

Scouts Australia Youth Program Review



01 September 2015

Fellow Scouting members and friends of Scouting,

The Youth Program Review (YPR) is conducting a wide variety of research to ensure we develop the best possible youth program for our future youth members. This research features a multi-faceted approach using our own teams, external demographers and researchers, exploration of previous research and working with other similar National Scout Organisations.

The following research was completed by a team of volunteers as part of Stage 3 of the YPR, exploring a whole range of information to build some foundations for our future “one program”. The questions for these topics were derived from feedback and related discussion and workshopping of initial YPR research.

“One Program” is the mantra under which this stage of the review has worked, recognising that although we use age sections, these must be strongly linked and united in working progressively towards a common goal, facilitating the development of individual young people.

Stage 3 was all about developing the big-picture concepts of a future youth program for Australian Scouting, concepts that will drive the ideas and detail that will emerge from Stage 4.

The progress of the various proposals contained within this report are highlighted under the “Recommendations” heading.

Share your considered and constructive thoughts at ypr.scouts.com.au; through discussion great ideas can evolve.

Yours in Scouting,

YPR team



RECOMMENDATION PAPER

Title	<i>The Fundamentals (purpose, principles, Mission, Aim, Method, Promise & Law) of Scouting in 21st Century Australia</i>	YPR Paper No.	3-1-3
Stage 3 Topic	3-1 Fundamentals	Status	Published
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1 EXECUTIVE SUMMARY

This paper explores what the Fundamentals of Scouting should be in 21st century Australia, and recommends positive changes for the future. The Fundamentals include the purpose, mission, aim and principles of the Scout Movement – they are the core defining characteristics of Scouts Australia as an organisation. Throughout the duration of Stage 3 of the Review, the team has investigated each aspect of the Fundamentals, considering their suitability and meaning in contemporary Australia. The team also considered whether there was a need for revision to ensure relevance in the fast-paced, high-intensity 21st century. Due to the structure and timeframe of the review, other Stage 3 teams also investigated aspects of the Fundamentals of Scouting. As specified in the Stage 3 plan, 'Duty to God' and 'The Scout Method' had specific research teams. 'Duty to God' is a key Principle of the Scouting movement, and subsequently discussions and collaboration occurred quite regularly with the team investigating this component.

The World Organisation of the Scout Movement (WOSM) Constitution identifies key requirements for member nations: acceptance and adherence to the purpose, principles and method of the Movement, the fundamental, invariable elements of Scouting, and also the Mission, Promise and Law.

The impact of Modern Australia on Australian Scouting also needed to be considered. Recommendations are provided regarding avenues for greater inclusion, and opportunities for wider networking and partnership development. Aligning modern Australia with WOSM's principles and policies, the paper explores key Movement statements, recommending the use of World statements to describe our Purpose and Mission. A revision of the definitions for each of the Principles, 'Duty to God', 'Duty to Others', 'Duty to Self', is included, framing them as Australian-specific statements, inspired by the WOSM definitions.

Scouts Australia's Vision, Promise and Law all come under scrutiny in this paper, with recommendations provided to modernise these statements for use in the 21st Century. The Vision statement was perceived to be lacking in accessibility for youth, whilst the Promise and Law required revision to be more inclusive in changing societal demographics. Finally, the goals and values of the organisation are assessed for their suitability in current society, with recommendations for updates provided as required.

Scouts Australia has the potential to be well positioned to influence future generations, but needs to be prepared to be more inclusive in thought, word and deed. Many of the organisational statements need only minor adjustments to update them to fit contemporary language and society, although more substantial changes are required around God, religion, spirituality and the Promise.

In preparing the youth of today for the world of tomorrow, Scouts Australia offers a complementary program to formal education through kinaesthetic "learning by doing" techniques which foster the development of life skills, thereby strengthening an individual's resilience, self-respect and self-esteem by challenging them to explore beyond their comfort zones.

2 INTRODUCTION

CONTEXT

The essential part of the Scouting experience occurs through the Youth Program. The Youth Program is defined by WOSM as the totality of what young people do in Scouting (the activities), how it is done (the Scout Method) and the reason why it is done (the purpose)¹. The Youth Program occurs through a partnership between youth members and adult leaders, who take into account each young person's interests, needs and abilities. The Youth Program in Scouting offers a progressive process of self-education and personal development for children and young people. Activities are seen as the means rather than a goal that create opportunities for each young person to develop skills and attitudes, and acquire knowledge. Young people are the main players in this non-formal educational process who require adequate adult support, which is usually provided by adult volunteers.

The foundation blocks for the Youth Program are referred to as the "Fundamentals" of Scouting. Specified as the purpose, principles, method, mission, Promise, and Law, the Fundamentals play an important role in Scouting. Noted as invariable elements² in the *Renewed Approach to Programme (RAP)* (a "toolkit" provided by WOSM for National Scout Organisations (NSOs) to revise their Program), consideration needs to be given to the relevance of these aspects of Scouting in modern Australia before any significant changes can be made to the program. There has been recent anecdotal feedback about the lack of relevance some key fundamentals have in current society, particularly concerning the Promise, religion, spirituality and Duty to God. YPR Team 3-2 has researched the latter three aspects, and the same team has shared the investigation of the Promise. A separate Stage 3 team, 3-4, also researched another key aspect of the Fundamentals: The Scout Method.

TERMS OF REFERENCE

This paper reviews the movement's key statements in the context of 21st century Australia and proposes alterations in response to a continuously growing, progressing, fast-paced, high-intensity society. To aid the research process, the following key questions were asked³:

- Define what our purpose is, in modern Australia. Check this against our stated Aim and Principles.
- What are the World Constitution requirements regarding the fundamentals (purpose, principles, method, aim, Promise and Law) of Scouting? Are they applicable to Australian society?
- What should 'Duty to God, Duty to Self and Duty to Others' mean in modern Australian Scouting?
- Are the stated fundamentals in Policy and Rules suitable for modern Australian Scouting?

¹ World Organisation of the Scout Movement, *Renewed Approach to Programme (RAP Toolbox)*, PDF, World Scout Bureau Inc, Geneva, 2014, viewed on 1 February 2015, http://scout.org/sites/default/files/library_files/RAP_Toolbox_EN.pdf,p.1

² World Organisation of the Scout Movement, *Renewed Approach to Programme (RAP Toolbox)*, PDF, World Scout Bureau Inc, Geneva, 2014, viewed on 1 February 2015, http://scout.org/sites/default/files/library_files/RAP_Toolbox_EN.pdf,p.2

³ Scouts Australia National Youth Program Review, *Stage 3 – Creating "One Program": The New Identity (Australian Scouting Today & Tomorrow)*, Version 7, 10 June 2014

GLOSSARY/TERMINOLOGY

- Branch – the title used to represent the organisation within one state or territory (e.g. South Australian Branch). Some states have moved away from using this terminology (e.g. New South Wales and Victoria), instead referring to the organisation as a State. For the sake of clarity and consistency, this report will refer to all as Branch.
- Branch Youth Council (BYC) – A council of youth members from across the Branch (or State – SYC), providing a youth voice to key decision makers at a state or territory level.
- District – the localised grouping of Scout Groups, usually within local council/municipal boundaries. This only occurs in some Branches.
- Group/Scout Group – An administrative grouping of different sections in a small geographic area. In general, all sections in a Group meet at the same hall, all members wear the same Group scarf (except in Queensland, where they wear a state scarf), and often members will progress from one of the Group's sections in to the subsequent sections at the same Group. Not all Groups across Australia have all sections, but in general most have more than one. Groups are usually named by their geographic area, e.g. "1st Windy Valley Scout Group", and have a Group Leader who coordinates the efforts of the section Leaders. This term should not be confused with a group (no capital), which has the same plain English meaning as always and can still be used as normal to denote collections of items or people.
- Leader of Adult (LoA) – An adult member of Scouts Australia whose primary role in Scouting is providing guidance and support to adults in Scouting.
- Leader of Youth (LoY) – An adult member of Scouts Australia whose primary role in Scouting is as a leader within one of the five youth sections, currently Joeys, Cubs, Scouts, Venturers and Rovers.
- National Youth Council (NYC) – A council of 25 selected youth members from across Australia, which provides a youth voice to key decision makers at a national level. Members of the council are aged between 13 and 25.
- RAP – Renewed Approach to Programme – a WOSM prepared document, outlining the recommended review process for the Youth Program
- Region – the broadest geographical groupings of Scout Groups within the Branch. In Branches with Districts, Regions are usually comprised of multiple Districts. Regions do not exist in all Branches.
- Section – An age-range grouping of Scouting youth members. The term can be used to refer to all youth members within that age range across Australia or another geographical division, or to one formation of that age range from an individual Group.
- Small team system – An element of the non-formal self-education system, the Scout Method. Young people are grouped in small teams, generally of 4-7 youth members from the same section, and work together to complete activities or tasks. The teams may be a permanent part of a section's organisational structure (a 'home' small team) or may be formed for an individual activity or event. There is usually a formal leadership structure within the small team, with a designated youth member as leader and potentially another as an assistant. The small team system is also often known as the Patrol System.
- State Leadership Teams – the name given to the collective grouping of the Victorian teams headed by the State Commissioner (formerly Branch Commissioner) for each youth section, with representatives from all Regions across the state. These teams are Youth Program specific, with the State Commissioner reporting to the Assistant Chief Commissioner – Youth Program and Section Support.
- WOSM – World Organisation of the Scout Movement
- Youth Members – members of the Scouting Movement aged between 5 and 25 (inclusive) who participate in the Scouting Program.

- Zone – a term used in Victoria to refer to a meeting of a small number of Districts that is not an entire Region. This term is predominantly used in the Venturer section, as some Districts do not have the required critical mass of people for administration structures (such as a Venturer Council).

3 METHODS

Throughout Stage 3 of the Youth Program Review (YPR), the Fundamentals of scouting have been examined through consultations, discussions, literature analysis and surveying. These have all been used in an effort to answer our core research question, “*What should be the Fundamentals (purpose, principles, Mission, Aim, Method, Promise & Law) of Scouting in 21st Century Australia?*”

GUIDING QUESTIONS

Table 1 is a breakdown of the guiding research questions⁴ and the research methods used with each.

Question	Research Methods
Define what our purpose is, in modern Australia. Check this against our stated Aim and Principles.	Literature Analysis Surveying
What are the World Constitution requirements regarding the fundamentals (purpose, principles, method, aim, Promise and Law) of Scouting? Are they applicable to Australian society?	Literature Analysis Consultations Surveying
What should 'Duty to God, Duty to Self and Duty to Others' mean in modern Australian Scouting?	Literature Analysis Consultations Surveying
Are the stated fundamentals in Policy and Rules suitable for modern Australian Scouting?	Literature Analysis Surveying Consultations

Table 1: Guiding questions and research methods

REVIEW OF YPR MATERIAL TO DATE

YPR Stages 1 and 2 provided significant materials relevant to the work of YPR team 3-1. The team was provided with raw data collected during Stage 1 of the Review. The Stage 1 process included internal research, in the form of an electronic survey and forums, to gauge members' beliefs and understandings of the Scouting Fundamentals. This data was used to guide the direction of the Stage 3 teams, and provided a starting point for further research into key areas. Both quantitative and qualitative data was collected, including suggestions for alterations from members.

⁴ [Appendix A](#): Project Brief – Team 3-1 Fundamentals

Scouts Australia had commissioned work from two research companies, BDRC Jones Donald and McCrindle, to assist in the Review. These reports were thoroughly analysed for relevant detail and information. Original research by other YPR Stage 3 teams was also considered when materials became available.

PRELIMINARY CONSULTATIONS

LEADER OF ADULTS FOCUS GROUP

Preliminary consultations were conducted with course participants from an Advanced Leader of Adult training course in mid-late August 2014. Representatives from 3-1 and 3-2 jointly facilitated the Fundamentals session during the second weekend of the course. This enabled both teams to gain early feedback and opinions on tasks they were looking to pursue, or had commenced work on. The format of this session was an open discussion, using guiding questions⁵ from both teams, introduced by the course leader. The guiding questions had been developed based on the need for further investigations in specific areas, following the initial literature analysis. The responses from this group were used to inform the research that followed, in conjunction with research conducted throughout Stage 1 of the Review.

WRITER CONSULTATIONS

Creative writing students were consulted in a brainstorming and workshopping phase, to provide possible phrases for the Promise, for use in future testing within Stage 3. The team acknowledged early in the process that involving writers in the development of any future working statements would be ideal, due to their expertise. Two young tertiary students were given the existing Promise, and the broad concept titles of 'Duty to God', 'Duty to Self', 'Duty to Others' and 'Duty to Country'. These phrases⁶ were deconstructed further for use in a national survey, described below, where respondents were asked to create preferred phrases based on the suggested actions and principles.

Following analysis of the survey, one of these students was re-consulted to provide Promises⁷ for further membership feedback. The writer recommended that these options be workshopped with the general Scouting population to gain as much feedback as possible. The same student also assisted in developing alternative Law options, using the feedback generated through the national survey and the data and recommendations from the Phase 2 McCrindle research⁸. These options were also taken to the membership for feedback through consultations and further surveying.

STATE YOUTH COUNCIL

Prior to release of the national survey, the Victorian State Youth Council provided feedback on the team's preliminary work through a focus group session at their October weekend meeting. Each of these discussions fed into the nation-wide survey, with workshopped options being offered for further feedback, and opinions sought regarding key aspects of the topic.

