

# THE QUEEN'S PLATINUM JUBILEE VOLUNTEERING AWARD

## APPLICATION FORM

### A. INITIAL INFORMATION

Organisation name The Scouts  
Charity no. 306101 (England and Wales) SC038437  
(Scotland)  
Companies House no (if applicable) N/A

Organisation address  
The Scout Association, Gilwell Park, Chingford, London E4 7QW

Organisation website <http://scouts.org.uk/>

Main contact

Name	<input type="text" value="Click or tap here to enter text."/>
Role	UK Chief Commissioner (lead volunteer)
Email	<input type="text" value="Click or tap here to enter text."/>
Telephone	<input type="text" value="Click or tap here to enter text."/>

Charity's stated purpose  
Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society

Date established 1907

*Note: If this is a joint application from the four national branches of an organisation, please provide details for each of the constituent charities.*

### B. SUITABILITY FOR THE AWARD

#### About your organisation

1. Are you a national charity (i.e. does your work cover the whole UK or one or more of the whole of England/N.Ireland/Scotland/Wales)? Please describe the areas that your organisation currently covers.

The Scouts is a national charity, and the UK's largest co-educational uniformed youth movement, supporting young people in communities across the four nations of the

United Kingdom, as well as British Scouting Overseas. We have 7,000 Scout Groups across England, Northern Ireland, Scotland, Wales, and the Crown Dependencies. We also support Groups in some of the UK's Overseas Territories: the Falkland Islands and Gibraltar, and Groups where UK Armed Forces and their families serve: Cyprus and Germany.

2. Please describe the overall work of your organisation (suggest 100 words)

Scouts helps 420,000 young people aged 4-25 step up, speak up and gain skills for life. We give them the confidence and courage to develop their talents, help others and find their place in the world. Everyone's welcome here – all genders, faiths, races and backgrounds.

Scouting takes place almost every night of the week in local communities. Young people work together in small teams, learning by doing, while developing the values of integrity, respect, care, belief and cooperation.

Our vision is to prepare more young people with skills for life, supported by adult volunteers delivering an inspiring programme. We aim to grow, be more inclusive, shaped by young people and make a big impact in our communities

Scouting provides leadership skills that prepares the young people to become active citizens and volunteers.

All this is made possible by our 140,000 adult volunteers. Some 45% of youth members move on to become adult volunteers in the movement, and we're proud that so many get their first taste of volunteering as Young Leaders between the ages of 14-18.

### Your impact on 16-25 year olds

3. Which age groups are the direct beneficiaries of your work? Please tick below.

0-15

16-25

26-49

50+

4. What percentage of your beneficiaries are in the 16-25 age group?

12% (over 50,000) of our total youth membership of 420,000 young people are in the 16-25 age range.

5. Please describe the projects or work that specifically benefit young people aged 16-25. If your work benefits other age groups (e.g. younger children) please include a very brief description of your broader provision too. *(suggest 300 words)*

#### Overview

We're proud to support 41,200 young people in Explorer Scouts (for 14-18 year-olds), 8,850 members of the Scout Network (for 18-25 year olds), plus an additional

15,700 18-25 year-olds who hold an adult leadership role.

Many of these will have joined Scouts as younger members and progressed through Squirrels, Beavers, Cubs and Scouts, developing leadership, teamwork and resilience along the way, in line with our theory of change.

By the age of 16, we see the huge benefits Scouts has given them in terms of confidence, leadership, self-esteem and the way they serve their communities. Our 16-25 year-olds are positive role models for the rest of our young people.

#### Explorer Scouts

Explorer Scouts meet in Units to try new things, make new friends and improve the world around them. They take part in environmental projects, outdoor expeditions and attend international events, such as World Scout Jamborees – huge gatherings of up to 40,000 young people. Being an Explorer helps deepen their understanding of the world and themselves, introduce them to leadership roles and make difference on their doorsteps.

#### Young Leaders' Scheme

Over 15,400 of our Explorer Scouts are also Young Leaders, supporting younger Scouts on their journeys, while developing leadership skills and getting their first taste of volunteering.

