



WIMBLEDON and WANDLE SCOUTS

DISTRICT DEVELOPMENT PLAN

2015-2018 (Rev 1 November 2015)



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Introduction

The District Development Plan (DDP) remains our way of articulating at local level the Greater London South West County Development Plan and the Movement's "Vision 2018".

After three years in operation and a thorough review it has been amended to take account of what has been achieved, what has not been achieved and changes to the circumstances in which we are operating, as we work towards our stated aims of:

<u>PEOPLE:</u>	An ever increasing number of skilled, qualified adults
<u>PROGRAMMES:</u>	All Scouts benefiting from high quality, well resourced, balanced programmes
<u>PLACES:</u>	Scouting taking place in safe, welcoming, fit-for-purpose halls/HQs in Groups that have a secure income

Although the Plan does not make specific reference in 2.3.1 to the developments at Kenneth Black Hall and District Headquarters, particular thanks are due to Peter Treagust, Rob Brumwell and to Alan Green and his team for their indefatigable efforts in ensuring that these assets are continuously improved for the benefit of all.

Joe Rogerson
District Commissioner
November 2015

Section 1

The Group Development Plan

County Plan Ref: B & C

Relevant “Vision 2018” Element/Strategy/Target:

Growth: The Group has 3 Sections; the Sections prevent loss at transfer; Beavers/Cubs/Scouts bring a friend

Inclusivity: The Group is inclusive; the Sections welcome all; Beavers/Cubs/Scouts talk to friends

Youth Shaped: The Group has a <25 year old on the Executive and the Young Leader Scheme is promoted; the Sections have regular consultations with members; Beavers/Cubs/Scouts have their say

Community Impact: The Group has one impact project per year; the Sections co-operate on the Group project; Beavers/Cubs/Scouts earn the staged activity badge

GDP Minimum Requirements:

- An adult recruitment/retention and succession strategy **with targets**
- A youth recruitment/retention between sections strategy **with targets**
- A leadership training strategy
- Sound administration and governance **to include youth involvement** at executive level
- A Programme monitoring and improvement strategy which **ensures youth involvement** at section planning level by end 2016
- One **Community Impact Project** per year by end 2017
- A premises improvement strategy
- A revenue stream strategy
- Sound financial controls

Required Outcome	Action(s) to be Taken	Led By	Success Criteria	Monitored By	Resource Requirements
GDP that reflects the above in place	GDP produced	Key Manager/Chairman	Revised GDP in place by end 2015	DC/District Chairman	Resourced as appropriate by Group
GDP Reviews by Key Manager, Group Chairman, DC and District Chairman	Review Programme drawn up and implemented	DC/District Chairman	Review Programme by February 2016; reviews as planned; support in place as required	District Executive at DEC Meetings	8 man hours per Review Support resourced as appropriate; £4,500 available

Section 2.1.1

People

County Plan Ref: A & B

Relevant “Vision 2018” Element/Strategy/Target:

Growth: The District supports the opening of new sections

Inclusivity: The District is supported to recruit and retain leaders

Required Outcome	Action(s) to be Taken	Led By	Success Criteria	Monitored By	Resource Requirements
Streamlined system to achieve maximum return from Want to Join enquiries and County Adult Recruitment Officer leads	<ul style="list-style-type: none"> ➤ Put a system in place to record enquiry outcomes to allow refinement 	DDC(<14)	Statistics generated to inform action as required with effect from October 2015	DC	Man hours as required
<p>Group growth/consolidation with targets</p> <p>Section growth/consolidation with targets</p>	<ul style="list-style-type: none"> ➤ Identify District sectional recruitment “champions” ➤ Identify opportunities/threats annually after Census ➤ Produce/execute resultant Action Plan 	<p>ADC</p> <p>DC</p> <p>DC/KM/ADC (as required)</p>	<p>“Champions” in place by February annually</p> <p>Opportunities/threats identified within one month of HQ stats release</p> <p>Action Plan (with targets) in place and being executed within two months of above</p>	District Executive	<p>Man hours as required</p> <p>Regional Development Team input as required</p>

Section 2.1.2

People

County Plan Ref: F

Relevant “Vision 2018” Element/Strategy/Target:

Inclusivity: Youth members are represented meaningfully in District Teams

Required Outcome	Action(s) to be Taken	Led By	Success Criteria	Monitored By	Resource Requirements
Youth members in District Teams	<ul style="list-style-type: none"> ➤ Consult section leaders ➤ Identify scouts ➤ Include scouts 	ADCs	Scouts in District Teams by 2017	DC	Man hours as required
To have a simple, effective system in place that supports the training of Young Leaders in Groups	<ul style="list-style-type: none"> ➤ Volunteer identified to deliver the support ➤ Role agreed ➤ Volunteer appointed 	ADC(T)	System up and running effectively within 3 months of appointment Nov 2015: No appointee found	DDC(>14)	2016: £1,000

Section 2.1.3

People

County Plan Ref: B

Relevant “Vision 2018” Element/Strategy/Target:

Inclusivity: Members in 2018 will feel valued; Members in 2018 will feel empowered