⁵ [Appendix C](#): Leader of Adults Focus group questions

⁶ [Appendix D](#): The Scout Promise Concept work

⁷ [Appendix E](#): Promises and Laws for further testing

⁸ McCrindle, *Understanding the Needs and Desires of Australian Families for a National Youth Program—Phase 2 YPR Research*, PDF, November 2014, <http://ypr.scouts.com.au/perch/resources/scouts-australia-ypr-mccrindle-phase-2-report-website.pdf>

SURVEYING

The team conducted a nationwide survey online for two weeks in October 2014. Over 900 responses from a spread of demographics provided robust data to develop further material such as revised versions of the Promise and Law.

More targeted surveys were designed and conducted at the 2014 Victorian Cuboree, 2014 Victorian Gilweroo and 2015 Australian Venture.

Key results from these surveys are presented below, while detailed results can be found in the Appendices.

FOCUS GROUPS

STATE LEADERSHIP COUNCILS

Victoria's State Leadership Councils provided feedback through focus groups, conducted in conjunction with Team 3-2 (Spiritual Development and Duty to God). Depending on the timing within the review, these focus groups either provided critical analysis of the concept work, or assisted in workshopping statements and nominating their preferences post-composition. For these groups, the conversations that the topic started were found to be equally as valuable as the specific feedback received, with many participants expressing appreciation for being included in the discussions.

SECTION VISITS

Team members also conducted section visits. The focus for these section visits was on younger members, primarily Cubs and Joeyes, as this was an under-represented demographic in previous data collection. Visits ranged from consulting individual Mobs and Packs, to District and Zone gatherings. At each of these sessions, participants were provided with three Promise options and two Law options before being asked to select the option they preferred the most. Sessions ranged from being short and succinct to lengthy, heated discussions.

4 RESULTS

NATIONAL SURVEY

DEMOGRAPHICS

The national survey had 871 respondents. Respondents' gender was evenly split and their geographic location roughly followed the general population distribution. 88% of respondent were over 18 – either Rovers or adult leaders. Questions ([Appendix F](#)) were asked in age- and role-appropriate manners (where required) in four sub-surveys. The results for each question were then collated between the sub-surveys and analysed as a whole. The sections below outline the results to the various question themes within the survey.

Detailed demographic information can be found in [Appendix G](#).

AIM OF SCOUTING

Members were asked to describe in their own words, what the Aim of Scouting should be in Australia. Out of 871 participants, 588 responded to the question, this being a 62% response rate.

Due to the free-form answer format for this question, text analysis was applied. The resultant word cloud is included as [Appendix H](#). Key themes identified in the responses were:

- active citizenship and membership in society;
- challenging, developing and empowering youth to do their best;
- leadership and personal growth,
- exploration, adventure and outdoors;

- life-skill development complementary to home and school experiences

PROMISE

Participants were asked to choose their preferred option for the number of Promises covering the various sections within Scouting. Table 2 shows the overall response from all National Survey participants. This shows no clear preference, with the high number of selections of Three Promises a possible instance of status quo bias – where people default to the existing arrangement. The highest individual response was One Promise.

What is your most preferred option for the Promise		
Answer Options	Response Percent	Response Count
One Promise across all Sections: [Joeys, Cubs, Scouts, Venturers, Rovers, and Adults]	31.7%	189
Two Promises: [Joeys and Cubs] [Scouts, Venturers, Rovers, and Adults]	23.5%	140
Two Promises: [Joeys] [Cubs, Scouts, Venturers, Rovers, and Adults]	9.6%	57
Three Promises: [Joeys] [Cubs] [Scouts, Venturers, Rovers, and Adults]	26.8%	160
Other (please specify)	8.5%	51
answered question		597

[Table 2: Preference for number of Promises across all sections in Australia](#)

The Promise components were broken into 'actions' and 'principles' for members to select their three most preferred phrases. The next three tables show the results of these questions. Proportional preferences were calculated using the following formula:

For each action or principle:

$$(1^{\text{st}} \text{ preference } \times 3) + (2^{\text{nd}} \text{ preference } \times 2) + (3^{\text{rd}} \text{ preference}) / (\text{combined total of all preferences}) \times 100$$

DUTY TO OTHERS							
	ANSWER OPTIONS	To Help	To Contribute to	To Serve	To be Helpful	To Assist	To Honour
ACTION	Proportional Preference	35.4%	17.8%	14.4%	13.1%	12.3%	7.1%
	ANSWER OPTIONS	Other People	My Community	Others			
PRINCIPLE	Proportional Preference	41.4%	33.4%	25.2%			

[Table 3: Proportional preference – Duty to Others](#)

DUTY TO COUNTRY								
	ANSWER OPTIONS	To do my duty to	To Contribute to	To Respect	To Honour	To Serve	To be involved in	To Assist
ACTION	Proportional Preference	36.0%	19.7%	16.5%	9.5%	8.2%	7.9%	2.2%
	ANSWER OPTIONS	My country and the world	Australia	The Community where I live	My country	The Queen of Australia	Our Land	
PRINCIPLE	Proportional Preference	29.9%	25.5%	11.9%	11.9%	11.5%	9.3%	

[Table 4: Proportional preference – Duty to Country](#)

DUTY TO SELF						
	ANSWER OPTIONS	To Do	To Strive for	To be true to	To better	To embrace
ACTION	Proportional Preference	27.9%	23.2%	14.4%	11.6%	6.6%
	ANSWER OPTIONS	My best	Myself	Personal Growth	Self Education	
PRINCIPLE	Proportional Preference	44.0%	38.2%	14.6%	2.9%	

Table 5: Proportional preference – Duty to Self

LAW

Participants were asked to choose their preferred option for the number of Laws covering the various sections within Scouting. The table below (Table 6) shows the overall response from all National Survey participants.

What is your most preferred option for the Law?		
Answer Options	Response Percentage	Response Count
One Law across all Sections: [Joeys, Cubs, Scouts, Venturers, Rovers and Adults]	29.6%	169
Two Laws: [Joeys and Cubs] [Scouts, Venturers, Rovers and Adults]	24.3%	139
Two Laws: [Joeys] [Cubs, Scouts, Venturers, Rovers and Adults]	5.9%	34
Three Laws: [Joeys] [Cubs] [Scouts, Venturers, Rovers and Adults]	36.9%	211
One Law across all Sections: [Joeys, Cubs, Scouts, Venturers, Rovers and Adults]	3.3%	19
Answered question		572

Table 6: Preference for number of Laws across all sections in Australia

The table below (Table 7) shows the response to participants' ideas on possible inclusions for a new Law as a rating average. Ratings average is calculation of a weighted average based on the weight assigned to each answer choice. An indicator of a positive response to each statement is how close the result is to a rating average of 3.

Please rate these concepts (ideas/values) based on your thoughts regarding their importance in the Scout Law					
Answer Options	Doesn't need to included	Unsure	Should be included	Reponses counted	Rating Average
Respectful	7	35	527	569	2.91
Trustworthy	7	48	515	570	2.89
Honest	14	32	523	569	2.89
Responsible	23	67	476	566	2.8
Considerate	21	72	474	567	2.8
Loyal	35	96	436	567	2.71
Friendly	42	117	410	569	2.65
Caring	36	131	392	559	2.64
Enviromentally	50	125	388	563	2.6
Tolerant	57	141	363	561	2.55
Fair	64	158	337	559	2.49
Inclusive	81	153	326	560	2.44
Resilient	88	190	282	560	2.35
Adventurous	115	154	292	561	2.32
Just	111	195	250	556	2.25
Sustainable	144	195	216	555	2.13

Table 7: Rating of values for inclusion in Scout Law

DUTY TO OTHERS

Participants were asked to rate the following words, based on "What best describes the Scouting principle (statement) of 'Duty to Others' for you?" Responses are tabulated in Table 8.

Answer Options	Doesn't Do it for me	Kind of does it for me	Describes it for me	Reponses counted	Rating Average
Natural World	137	196	414	605	2.93
Preserving	127	265	370	609	2.9
Help/ Helping	6	87	522	615	2.84
Community	7	84	523	614	2.84
Service	18	91	497	606	2.79
Respect/respectful	14	105	489	608	2.78
Caring	18	123	467	608	2.74
Giving back	21	118	466	611	2.71
CO-operation	19	152	439	610	2.69
Friendship	26	139	442	609	2.68
Assistance	21	161	426	608	2.67
Involvement	34	151	426	611	2.64
Volunterism	39	144	426	609	2.64
Humanity	49	142	414	604	2.61
Integrity	50	163	393	606	2.57
Understanding	38	187	382	607	2.57
Community spirit	14	72	467	611	2.55
People	56	175	372	603	2.52
Empathetic	55	183	368	606	2.52
Family	50	187	367	604	2.52
Development	94	261	296	603	2.49
Peace	65	215	327	607	2.43
Dignity	76	198	327	601	2.42
Harmony	73	218	316	607	2.4
Local	93	218	286	604	2.3
Citizen/citizenship	54	157	329	608	2.23
Global	121	224	256	601	2.22
International	120	246	236	602	2.19
National	154	230	219	601	2.11
Nice	165	223	213	601	2.08
Recognition	152	244	203	599	2.08

Table 8: Concepts/words to describe Duty to Others

Ratings average is calculation of a weighted average based on the weight assigned to each answer choice. An indicator of a positive response to each statement is how close the result is to a rating average of 3.

DUTY TO SELF

Participants were asked to rate the following words, based on "What best describes the Scouting principle (statement) of 'Duty to Self' for you?" Responses are tabulated below.

Answer Options	Doesn't Do it for me	Kind of does it for me	Describes it for me	Reponses counted	Rating Average
Respect	14	71	522	607	2.84
Values	17	74	516	607	2.82
Morals	41	89	497	614	2.79
Belonging	53	283	357	605	2.79
Wellbeing	17	131	461	609	2.73
Healthy	17	146	446	609	2.7
Challenges	26	138	445	609	2.69
Physical Care	26	157	425	608	2.66
Goals	26	153	429	608	2.66
Striving	28	154	426	608	2.65
Mental Care	40	157	411	608	2.61
Potential	32	179	394	605	2.6
Care	34	176	396	606	2.6
Role Model	47	153	409	609	2.59
Knowing limits	65	218	333	604	2.48
Beliefs	76	178	355	609	2.46
Presentable	96	230	279	605	2.3

Table 9: Concepts/words to describe Duty to Self

The table above (Table 9) shows the response when participants were asked to rate the following words, based on what best describes the Scouting principle (statement) of 'Duty to Self' for you. Ratings average is calculation of a weighted average based on the weight assigned to each answer choice. An indicator of a positive response to each statement is how close the result is to a rating average of 3.

MAJOR EVENTS SURVEYS

VICTORIAN CUBOREE

In small groups, Cub Scouts and leaders were requested to participate in surveys relating to the Promise and Law as it is now, including possible variations that could be implemented as part of the YPR. A majority of the Cubs who responded stated they were aware of the three Promise and Laws across the sections (Joey, Cub and Scouts upwards). It was also found that a majority of the Cubs stated they knew and understood the Cub Promise and Law.

These are some suggestions for words to have in the Cub Scout Law. If we were to make a new Cub Scout Law, which of these do you think should be included?				
	Yes	No	Don't know/Unsure	Percentage support
Honest	121	1	5	95.28%
Caring	120	4	2	95.24%
Respectful	123	5	3	93.89%
Helpful	118	2	7	92.91%
Friendly	112	8	7	88.19%
Adventurous	112	9	8	86.82%
Responsible	110	11	9	84.62%
Do not give in to themselves	108	5	16	83.72%
Fair	106	5	16	83.46%
Obedient	103	3	18	83.06%
Trustworthy	110	6	19	81.48%
Environmentally friendly	108	12	14	80.60%
Loyal	104	12	15	79.39%
Confident	96	22	10	75.00%
Leadership	91	15	19	72.80%
Considerate	89	16	21	70.63%
Inclusive	83	21	20	66.94%
Sustainable	80	22	23	64.00%
Team Player	75	31	19	60.00%
Resilient	73	11	40	58.87%
Tolerant	72	21	34	56.69%
Independent	68	39	23	52.31%

Table 10: Values for inclusion in (Cub) Scout Law

VICTORIAN GILWEROO

Gilweroo is an annual activity camp for Scouts, held at Joseph Harris (Bay Park) Scout Camp in Mount Martha. Scouts and Leaders were asked to select their most preferred options for the Promise and Law and provide any relevant feedback.

