

Richmond upon Thames

District Conference 2023



Agenda

- Welcome and Introductions
- Review of Our Plan 2018-23
- Our performance this past year
- Our objectives and plans for 2024
- Annual General Meeting District Scout Council
- Our Young People 2023
- Roll of Honour 2023
- Any other questions?



Our Plan 2018 - 2023

We will support amazing leaders to deliver an inspiring programme and prepare more young people with skills for life.

- Use #SkillsForLife for Growth, Inclusivity, Youth Shaped, Impact
- All Groups to feel they fully 'belong' to a wider District community
- Improve effectiveness and efficiency of District support

Do More. Share More. Be More





Our Route to Success

- Good quality Programme in all Sections
- Effective and efficient support from District
- Greater collaboration between all Groups



Stop
Start
Continue

You said
We did

Make my
admin
more
manageable
manageable
mew Leaders

More Young Leaders

Need to know what's going on Use Thames more

Improve
District
Events

Make meetings more accessible



The Detailed 5 Year Plan

				_													
	Output of review - reporting	Ian Hardy/Keith Wincott				Drafting pl	lan										
	Identify quick wins and put in action	District Team															
	Revise programme and priorities as identified in review output	Phil Hunt/Peter Tomlin					Check plan										
	Publish plan to District Team	District Team				20 10		missed									
	Discuss quality programme					85 ES		17017070									
	Power point presentation on actions	Phil Hunt								29/05/2019	i e						
	Decide what KPIs we are going to track	District Team								missed			Discuss with GS	Ls			
	Information update/trend review	Ian Hardy/Keith Wincott				(n e) 32 e)											ļ. Į
	Review Meeting National Priorities/Pillars of Work?	District Team															
	Review meeting District goals review?	District Team								Quick wins				Growth plan review			1/2 way
		District Team		•		n o				Quick Wills				Terrew .	1 year		1/2 1/4/
		District Team															
here most needed at Section	on level / Youth Involvement based on #Skills fo						-						10				-
					-												
More section leaders	Easy/simplification of induction	Nigel Waine					implement	implement	implement	implement	implement			review			
	Practical skills events days for leaders (scouting for grown ups - internal)	Nigel Waine									76. SUN			update			
195	Increase training for activity permits (e.g. hill walking)	Nigel Waine															
Young people shape their scouting experience	Training to include ways of engaging young people on programme planning	Jonny O'Neill and John Doran														-	
ion																	
	District - intitiate digitial presence																
	District website "look and feel"		missed	missed	missed												
	Public information on website	Wincott		missed	missed	missed				Launch							
	District information on website				missed	missed	missed										
	"New Leader" forum/chat room					missed	missed	missed			review						
	District - additional inputs	Data Tarabata ta tata											22				
	Expand Beta digital presence for leaders -											On-going activit	У				
	whose who register, group information,																
	activities registers and annual updates	Champions to a BAU state					missed	missed									
	Group websites																





Now that Our Plan has officially expired, how did we do?

