When I was appointed as the first UK Youth Commissioner I made a point of saying that we were going to start implementing youth-shaped Scouting by first listening to the thoughts and opinions of our young people and adult volunteers. It’s nearly six months since I’ve been in my role with my Deputies Jagz Bharth and Jay Thompson and within this time we have achieved great progress.

If on the 21 October 2014 we had a plan on how we were going to implement youth-shaped Scouting across the UK, then we would have done the role of the Youth Commissioner a great injustice. But here we are six months later and following the hugely successful YouShape event, we are ready to share some of our first concrete plans to begin the mammoth task of embedding youth involvement into the culture of Scouting.

What you are about to read is a collation of the outcomes of YouShape, including some interesting statistics around the experiences young people have had so far when shaping their own Scouting.

We have also included statistics, which back up our next steps as we start to implement some of our changes to Scouting. We encourage you to use the outcomes here to develop your youth-shaped Scouting provision in your local area. Whether that’s using it for ideas on what your local youth forum want to discuss, or even to stimulate discussion with young people in your local area on the challenges they have faced in getting their voices heard.

But if you take just one thing away from this report then let it be this: this is just the start. We will be developing a wider strategy over the next year which, will look to take us to 2018 and beyond. This strategy will inform how Scouting on all levels, from the Beaver section to Network Group to UK Headquarters, can successfully ensure that young people and their ideas are at the heart of decision making within Scouting in the UK.

Enjoy the report.

Hannah Kentish,
UK Youth Commissioner
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Background
As part of the Scouting for all Vision to 2018, every young person should be able to shape their Scouting experience.

This included a commitment to appoint the first UK Youth Commissioner to ensure that young people have a voice at the most senior level of The Scout Association. We also plan to establish national and local youth forums so that young people can make the decisions that will shape Scouting’s future.

We have made incredible progress by appointing Hannah Kentish as the first UK Youth Commissioner along with Deputy UK Youth Commissioners, Jay Thompson and Jagz Bharth. Their roles are to lead the Movement in becoming more youth-shaped including to better understand young people's views, to champion youth-shaped Scouting and to work with young people to implement a UK Scout Youth Council, that started with organizing YouShape on 7 February 2015. They also make up the UK Youth Commissioner Core Team (UKYC Core Team) who are supported by Headquarters Staff.

YouShape
YouShape was designed for 120 young people aged 14-25 from across the UK to come together to achieve the aims below.

The aims of YouShape:
- understand and share young people's current and previous experiences of shaping their Scouting
- increase awareness of youth-shaped Scouting
- ensure a UK Scout Youth Council is shaped by young people by covering these topics:
  - What should the council discuss/change?
  - How can we engage with as many Scouts as possible?
  - Who will make up the council?
  - How often/where should the council meet, or should it be online?

What we found out
The results in this report have been collated in three different ways:
1. An online survey, which was shared across social media before YouShape. This was completed by 209 people.
2. An online survey that was sent to the young people who applied to attend YouShape and was completed by 270 people
3. Data taken from YouShape, which was attended by 120 young people.

Throughout this report each table, graph and chart is numbered to help you cross reference the results with the outcomes spoken about on page 16. The majority of respondents are aged between 14-25.
PRE-EVENT RESEARCH

Before YouShape took place we devised an online survey which was shared across social media. It was completed by 209 people with a core age of respondents being 14–23 years old. 54% of respondents were Explorer Scouts, 13% were Scout Network members and 33% were leaders/Commissioners.

R1
■ 82% think they could explain what youth-shaped Scouting is to someone else
■ 99% believe young people should be able to share their opinions and ideas on decisions made that affect their Scouting experience

R2: Why Scouting should be shaped by young people in partnership with adults

- To add more adventure to the Programme: 10%
- To build confidence in young people: 18%
- Young people will be leaders of the future: 18%
- To improve the Scouting Programme: 2.9%
- To keep Scouting relevant: 15%
- Other: 17%
- Other: 17%
- Other: 17%

R3:
■ 65% agree or strongly agree that their views about Scouting are listened to by leaders
■ 66% don’t know if there is a youth forum in their District or County
■ 85% have heard about the UK Youth Commissioner and team. 72% heard through social media (Facebook, Twitter)
■ 83% of Explorers taking the survey were Young Leaders, with 93% of these feeling valued as part of the leadership team.
■ 96% of the Young Leaders are being encouraged to become an adult leader when they turn 18
■ 65% are involved in making decisions about Scouting on a District level but only 42% at a County level
The data below details the current relationship between young people and their District Commissioners and other related roles.