Option given for Law

Law 1
 A scout is friendly
 A scout exercises honesty, fairness and loyalty
 A scout treats others and the environment with care and respect
 A scout is resourceful and responsible in their duties

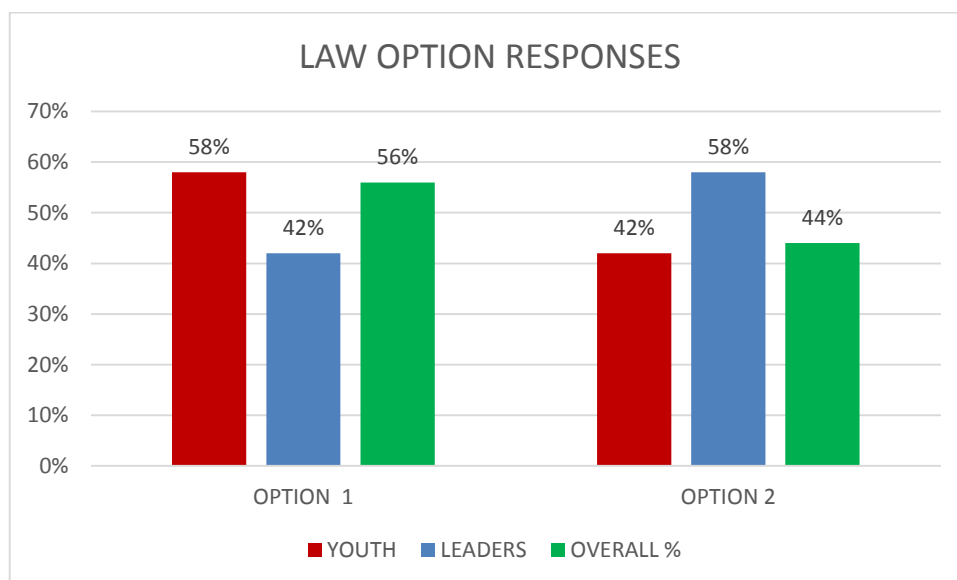
Law 2
 A scout is trustworthy
 A scout is responsible
 A scout is considerate
 A scout is loyal
 A scout is caring
 A scout is friendly
 A scout is tolerant
 A scout is fair
 A scout is respectful to themselves, the community and the environment

Option given for Promise

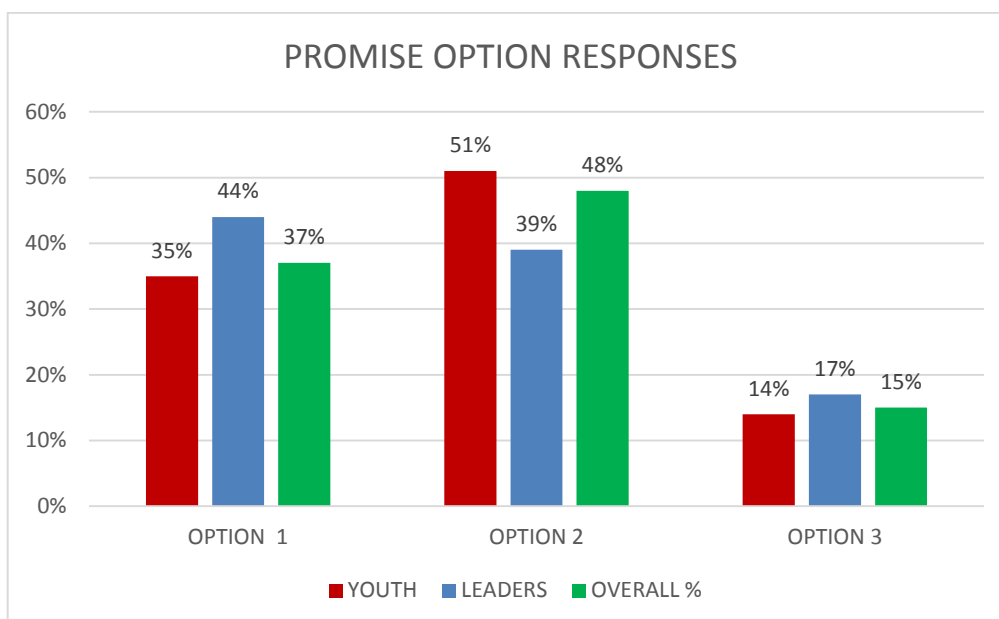
Promise 1
 On my honour
 I promise that I will do my best
 To be true to my spiritual beliefs
 To contribute to my community, my country and the world,
 To help other people, and
 To live by the Scout Law.

Promise 2
 On my honour
 I promise to do my best,
 Be true to my beliefs,
 Help my community, and
 Live by the Scout Law

Promise 3
 On my honour
 I promise to do my best
 To be true to my spiritual beliefs
 To help my community, my country and the world,
 And to live by the Scout Law



Graph 1: Response selection for suggested Scout Law



Graph 2: Response selection for suggested Scout Promise

Participants were also given the option to comment on the suggested Law and Promise options, and the comments were as follows ("L" representing a Leader response and "Y" representing a Youth response):

Law Comments:

- L: The bit about the respecting yourself is good. It's great that the environment is included, though purists won't like it. Having said that, who is scouting for?
- L: Wow are we going to change too much at one time? Not too sure if we will upset some of the 'long term' members if we do.
- L: Option 2 may be easier for younger children

Promise Comments:

- L: Contributing to the world seems a bit deep. Think global, act local.
- L: The world is too much. People need to be true to themselves, their beliefs - spiritual or otherwise & true to their family & community.
- L: Very modern. Easy to understand and reflect on
- L: The spiritual bit sounds very new age. I like the current promise - what's wrong with mentioning God. By saying God - we're not implying just the Christian God. Though scouts was originally based on Christian values.
- L: Maybe a little more of the old promise still. It was a toss-up between 1 & 3
- L: I like 'contribute'. It seems more willing and something that members can do from within to the degree that they are comfortable with, rather than duty, which could be seen as mandated from elsewhere.
- L: I think that helping other people is different to contributing to community, country, and world. Contributing could be as basic as being a good citizen, where helping others ups the ante a bit I think
- L: a good citizen could be one who sticks to the law and/ or follow acceptable social norms. Helping other people extends on
- Y: Get rid of spiritual stuff
- Y: It should be mentioning services to scouts, community, the nation and the world

Duty to Self

Questions asked of the participants:

The 'Duty to Self' defining statement currently looks like this:

All members have a responsibility to ensure that they develop to their full potential as individuals, and that they strengthen their self-respect and self-esteem.

**Do you have any feedback on this statement?
Are there other things that need to be included?
Should anything be removed?**

Out of 113 responses, a majority of respondents had no comment to make on any of the questions asked. The comments below are a sample from those that felt they wished to add to the survey.

- Bit lengthy for engagement
- Good. Similar to the other statements.
- Meaningful
- They are a terrific description of how to be a good citizen,
- Natural sounds ok
- Seem ok could use less big words
- Simplify the wording so the scouts can better relate to its intended meaning.
- I thought it was good
- I like it
- Add - strive for continual lifelong learning - constantly challenging themselves whilst supporting & encouraging others.

AUSTRALIAN VENTURE

South Australia hosted the Australian Venture between January 2nd and 13th 2015 at Woodhouse Activity Centre. During their time at Woodhouse, Venturers were asked to participate in a range of surveys regarding the YPR topics. Promise and Law questions were asked in one of the surveys conducted. The Law draft options can be found on page 16 of this report, whilst the Promise options are included below.

Promise 1

On my honour
I promise that I will do my best
To be true to my spiritual beliefs
To contribute to my community, my country and the world,
To help other people, and
To live by the Scout Law.

Promise 2

On my honour
I promise to do my best,
Be true to my spiritual beliefs,
Do my duty to our community,
And live by the Scout Law

Promise 3

On my honour
I promise to do my best
To be true to my spiritual beliefs
To help my community, my country and the world,
And to live by the Scout Law

Results are tabulated below.

Please select your most preferred Promise option.		
Answer Options	Response Percent	Response Count
Option 1	55.0%	169
Option 2	23.5%	72
Option 3	21.5%	66
If you would like, please explain your choice		82
<i>answered question</i>		307

Table 11: Response selection for suggested Scout Promise

Please select your most preferred Law option.		
Answer Options	Response Percent	Response Count
Option 1	43.6%	134
Option 2	56.4%	173
If you would like, please explain your choice		66
<i>answered question</i>		307

Table 12: Response selection for suggested Scout Law

FOCUS GROUPS

LEADER OF ADULTS ADVANCED TRAINING COURSE PARTICIPANTS

This focus group was run as a collaborative session on the Fundamentals of Scouting, during a training course weekend. The 17 participants were asked guiding questions ([Appendix C](#)) regarding aspects of the Fundamentals. Responses have been summarised below.

Promise:

There was near unanimous agreement (1 member disagreed) that we should remove God from the Promise. Suggested replacements could be:

- Beliefs or spiritual beliefs
- Meaning of life – this was rebuked by the majority of the room
- Creator – another term for higher purpose

Other comments and suggestions:

- Remove Queen, just recognise Australia
- One Promise would be much easier, rather than lots of options
- Don't want to lose all old traditions – suggest keeping "on my honour" as a reflection of the tradition and history of Scouting, and change everything else.

Law:

The group felt there was little wrong with the existing law, and thought we should continue to develop these concepts in our youth. Any changes should be centred on modernising language, but continuing to be inspired by Baden-Powell. Other comments included:

- Don't need to change the Law to be a fast moving organisation
- Thrifty and courageous are not understood the way they were probably initially intended.
- If every section had the same Law it would be better
- Don't underestimate a Joey! Many of these values are concepts students are being familiarised with at school.

Final comment (from a Leader in the group):

"BP himself changed Scouting a lot during his life – it was only once he died that we got stuck on keeping with tradition. He wanted Scouting to be modern and relevant. It used to be a forward thinking organisation."

VICTORIAN STATE YOUTH COUNCIL

The Victorian State Youth Council, formerly Branch Youth Council, were asked to consider the Fundamentals of Scouting during a session at one of their weekend retreats. Members were given guiding questions and provided with the statements from Policy and Rules and WOSM to aid in their discussions. These are the summaries from the Council's discussions.

Aim and Mission – *The most recent publication of Policy and Rules prints the following Aim and Mission. Do you have any comments about these statements? Do you think both statements are required?*

- There is value in both the Aim and Mission, but with such similarities there does not seem to be a reason as to why we have both. Both statements talk about playing a constructive role in society, but does this phrase also imply responsible citizenship on local, national and international levels?
- Education of youth and Values system, - both are equally as important in what we do
- Promise and Law and SPICES – each have their own importance, and are acknowledged differently in the different statements. It was felt that whilst both are valuable, it is less important to state the Areas of Personal Growth (in Aim) than to emphasise the Promise and Law (in Mission).

Principles – *What needs to be included in the definitions of Duty to Others and Duty to Self? When you hear these phrases, what do you think of?*

Duty to Others:

Key words –

- Helping
- Empathy
- Service;
- Care
- Assistance
- Respect
- Community spirit and involvement
- Giving back
- Preserving resources and the environment
- Local to global

It was suggested that the existing Australian statements should be weighted equally, rather than some being in dot points, but are otherwise suitable for continual use.

Duty to Self:

Key words –

- Beliefs
- Morals
- Mental and physical care
- Belonging
- Limits – knowing them and extending them
- Respect
- Care
- Goals
- Values

Use of the WOSM statement could be suitable, with a modified Scouts Australia version used as clarification. The WOSM statement is very broad, whilst the Australian version requires adjustment.

Promise – *Members were shown the actions and principles that would be included in the national survey, and were asked to give their opinions and preferences.*

- God – most people assume that this means Christianity, and would prefer ‘upholding, or being true to, beliefs and values’
- Country – scrap any reference to the monarch; preference for reference to community, country and the world; Australia could still be used – no strong feelings either way; could get merged with Duty to Others
- Others – serve my community
- Self – be true to myself or strive for my best – both are statements we should aim for

Law – *Members were asked to nominate what values they thought should be included in the Scout Law. This could be values already included or fresh ideas.*

The following values were all identified as key words for inclusion:

- Resilient
- Respectful
- Responsible
- Considerate and/or Caring
- Loyal, including trustworthy and honest
- Environmentally aware
- Friendly, includes Inclusive
- Just
- Adventurous
- Sustainable

Comments:

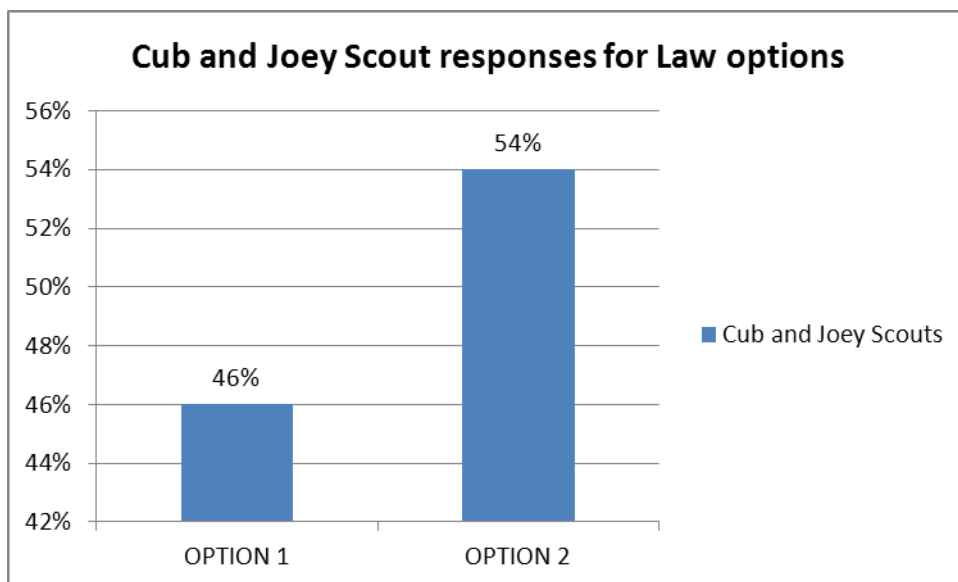
- A simpler Law would be better, particularly if we consider using it across all sections
- There needs to be a synonym for thrifty.

