

# WORKING WITH YOUNG LEADERS IN WEST SUSSEX



# Who are Young Leaders?

Leaders are an invaluable part of so many aspects of our lives: the world needs leaders. But what makes a good leader? What allows some to inspire people to follow them?

Many would say that the basis is an understanding of people and the ability to see things from their point of view. Some people say that leaders are people with big, exciting dreams who want to make them happen. No matter what, to be a leader you certainly need to have courage and to take on responsibility. This needs to be recognised.

What's it like to be a leader? There is really only one way to find out the answer to this question and that's to have a go at it.

The Scout Association's Young Leaders' Scheme is a unique, challenging and unforgettable opportunity to step out into leadership volunteering with Beavers, Cubs or Scouts. It offers them an amazing chance to learn leadership skills, gain experience and confidence, and help others to learn and enjoy themselves. It's valuable preparation for all sorts of careers, and is a great boost for their CV, helping them get ahead with further and higher education applications and future employment.

Su-Li is 23. She's a teacher at an international school in Italy. She grew up in the UK and became a Scout when her best friend told her about it. Su-Li always wanted to work with young children and so she gave the Young Leaders' Scheme a try. She wasn't sure if she would manage because she's always been a shy, quiet kind of person.

'One of the best things for me about being a Young Leader is that it helped me grow up quickly. At 14 I didn't have much confidence in dealing with people at all, but after doing the training and taking on the missions, bit by bit I discovered I could do it and I enjoyed it. I was mentored by Jane, a brilliant leader who helped me all the way. Becoming a Young Leader really changed my life.'

Young Leaders are aged between 14 and 18 and work alongside adult leaders to ensure that young people really get the chance to shape their own Scouting adventures. Young Leaders work with a Beaver Scout Colonies, Cub Scout Packs or Scout Troops. Here are the basic facts:

- Young Leaders are aged 14 to 18.
- As a Young Leader, they will work with the younger sections in Scouting: Beavers, Cubs or Scouts.
- The scheme is open to Explorer Scouts and young people who are undertaking the Duke of Edinburgh's (DofE) programme or the Queen's Guide Award.
- Young Leaders work with adult leaders to plan and run meetings and events.
- They will get to take part in training that is flexible, practical and devised to equip you with the skills they need to work well with younger people.
- They can still take part in your usual Explorer activities as well as joining a local District Young Leader Unit.

The Young Leaders' Scheme supports them in key areas to help you get the most out of working with younger sections. The scheme also helps you to develop as an Explorer Scout, enabling them to fulfil the volunteering elements of various awards and to make a positive impact in your local community.

It can help them work towards other recognition, for example DofE, Chief Scout's and Queen's Scout Awards and it will also be of assistance when you move on to Scout Network or become an adult leader.

In an increasingly competitive world with so many people trying to win places at the best universities/colleges and/or secure good jobs, having a stand-out CV is worth a lot. Having a Young Leaders accreditation on their CV will get you noticed; it says that you are someone with common sense, initiative, independence, maturity and leadership potential. It shows that you can see through a commitment, work in a team, help people to develop and take on board training and use it in what they do.

# What is the Young Leader Scheme?

The Young Leaders' Scheme supports your Young Leaders in key areas to help you get the most out of working with younger sections. The scheme also helps you to develop as an Explorer Scout, enabling you to fulfil the volunteering elements of various awards and to make a positive impact in your local community. It can help you work towards other recognition, for example DofE, Chief Scout's and Queen's Scout Awards and it will also be of assistance when you move on to Scout Network or become an adult leader.

The scheme consists of 10 modules and 4 missions, the missions the young leader completes with your section, and the modules are delivered centrally across Worthing.

The Scheme is flexible but they must work through the first training module, Module A: Prepare for take-off!, within the first three months of becoming a Young Leader. Module A will provide the basic information required for getting started in a Young Leader role and will prepare you to deliver safe Scouting for all.

## **Mission 1**

Run a variety of games: indoor, outdoor or as part of a camp

## **Mission 2**

Plan and run an activity (not a game) as part of either the section programme or a camp programme

## **Mission 3**

Take the section's programme ideas to a programme planning meeting

## **Mission 4**

Responsibility for organising and running part of the section programme

The training modules of the Young Leaders' Scheme will help you deal with many different aspects of leadership within Scouting and it is a great achievement to complete them all.

## **Module A - Prepare for Take-off!**

This module aims to give them, as Young Leaders the essential information you need to perform your role safely. It will provide them with the skills they need to assist with another section and understand your role as a Young Leader. They will also discover how the Young Leaders' Scheme works and how to access further training opportunities.