**R4: Explorer Scouts:**
- 78% know their District Explorer Scout Commissioner but only 63% know what they do
- 85% know their District Commissioner but only 66% know what they do
- 65% know their County Commissioner with 58% knowing what they do
- 14% know their Nominated Youth Representative with only 12% knowing what they do

**R5: Scout Network**
- 96% know their District Commissioner and 93% knowing what they do but
- 88% know the County Commissioner and 82% knowing what they do
- 56% know their County Scout Network Commissioner and 60% know what they do
- 37% know their Nominated Youth Representative and 33% knowing what they do
R6: What's the most important life skill Scouting has provided you?

- Other: 5%
- Public speaking: 20%
- Communication: 24%
- Leadership: 25%
- Confidence: 26%

R7: Topics youth forums should cover

- Events: 15%
- Explorer and Network programme & activities: 14%
- Group programme and activities: 12%
- Making Scouting inclusive: 14%
- Recruitment of adult volunteers: 6%
- Fundraising: 5%
- Building Repairs and Maintainence at places to Meet: 2%
- Community projects: 15%
- Cost of Scouting: 3%
R8: Age young people should input into decision making

- 37% 6 years +
- 34.3% 8 years +
- 56.5% 10 years +
- 62% 14 years +
- 40.7% 18 years +

R9: What do you think would stop young people being on a youth forum?

- 45% Shy/Nervous
- 73% Not knowing about
- 18% Not being listened to
- 5% Cost of attending
- 18% Distance of travel
- 15% Not interested
- 11% Other
R10: What do you think would encourage young people to take part in a youth forum/council?

The second survey we did was completed by 270 young people who applied to attend YouShape. We asked them what their motivation for wanting to participate in the event was. Below is what we found out.

R11
Shaping the UK Scout Youth Council

The survey also asked young people their thoughts on shaping the UK Scout Youth Council. Young people want to shape the Council and Scouting in order to make Scouting better for young people who will join the Movement in the future. This proved to be a key motivation.

They also want it to be a representative for the youth voice; they felt that empowering young people is important and the Council will be a way to do that.
The event hosted tables of 12 young people with each table facilitated by a young person who had helped organize the event. After each session, participants were asked to complete an evaluation of the session, which also enabled additional information from the day to be captured.

The event was split into three key areas
1. Understand and share young people’s experiences of shaping their Scouting,
2. UK Scout Youth Council logistics and topics,
3. Engaging even more young people,

Understand and share young people’s experiences of shaping their Scouting

R12: Positive examples of youth-shaped Scouting locally
- Patrol Leader/Sixer camps
- Young leaders being involved effectively in the planning and running of the Scouting Programme
- Explorers being involved in planning their own programme
- County youth appointments panel
- Youth members on Executive Committee
- County youth forum
- Young leaders camps
- British Youth Council (BYC) delegation
- Young people running camps and events
■ Members have seen positive changes as a result of implementing Vision 2018
■ Young people leading a sub camp on an international jamboree
■ Explorer chairperson attends Executive Committee meetings
■ Young leaders inspiring others to be young leaders
■ Leaders who already ‘make stuff happen’ in partnership with young people in their section
■ Explorer units being run by members of the Network
■ Active youth representatives in each Group

R13: Challenges young people have faced:
■ Young leaders not being included or utilised properly
■ Current level of youth involvement is inconsistent in Groups
■ Adult leaders saying, ‘Things have always been done this way’ and not changing to suit current needs
■ Challenges for those going to university and want to get involved in local Scouting
■ Planning summer camps and programmes locally
■ No local forums
■ Communication reaching young people is an issue
■ Lack of knowledge of Nominated Youth Representatives. They have heard of the role but don’t know what they do – including those people in the role
■ They would like to know who the local people are that they can approach for help and information. For example, the District Commissioners
■ Stubborn leadership leading to young people feeling scared to voice their opinions for fear of being ignored and shot down
■ There needs to be a wider spectrum of ages in Scouting
■ Young people should be involved in organising the Explorer Programmes, but not left to run everything – ensuring that it is done in partnership with adults
■ Lack of knowledge of where decisions are made, how it affects the young people, and how the decisions are communicated with them
■ Youth have their voices heard until there is a disagreement
■ The right people need to be in the right roles
■ Transparency is needed so young people can help make decisions

R14: The key ways young people felt these challenges could be overcome was to:
■ Train adults on how to involve young people in shaping their scouting
■ To create and share additional guidance and support for young people especially on:
  • running youth forums
  • being a member of an executive committee
■ Role sharing between adults and young people so young people can gain the experience and knowledge of their leaders
■ Provide communication to young people so they have knowledge to support decision making and engagement on issues
UK Scout Youth Council Logistics and Topics

Logistics:
The UK Scout Youth Council will provide an environment for young people to express their opinions and views on the Movement.