Effective and efficient support from the District Team

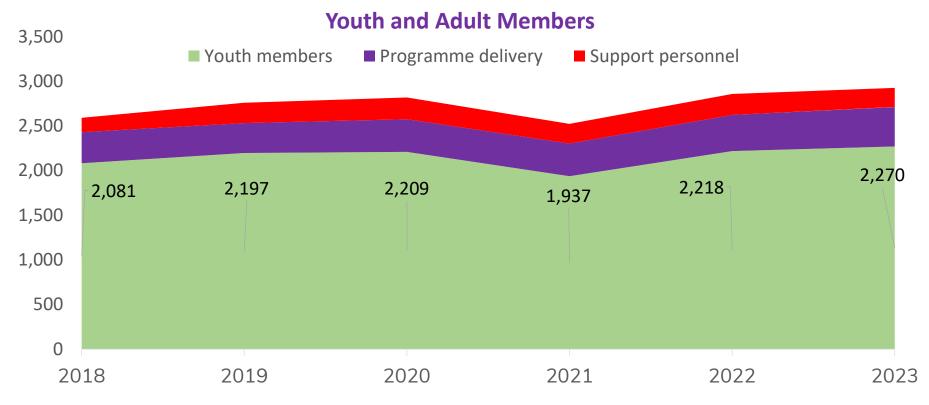
	2018	2023
Digital Transformation	Little internet presence No website 'Broken' social media presence Compass misunderstood OSM underused – less than 20% use it	One of the best District websites in the UK Minimised the pandemic effect with online support Compass recognised as a vital tool 96% of Sections use OSM
Communications	No consistent method of contacting anyone No standardised email structure All 'paper' forms (NAP, NAN, Awards etc) Low confidence that queries will be dealt with District level team meetings – a lot of travelling District Diary difficult to find and often out of date District Directory out of date and non GDPR compliant	Email distribution groups Standard District provided email addresses Electronic forms widely used Team Pledge – we answer within 24 hours All meetings now online capable Update online in 'real time' GDPR issues addressed, all information online
Support for individual Leaders	Poor experience of Appointment Committee Adult Training Programme – getting outdated Adult Awards for Good Service inconsistent	'Meet the Team' induction sessions Training provision and programme revised Adult Awards Panel appointed

Effective and efficient support from the District Team

	2018	2023
Support for Groups / Units	New YP and adult enquiries confusing process Poor support for CRB / DBS processes Basic District Shop / Badge services	New enquiries managed by District Enhanced District Team support Fully digital and online uniform and badge services
Supporting our Young People	Top Awards: Duke of Edinburgh Scheme – worst District in London Explorer Belt – not really 'a thing' Chief Scout Bronze, Silver, Gold – poor take up World Scout Jamboree – seen to be elitist Young Leader Programme: Only basic training (Module A) available YLs not well utilised	2022 – Top District Multiple teams from this District Becoming a much coveted and respected Award Record number of applicants for 2023 WSJ Full YL Training Programme encouraged 152 registered Young Leaders
Building for the future	District Team focus: Chairing Section meetings Delivering events Training District Exec focus: Financial governance Monitoring quality of Programme	District Team focus: Practical Programme support Practical administrative support Delivering high quality events District Trustee Board focus: District Policy Governance & Compliance in all areas

Growth & Development Growing our numbers





Sources: Scout Census and public stats

Census of Membership in Richmond upon Thames For the year ending 31st January 2023

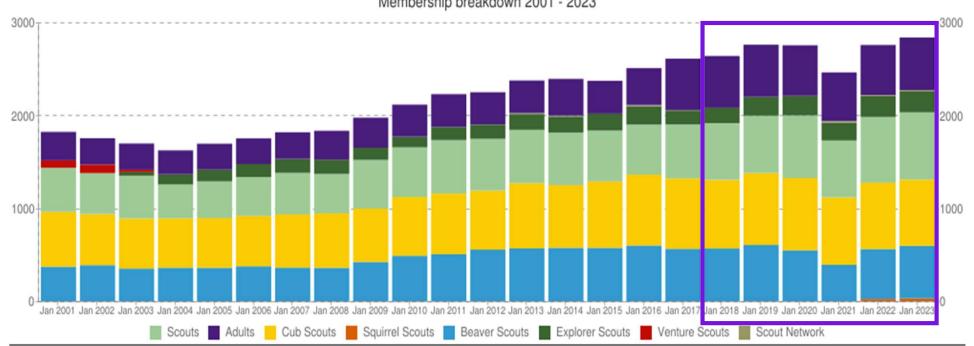


Growth since 2018: Total membership +7.54% Young People +9.08%

YEAR	2018	2019	2020	2021	2022	2023
YP	2081	2197	2209	1937	2218	2270
Total	2638	2759	2753	2461	2756	2837

Pandemic

Membership breakdown 2001 - 2023



So how did we do this year?