## **Module B – Taking the Lead!**

This introduces them to some of the concepts of leadership. It provides them with the skills you need to work more effectively as a leader in their section. The module explores different styles of leadership, when to use them and how to effectively lead different sorts of activities.

## **Module C – That's the way to do it!**

This gives a general understanding of how to successfully demonstrate and teach a variety of skills. It will help make that process fun, and ensure that section members enjoy the experience.

## **Module D – Understanding Behaviour**

This gives a basic understanding of the different behaviours that young people can display and some possible causes. By the end, they should be able to recognise and propose possible solutions for different behaviours.

## **Module E – Game On**

This gives a good understanding of the importance of games in the section meeting. It will give you an idea of the different types of games that can be played and when to use them to the greatest effect. This is a very interactive module and involves playing loads of games.

## **Module F – Making Scouting Accessible**

This module looks at how to make reasonable adjustments to the programme to meet the needs of all the young people in the section. It will also give them a basic understanding of the different additional needs young people may have.

## **Module G – Programme Plans**

This module provides them with the skills and understanding necessary to plan and run a balanced programme for their section. It also helps you to understand how awards and badges help to achieve this.

## **Module H – Programme Plans Plus**

This module provides them with the skills and understanding necessary to plan and run a quality and balanced programme for your section over a three-month period.

## **Module I – What Did they Say?**

This module aims to make the Young Leaders aware of the importance of good communication, listening to the views of young people, and involving them in the planning of the programme

## **Module K – First Response**

This module is the Adult First Response course, and is run regularly by West Sussex Scouts.

As they progress and complete each mission, they'll earn a mission badge to add to their YL Badge. Earning all four mission badge strips completes the YL Circle Badge set. Young Leader Badges are presented by your ESL (YL).



The ultimate award in the Young Leaders' Scheme is the Young Leader belt buckle, which is awarded to those who successfully complete all 10 modules and four missions of the scheme. Being presented with a Young Leader buckle is a celebration of their development, achievement and service in Scouting. As such, they're entitled to wear the buckle when they become a Scout Network member and adult leader.

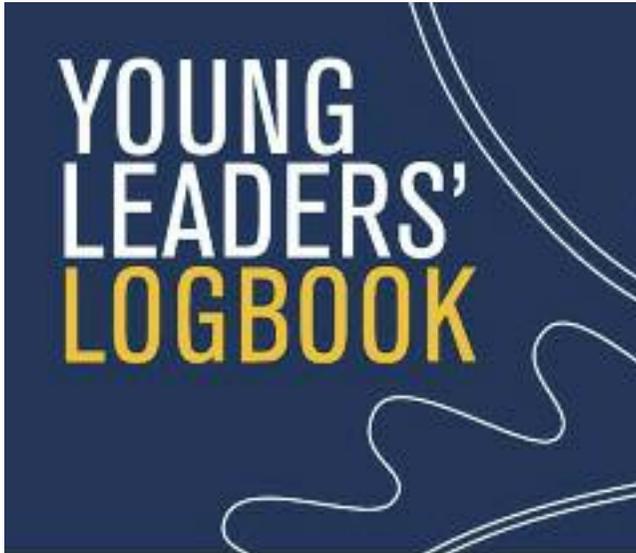


When they complete the Young Leaders' Scheme they will also be presented with the Young Leader certificate and Service Award Badge. This can be worn on their adult uniform, to recognise the service that they have completed as a Young Leader.



# What resources does my Young Leader get?

All Young Leaders at Module A will receive a copy of this logbook:



This contains logbook pages to help the Young Leader evaluate and work through their missions and modules. It can be used as proof that they have completed their Young Leader Training.

It is also available online for you to look at <https://goo.gl/MjDbTG>, pages 55-86 refer specifically to the missions.

They will receive information on being an Explorer Scout, and the Young Leader Orange Card, which is their guide to keeping themselves safe (similar to the Yellow card you have):

# Code of behaviour

- Do** keep to this code at all times.
- Do** treat everyone with respect.
- Do** set an example for others to follow.
- Do** treat all young people equally - do not show favouritism.
- Do** run activities with more than one adult leader present and tell them where you are and what you are doing at all times.
- Do** make sure you have separate sleeping accommodation - do not share with young people or adults.
- Do** allow young people to talk about any concerns they may have to encourage everybody to talk about any attitudes or behaviour they do not like or feel comfortable with.
- Do** know your limits and stay safe - do not put yourself in unnecessary danger.
- Do** remember this code at sensitive moments, for example when helping someone who has a concern or may have been bullied or bereaved.
- Do** remember that someone else might misinterpret your actions, even if you mean well.
- Do** take concerns about the safety and well-being of young people seriously and pass them on to an adult leader immediately.
  