When asked about their views on who will attend the Council, the key finding was that young people want to be represented from all areas of Scouting across the UK. They would like there to be a filter system so that their ideas and opinions are fed through the levels of hierarchy of the organization.

R15:
61% recommend the age range of members should be from 14–25 years old. 55% said representatives should be on the Council for two years and would make it onto the proposed UK Scout Youth Council by:

- 8% Apply and interviewed by YP
- 12% Chairperson of local youth forum/council
- 15% Voted on by YP and Adults in local are
- 17% Nominated by YP, interviewed by adults
- 18% Apply and interviewed by YP and Adults
- 30% Voted on by youth forum/council members
There were many different proposals for representation on the council and it was a subject many felt very passionately about.

**Topics: R16**

The below are areas that young people feel strongly about and want to make an impact on locally and nationally in Scouting.

- Making Scouting accessible and inclusive
- The activities available to them and how to participate in them (including gaining permits)
- The future vision for Scouting
- The training of adults on youth involvement and training for young people on how to become involved in the Movement
- Young Leaders’ Scheme
- Influencing the media and our communities to improve the image of Scouting
- What money is being spent on
- How to provide support for local youth forums
- Ways to keep more 18+ year olds involved in Scouting
- Communication with young people
- Uniform

43% of attendees thought the UK Scout Council should meet twice a year and representatives should be made up of:

- 1% 12 - 3 per nation (Scotland, Wales and Northern Ireland)
- 7% 4 per county
- 7% 1 per region (England) and country
- 17% 2 per region (England) and country
- 21% 2 per county/area/region (Scotland)
- 47% 1 per county/area/region (Scotland)
Engaging even more young people
This part of the day was streamed live online which generated 1 million impressions on Twitter using the \#YouShape handle.

In this session, the focus was on how even more young people could be engaged in shaping their Scouting experience. This included the way we communicate with young people and the roles we have available to support youth-shaped Scouting.

The highlights from the live stream can be watched here: youtube.com/watch?v=hlIv8um4NIl&feature=youtu.be

Communicating with young people
Using digital and social channels of communication came out as popular ways to engage with young people:

R17:

- **29%** Facebook
- **23%** Twitter
- **22%** Emails
- **13%** Online portal
- **8%** Webinars
- **0.9%** Other/Apps
- **0.9%** Other/Instagram
- **0.9%** Other/YouTube
- **0.4%** Other/Post
- **0.4%** Other/Snapchat
- **0.4%** Other/Dropbox
R18: Local Youth Commissioners
94% of attendees felt that the role of Nominated Youth Representative should be incorporated into a role of Youth Commissioner.

Important duties for Local Youth Commissioners

**Desired skills for this role included:**

- 2% Ability to be persuasive
- 3% Committee or management experience
- 5% Leader or Young Leader in a section
- 6% Time management
- 6% Diplomatic yet assertive
- 8% Good written communicator
- 9% Social media savvy
- 12% Self-motivator & able to motivate others positively
- 13% Public speaking
- 17% Enthusiastic & energetic
- 19% Ability to engage with young people & adults
QUESTIONS AND ANSWERS

Alongside the sessions a question and answer session also took place with Hannah Kentish, UK Youth Commissioner, Jagz Bharth, Deputy UK Youth Commissioner, Jay Thompson Deputy UK Youth Commissioner, Wayne Bulpitt, UK Chief Commissioner and Matt Hyde, Chief Executive.

This session was recorded and you can view the questions and answer session here: youtube.com/watch?v=2HLPJjplxLM&feature=youtu.be

WHAT WE ARE GOING TO DO

As a result of the consultation and work with young people we, the UK Youth Commissioner team are going to:

1. Provide support and guidance for District and County Youth Commissioners to be appointed
   We will advise that the role of District and/or County Youth Commissioners are appointed to facilitate and make sure that young people’s voices are being heard and that they truly are involved in shaping their Scouting experience locally. This is a result of what young people recommend the ages that young people should be to be involved in decision making (R1 and R8) and why (R2) combined with the extremely high percentage of those feeling that the role of Nominated Youth Reps should change (R18).