Vision – *Members were shown the existing vision "For Scouting to be the pre-eminent youth organisation in Australia" and asked to consider if they thought the Vision was appropriate and if it should be modernised ("youth-friendly")?*

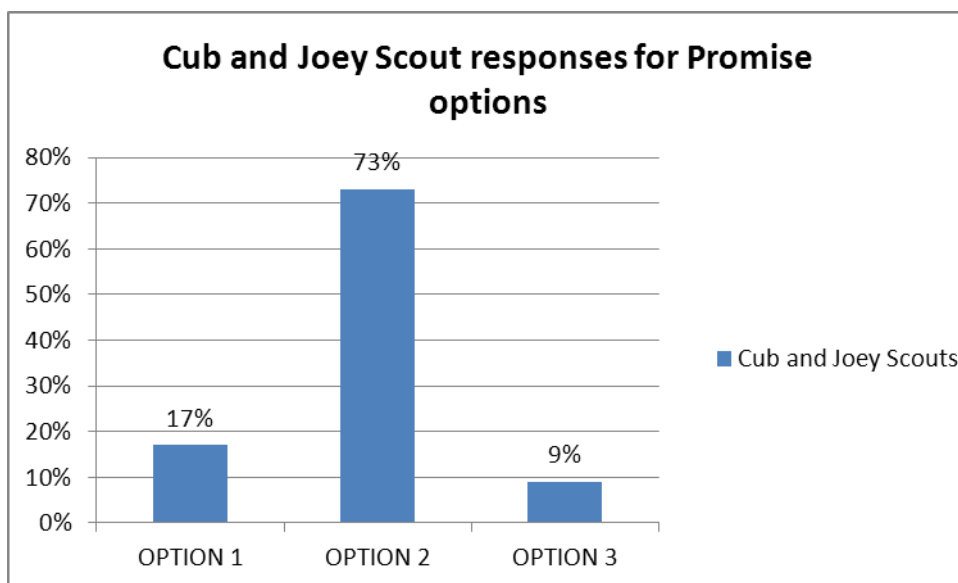
Unanimous response – yes, it should be modernised and accessible, but the current version is not at all. Time constraints prevented further detailed discussion, although “pre-eminent” was noted as a point of confusion.

SECTION VISITS

Focus groups were held with a number of Joey and Cub Scouts around a number of Districts within Victoria. Joey and Cub Scouts were asked for their preferences on possible Promise and Law options (as displayed on page 16 of this report). A total of 137 responses were received, which are tabulated below.



Graph 3: Response selection for suggested Scout Law.



Graph 4: Response selection for suggested Scout Promise.

Comments:

Option 1 of Law

Flows nicely
Easier to remember with grouped concepts

Option 2 of Law

Easier to remember
They know and understand more words
Starting with "A" makes it sound boring
Too long - would never remember it

STATE LEADERSHIP COUNCILS

The State Leadership Councils are led by the Branch Commissioner for the section, and are comprised of Commissioners or Chairs for each of the Regions within the Branch. This makes a team of approximately 10 experienced section leaders, who meet at least monthly. The Scout section has two youth members on their team, in addition to the adult leaders. The demographics of these teams vary, with the Scout Council having two youth representatives on the team, and the Rover Council is led and run by youth members, with appointed Advisors invited to meetings.

The YPR featured as an agenda item on the Scout, Rover and Cub team meetings, whilst the Venturer section held a specific Skype meeting. These four focus groups were undertaken with a total of 45 members, with the majority holding a leader of adult role.

The Promise:

Participants were asked to consider the proposed Promises, discuss any issues they may have, and select a preferred Promise. Discussions regarding the spiritual aspect of the Promise are recorded in Team 3-2's report. The general consensus for the remainder of the Promise was that the inclusion of "community" and "world" makes sense, particularly if Scouts Australia is thinking globally, although the terms may appear overly politically correct. There were suggestions that there may not be a need to include "world", as "community" operates on so many levels, although not everyone was convinced about this. The removal of direct referencing to Australia was seen as recognition of the global nature of Scouting and making the Promise more inclusive for citizens of other nations. All Councils suggested the Promise should be simple for it to be inclusive of all ages, and suggested that the shortest Promise, with minor alterations, was suitable because all that was required in a Promise was included in this phrasing. At the conclusion of all focus groups, the agreed Promise was:

*On my honour
I promise to do my best,
Be true to my spiritual beliefs,
Do my duty to our community,
And live by the Scout Law*

The Law:

Participants were asked to consider the proposed Laws, discuss any issues and make a selection. It was emphasised by most Councils that anything that appears in the Promise does not need to be included in the Law, although the Law should be complementary to the Promise. Comments were made about the need, or lack thereof, to learn by rote, and therefore a change in format may aid in the uptake of knowledge, as members will be less confused between Law sets that have similar values. It was also commented that the prose version felt more sincere, and was certainly less boring, although consideration would need to be given to how the Law was taught, as it is far easier to refer to a line with one value than it is to break down a line with three values. Some members on these Councils thought the current inclusion of many of these words in the education system is a positive for Scouting. Some leaders felt it was important to ensure that the Law would continue to develop an individual as a whole, covering all aspects of their life. At the conclusion of the focus groups, the combined consensus for the Law was:

*A Scout is friendly
A Scout exercises honesty, fairness and loyalty
A Scout is resourceful, responsible and trustworthy
A Scout treats everyone and the environment with care and respect*

The Principles

Only one of the focus groups discussed the principles of Duty to Others and Duty to Self. The working statement for Duty to Others (below) was seen to include all that was required, but was deemed clumsy.

Duty to Others working statement:

- *All members of the Movement have a responsibility to the community and to their families.*

- *Being loyal to Australia in harmony with the promotions of local, national and international friendship, understanding and co-operation.*
- *Active participation in the service of those who are less fortunate, with recognition and respect for the dignity of other people, and for the preservation of the environment.*

The "Duty to Self" statement was also seen as clumsy.

Duty to Self 'defining' statement:

All members have a responsibility to ensure that they develop to their full potential as individuals through continual life-long learning, and that they strengthen their self-respect and self-esteem.

It was suggested that it could be reworded to read,

Members have a responsibility to build strong self-respect and confidence and ensure that they develop to their full potential through life-long learning.

Scouts Australia Vision Statements

The current and alternate Vision statements were provided to one of the focus groups.

Current Vision:

To be the pre-eminent youth organisation in Australia.

Alternative 2:

To be the premier youth organisation in Australia, allowing self-development through leadership and adventurous opportunities, where youth are mentored to become resourceful and community-minded members in an ever-changing society.

Alternative 3:

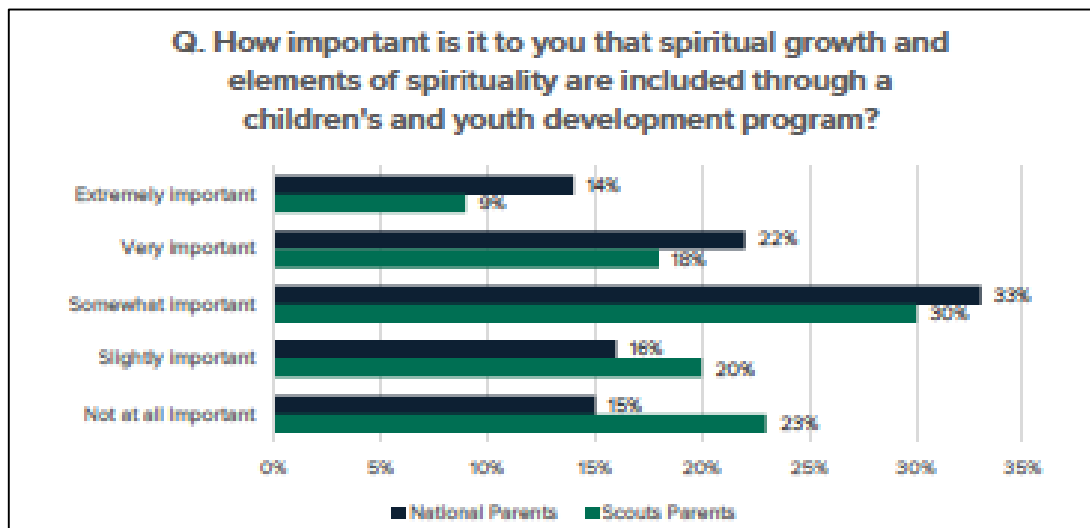
We want to transform the Australia of tomorrow by preparing (educating) the youth of today so that they may lead equipped with the skills, knowledge and capacity for the world in which they will live. We do this through a program of learning by doing that sees young people lead others supported by adults.

All leaders preferred the Alternative 3, with some minor adjustments. The agreed Vision statement was:

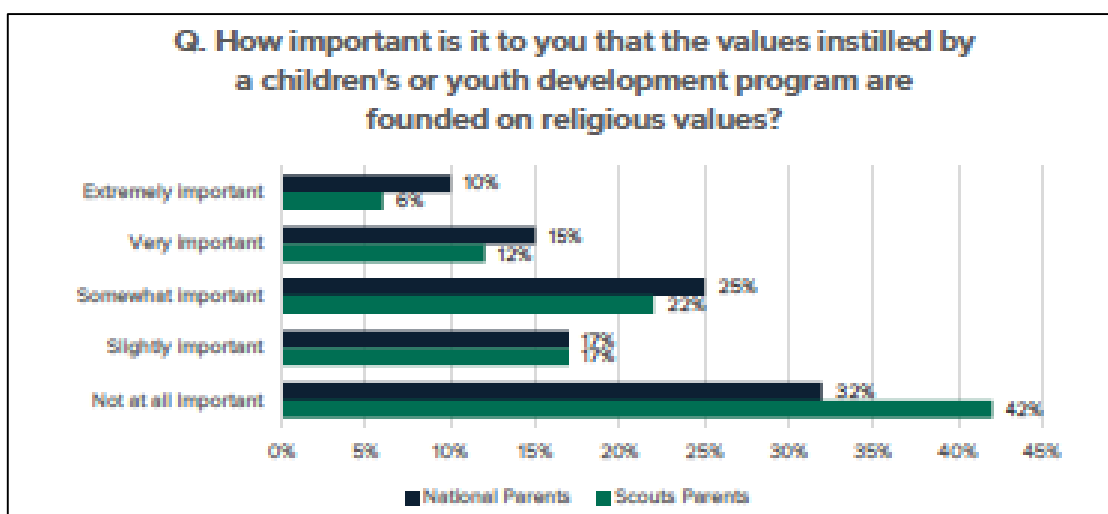
We want to transform the Australia of tomorrow by preparing the youth of today so that they may lead equipped with the skills, knowledge and capability for the world in which they will live. We do this through a program of learning by doing that sees young people lead others supported by adults.

MCCRINDLE FINDINGS

Whilst the majority of McCrindle (market research) findings are referenced throughout the discussion, these graphs⁹ are directly referred to, and it was thought best to include them for easy reference.



[Graph 5](#)



[Graph 6](#)

⁹ Extracts from McCrindle, *Understanding the Needs and Desires of Australian Families for a National Youth Program—Phase 2 YPR Research*, PDF, August - October 2014, viewed on 1 February 2015, <http://ypr.scouts.com.au/perch/resources/scouts-australia-ypr-mccrindle-phase-2-report-website.pdf>

5 DISCUSSION & INTERPRETATION OF RESULTS

WORLD ORGANISATION OF THE SCOUT MOVEMENT

WHAT ARE THE WORLD CONSTITUTION REQUIREMENTS REGARDING THE FUNDAMENTALS (PURPOSE, PRINCIPLES, MISSION, METHOD, AIM, PROMISE AND LAW) OF SCOUTING?

For a National Scouting Organisation (NSO) to gain membership to World Organisation of the Scout Movement (WOSM), they are required to accept the purpose, principles and method of the Movement, as conceived by the Founder, Baden-Powell¹⁰. "The purpose, principles and method defined at world level are the fundamental, invariable elements"¹¹ of Scouting, and therefore when developing the Youth Program, these should be the foundation blocks. The WOSM Constitution requires all members to "adhere to a Scout Promise and Law"¹² incorporating the three principles of Scouting: Duty to God, Duty to Others and Duty to Self. The Promise and Law original conceived by Baden Powell should inspire the Promise and Law for each NSO. Within the WOSM Constitution, each of the principles is individually defined in broad, non-prescriptive terms. This indicates there is some flexibility in interpretation of each principle, remembering the movement values are expressed in the principles¹³.

Some of the key requirements specified are:

- Sustained adherence to the purpose, principles and method
- Establishment of each NSO as an independent, non-political, voluntary movement
- Each NSO being open to all who agree to conform to the purpose, principles and method of the Movement

During Stage 3 of the YPR, a separate team (3-4) investigated the Scout Method. The Scout Method defines the way we achieve our educational objectives. It is the framework for the Youth Program, and from a WOSM perspective should include (alphabetically):

- Adult Support
- Life in Nature
- Learning by Doing
- Personal Progression
- Promise and Law
- Service
- Symbolic framework
- Team System

The complete research and recommendations regarding the Australian Scout Method are documented in YPR Team 3-4's report. In summary,

¹⁰ World Organisation of the Scout Movement, *Constitution of the World Organisation of the Scout Movement*, World Scout Bureau, Switzerland, 2011, PDF, viewed on 11 February 2015, http://scout.org/sites/default/files/library_files/WOSM_Constitution_EN.pdf

¹¹ World Organisation of the Scout Movement, *Renewed Approach to Programme (RAP Toolbox)*, PDF, World Scout Bureau Inc, Geneva, 2014, viewed on 1 February 2015, http://scout.org/sites/default/files/library_files/RAP_Toolbox_EN.pdf,p.3

¹² World Organisation of the Scout Movement, *Constitution of the World Organisation of the Scout Movement*, World Scout Bureau, Switzerland, 2011, PDF, viewed on 11 February 2015, http://scout.org/sites/default/files/library_files/WOSM_Constitution_EN.pdf, p.5

¹³ World Organisation of the Scout Movement, *The Essential Characteristics of Scouting*, 1998, PDF, viewed on 11 February 2015, <http://ypr.scouts.com.au/perch/resources/esschare-1.pdf>, p.16

It is recommended that the Australian Scout Method be comprised of eight components, listed alphabetically with proposed definitions:

Learning By Doing –

Learning through practical and interactive activities.