#### Scout Network

Scout Network is for 18-25 year-olds. This provides a bridge between the youth programme and adult leadership in Scouts, and offers a great way to seek out new challenges and see the world. They take part in projects and events focused on the themes of 'Adventure', 'Community' and 'International.' Many are also adult volunteers.

#### Adult Training Scheme

Young people aged 18-25 also benefit from our Adult Training Scheme, which recognises existing skills, and develops new ones. We develop all aspects of leadership, from safety and safeguarding to practical skills and managing challenging behaviour.

#### Partnership working

We have formed partnerships with other leading charities, providing more opportunities for 16-25 year-olds, while sharing expertise. Our partnership with the National Citizen Service has helped over 4,000 young people access the NCS programme, while we also offered leadership roles to over 200 NCS graduates. We are also one of the largest deliverers of the Duke of Edinburgh's Award.

Our partnership with Girlguiding has produced welcome materials to support new members and volunteers, as well as joint events, supporting 1,000,000 young people between us.

#### Promoting leadership and youth shaped Scouting

This year we launched our You Shape Awards, recognising and encouraging youth leadership. We now have over 500 Youth Commissioners, who take on leadership

roles in their local County and District Teams, taking key decisions as members of local senior leadership teams.

6. Are your services open to all young people aged 16-25, or do you target a specific group of young people (e.g. care-experienced or disabled young people)?

Scouts is open to all genders, LGBTQIA+ and members of all faiths (and no faith) and ethnic backgrounds.

Across the UK, we have 106,147 girls, 10,000 Muslim Scouts, members from Sikh, Buddhist and other communities. We've opened sections in over 1,300 areas of deprivation (IMD 1-3) since 2013. We believe it's a priority to reflect the diversity of the communities we live in.

This year we commissioned an independent Race Equity Review, engaging with over 1,000 people to create a new vision for Race Equity. As a movement we are actively anti-racist.

We warmly welcome those from LGBTQIA+ communities. Both our former Chair and lead volunteer are openly gay. We attend Pride events in towns and cities across the country and provide support to young people who are discovering their identities in a safe and supportive space. We have a vibrant Active Support Unit called FLAGGS, which supports LGBTQIA+ members.

We believe it's important that we reach out to underrepresented communities. That's why we've opened groups in specific settings such as hospitals (including at Great Ormond Street), prisons, and in specialist schools, for example those for young people with autism.

We're also proud to support Young Carers, and provide opportunities and support for young people aged 16-25 with caring responsibilities – giving them time to be themselves and develop friendships.

Scouts is committed to encouraging and promoting diversity and inclusion in all aspects of our work. This reflects our values of respect, belief, care, cooperation and integrity, where everyone is treated with dignity at all times.

7. Approximately how many young people aged 16-25 have you helped annually over the last 3 years?

Over the last three years we have supported 120,000 young people aged 16-25.

8. Where do they live (county-level data is fine)? A list of areas can be emailed as a separate document, if easier.

We support young people aged 16-25 in 3,037 Explorer Units and 578 Scout Networks across the following Nations and Regions:

England  
- East Midlands  
- East of England

- Greater London
- North East
- North West
- South East
- South West
- West Midlands

Wales  
Northern Ireland  
Scotland

We support young people in all 100 of the UK's most deprived areas (IMD 1-3).

9. Please provide evidence about the impact of your work on this age group over the last 3 years:

- Do you make special provision or assistance for young people facing extra challenges e.g. low income, deprivation, unemployed, disabled? If so, what are these?
- In what ways have you made a positive impact on this age group through your work? Please support this with data to show its success.
- In what ways have young people aged 16-25 been empowered and enabled to reach their potential as a result?
- In what ways do you involve young people directly in the design and delivery of your services? Are they given any leadership opportunities?

