouts achieve the Gold award and also few Activity badges awarded. Little to no record of achievement
Forums	Scouts have the chance to take part in Troop council forums to discuss the programme	Scouts sometimes have the chance to take part in forums to discuss the future programme	Scouts have no chance to discuss activities or the programme
Nights Away	Scouts have the chance to do at least 10 scouting Night Away every year	Scouts have chance to do at least 7 scouting night away every year	Scouts do not get the chance to do less than 5 nights away every year
Young Leader Scheme	The Troop uses the Young Leaders fully and assists them through Modules and Missions	Young Leaders are sometimes used and complete elements of their training with the section.	What is a Young Leader ?
Links	Most scouts move up to the District unit when agreed having done some previous linking activities	Some Scouts complete the Moving On award and move up to the pack when agreed and may have done some previous linking activities. MOST MOVE UP BUT LITTLE LINKING DONE IN ADVANCE	Very few Beavers complete the Moving On award and few move up to the pack doing previous linking activities
<b>GROUP</b>			
GSL & EXECUTIVE	The group has effective GSL and Executive committee with main 3 officers in place plus support. It meets regularly and has good relationships with the leader team	The group has a GSL & Executive it holds irregular meetings, struggles a bit for funds & has a satisfactory relationship with leaders	No GSL in post, Executive not correctly constituted & ineffective. Fundraising and support of leaders is lacking.
EQUIPMENT	Good Equipment to support balanced programme. Well	Adequate equipment to support balance	Lack of adequate equipment for balance

	maintained and accessible	programme. Some in need of repair / replacement.	programme sections having to beg & borrow from elsewhere or hire
FINANCE	The group has a solid Finance Foundation for its requirements and produces regular finance reports which are reviewed by the Executive.	The Group has limited reserves and produces annual accounts in a satisfactory format.	The Group lacks the funds required to run the programme and does not have satisfactory financial records
FUNDRAISING	Fundraising sub-committee in place with regular events and initiative	Fundraising done as required team or committee put in place when needed. Some events	No fundraising done and no initiatives or events run.
COMMUNICATION (Internal)	Communication with parents and leaders is good and done via newsletters, Web site and emailing	Communication with parents could be better information is infrequent, website often out of date	Communication within the group is poor with parents often no aware of activities and events such as AGM etc
COMMUNICATION (External)	Communication with outside organisations is good and done via newsletters, Web site, emailing, regular meetings	Communication with others could be better. Is often done only if really required.	Communication outside of the Group does not happen and the group does not interact with the wider local community
VENUE	The group has use of a good HQ which provides the required space and facilities for all sections.	The Group uses rented buildings which provide adequate space and facilities at very good cost.	The buildings are not really suitable and are need of repair. Alternatives should be sort.
LINKS	The Group fully integrates within the local scout District and Wider local community	The Scout Group fully integrates with the local Scout district but rarely is seen in the wider community	The Group is introverted and chooses not to link with other groups or organisations
OVERALL	No Red, 10 or less Amber	2 or less Red, less than 12 amber	3 or more Red, more than 12 Amber

## OUR GOALS

To help Scouting and in particular our group make a positive impact in our community.

To ensure the group continues to be sustainable through strong leadership and membership numbers.

Continue to ensure the retention of the maximum number of young people between group sections and Explorers.

Explorer ways in which we can enhance to Fun and adventure on offer to young people without the need of significant further subscription costs.

Encourage more Young person input into the running of the group.

## Review of Plan

Our 5 year plan is an organic document that is reviewed, evaluated & modified every 6 months by the Group Scout Leader having discussed elements with the Group Executive, Leader team, Young People and parents as required.