Nature & Outdoors –

Providing an opportunity for outdoor appreciation, exploration and adventure that develops youth members' environmental awareness, empowerment and commitment.

Personal Progression –

A holistic program of challenges and experiences to guide each individual's development.

Promise & Law –

A set of ethics and morals that facilitate a philosophy for living.

Service –

An individual's responsibility and commitment to their community and the wider world.

Small Team System –

A way to develop interpersonal and leadership skills through teamwork, responsibility and belonging.

Symbolic Framework –

The unifying structure, theme and symbols that facilitate the awareness and development of an individual's personal journey through Scouting.

Youth Leading, Adults Supporting –

A youth-driven movement guided by adults, where youth are increasingly self-managing.

MODERN AUSTRALIA

Modern Australia is a key aspect in each of the guiding questions the team has been asked to address. Youth in the 21st century are living in a fast-paced, technology-savvy world. With screen-time increasing for young people, "Scouting provides a truly counter-cultural offer in its kinaesthetic, practical and hands-on programs"¹⁴. It is also known that youth and adults perceive Scouts differently. Adults place an emphasis on personal growth and character development through building self-esteem, integrity and teamwork, whilst youth attend for fun with friends¹⁵. The Dangar report¹⁶ suggests that young people also place a heavy emphasis on learning leadership skills too, and comments that the importance of the following aspects of Scouting to young people is, in fact, underestimated by adult Leaders:

¹⁴ McCrindle, *Understanding the Factors Shaping the World of Generation Alpha and Generation Z – Phase 3 YPR Scoping Study*, PDF, November 2014, viewed on 1 February 2015, <http://ypr.scouts.com.au/perch/resources/scouts-australia-ypr-mccrindle-phase-3-report-website.pdf,p.5>

¹⁵ Shield, L. YPR presentation on social environment, August 2014, Slide 13

¹⁶ Dangar Research Group Pty Ltd, *Youth Member and Leader Survey – Scouts Australia*, PDF, Dangar Research, Sydney, 2001, viewed on 1 February 2015, <http://ypr.scouts.com.au/perch/resources/dangar-report-quantitative-survey9may01.pdf>, p11

Attributes of Scouting in order of importance	
Leaders	Youth
Self-confidence	Leadership education
Team work	Finding self-confidence
Fun	Learning about team work
Responsibility	Developing a sense of responsibility
Leadership	Gaining a sense of purpose in life

Australia is an increasingly multi-cultural nation, however until recently the majority of the Scouting population has been from a similar background¹⁷. There is a recognised need to nurture an appreciation of, and respect for, social, cultural and religious diversity, and a sense of global citizenship. There are many migrant communities distributed through most states and territories, bringing with them a range of experiences and cultural practices and traditions.

For some communities, the perceived need to adhere to a monotheistic religion is a deterrent to joining Scouting, whilst other communities may have issues with meeting times, locations or the additional time commitments which detract from formal education. The challenge is to reflect the increasing cultural diversity of the nation in the membership of Scouts Australia¹⁸, which may require more inclusive phrasing of key statements, documents and publications.

Scouts Australia should not just be looking to attract members from migrants. An increasing awareness of indigenous communities is present in current society; questions are beginning to be asked regarding the recognition and actions that are required by Scouts Australia from its members in relation to indigenous communities.

In another youth-focused organisation, Lord Somers Camp and Power House, a Reconciliation Action Plan has been developed, in conjunction with broader diversity and inclusion exploration and investigation. Some larger corporations, such as ANZ, are leading their sectors in the inclusion and integration of indigenous employees. The Victorian Department of Education and Early Childhood Development (DEECD) responded to the increased societal awareness by releasing a Guide for Schools, suggesting that recognition is best suited at significant events. It is important to acknowledge that indigenous communities maintain strong cultural and spiritual connections to country¹⁹.

When engaging with the indigenous community, communication and relationship development is critical, but this may take time. For Scouts Australia, recognising the opportunities that are offered to young people and adults, regardless of and with respect to all of their faiths and beliefs²⁰ is important, and this may include the cultural links to the land the indigenous community hold.

¹⁷ Shield, L. YPR presentation on social environment, August 2014, Slides 3 & 4

¹⁸ McCrindle, *Understanding the Factors Shaping the World of Generation Alpha and Generation Z – Phase 3 YPR Scoping Study*, PDF, November 2014, viewed on 1 February 2015, <http://ypr.scouts.com.au/perch/resources/scouts-australia-ypr-mccrindle-phase-3-report-website.pdf>, p.25

¹⁹ Wannik Unit, *Welcome to Country and Acknowledgement of Country – A Guide for Victorian Schools*, Department of Education and Early Childhood Development Victoria, East Melbourne, 2010, PDF, viewed on 11 February 2015, <http://www.education.vic.gov.au/Documents/school/teachers/teachingresources/diversity/welcomecountry.pdf>

²⁰ Scout Association (UK), Faith in Scouting, Blog, viewed on 11 February 2015, <http://scouts.org.uk/news/2014/11/blog-faith-in-scouting/>

The desires of current and prospective parents play a key role when considering Scouts Australia's role in 21st century Australia. It is important to acknowledge that family, friends and schools have a substantial influence on the extra-curricular activities that a young person participates in²¹. For this reason, networking with schools and youth groups, and having a clear presence in the community, is required²². This should be supported by projects that contribute to and benefit the whole neighbourhood or community.

With growing work and life pressures, parents are increasingly looking to partner with schools and community organisations to provide holistic development of their children through the teaching of life skills²³. If Scouting can communicate more clearly to parents that it fulfils this desire, and continue to deliver this aspect, then it may be well placed to capitalise on this increasing desire of modern parents.

Scouts Australia is competing with an increasing array of extra-curricular activities in a time-poor society, which impacts on recruitment and retention of all members, youth and adult. Young people need a wide and adaptive set of knowledge, understanding and skills and to meet the changing expectations of society and to contribute to the creation of a more productive, sustainable and just society²⁴.

Scouts Australia *Burning Issues Research Report*²⁵ suggests that camps, activities and 'learning by doing' are key strengths of Scouts Australia, reinforcing Baden-Powell's suggestion that, "A week of camp life is worth six months of theoretical teaching in the meeting."²⁶ Through an active and practical-based program, Scouts Australia promotes valuable and transferable life-skills.

As a global movement, the challenge for Scouting is to remain current in an ever-changing world. Scouts Australia needs to embrace this challenge, whilst acknowledging the history and traditions of the Movement and requirements of the World Organisation. The youth of today want to be active citizens, involved in decisions impacting on their lives and planning for an equitable and sustainable future. They want to be involved in a "capacity-building process, based on enabling young people to actively share responsibility with adults for making decisions that affect their lives, and the lives of others in their community"²⁷ They are aware of what is happening in the lives of others around them, are connected to events in other parts of the world and have a desire to lead action, with support from adults²⁸. Leading, with support from adults, is a key component of the Scout Method, and reinforces the relevance of Scouting in modern Australia.

Through investigating modern Australia,

It is recommended that Scouts Australia actively explore and encourage networking with schools and other community organisations.

This has proved successful in other National Scouting Organisations, and further exploration within Australia may result in stronger community awareness, partnerships and potential membership increases. Victoria introduced a "Scouting in Schools" program in 2014, which has been very successful in its first year, and could be used as the basis for a pilot program for implementation nationwide. Furthermore,

²¹ McCrindle, *Understanding the Factors Shaping the World of Generation Alpha and Generation Z – Phase 3 YPR Scoping Study*, PDF, November 2014, viewed on 1 February 2015, <http://ypr.scouts.com.au/perch/resources/scouts-australia-ypr-mccrindle-phase-3-report-website.pdf>, p.23

²² Scout Association (UK), *Faith in Scouting*, Blog, viewed on 11 February 2015, <http://scouts.org.uk/news/2014/11/blog-faith-in-scouting/>

²³ McCrindle, *Understanding the Factors Shaping the World of Generation Alpha and Generation Z – Phase 3 YPR Scoping Study*, PDF, November 2014, viewed on 1 February 2015, <http://ypr.scouts.com.au/perch/resources/scouts-australia-ypr-mccrindle-phase-3-report-website.pdf>, p.9

²⁴ Australian Curriculum, Assessment and Reporting Authority (ACARA), *The Shape of the Australian Curriculum: Version 4.1*, Sydney, 2013, PDF, viewed on 11 February 2015, http://www.acara.edu.au/verve/_resources/the_shape_of_the_australian_curriculum_v4.pdf, p.7

²⁵ S Tyas, *What are the burning issues that the members of Scouts Australia believe must be covered in the Youth Program Review?*, PDF, Scouts Australia National Youth Program Review, Research Paper #1, 11 January 2014, viewed on 15 January 2015, <http://ypr.scouts.com.au/perch/resources/report-ypro1-burning-issues-jan-2014.pdf>

²⁶ R Baden-Powell, *Pearls of Wisdom – Quotes from Baden-Powell*, PDF, viewed on 11 February 2015, <http://www.scouting.org/filestore/pdf/Quotes.pdf>

²⁷ World Organisation of the Scout Movement, *World Scout Youth Involvement Policy*, 40th World Scouting Conference Slovenia 2014, Document 9, August 2014, viewed on 1 February 2015, http://scout.org/sites/default/files/Conf%20Doc%209%20WSYIP_1.pdf

²⁸ B Partington, et al, *Things That Matter – Children in Australia Share Their Views*, PDF, Australian Committee for UNICEF Limited, Sydney, November 2014, viewed on 1 February 2015, http://www.unicef.org.au/downloads/publications/UNICEF_Australia_Things_That_Matter.aspx, p.5

It is recommended that engagement with community leaders occur to initiate recruitment from an array of cultural and community backgrounds to increase the multi-cultural diversity of Scouting in Australia.

It is acknowledged that there have been efforts in some Branches to increase multi-cultural diversity, with the creation of new groups for specific cultures and backgrounds. Continuation of these initiatives is highly recommended, although it is felt that more work can be done in this area. This also applies to indigenous communities and groups.

It is further recommended that conversations with indigenous communities guide any exploration and development of a Scouts Australia Reconciliation Action Plan.

It is acknowledged that these recommendations are beyond the scope of the Fundamentals of Scouting, and potentially the YPR, but seemed relevant to the findings from investigations into modern Australia. The next section explores how the actual Fundamentals of Scouting reflect modern Australia.

WHAT IS OUR PURPOSE IN MODERN AUSTRALIA?

HOW DOES THIS FIT WITH OUR STATED AIM AND PRINCIPLES?

Scouts Australia is a non-formal education provider, offering experiences that complement the formal education system. The World Organisation of the Scout Movement states:

*"The purpose of the Scout Movement is to contribute to the development of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials as individuals, as responsible citizens and as members of their local, national and international communities."*²⁹

Scouts Australia has previously used a slight variation to this statement, rebranded as the 'Aim', and published in Policy and Rules 2014 as:

*"The Aim of The Scout Association of Australia is to encourage the physical, intellectual, emotional, social and spiritual development of young people so that they take a constructive place in society as responsible citizen, and as members of their local, national and international communities."*³⁰

The National Survey asked members to consider what they thought was the aim of Scouts Australia. Whilst there were many reoccurring phrases, the key words that were identified as being significant were: young people, community, citizens, develop youth, skills, and life. The key words were used to compare current thinking with existing statements, to aid in deciding on continual relevance. Each of these concepts are utilised in at least one of the association's three key statements, indicating that relevance to contemporary society is strong. The key words were also utilised in the development of Vision statements, examined later in this report.

Whilst considering the Aim of Scouts Australia, the team also explored the Mission statement as published in Policy and Rules 2014:

"The Mission for Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society"

AN AIM AND A MISSION, OR CAN THERE BE JUST ONE OF THESE STATEMENTS?

The Aim and Mission are similar in content and, whilst worded slightly differently, essentially spread the same message. This raised questions regarding the need for multiple statements explaining how and why the organisation exists, whether they are titled as an Aim, Mission, Purpose or Vision. Traditionally, Mission statements are present-based statements explaining why the organisation exists to members and the wider community, whilst a Vision statement is future-based, giving inspiration and direction to the membership³¹. Further investigation of the Vision is discussed later in this report.

The Scouts Australia Aim is an adaptation of WOSM's Purpose³², whilst the Mission reflects the agreed WOSM Mission³³. Given the similarities between statements at a global level, consideration needed to be given as to why organisations might have multiple statements serving similar functions. Many businesses have a Mission statement and a Vision statement. Through these two statements they describe the 'who, what, why and how' of the organisation. The Mission statement speaks internally and externally, and covers the purpose of the organisation, therefore eliminating the Aim or Purpose.