*(suggest 1,000 words)*

Ways we have made special provision and assistance for young people facing extra challenges:

We've opened new sections (units) in 1,300 areas of deprivation since 2013, providing opportunities for even more 4-25 year-olds to gain skills for life. Our programme is flexible so that it's accessible to all abilities. In some cases, such as Glasgow Disabled Scouts, we offer dedicated provision to those with additional needs.

As a movement, we reach into underrepresented communities and make Scouts accessible to families on low incomes and facing other challenges. The 64th Birmingham Scout Group, for example, serves one of the most deprived and diverse areas of the city. A young person from this group, aged 18, who is mixed race, has been given the opportunity to travel to Antarctica with a group of 10 young people from underprivileged backgrounds. Another, aged 24, has overcome illness and personal challenges to develop as one of the group's finest leaders. They were recognised by Bear Grylls in 2021 as one of his 20 Unsung Heroes.

Meanwhile, a Scout from a deprived area of Lanarkshire has also been chosen to join the Antarctica expedition because of his personal commitment as a young leader, and his dedication to supporting environmental projects on the River Clyde.

The Pears Foundation and other grant-making bodies have helped us move rapidly to open new groups in areas with the fewest opportunities.

Ways we have made a positive impact with our work over the past three years:

#### Training and development – Our Young Leaders' Scheme

Today, over 15,400 of our Explorer Scouts are also Young Leaders, supporting younger Scouts. They are given special training to plan and deliver activities for Squirrels, Beavers, Cubs and Scouts. We've trained over 25,000 Young Leaders over the last three years.

#### Social action - supporting communities in times of crisis

Scouts led the way in supporting communities during the pandemic. During the lockdown of 2020-21 our Young Leaders played a key role in delivering 1.2 million hours of Zoom meetings for young people. One of our Young Leaders, from Lancashire, was awarded a Point of Light Award in 2021 from the Prime Minister for this work.

Our young leaders, in every part of the UK, also delivered activity packs to the doorsteps of isolated families, distributed food parcels, supported food banks and helped staff vaccination centres. They provided friendship and emotional support to vulnerable members of the community. Our campaign, #CareForCareHomes encouraged them to carry out 10,000 acts of kindness, with many sending letters, videos and drawings to residents.

#### Long term commitment to social action

Over the past three year, we've helped 100,000 young people aged 16-25 take part in social action, across the six themes of our long-running campaign 'A Million Hands'. These themes, chosen by young people themselves, included: Protecting our environment, Ending homelessness, Supporting refugees and displaced children, Better mental health for all, Understanding disability and Kindness in every community. This programme sees Scouts working and partnering with organisations such as WWF, Crisis, Save the Children, Mind, British Red Cross, the National Autistic Society, SAMH, Inspire and Simon Community.

It's about creating positive social change that benefits the wider community, building strong links and appreciation for difference between Scouts and others. At the same time, young people develop their own skills, creating a 'double benefit.'

One of the most powerful examples of our social action was when Chief Scout, Bear Grylls and Scouts attended COP26 in Glasgow, in November 2021. They showed how we're leading the way in the fight against climate change with our #PromiseToThePlanet campaign. Young people from over 55 countries, including those aged 16-25, contributed an incredible 90,000,000+ hours of action for our world.

#### Awards and recognition

We know how important it is for 16-25 year-olds to be recognised for their achievements, and to have evidence of this as they prepare for job interviews and further education.

The Scouts is one of the biggest licensed deliverers of the Duke of Edinburgh's Award in the UK, supporting 7,000 young people to try for their DoE awards each year (with 3,300 achieving them). Significantly, we support young people not just to achieve Bronze, but Silver and Gold too, which are less well supported by schools.

We helped 1,000 young people gain DoE Silver and 300 gain DoE Gold this year. Over the last three years, we've helped 21,000 young people attempt their Duke of Edinburgh's Award, with a 40% completion rate.

Over 1,200 of our 16-25 year-olds gained their Chief Scout's Platinum Award (aligned with DoE Bronze) this year, and 530 gained their Chief Scout's Diamond Award (aligned with DoE Silver). These are stepping stones to the top award for young people: The Queen's Scout Award.