To ensure that both adults and youth members receive the recognition that is their due in a structured and organised way and thus feel valued

Required Outcome	Action(s) to be Taken	Led By	Success Criteria	Monitored By	Resource Requirements
Adult awards are issued appropriately and regularly (including Jack Petchey)	<ul style="list-style-type: none"> ➤ Individuals for awards identified at regular intervals annually ➤ Applications made on time 	DC	The majority of Key Managers agree that adults are being recognised appropriately	CC	80 man hours per year
Youth awards are issued appropriately and regularly (including Jack Petchey)	<ul style="list-style-type: none"> ➤ Key Managers (of Groups that subscribe) ensure that Jack Petchey awards are applied for on time. ➤ Investigate the support for District-wide QS/CS award presentations 	KMs ADCs	<p>Jack Petchey nominations are submitted correctly and on time</p> <p>If deemed desirable District-wide QS/CS award presentations are organised</p>	DC	<p>60 man hours per year</p> <p>2016: £500 for cub event £500 for QS event</p>

Section 2.1.4

People

County Plan Ref: B

Relevant “Vision 2018” Element/Strategy/Target:

Inclusivity: Members of Scouting in 2018 will feel empowered

To aid retention and succession planning: Provide training to Group Chairmen/Treasurers/Secretaries/Key Managers re: trusteeship, governance and development planning

Required Outcome	Action(s) to be Taken	Led By	Success Criterion	Monitored By	Resource Requirements
Effective Group Executive Committees and Key Managers	<ul style="list-style-type: none"> ➤ Lead person receives HQ training ➤ Training programme established to deliver appropriate training to all executive committees 	Chairman	Ongoing training delivered with effect from receipt of training materials from HQ	District Executive at DEC Meetings	40 man hours per year 2016: Training to be rolled out by County

Section 2.1.5

People

County Plan Ref: A

Relevant “Vision 2018” Element/Strategy/Target:

Inclusivity: The District is supported to recruit and retain leaders

To provide District-based wood badge/mandatory safety training and administer post-wood badge training finance

Required Outcome	Action(s) to be Taken	Lead	Success Criteria	Monitor By	Resource Requirements
Adequate equipment	➤ Source and purchase equipment	ADC(T)	Equipment sourced and purchased by March 2015	DC	2016: £0.00
Training Team	➤ Approach relevant personnel	ADC(T)	Core team formed by March 2015	DC	Time as required
Training Programme	➤ Plan activities liaising with adjoining Districts as required ➤ Recruit as necessary ➤ Circulate dates	ADC(T)	Full Training Programme including Safety Training in place by July 2015	DC	Time as required Budget: 2016: £500.00
Audit Trail	➤ Provide appropriate training records for audit purposes	ADC(T)	Training Records available to be audited by DEC	DC	Time as required
Post-Wood Badge Training	➤ Put in place an application system to dispense training funds re: non- adventurous activities and minibus drivers’ training etc	ADC(T)	Monies dispensed and records of expenditure available for audit	DC/DEC	Time as required Budget: 2016: £7,000

Section 2.2.1

Programmes

County Plan Ref: A & B

Relevant “Vision 2018” Element/Strategy/Target:

Growth: Scouting in 2018 will be enjoyed by more young people and more adult volunteers

Provide programme enhancement activities and training across the District at Sectional level

Required Outcome	Action(s) to be Taken	Led By	Success Criteria	Monitored By	Resource Requirements
One programme enhancement activity per term per section	<ul style="list-style-type: none"> ➤ With section leaders agree three enhancement activities per annum (one per term) ➤ Identify and provide the necessary training/equipment to deliver same ➤ Provide section specific training opportunities for section leaders 	Sectional ADCs & DESC	<p>Activities take place and are supported by section leaders</p> <p>Training/equipment is provided sufficient to deliver the activities successfully</p>	DDCs	<p>Beavers: £1,000</p> <p>Cubs: £6,000</p> <p>Scouts: £8,800*</p> <p>Explorers: £9,000*</p>
Easily accessible funds to support skill specific training	<ul style="list-style-type: none"> ➤ ADC(S) provides funds for skills training in the areas of backwoodsmanship, pioneering and the like ➤ DDC(>14) provides funds (supplementary to funds available from HQ) for skills training in the areas of adventurous activities including mountaineering, canoeing and climbing 	<p>ADC(S)</p> <p>DDC(>14)</p>	As above	DC	<p>Included above</p> <p>*includes allocated monies carried forward from 2015</p>

Section 2.3.1

Places

County Plan Ref: E

Review all District financial systems and budget heads (including the Atlasta Fund)

Required Outcome	Action(s) to be Taken	Led By	Success Criteria	Monitored By	Resource Requirements
Completed Review and Recommendations for future action	<ul style="list-style-type: none">➤ Action Plan produced➤ Action Plan executed➤ Recommendations drawn up	Chairman	Recommendations ready for DEC in November 2016	District Executive	40 man hours
Appoint new treasurer	<ul style="list-style-type: none">➤ Advertisements➤ Headhunting➤ Pay for services if required	Chairman/Vice Chairman	Treasurer appointed Achieved	District Executive at DEC Meetings	As required