For WOSM, it comes down to location and history: the Purpose is stated at the beginning of the Constitution, whilst the Mission and Vision appear in strategic documentation. The purpose of the Movement was specifically

²⁹ World Organisation of the Scout Movement, *Constitution of the World Organisation of the Scout Movement*, World Scout Bureau, Switzerland, 2011, PDF, viewed on 11 February 2015, http://scout.org/sites/default/files/library_files/WOSM_Constitution_EN.pdf, p.3

³⁰ Scouts Australia, 'Policy and Rules' in *Resources and Information for Members*, viewed on 11 February 2015, <http://www.scouts.com.au/resources-and-information-for-members/online-library/policy-rules>

³¹ K Arline, 'What is a Vision Statement?' in *Business News Daily*, viewed on 11 February 2015, <http://www.businessnewsdaily.com/3882-vision-statement.html>

³² World Organisation of the Scout Movement, *Constitution of the World Organisation of the Scout Movement*, World Scout Bureau, Switzerland, 2011, PDF, viewed on 11 February 2015, http://scout.org/sites/default/files/library_files/WOSM_Constitution_EN.pdf, p.3

³³ World Organisation of the Scout Movement, *Strategy for Scouting – Vision 2023*, 40th World Scouting Conference Slovenia 2014, Document 6, August 2014, viewed on 11 February 2015, <http://scout.org/sites/default/files/Conf%20Doc%206%20SfS.pdf>, p.5

defined in the modifications to the WOSM Constitution at the World Scout Conference in 1977³⁴, and the same wording continues to be used today.

Further research conducted through exploration of various sources, primarily websites, exposed many more variations in Scouts Australia's Aim³⁵, illustrating a need for consistency. In determining what made the Aim and Mission comparable, an analysis of their structure and use of words was conducted³⁶. By identifying the phrases that were shared among the Aim, Mission and WOSM Purpose it was clear that there was no substantial difference.

To gain a greater perspective, the team sought feedback from the Victorian State Youth Council. The youth identified value in content from both the Aim and Mission statements, however thought that the similarities suggested that only one statement, instead of the existing two, was required. It was thought important to emphasise the education of youth and equally as importantly the values system upon which the organisation is based. It was noted that a key difference was the listing of the Areas of Personal Growth in the Aim, whilst the Promise and Law were mentioned in the Mission. When considering where these statements are published, it was thought that the inclusion of Promise and Law was more important than including the Areas of Personal Growth. Also noted was the similarity in the statements of "build a better world" and "play a constructive role in society". It seems however that neither of these statements directly imply responsible citizenship on local, national and international levels, therefore the inclusion of clarifying statements would be required in any modified statement.

TESTING A COMBINED APPROACH

When considering these key-defining statements, there needs to be consideration of how Australia differs from other countries, how this will impact on the development of phrasing, and whether there is a need to differentiate from the rest of the world. An expanded version of the Aim and Mission was taken to the National Youth Program Team (NYPT) meeting in November 2014. In a desire to seek clarity, statements that may complement each other, or potentially overlap, were included for feedback purposes and to determine if a different level of Scouting governance could justify the presence of multiple statements with similar messages. The following statement was produced as a conversation starter:

The Mission of Scouts Australia is to contribute to the education of young people in achieving their full potential, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society as responsible citizens of their local, national and international communities.

Following discussions with fellow Stage 3 team representatives, the Youth Program Review Co-ordinating Team (YPRCT) and the NYPT, it was determined this statement was too lengthy. Feedback suggested that changing these two statements to produce a modernised, accessible, and concise statement was potentially too risky, particularly with Scouts Australia being a member of WOSM as an NSO and the expectation that WOSM's statements be accepted.

THE AIM

Given the history of the WOSM statement, formally adopted in 1977, and still relevant today,

It is recommended Scouts Australia adopt the World Organisation of the Scout Movement's Purpose as the Scouts Australia Aim. This would read,

"The purpose of the Scout Movement is to contribute to the education of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials as individuals, as responsible citizens and as members of their local, national and international communities."

³⁴ E Vallory, *World Scouting: Educating for Global Citizenship*, Palgrave MacMillan, New York, 2012, p.53

³⁵ [Appendix B](#): What is the Aim of Scouting?

³⁶ [Appendix H](#): Aim, Mission, Purpose Analysis

This statement aligns with the expectations of modern Australia, and is consistent with the identified desires of Australian youth by UNICEF Australia³⁷. UNICEF's *Things That Matter* report found that "young people are directly connected to events happening in other parts of the world". They are aware that they are part of a bigger world, have concerns about the future for all children, and as they grow older their awareness and engagement with global issues increases. Young people seek ways to lead action and tackle different issues, with the support of adults, and are highly engaged on local, domestic and international issues. Young people see education as an important aspect of their lives, assisting in the development of problem solving skills, equipping them with useful skills and knowledge, and providing the foundations for building a bright future. Education should be enjoyable, assisting in navigating the immediate world and equipping young people to contribute to make the wider world a better and fairer place. Young people in Australia today strive to be global citizens, and acknowledge the need to develop as a well-rounded individual. The Aim of Scouts Australia recognises the need to develop in multiple areas in order to achieve this goal. Equally as importantly, it acknowledges the Rights of the Child Article 3: "All organisations concerned with children should work towards what is best for each child"³⁸. Individual development is a focus of Scouting, and recognised as a global need for young people. Focusing on the holistic development of young people, by providing opportunities to develop physically, intellectually, emotionally, socially and spiritually, through a range of experiences, prepares them for roles they may play in society, locally, nationally and globally.

THE MISSION

The Mission statement emphasises the values component of Scouting, whilst the Purpose has an educational focus. It was felt that the values component of Scouting needed to be formally included in one of the defining statements, and it seemed too lengthy when attempts were made to merge the education-focused Purpose and the values-focused Mission together. The team felt that there are currently too many statements, and the Aim (or Purpose) and Mission were quite similar in content. Furthermore, WOSM state that only the World Scout Conference can complete any modifications to the Mission statement³⁹. The Mission statement, based on WOSM's Constitution, is intended to reaffirm Scouting's role in the modern world and was adopted following the 1999 World Scout Conference in Durban⁴⁰. Subsequently, it was determined that the Purpose and Mission of Scouting should be consistent across the global Movement with no adaptations for Australian Scouting. Following on from the adoption of the WOSM Purpose as the Scouts Australia Aim,

It is recommended Scouts Australia adopt the World Organisation of the Scout Movement's Mission as the Scouts Australia Mission. This would read,

"The Mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society"

The team would like to emphasise that no further expansion is required on either of the above statements. It is felt that supplementary information only adds to confusion for youth and adults alike, and the techniques used to implement the Purpose and Mission are defined using the Scout Method.

³⁷B Partington, et al, *Things That Matter – Children in Australia Share Their Views*, PDF, Australian Committee for UNICEF Limited, Sydney, November 2014, viewed on 1 February 2015, http://www.unicef.org.au/downloads/publications/UNICEF_Australia_Things_That_Matter.aspx

³⁸ Ibid, p.58

³⁹ World Organisation of the Scout Movement, *A Strategy for Scouting... From Durban to Thessaloniki: Understanding the Mission Statement*, PDF, World Scout Bureau, Switzerland, viewed on 11 February 2015, <http://ypr.scouts.com.au/perch/resources/understandingmission.pdf>, p.1

⁴⁰ Ibid, p.1

It is further recommended that all states and territories governed by Scouts Australia formally adopt these statements in full, and all publications, printed media and online sources, be updated to contain the latest version of these statements.

WHAT SHOULD 'DUTY TO GOD', 'DUTY TO SELF' AND 'DUTY TO OTHERS' MEAN IN MODERN AUSTRALIA?

The Principles of the Scouting Movement, 'Duty to God', 'Duty to Self' and 'Duty to Others' are the basis for the core Movement values globally. The Principles of Scouting are loosely defined by WOSM, with each NSO often developing their own interpretation of the broad statement.

DUTY TO GOD

The concept and phrasing for Duty to God has been explored by another YPR Stage 3 team (3-2) whose research scope involved investigating the concepts of Spiritual Development, in the Areas of Personal Growth (AoPG), and Duty to God. Further detail of their investigations can be found in their research paper, entitled *Spiritual Development & Duty to God in Australian Scouting in the early 21st Century*.

The WOSM Constitution currently details Duty to God as:

Adherence to spiritual principles, loyalty to the religion that expresses them and acceptance of the duties resulting therefrom⁴¹.

Team 3-2 has recommended revising the description of Duty to God used by Scouts Australia to be more inclusive of members who do not identify with a God or formal religion.

In line with Team 3-2's recommendations, it is recommended that the Duty to God organisational statement, as published online and in Policy and Rules, be revised to read,

Members should develop their relationship with the spiritual values of life by adhering to their spiritual principles, whilst respecting the spiritual choices of others.

It should be noted that the above statement is a defining statement. Team 3-2 have recommended changes to Policy 2.4 'Duty to God', and these are detailed in their report.

DUTY TO OTHERS

The WOSM Constitution currently details Duty to Others as:

- *Loyalty to one's country in harmony with the promotion of local, national and international peace, understanding and cooperation*
- *Participation in the development of society with recognition and respect for the dignity of humanity and for the integrity of the natural world.⁴²*

Feedback was sought on words that represent Duty to Others from Scouts Australia membership. Key concepts that ranked highly with Rovers, Leaders of Youth and Leaders of Adults are *service* (which can include *helping, caring, assistance* and *giving back*), *community* (including *community spirit*), and *respect*. Interestingly, parents agree with *community* (including *community spirit*) and *respect*, but have ranked the word *service* substantially

⁴¹ World Organisation of the Scout Movement, *Constitution of the World Organisation of the Scout Movement*, World Scout Bureau, Switzerland, 2011, PDF, viewed on 11 February 2015, http://scout.org/sites/default/files/library_files/WOSM_Constitution_EN.pdf, p.3

⁴² Ibid

lower, instead placing greater emphasis on *involvement, friendship and the environment. Helping, giving back, caring and cooperation* also rate well with parents, which may indicate the broader concept of *service* should be, and is still, a key component represented by Duty to Others. Service is also represented in the Scout Method. In general, younger youth members tend to split the difference between the Leaders and parents, agreeing with *service, respect and community*, and all associated words, but adding in *friendship*⁴³. The feedback received from the surveys and focus groups suggested that some minor adjustment to the presently published statements in Policy and Rules⁴⁴ should be considered.

Based on these views, the suggested working statements were as follows:

- *All Scouting members have a responsibility to their (families and the) community*
- *Members actively participate in the service of those who are less fortunate*
- *Members recognise and respect the rights of other people and preserve the environment*
- *Members are active global citizens, displaying loyalty, friendship, understanding and co-operation at local, national and international levels.*

These statements were adjusted throughout the duration of Stage 3, as a result of feedback in surveys and focus groups. Following discussions within the team, with members from other Stage 3 teams, and with some NYPT members, it was determined that the defining statement was best phrased in ideally a maximum of two sentences. This ensures consistency across all organisational statements regarding the Principles of the Scouting Movement.

It is recommended that the Duty to Others organisational statement, as published online and in Policy and Rules, be revised to read,

Members are active global citizens, displaying loyalty, friendship, understanding and co-operation at local, national and international levels. This is achieved through responsibilities to families and communities, active participation in service to others, recognising and respecting the rights of others, and preservation of the environment.

DUTY TO SELF

The WOSM Constitution currently details Duty to Self as:

*Responsibility for the development of oneself.*⁴⁵

Feedback was sought from the national membership on words that represent Duty to Self. Key concepts that ranked highly across all demographic groups were *values, respect, morals and wellbeing*; the latter, some may argue, includes *health, mental care and physical care*. Parents have also indicated *goals and challenges*⁴⁶ are a key part of Duty to Self. Comments from the State Youth Council suggest that the WOSM statement "Responsibility for the development of oneself" is very broad, which is viewed as being a positive as it enables NSOs to develop suitable clarifying statements. The present Australian version states:

*"All members have a responsibility to ensure that they develop to their full potential as individuals, and that they strengthen their self-respect and self-esteem"*⁴⁷.

⁴³ [Appendix I](#) – Duty to Others raw survey data

⁴⁴ The Scout Association of Australia, 'Policy and Rules 2014' in *Resources and Information for Members*, PDF, viewed on 11 February 2015, <http://www.scouts.com.au/resources-and-information-for-members/online-library/policy-rules>, p.16

⁴⁵ World Organisation of the Scout Movement, *Constitution of the World Organisation of the Scout Movement*, World Scout Bureau, Switzerland, 2011, PDF, viewed on 11 February 2015, http://scout.org/sites/default/files/library_files/WOSM_Constitution_EN.pdf, p.3

⁴⁶ [Appendix J](#) – Duty to Self raw survey data

⁴⁷ The Scout Association of Australia, 'Policy and Rules 2014' in *Resources and Information for Members*, PDF, viewed on 11 February 2015, <http://www.scouts.com.au/resources-and-information-for-members/online-library/policy-rules>, p.16

Following group discussions, focus group and survey feedback, it was decided that limited changes needed to be made to the existing statement. This was because the majority of feedback supported the existing statement, although the inclusion of life-long learning and removal of self-esteem were two suggestions that were explored and adopted when considering 21st century Australia.

It is recommended that the Duty to Self organisational statement, as published online and in Policy and Rules, be revised to read,

Members have a responsibility to build strong self-respect and confidence, and ensure that they develop to their full potential through life-long learning.