This year, 185 young people aged 16-25 earned The Queen's Scout Award. To achieve it, they needed to show evidence of a new skill, a significant expedition and how they've supported their community. We publically recognise our Queen's Scout Award holders by inviting them to Windsor Castle where they meet the Chief Scout and a representative of the Queen.

#### Youth Commissioners

We now have over 500 Youth Commissioners, who take on leadership roles in their local County and District Teams, taking on key decisions as members of local senior leadership teams.

#### How we develop young people as leaders

We've developed some extraordinary leaders in the 16-25 year old age range. These include, our current UK Youth Commissioner – one of the 'key four' at a national level. While still under 25, they became a volunteer leader locally, helped launch the national YouShape Award, the Unsung Hero Awards and has grown our local Youth Commissioner team to over 500.

We've also just announced a new UK Youth Commissioner: our most senior youth role in Scouts. Still under 25, they are also a local volunteer at 7th Goodmayes. They joined Scouts at the age of six as a very shy child. However they attribute their growth in confidence to Scouts, as well as her ability to lead and communicate. This has helped them progress to a university degree in engineering at Oxford University. They have also taken part in sponsored walks and climbs, attended an international jamboree, learned to kayak, and ride horses.

Meanwhile, another under 25 member supported the development of our Million Hands social action campaign as a young person, before joining our staff team. They coordinated our #PromiseToThePlanet campaign and this year was honoured with a British Empire Medal (BEM).

Another outstanding 19 year-old Assistant Scout Leader from Birmingham, as well as being an intern with the Muslim Scout Fellowship, also hosted Bascamp22, a conference for over 600 leaders in Scouts at Manchester University.

Over the 2022 jubilee weekend, a young Scout leader (who is also Trans) was recognised with a Chief Scout's Personal Award by Bear Grylls 'for being a role model for other young Scouts, helping fellow Scouts to find the courage to be brave and be yourself.'

We have over 1,000 young people in senior leadership roles across the country. One of our youngest County Commissioners, began as a young person in Beaver Scouts and is now the senior volunteer in Cheshire, helping others to access the same opportunities he did.

### Supporting mental wellbeing

Lockdown was especially tough for young people, separated from their schools and friends. To help, we created 10,000 Wellbeing Champions: children, young people, and adults who committed to help tear down the taboo around mental health. This work continues. Scouts took part in Time to Talk Day 2022 run by Mind and Rethink Mental Illness in England, in partnership with Co-op. The campaign runs UK wide, with SAMH (Scottish Association for Mental Health) and See Me in Scotland, Inspire and Change Your Mind in Northern Ireland and Time to Change Wales.

At a time when young people continue to struggle with mental wellbeing, the connection and support Scouting offers is invaluable. In a recent, independent, longitudinal study conducted by the Universities of Glasgow and Edinburgh, those who had been Scouts were 15% less likely to be suffer from mood disorders and anxiety by the age of 50.

We also know how much volunteering benefits young volunteers. Over three-quarters (77%) believe it improves their mental health and wellbeing. (Time Well Spent Survey NCVO 2019). This helps relieve pressure on Children and Adolescent Mental Health (CAMHS) Services.

### Fundraising

Young people aged 16-25 have also raised huge sums for good causes over the last three years. In 2020 during the first lockdown, they 'Hiked to the Moon' (and back) for BBC Children in Need and Comic Relief. Scouts hiked more than 440,000 miles and raised £350,000. With government match funding, they contributed £750,000 to communities affected by COVID-19. In 2021. Our Race Round the World raised nearly £740,000 for Scout Groups most at risk of closure.

### Long term benefits

Our 2021 Scouts' Experience Survey, revealed Scouts were 12% more likely to have leadership skills than those not in the movement. They were 16% more independent and 7% more likely to be better problem solvers.

## Your volunteers

10. How many volunteers do you currently have in your organisation?

140,000

11. How many volunteers currently work with the 16-25 age group?

16,000 volunteer work with the 16-26 year old age range.