- Compliance
 - Compass records (ready for new system)
 - Mandatory Adult Training
 - Risk Assessments
- Adult Recruitment & Induction
- Waiting Lists
- Network Scouts 18-25
- Communications
- International Scouting

- Most accurate that they have ever been!
- Every month 97%- 100% compliant
- Risk Assessment review complete. Now monitoring

52 new Leaders inducted

All lists reviewed and monitored

Network unit re-established

More to do ...

3 Groups abroad + 'Korea' camp

Bonus successes 2023

- We'll have 4 Squirrel Dreys in total
- The Extra Mile SASU



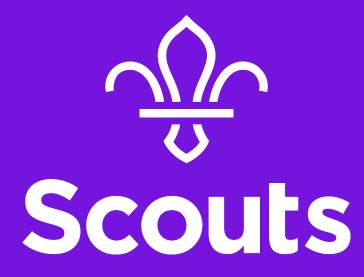
providing adventurous opportunities and skill sessions to help older Scouts achieve Expedition, Outdoor and Adventure Challenge Award activities

District Scout Shop

improved and modernised all operations. All badges now available online and as a 'drop-in' service







Richmond upon Thames

2024 and beyond ...





Transformation

Basecamp 22

4 key areas of focus:

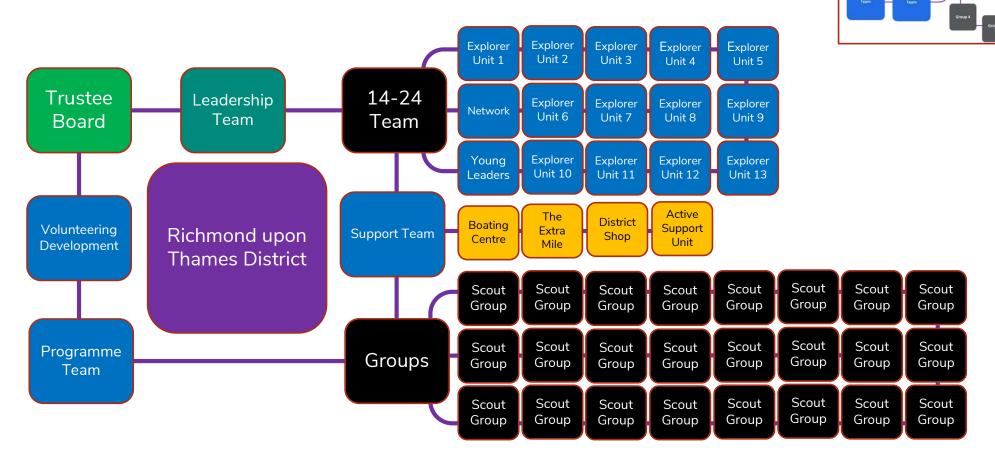
A warmer welcome for everyone improving the joining process

Positive volunteering everyday making volunteering more flexible

More engaging learning making learning more relevant to roles

Digital support to get things done better tools for recruitment, training and managing records

Proposed District New Structure



District

Volunteering Development 1 (example only)



LEARNING	Nigel Waine	Jon Doran	Chris Wright	Ossie Stanley	Graham King	David O'Connor	lan Hardy
Job Title:	Training Manager	10 th Teddington	GSL P&H	District Scouter	Extra Mile Lead	Extra Mile	Head of People
Team Leader	✓						
Planning courses/events	✓						
Learner administration	✓						✓
Learning verification records	✓						✓
Course delivery – Wood Badge	✓						
Course delivery - YLs	✓	✓	✓				
Practical Skills	✓	✓			✓	✓	
Nights Away Assessments	✓	✓		✓	✓	✓	
Training Compliance monitoring	✓						✓



Richmond upon Thames
ANNUAL GENERAL MEETING











Our Plan 2018-2023 **Richmond upon Thames**



District Conference 2023 **Richmond upon Thames**

Long Service Awards 2022-23



40 Years Tim Grebot