POLICY AND RULES

ARE THE STATED FUNDAMENTALS IN POLICY AND RULES SUITABLE FOR MODERN AUSTRALIAN SCOUTING?

In addition to analysis of the Aim, Mission and Principles statements, and the recommended changes previously reported, there are other key association statements that required revision. Data collected during Stage 1 of the Review identified member dissatisfaction and lack of identification with components of the Scout Promise and Scout Law.

Whilst not always considered a component of the Fundamentals, it was determined that the Scouts Australia Vision should be analysed and considered for revision. This decision was made as a result of the analysis of the Aim and Mission statements.

ADDITIONAL MOVEMENT STATEMENTS

VISION

Vision statements are aspirational, identifying the most important goals for an organisation, without stating a plan for achieving these goals. A Vision is future-based, designed to inspire and provide direction for the organisation⁴⁸. It should be aspirational and tangible, focussed on the long-term effect the organisation wants to have on members and society. The current organisation Vision is rather short and succinct, reading simply,

"For Scouting to be seen as the pre-eminent youth organisation in Australia"⁴⁹.

Whilst it is aspirational, initial youth feedback suggests that a fresher, more modernised statement using accessible language is required. Further explorations and feedback were sought through selected consultations and focus groups. Through this process, consideration was given to who the target audience for this statement should be, where it is likely to be published, and subsequently the need for such a statement to be modernised.

The World Organisation of Scout Movement (WOSM) has recently reviewed their Vision. The Vision proposed at the 40th World Scout Conference in August 2014 was:

"By 2023 Scouting will be the world's leading educational youth movement, enabling 100 million young people to be active citizens creating positive change in their communities based on shared values."⁵⁰.

When exploring a Vision for Scouts Australia, the visions of a variety of organisations were explored. Lord Somers Camp and Power House, a Victorian-based youth organisation founded in the 1920's, has recently reviewed their Vision statement. Now reading, "Our vision is of a stronger, more inclusive society created

⁴⁸ K Arline, 'What is a Vision Statement?' in Business News Daily, viewed on 11 February 2015, <http://www.businessnewsdaily.com/3882-vision-statement.html>

⁴⁹ The Scout Association of Australia, 'Policy and Rules 2014' in *Resources and Information for Members*, PDF, viewed on 11 February 2015, <http://www.scouts.com.au/resources-and-information-for-members/online-library/policy-rules>, p.9

⁵⁰ World Organisation of the Scout Movement, *Strategy for Scouting – Vision 2023*, 40th World Scouting Conference Slovenia 2014, Document 6, August 2014, viewed on 11 February 2015, <http://scout.org/sites/default/files/Conf%20Doc%206%20SFS.pdf>, p.5

through service to others”⁵¹, this organisation has similar origins to the Scouting Movement, also focussing on experience-based programs. As Scouts Australia is an education provider, it was decided that investigating the Visions of schools would aid in the development process. Each school expresses their Vision in a succinct manner, focusing on the impact the learning community aims to have on the individual. These were deemed more useful, as inspiration, than exploring the Visions of corporate organisations.

Research team 3-1 members, using feedback regarding the Aim and Mission from Stage 1 and Stage 3 data, conducted initial drafting of Visions. These statements, attached in [Appendix L](#), were discussed at a meeting of YPR team representatives in December 2014, with phrasing being workshopped at this time. Questions were raised regarding what it means to be the pre-eminent or premier youth organisation. It was acknowledged that these terms were aspirational, but it was also felt that the Vision should be able to be understood by members, and these words did not have particularly accessible language. It was perceived that the existing statement was instead focussed on the corporate sectors. Vision statement should be future-based, giving inspiration and direction to the membership⁵². This means the language used should be accessible, in order for the majority of the association’s membership to understand the direction it is taking. Following this weekend, feedback was sought from members in leadership positions within the organisation. An additional alternative was suggested in this process, which has since been workshopped to produce the final recommendation.

Therefore,

It is recommended that The Scout Association of Australia revise the organisational Vision. A proposed Vision may read:

Scouts Australia strives to create a better world by empowering youth to lead the world of tomorrow, equipped with the skills, knowledge and capabilities for the future in which they will live.

In earlier drafts, the clarifying statement “*We do this through a program of learning by doing that sees young people lead others, with support from adults.*” was included as a second sentence. This phrase emphasises the Scout Method, but was not thought necessary in the effort to produce a succinct statement.

THE AUSTRALIAN SCOUT PROMISE

The Promise should be inspired by the original work of Baden-Powell⁵³, but many NSOs have wide-ranging variations⁵⁴. The form of the Promise has varied over time, and still varies between NSOs⁵⁵, whilst continuing to fulfil the requirements for membership of WOSM. The WOSM Constitution states:

*All members of the Scout Movement are required to adhere to a Scout Promise and Law reflecting, in language appropriate to the culture and civilization of each National Scout Organisation and approved by the World Organisation, the principles of Duty to God, Duty to others and Duty to self, and inspired by the Promise and Law conceived by the Founder of the Scout Movement*⁵⁶.

Whilst the Constitution states the inclusion of Duty to God in the Promise, Baden-Powell approved the use of promises without a direct reference to God for some WOSM and World Association of Girl Guides and Girl Scouts (WAGGGS) European member countries⁵⁷. WOSM stated no new exceptions would be made after 1932,

⁵¹ Lord Somers Camp and Power House, *Vision 2020*, Melbourne, 2014, PDF, viewed on 11 February 2015, <https://www.lscph.org.au/sites/default/files/Vision2020.pdf>, p.2

⁵² K Arline, ‘What is a Vision Statement?’ in Business News Daily, viewed on 11 February 2015, <http://www.businessnewsdaily.com/3882-vision-statement.html>

⁵³ World Organisation of the Scout Movement, *Constitution of the World Organisation of the Scout Movement*, World Scout Bureau, Switzerland, 2011, PDF, viewed on 11 February 2015, http://scout.org/sites/default/files/library_files/WOSM_Constitution_EN.pdf, p.5

⁵⁴ [Appendix L](#): Promises around the World

⁵⁵ [Appendix L](#): Promises around the World

⁵⁶ World Organisation of the Scout Movement, *Constitution of the World Organisation of the Scout Movement*, World Scout Bureau, Switzerland, 2011, PDF, viewed on 11 February 2015, http://scout.org/sites/default/files/library_files/WOSM_Constitution_EN.pdf, p.5 (Article II, paragraph 2: “Adherence to a Promise and Law”)

⁵⁷ H. Brandon & G. Morrison, *WAGGGS/WOSM Relationships: Report on the Discussion on the Fundamental Principles of WAGGGS and WOSM*, June 2001, found at: https://www.ppo.e.at/scoutdocs/relationships/waggggs_wosm_rel.pdf

expressing hope that these member nations would discontinue using a promise without any reference to Duty to God, although France, the Netherlands and Czech Republic continue to offer alternative promises that do not reference this principle.

Nation-wide surveys conducted in Stage 1 suggested a review of the existing Promise was required. 45% of respondents indicated a desire to change 'my God' in the Promise wording, whilst 54% indicated the need to change the phrase 'to the Queen of Australia'⁵⁸.

In addition, McCrindle found that parents feel 'spirituality' is the least important value to instil in their children⁵⁹. Spirituality ranked lowest of 36 values viewed as 'extremely crucial' or 'very crucial' to develop, and only 25% of parents believe it to be 'extremely' or 'very important' that youth development programs should be founded on religious values (Graphs 4 and 5, Results section). It should also be noted that Scouting parents are far less supportive of values founded on religious values, with only 18% believing it is extremely or very important. As a result of these pieces of data, and with Guides Australia having recently reviewed and adjusted this element⁶⁰, the team collaborated with two young writers to develop a range of alternate concepts and lines for the Promise⁶¹, as listed in [Appendix D](#). The writers were also involved in final composition and wording after survey and consultation feedback had been compiled. It should also be noted that the 'Duty to my God' component of the Promise was investigated by YPR Team 3-2, in conjunction with research conducted about other aspects of the Scouting program that have recognisable links to religion.

Feedback from the national survey conducted in Stage 3 suggested mixed opinions regarding whether the Promise needs to change. This is despite previous research indicating dissatisfaction in two of the key phrases.

Further analysis suggests that opinions are divided based on the role in Scouting, with youth members (Scouts, Venturers and Rovers) and parents supporting one Promise across all sections, whilst Leaders preferred a refined existing model of three Promises. This is reflective of the status quo bias that exists when people are uncertain of their desires. When all four sub-surveys were combined, the response with the highest individual support was to have One Promise. Guides Australia follow this model, and have found it to be successful, noting leaders are required to work through the Promise with younger members anyway, regardless of the complexity of the wording. They have found that this unites their organisation, and enables smoother transitions between sections.

One Promise across the whole organisation would enable members to track their developing understanding and interpretation of the Promise. It also aids the transitions between youth sections, particularly for members who have learning difficulties. The adoption of One Promise would aid in ensuring the Movement within Australia is inclusive and open to all, as this will reduce the number of statements that are encountered or learnt throughout the time in the organisation.

The national survey conducted by Teams 3-1 and 3-2 sought feedback on phrase construction, with each aspect of the Promise divided into an action and principle. Based on the current structure, feedback was sought on Duty to Others, Duty to Self and Duty to Country, in collaboration with team 3-2's component, Duty to God.

YPR Team 3-2 extensively investigated the 'Duty to God' aspect of the Promise phrasing. Based on their investigations and report, it is recommended the phrase '*duty to my God*' in the Australian Scout Promise should be revised to be made more relevant to members whose spirituality does not include a God or formal organised religion. Based on extensive consultations, the phrase recommended for use is "*to be true to my spiritual beliefs*".

It was found that the broader Scouting community favours the phrasing "to help other people" when considering our 'Duty to Others'. This phrasing is an existing component in the current Promise, whilst "to

⁵⁸ Team 1.4, YPR aims + principles report, 9 May 2014

⁵⁹ McCrindle, *Understanding the Needs and Desires of Australian Families for a National Youth Program—Phase 2 YPR Research*, PDF, August - October 2014, viewed on 1 February 2015, <http://ypr.scouts.com.au/perch/resources/scouts-australia-ypr-mccrindle-phase-2-report-website.pdf>, p.19

⁶⁰ Girl Guides Australia, *Promise and Law Review*, Girl Guides Australia, Sydney, 2012, PDF, viewed on 11 February 2015, <http://www.girlguides.org.au/public/attach/Promise%20and%20Law%20Review%20Report%20-%20highquality.pdf>

⁶¹ [Appendix D](#): The Scout Promise Concept work

contribute to my community” is the next preferred option, and similar to the modification made by Guides Australia in 2012⁶².

The concept of ‘Duty to Country’ is not a formal fundamental Scouting principle, and therefore could be incorporated in the broader scope of ‘Duty to Others’. However, many Promises from other NSOs, and the original Promise conceived by Baden-Powell, explicitly recognise their country and therefore it was determined feedback on this aspect should be sought. The broader Scouting community favours the action “to do my duty to” and the principle “my country and the world” with “to contribute to” and “Australia” as the next preferred options. These were analysed using the same method YPR Team 3-2 used to determine the phrasing for the ‘Duty to God’ aspect. Whilst the survey had asked for members to compose phrases using actions and principles, the initial data generated from the responses did not align each of the respondents’ preference ranking. The raw data is available for further scrutiny, however time constraints prevented further detailed analysis. A preliminary analysis of precise preferences found the most commonly nominated first preference phrasing was “to do my duty to Australia” reflecting one of the existing phrases, and hinting at a status quo bias.

There were suggestions throughout the survey and focus group processes that there may not be a need to include world, as community operates on so many levels, although not everyone is convinced about this. The removal of direct referencing to Australia was seen as recognition of the global nature of Scouting, and making the Promise more inclusive for citizens of other nations. Anecdotal feedback suggested that in a global society, with many multi-national corporations, the youth of today can feel more connected to their peers in other parts of the world than they do to the country whose boundaries they reside within. Some young adults also feel that by committing to Australia in the Promise, they are pledging support to the decisions made by the government of the time, a controversial issue in the current political climate. It should also be noted that when Baden-Powell first developed the Scout Oath, the reference to King was included with the intention of pledging “faithfulness to a monarch who reigned rather than governed”⁶³. By removing the reference to Australia, and instead referring to ‘my community’, Scouts Australia would be removing any reference to those who govern, instead taking a similar approach to the Swiss Guide and Scout Movement (Mouvement Scout de la Suisse) who promise “to be involved in each community where I live”⁶⁴.

Unlike the Duty to Others and Country phrase components, the most favoured action from Duty to Self “to be true to” does not align well in a language sense with the most favoured principle “my best”, and likewise with the next preferred options of “to strive for” and “my self”. The data collected from the survey was used to inform the phrasing of the Promises ([Appendix E](#)) that would be provided for feedback through focus groups and further major event surveys.

The next phase for the Promise was testing with focus groups and additional surveys at major events. Promises were tested on the premise that the team was investigating the use of One Promise across the movement, to reduce the confusion in transitions between sections, and to promote an inclusive approach to Scouting, where our youngest members and our oldest youth members could share in conversations about the same Promise. Feedback from Joey Leaders during the consultation process was that their youth are currently isolated from the rest of the organisation because they do not share anything significant in common with other sections. This raised concerns about a lack of inclusion. Furthermore, members with learning impairments had expressed frustration at the requirement to learn multiple versions of both the Promise and Law if they were to be a leader in either of the two younger sections. The intention was for feedback to reflect a broad demographic of stakeholders, ideally from the youngest youth member to the oldest Leader, and the newest member to the Chief Commissioners. Members of the Victorian State Youth Council assisted in completing some of these tasks, and this provided an opportunity for both the team and the Council to promote the importance of the youth voice in changing times.