12. How do you involve volunteers in delivering and enabling this work?

The Scout movement is powered by the kindness and commitment of our adult volunteers. We have 7,000 local volunteer managers who ensure the smooth and safe running of Scouting, following our rules, and supported by our national Headquarters team. These line manage and support our front line youth workers – the 88,000 who plan and deliver activities locally in weekly meetings and at many other events, including camps and expeditions. Behind the scenes, we have 12,700 adult volunteers in governance roles, such as Chairs, Secretaries and Treasurers,



who support the safe running of Scouting, and the effective management of buildings and other property.

Adult volunteers join us to:

- Use their skills and develop new ones
- Try something new and make new friends
- Spend time with their children – or gain experience with young people
- Do something good for their community and themselves
- Support their own physical and mental wellbeing, helping them develop.

13. Are there initiatives to encourage young people to volunteer? Please describe.

All 420,000 young people in Scouts are given opportunities to volunteer in their communities, as this is built into our youth programme and awards. Volunteering is a key part of the Chief Scout's Awards and the Duke of Edinburgh's Awards which our young people are encouraged to gain.

The structure of Explorers and the Scout Network allows for young people to decide how and where they volunteer. Within both sections young people can continue to volunteer in leadership roles, supporting young people, or choose to join Scout Active Support units that offer opportunities to support major events, first aid, international service team activities or local campsites.

Our programme is designed for young people to 'take the lead' promoting the active participation of young people in the Explorer Scout Unit and Scout Network to increase participation in decision-making, both locally and nationally. Most importantly, it helps them develop lifelong leadership skills.

In our younger age ranges, experience of being a 'Sixer' in Cubs and 'Patrol Leader' in Scouts gives many young people their first experience of leadership. Our hugely successful Young Leaders' Scheme for 14-18 year olds turns this experience into practical, hand-on volunteering, inspiring the next generation of volunteers.

14. Please describe any measures you take to develop, train and recognise volunteers.

*(suggest 300 words)*

All adult volunteers in Scouting have a local volunteer line manager, who supports them in their role and provides one to one support. Together, they frequently review their volunteer experience and progress, making sure that the role is suitable and enjoyable for the adult and beneficial to the local team of adults and young people.

Our volunteers must take part in the mandatory elements of our Adult Training Scheme, called Getting Started. We equip them with essential knowledge on safety, safeguarding, and give them tools for the role – either as a youth workers or volunteer managers, or as trustees, as well as a grounding in General Data Protection Regulations (GDPR). Once this is complete, they can progress to further training in all aspects of their role. This training is formally recognised by a Wood Badge – an internationally recognised insignia for training in Scouting, which has been recognised externally, for example by the Institute for Learning and Management (ILM) as a mark of excellence, providing the volunteer with transferable skills.

We formally recognise our volunteers through our annual Good Service Awards, announced near St George's Day each year. These are nominated by volunteers at a local level. Volunteers can be recognised with:

- The Chief Scout's Commendation for Good Service
- The Award for Merit (and Bar)
- The Silver Acorn

We recognise higher good service through:

- The Bar to the Silver Acorn and
- The Silver Wolf – the highest award for any volunteer in Scouts.

Volunteers are also recognised for their length of service at regular intervals, starting at five years. They can also be recognised with a Commissioner's Commendation Award, which is given at the discretion of a local volunteer manager for achieving a specific task or for a positive contribution over a period of time.

Our adults may also be nominated for Gallantry and Meritorious Awards. For example, a Scout volunteer, and one of the divers involved in the rescue of the 12 boys trapped in a cave in Thailand, was awarded the Bronze Cross for his lifesaving efforts.

Local and national teams also nominate Scouting volunteers for National Honours (such as BEM, CBE and OBE) to recognise exceptional service in the community.