- Do not** allow abusive activities, for example initiation ceremonies or bullying.
- Do not** take part in inappropriate behaviour or contact, whether physical, verbal or sexual; for example play fights, insults or obscene gestures.
- Do not** form a romantic relationship with a younger youth member or adult leader.
- Do not** take part in physical contact games with young people, even if you are running them.
- Do not** engage with any inappropriate attention seeking behaviour, for example flirting and tantrums.
- Do not** make suggestive remarks or threats to a young people, even in fun.
- Do not** drink alcohol or smoke on Scouting activities.
- Do not** use inappropriate language when writing, phoning, emailing or using the internet (including social media)
- Do not** let allegations, suspicions, or concerns about abuse go unreported.

# What are the golden rules for working with Young Leaders?

- Treat them as members of the section leadership team
- Remember they are young people with all the growing up and challenges that we all went through at that time.
- Remember exams are an important part of the young person's life, but they also need to de-stress as well.
- Remember they must not have alcohol on Scouting events.
- Young Leaders need separate sleeping accommodation from the Beavers/Cubs/Scouts and the adult leadership team.
- You remain responsible for the safety and wellbeing of your Young Leaders; they don't count in your youth ratios – or your adult ratios.
- Your Young Leaders are valuable role-models for your section members; hold them to setting a great example for the young people.
- Young Leaders are human; they will make mistakes, use them as learning experiences. If an activity is DANGEROUS – stop it.
- Young Leaders will be in new situations, ensure that their behaviour is acceptable towards the Young People as you would with any other member of your leadership team.
- Keep their Explorer Leader(s) in the loop, they need to know when a Young Leader starts/stops and they need to know if you are taking one of their Young People on camp.

**Used properly Young Leaders can be the leaders of the future, get it wrong now and we will lose them forever – they are a full part of your team, not bottle washers.**



For Young Leaders volunteering with Scouting, the Scout Association lays down minimum standards of training that all Young Leaders must obtain for each level of the award.

Level	Training	Volunteering Length
BRONZE	Young Leader Module A <i>plus</i> two hours of training relevant to the role	They must do one of their Volunteering, Physical or Skills sections for 6 months, the others for 3.
SILVER	Young Leader Module A <i>plus</i> two hours of training relevant to the role	If they haven't done Bronze DofE, they must do one of their Volunteering, Physical or Skills sections for 12 months, the others for 6.
GOLD	Young Leader Module A <i>plus</i> two hours of training relevant to the role	If they haven't done Silver DofE, they must do one of their Volunteering, Physical or Skills sections for 18 months, the others for 12.

Callum is 16 and is about halfway through his Young Leader training. He's made six new friends at the Young Leader Unit and has loads of laughs meeting with them and swapping stories and experiences. Callum was nervous about taking on the missions with his Cub Pack at first but found that the young people there loved having him around.

'I get a real buzz from being in charge of games and demonstrating skills, but most importantly I have fun'

# I've got a potential Young Leader; what do I need to do?

**IF YOU'RE A SCOUT TROOP LEADER AND YOUR POTENTIAL YOUNG LEADER CAME FROM YOUR TROOP, THEY NEED TO HAVE BEEN AWAY FROM THE SECTION FOR AT LEAST 6 MONTHS BEFORE THEY CAN BE A YOUNG LEADER WITH YOU.**

- a) Talk to the Young Leader about what they could be doing, and make sure they and their parent/guardian understand what a Young Leader is and is not. Ensure they understand that the Young Leader **MUST** attend Module A – Prepare for Takeoff within 3 months or stop helping.
- b) Talk to your GSL about this potential-Young Leader and ensure they are happy for you to work with Young Leaders, and that the Young Leader is suitable to work with your section.
- c) If your potential-Young Leader is a member of an Explorer Unit talk to the Explorer Leader about the young person – as they can provide you with background
- d) Complete the Young Leader Placement agreement in the centre of this booklet to ensure that all people understand what they need to do.
- e) Once everyone is agreed the Young Leader will be helping:
  - a. If in an ESU, ask them to copy their details over to your section on OSM and add them to your 'leaders' patrol.
  - b. If not then add your Young Leader to your OSM in the 'leader' patrol
- f) Ensure this information is passed on to your ESL (YL) or DESC, especially if you're not using OSM

Any questions, talk to your ESL (Young Leaders) or DESC, or go to [www.scouts.org.uk/yl](http://www.scouts.org.uk/yl) for further information