

DURHAM CITY SCOUT DISTRICT DEVELOPMENT PLAN



SECOND DRAFT FEBRUARY 2011

ID	Objective (5 year Achievement)	Led by who?	Target Date	What will it look like ¹	RAG	Trend	Barriers	Solutions
1	Better provisions are available for children with special needs	GSLs Group Chairman	June 2012	<ul style="list-style-type: none"> a) All groups make sure premises are accessible to special needs (where possible) b) Nominated person within the District to act as a Special Needs advocate 				
2	We have a District adult recruitment team (DART)	DC	March 2012	<ul style="list-style-type: none"> a) Set up an effective DART b) The team has recruited 10 new adult leaders 				
3	We have a District youth recruitment team (DYRT)	DC	March 2012	<ul style="list-style-type: none"> a) Set up a DYRT b) Targeted recruitment of YP supported by RDO c) Successful recruitment of 100 YP 				
4	We have had a Regional Development Officer	DC RDO Project Team	Dec 2011	<ul style="list-style-type: none"> a) Have employed an RDO b) Delivered successful projects 				

¹ At the end of the 5 year period

5	One role - one person	DC GSLs	Dec 2013	<ul style="list-style-type: none"> a) Each adult leader has only one main role e.g. GSL only b) Spread additional roles e.g. TA around leadership teams 				
6	We have a District shared skill base	SAS District Secretary	Sept 2011	<ul style="list-style-type: none"> a) A regularly updated online database of skills of leaders across the District 				
7	As a District we have increased adult membership year on year	DC GSLs	Feb 2015	<ul style="list-style-type: none"> a) An annual increase in adult leaders of 4% b) Retain the adult leaders we have 				
8	All Groups have long term and adequate accommodation	GSLs District and Group Execs	May 2012	<ul style="list-style-type: none"> a) Ensure groups have long-term written arrangements with rented premises b) Those groups with their own premises are financially sound 				
9	All Groups have adequate equipment and resources for their programme	GSLs	March 2012	<ul style="list-style-type: none"> a) GSLs to ensure equipment is updated and old equipment is written off where necessary b) District Exec to support applications to fund to new equipment 				

10	District resource database (campsites, equipment)	SAS Website manager	Sept 2011	a) An online searchable database detailing shared equipment and reviews of campsites				
11	We have full contingents of sections in all groups	DC GSLs	June 2013	a) All groups have Beavers, Cubs and Scouts				
12	We have increased the number of young people taking up the opportunity to take part in residential experiences	NAA GSLs	Dec 2011	a) More nights away permit holders b) Joint events				
13	We have a District directory which is regularly updated	District Secretary	April 2012	a) Online directory				

14	We have a District team supporting Groups	ADCs	March 2012	<ul style="list-style-type: none"> a) ADCs to routinely visit sections across the District b) ADCs to review sectional programmes to ensure they are providing a balanced programme c) ADCs to make sure sections are meeting minimum standards 				
15	We have a GSL in every Group	DC	August 2012	<ul style="list-style-type: none"> a) Group Contacts to be replaced by GSLs 				
16	All Groups have fully functioning Group executive committee	Group Chair GSLs	Dec 2012	<ul style="list-style-type: none"> a) Group Exec with Chair, Treasurer, Secretary, and significant parental representation 				
17	We have a monthly District newsletter	District Secretary SAS	Feb 2012	<ul style="list-style-type: none"> a) E-news sent out monthly b) Printed Annual report circulated to MP, Mayor etc 				