Volunteers in the Young Leaders Scheme (aged 14-18) take part in a series of 10 training modules and four missions which gives them the skills and aptitudes they

need (such as First Aid and programme planning) to support young people and take on the role. The Young Leaders' Badge is awarded when the first training module is completed and the Young Leaders' Belt is awarded when they complete their training.

### C. ADDITIONAL INFORMATION

*Note: If this is a joint application from the national branches of an organisation, please provide details for each of the constituent charities.*

15. How many branches do you have and where are they located? A list of areas can be emailed as a separate document, if easier.

We support young people aged 16-25 in 3,037 Units and 578 Scout Networks across the following Nations and Regions:

England

- East Midlands
- East of England
- Greater London
- North East
- North West
- South East
- South West
- West Midlands

Wales

Northern Ireland

Scotland

We support young people in all 100 of the UK's most deprived areas (IMD 1-3).

16. Tell us how you demonstrate good governance. *(suggest 300 words)*

Scouts has a board of Trustees that manages the business of The Scout Association in accordance with the Royal Charter and the Bye-laws of the Association. It's the Association's national decision making body. Its members are the Trustees of the Association.

The Board shapes and approves the strategy of The Scout Association, makes sure that we are taking action to achieve that strategy and ensures that the Association is meeting its legal and financial obligations. It is the Association's national decision-making body.

The Trustees must act in the best interests of the Association as a whole (even if they are elected by a particular electoral college). They delegate authority for day to day activities to appropriate volunteers and staff.

The Board meets four times a year. In addition, Trustees are expected to attend the

Annual General Meeting (AGM) and are usually expected to sit on at least one of the Committees which reports into the Board: these meet from 2 – 4 times a year.

17. Tell us how you demonstrate effective safeguarding practice. *(suggest 300 words)*

It is the policy of The Scout Association to safeguard the welfare of those members aged under 18 as well as adults at risk by protecting them from neglect and from physical, sexual and emotional harm. The Safeguarding Policy is for everyone in The Scouts and includes all volunteers and staff. The 'Yellow Card' sets out a Code of Practice, which is essential for all adults in Scouts to follow. Where there are concerns that an adult volunteer or staff member has not followed the code of practice or procedures, the matter must be reported to the Safeguarding team who will co-ordinate any investigation in partnership with the appropriate commissioner.

The Safeguarding Policy underpins everything we do to develop skills for life. It offers guidance for anyone who has a concern about the welfare of a young person or adult at risk, and how to report a safeguarding allegation or disclosure. Guidance is provided on how to support adults at risk, our responsibilities, reasonable adjustments to make and how to raise concerns.

Our policy also covers the various types of abuse and exploitation a young person or adult at risk may suffer or be at risk of harm from, including self-harm or self-neglect, addiction, exploitation and harmful traditional practices.

The policy also refers to specialist areas that may need to be managed using the safeguarding processes, and where further support can be provided – such as mental wellbeing, radicalisation and transitioning. We understand that safeguarding is everyone's responsibility and it is embedded across our organisation.

We recognise that the welfare of children, young people and adults at risk is paramount and that all children, young people and adults at risk, regardless of age, disability, gender, gender reassignment, pregnancy, maternity, marriage/civil partnership, race, religion and/or sexual orientation (all defined as protected characteristics within the Equality Act 2010) have the right to equal protection from all types of harm or abuse. Working in partnership with children, young people, adults at risk and their family, support network, volunteers and staff is essential in promoting and embedding this policy. This is a national policy and subject to the laws and guidance of England, Wales, Scotland and Northern Island; it's also in-line with the



Local Safeguarding Partnerships in England, Wales (previously LSCB) and Scottish and Northern Ireland counterparts. Our safeguarding policy follows NSPCC best practice.

#### D. FINAL DECLARATIONS

You are authorised to submit this application and to accept the Terms and Conditions set out above on behalf of the charity's governing body.

All the information provided above is accurate and complete; and you will notify us of any changes.

You understand that we will use any personal information you have provided for the purposes described under our [Privacy Notice](#).

Full name of person completing this form

Position within the organisation

UK Chief Commissioner