   The District/County Youth Commissioner role descriptions incorporate feedback from YouShape (R18).

   Role descriptions and supporting material for appointing and supporting District and County Youth Commissioners are now available: scouts.org.uk/localyouthcommissioner

   What you can do
   We encourage you to implement Local Youth Commissioners in your districts and counties with the proper support to help them. Remember – this is not a tokenistic role; this person will be championing and driving youth-shaped Scouting in your local area. Go to scouts.org.uk/localyouthcommissioner for more info.

2. Provide support and guidance to Districts and Counties to set up youth forums
   We understand that many Districts and Counties do not have youth forums set up (R3) but that they are a positive way of young people engaging and shaping their scouting (R12). We will provide increased support and guidance for Districts and Counties to organise these, in conjunction with newly appointed District and County Youth Commissioners.

   Support and guidance on the content of these forums should be focused on what
we know young people want to make an impact on (R7 and R16) along with breaking down the barriers that young people currently face in being part of these forums (R9) to ultimately empower them to make a change (R10).

Current guidance is available here: members.scouts.org.uk/supportresources/4092/achieving-youth-involvement?cat=708&moduleID=10

What you can do
Use the support we offer you to either strengthen your local youth forums where needed, or to implement youth forums where they currently do not exist. Youth forums don’t necessarily have to all look the same across the UK – every district, county, area and region will have their own format which suits them best. However to get the ball rolling we will provide some successful models which are already happening across the country.

3. Organise the next YouShape UK Scout Youth Council event
Planning has already got underway for the 2016 National Youth Council event and we can confirm that YouShape 2016 will be held in February 2016.

The venue is to be confirmed but we have committed to moving the location away from London.

Careful consideration will be given as to how the forum is represented by all areas of Scouting across the UK (R15) and how information flows through the organisation.
More information about the YouShape 2016, the National Youth Council will be shared in autumn 2015.

What you can do
Ensure as many young people as possible in your County/Area/Region know about YouShape2016. Only then can we ensure that they have the opportunity to get involved whether that’s at the event, or remotely through social media.

4. Create a wider strategy
We recognise that there are many aspects young people can and want to shape and impact and that even more planning and thinking needs to be progressed in order to really achieve youth shaped scouting. Therefore a wider strategy of work will be put in place and will cover key areas enabling young people to:

a. Shape their programme and activities
b. Directly feed into the decision making of the organisation at all levels
c. Develop training received for both adults and young people

What you can do
As we work towards the upcoming wider strategy, keep encouraging section based Youth Shaped Scouting; ensuring young people are getting involved in what their weekly programme looks like, and are having the opportunity to run it when they want to.
TOWARDS YOUTH-SHAPED SCOUTING

Youth-shaped Scouting in partnership with adults by the very nature of it requires great teamwork.

To make this work we need our adult volunteers to be willing to offer their support and mentorship to young people. We also need them to let go of some of the responsibilities which they currently hold and allow young people to be held accountable for these responsibilities. This ensures we are working together in partnership. We need you, with your wealth of experience to allow young people the room to make mistakes and to learn from them. After all, mistakes are never a bad thing, they simply help us grow.

On the other hand, young people across the Movement need to have the courage to ensure their voices are being heard and we also need to accept and value the ideas and experiences of the adult leaders around us. After all, they will have lots of life experiences both in and out of Scouting that we can learn a great deal from. I know that without the support I get from UK Chief Commissioner Wayne Bulpitt and many other previous mentors and supporters that I have had in Scouting, I wouldn’t be the volunteer that I am today.

I encourage all young people to take this away and use the ideas and feedback to get involved with the decision making which impacts upon your Scouting. This report focuses mainly on district level decision making and above, however more work around sectional based youth-shaped Scouting is at the heart of what we want to develop in our youth-shaped strategy to 2018.

I’m most excited about the introduction of District and County Youth Commissioners, as I’m well aware that as UK Youth Commissioner I am unable to meet and support directly all those that are delivering Scouting day in and day out – our section leaders and young leaders up and down the country. With the leadership and drive of Local Youth Commissioners I know that our message of youth shaped Scouting will be even stronger than it has ever been before.

If you need more information about what has been provided in this report please get in touch through social media or by contacting headquarters.

Good luck, and a huge thank you from the UK Youth Commissioner Team.