18	The District and all its Groups are financially sound	Executives GSLs Treasurers (District and Group)	April 2012	<ul style="list-style-type: none"> a) All groups to submit annual accounts to District each year by September at the latest b) District to produce quarterly account updates (given to District Exec) c) All Groups and District to utilise Gift Aid d) Applications to grant giving bodies are well rafted and supported 				
19	We have a Group established in every area where demand is high enough	DC RDO	July 2012	<ul style="list-style-type: none"> a) Identify areas of high Scouting demand b) Identify new locations for Scouting including unconventional locations 				
20	We have frequent positive media exposure	DC GSL YSP	Oct 2012	<ul style="list-style-type: none"> a) Regular internal media (District and County websites, Scouting magazine) b) Bi-monthly media releases in Durham Times, local radio 				
21	We have a District co-ordinator for Duke of Edinburgh programmes	DESC	February 2012	<ul style="list-style-type: none"> a) Recruit a DofE co-ordinator b) Link with Explorer programme c) Sucesfully promote DofE as part of the QSA 				

22	We have a working District executive committee	DC District Chair	Sept 2011	a) Recruit a stable District Executive b) Regular (at least quarterly) meetings				
23	All young people have the opportunity to join the relevant section in the District at the appropriate age	GSL DYRT	July 2012	a) Share waiting list data to allow new people to join Scouting when a new place comes up even if it not their preferred Group				
24	More young people have been retained and have become leaders	DESC ESL (YL)	Dec 2012	a) Recruit an ESL (YL) b) Run monthly YL Unit c) Deliver all YL modules once a year				
25	We share good practice across Groups	GSLs	Dec 2012	a) Regular team meetings b) Mechanism to share programme, camp ideas				
26	All leaders complete training within two years	DC TAs LTM	April 2014	a) Recruit a District training contact b) Run District training sessions				

27	We have a District training team	DC TA	Sept 2011	<ul style="list-style-type: none"> a) Recruit trainers to the District b) Engage regularly with County Training team 				
28	We have regular District Scout camps for all sections	ADCs	Oct 2012	<ul style="list-style-type: none"> a) At least once District led residential opportunity per section per year. 				
29	We have a relevant District support team	DC ADCs	Dec 2012	<ul style="list-style-type: none"> a) Annually review the District team 				
30	We have a centrally managed Explorer provision	DESC	Sept 2012	<ul style="list-style-type: none"> a) Joint activities between Units b) Uptake of YL scheme c) Growth in number of Explorers moving onto Network/SAS/Leader role 				
31	We have good parental involvement within the District	GSLs	Dec 2012	<ul style="list-style-type: none"> a) Regular engagement with parents b) Uptake of Big Adventure style camps c) Good use of parent rotas 				

32	We have positive social relations between our leaders	GSLs SAS	April 2012	a) Regular opportunities to meet as leaders in a social atmosphere				
33	We have an active throughput of students	DC DART DUSAGG	June 2012	a) Representation at Freshers Fair b) Student recruitment nights				
34	We have full succession planning in place	GSLs DC	Sept 2012	a) All managers to actively plan for their replacement b) DC to nominate successor with at least 6 month cross over period to allow smooth transition				
35	We run cross sectional District activities	ADCs	Nov 2012	a) Run at least one cross sectional event per year e.g. Beaver and Cub sports night b) Promote the moving on process				

Notes to the Development Plan

- a) Provenance: the basis of the plan was drawn up during a District Away Day in September 2010 facilitated by the RDS at Harehope Quarry. GSLs (or Group Contact), and ADCs were invited with 5 GSL/GCs, 2 District Team attending. Additionally, leaders who were unable to attend supplied comments on the development either before or after the Away Day
- b) Review: progress will be formally reviewed by the District Team and GSLs every 6 months and report made to the District executive. Additionally updates will be given to the CC informing of progress on our District plan in relation to the County development plan
- c) Abbreviations used: GSL = Group Scout Leader, DESC = District Explorer Scout Commissioner, DC = District Commissioner, ADC = Assistant District Commissioner, SAS = Scout Active Support, DART = District Adult Recruitment Team, TA = Training Adviser, NAA = Nights Away Adviser, ESL (YL) = Explorer Scout Leader (Young Leader Unit), LTM = Local Training Manager, YSP = Young Spokesperson, RDO = Regional Development Officer, QSA = Queens Scout Award, DUSAGG = Durham University Scout and Guide Group