Throughout the duration of the focus groups, alternatives were workshopped at the recommendation of the writing students. At the conclusion of the surveys and focus groups, it was found that younger members supported the shortest of the three alternatives proposed. This was supported by the Rover section, and confirmed by Commissioners across most youth sections.

⁶² [Appendix N](#): Guides Australia Promise and Law

⁶³ Nagy, 1967; as published in E. Vallory, *World Scouting: Educating for Global Citizenship*, Palgrave MacMillan, New York, 2012, p.13

⁶⁴ *Ibid*, p.64

It is recommended that Scouts Australia adopt the concept of One Promise. Furthermore, the recommended Promise to be used by all members would read:

On my honour

I promise to do my best

Be true to my spiritual beliefs

Contribute to my community

And live by the Scout Law.

THE AUSTRALIAN SCOUT LAW

The Law, just like the Promise, should be inspired by the original work of Baden Powell. Feedback from Stage 1 suggests only minor changes may be required, with the removal of the word *thrifty* and further exploration around courage being the two most significant indicators. The decision was made to explore the concept of One Law in conjunction with One Promise, and therefore a more comprehensive look into the Law was undertaken. The Stage 3 National survey suggests the membership is not quite as convinced on the concept of One Law as they are with One Promise. Parents, Scouts and Venturers slightly favour One Law, whilst a large proportion of Leader responses suggest remaining with individual section laws for younger members. This could be reflective of a status quo bias, with indecision resulting in preference to the existing framework. It may also be reflective of a lack of confidence in the ability of younger sections to deal with grown up language by Leaders. It seems that the number of concepts included in the Law may depend on the number of Laws that are to be produced. Current feedback suggests the wider membership base is satisfied with ten concepts, although comments have been made that suggest their opinions may be swayed depending on the values included. Again, the selection of ten concepts could reflect a status quo bias in scout members, and the scepticism of the membership to make changes when they are uncertain of the impact these changes may have.

A finalised list of values was produced at the conclusion of the survey, and presented to writers for drafting. There are changes in values, with *thrifty* receiving a poor reception in early studies, further supported in research by McCrindle⁶⁵. The values deemed most important by the wider community are *honesty, respect, trustworthiness, responsibility* and *confidence*⁶⁶; these were supported by internal survey results. When looking to other organisations, Guides have One Law⁶⁷: a series of seven statements used across all ages; whilst Ireland builds on the Law as a youth member progresses through sections⁶⁸. This suggests that an alternative format to the existing structure may also be worthwhile exploring.

The writer drafted two versions of a Scout Law for feedback from the broader membership ([Appendix E](#)). These contained similar values but were structured differently. At the conclusion of the surveys and focus groups, there was no obvious selection for the Law. It was found that Venturers preferred the familiarity of the existing structure, whilst the Scouts supported the shorter format and style. Feedback was mixed from the Joey and Cub sections, but the Rovers and Leadership teams felt that with the changes proposed, a fresher style was required, particularly to avoid confusion between the current and proposed versions.

It was thought that many of the values may be too complex for younger members to understand, however UNICEF reports that children are complete people who often have a desire to learn⁶⁹. Some leaders suggest children are being familiarised with many of these complex words and concepts through current education practices. An example is the International Baccalaureate Organisation (IBO), which has developed a list of 10 attributes that all IB World Schools are required to incorporate into the classroom. These are designed to aid the development of individuals and groups to become responsible members of local, national and global communities⁷⁰. IB learners strive to be:

<i>Inquirers</i>	<i>Open-Minded</i>	<i>Knowledgeable</i>
<i>Caring</i>	<i>Thinkers</i>	<i>Risk-takers</i>
<i>Communicators</i>	<i>Balanced</i>	<i>Principled</i>
<i>Reflective</i>		

⁶⁵ McCrindle, *Understanding the Needs and Desires of Australian Families for a National Youth Program—Phase 2 YPR Research*, PDF, August - October 2014, viewed on 1 February 2015, <http://ypr.scouts.com.au/perch/resources/scouts-australia-ypr-mccrindle-phase-2-report-website.pdf>, p.18

⁶⁶ Ibid, p.19

⁶⁷ [Appendix N](#) – Guide Promise and Law

⁶⁸ [Appendix O](#) – Ireland’s Law Section-by-Section

⁶⁹ B Partington, et al, *Things That Matter – Children in Australia Share Their Views*, PDF, Australian Committee for UNICEF Limited, Sydney, November 2014, viewed on 1 February 2015, http://www.unicef.org.au/downloads/publications/UNICEF_Australia_Things_That_Matter.aspx

⁷⁰ International Baccalaureate, *IB Learner Profile*, PDF, viewed on 11 February 2015, <http://www.ibo.org/contentassets/fd82f70643ef4086b7d3f292cc214962/learner-profile-en.pdf>

The above attributes are discussed and developed throughout a young person's schooling, facilitated by themes particularly during the primary years⁷¹. Other schools have chosen to explore Character Strengths⁷² as the basis of their values program. This shows that values education is becoming an increasing component of educational programming, and youth are being exposed to complex concepts at an increasingly younger age. Using this knowledge as a guide, it was determined that the youngest youth members would be capable of exploring any values in any variation of a newly designed Scout Law, but this would require Leaders to have discussions about the values on a regular basis.

In summary, while it is felt that the Scout Law can be refreshed with a different style of phrasing and the use of One Law across the Movement, it is acknowledged further feedback may be required from all sections within Scouting before a final decision can be made. There is a significant status quo bias connected to the current statements, in a climate where there is some reluctance for change. It is also felt that much of the feedback received, as expected, is based on personal links to the existing statements, and a desire to continue with what they were first taught. This means that preferences are selected based on the least impact it will have to the individual, rather than considering the potential for unity across the Movement within Australia.

It is suggested that Scouts Australia adopt the concept of One Law, with the recommended Law to be used by all members reading:

Scouts are friendly

Scouts exercise honesty, fairness and loyalty

Scouts are resourceful, responsible and trustworthy

Scouts treat others and the environment with care and respect

SCOUTS AUSTRALIA GOALS

The Goals of Scouts Australia can be found on the national website, the last set of a series of dot points outlining the visionary movement statements⁷³.

- *To provide challenging accredited programs to the youth of Australia, which are recognised and valued by the community and government*
- *To promote Scouting to the community on the basis of the high quality and relevance of its methodology and programs*
- *To have an increasingly male and female membership which reflects the social and cultural mix of the community*
- *To carefully select and train adult leaders on the basis of standards that are recognisable and measurable.*
- *To have the community recognise, support and value the role of Scouting and its activities.*
- *To be recognised and consulted as a major contributor to establishing priorities and determining policies on community youth issues.*
- *To have a high profile portraying a quality way of life.*
- *To acquire and maintain adequate human, physical and financial resources, which are used to the best advantage of Scouting and the community.*

⁷¹ International Baccalaureate, 'What is an IB Education?', PDF, viewed on 11 February 2015, <http://www.ibo.org/globalassets/publications/what-is-an-ib-education-en.pdf>

⁷² VIA Institute on Character, 'Do You Know Your 24 Character Strengths?', viewed on 11 February 2015, <http://www.viacharacter.org/www/Character-Strengths/VIA-Classification#nav>

⁷³ Scouts Australia, 'Mission, Aim & Principles of Scouting' in *About Us*, viewed on 11 February 2015, <http://www.scouts.com.au/about-us/mission-aim-principles>

- *To provide opportunities for its members to participate in international activities.*
- *To provide maximum support for the development of World Scouting particularly in the Asia-Pacific Region.*

It is recommended that continual reassessment of these goals occur, however it is felt the current goals are suitably aligned with the expectations of 21st century Australia and do not need adjustment.

It is recommended that Goals be used purely for strategic planning purposes, and therefore removed from the public domain. The presence of the Goals in a public forum currently leads to confusion, and members have expressed they feel overwhelmed by the quantity of similar organisational statements.

SCOUTS AUSTRALIA VALUES

The Values of Scouts Australia can be found on the national website, presented as a series of dot points included in the visionary movement statements⁷⁴.

- *The importance of individuals developing a sense of personal identity and self-worth, which leads to responsibility for oneself and one's actions as a citizen.*
- *The belief that young people are able and willing to take responsibility and contribute to society.*
- *The belief in the right and responsibility of individuals to regulate their own health.*
- *The importance of adults in providing suitable role models for young people.*
- *The importance of not exposing young people to harm or exploitation.*
- *The importance of individuals and the community adopting a lifestyle that allows ecologically sustainable development through preventing environmental overload, environmental degradation and resource depletion.*
- *The importance of respect for and equality in dealings with all people, irrespective of culture, gender, religion or impairment.*
- *The importance of mutual support and help between members of a community to maximise the quality of life for all.*
- *The importance of the development of understanding between individuals as a contribution to peace between nations.*
- *The importance of gainful employment in contributing to the sense of dignity and self-worth of the individual.*

Whilst an in-depth analysis of these values was not undertaken, it was judged that the underlying message these values deliver is consistent with the direction of the Movement. It is thought that the wording of some of

It is recommended that the statement be rephrased in a positive, modern and accessible manner. A suggested alternative is:

- ***The importance of individuals and the community adopting a lifestyle that displays care for the environment***

⁷⁴ Scouts Australia, 'Mission, Aim & Principles of Scouting' in *About Us*, viewed on 11 February 2015, <http://www.scouts.com.au/about-us/mission-aim-principles>

these values are not modern or particularly accessible, in particular the statement concerning environmental awareness.

It should also be noted that the values of the World Movement are defined by the three core principles 'duty to God, duty to self and duty to others', and are re-enforced through the Scout Promise and Law.

EDUCATIONAL OBJECTIVES AND DEVELOPMENTAL MILESTONES

As a non-formal education provider, Scouts Australia provides a program that complements the education of Australian youth. The development of life-skills through experiential learning techniques is at the core of the Movement. It is expected that the benefits youth gain from the Scouting program can be formalised in an educational manner.

A Scope and Sequence has been developed in conjunction with the research and documentation compiled especially for this review process⁷⁵. Scope and Sequence documents are used as an educational framework to illustrate progression of learning objectives and outcomes throughout the learning journey. Particular emphasis was placed on the Australian Curriculum framework, due to the educational nature of the Scouting Movement, and the perceived need to illustrate links to formal education. This was also one of the more thorough document sources in relation to expectations of youth at differing developmental stages.

It is acknowledged that individuals develop at varying rates, and therefore this is purely a guide for leaders regarding the expectations of their youth towards the upper end of each age range. It should also be noted that learning will occur through informal and unplanned experiences, as well as interactions between peers and mentors, and this may not have been documented in the learning outcomes. Learning outcomes are a useful manner to express the intent of Scouting, but they are developed as a guide only and are therefore non-prescriptive⁷⁶.

⁷⁵ K Loveless, *Key Developmental Stages (Age: 0-26yrs)*, supporting document for the Scouts Australia Youth Program Review – Stage 3, 14 December 2014

⁷⁶University of Melbourne, *Guidelines on Writing Learning Outcomes*, PDF, viewed on 11 February 2015, http://about.unimelb.edu.au/_data/assets/pdf_file/0009/773946/Guidelines_on_writing_learning_outcomes.pdf

Scouting Element	6-7 year-olds	8-10 year-olds	11-14 year-olds	15-17 year-olds	18-25 year-olds
Promise and Law goal	With the assistance of adults, youth express their individual understanding of key aspects of the Scout Promise and Law	With support from adults, youth express their individual understanding of the Scout Promise and Law.	Youth can independently express their understanding of the Scout Promise and Law, and can explain basic application in their lives outside of Scouting.	Youth express their understanding of the Scout Promise and Law, and application to their daily lives.	Youth express their understanding of the Scout Promise and Law, reflecting on previous applications and implications, the exploration it has encouraged and the code of living it promotes.
Promise	<i>The Scout Promise is an oath made by all members describing a commitment to beliefs, community and oneself</i>				
	Describe what Scouts do, the contribution they can make to the community, and the expectations of the Promise.	Describes what it means to be a Scout, including community involvement, exploration of the world around them, and the expectations of the Promise.	Describes the importance and influence of Scouting to personal growth and development. Identify the various communities to which they belong and what they can do to make a difference	Describes the pledge to fulfil the duties of a Scout and discusses individual understanding with peers. Analyse personal and social roles and responsibilities in planning and implementing ways of contributing to their communities	Describes and discusses the commitment to oneself, other people and ones spirituality and how this shapes the way one lives their life. Plan, implement and evaluate ways of contributing to civil society at local, national, regional and global levels
Law	<i>The Scout Law is the foundation value set the Scout Movement strives to instil in all members</i>				
	Describes the behaviours Scouts should display around each other	Describes the expected behaviours of Scouts in all situations	Describes a model that every Scout should strive to follow in everything they do	Describes the significance of the responsibility a Scout has in the greater community	Describes the code of living, or way of life, that empowers development of self and others.

Values education					
Through the Scout Promise and Law, members explore a set of ethics and morals that facilitate a philosophy of living					
Ethics and Morals ⁷⁷	<p>Identifies the values included in the Scout Law and discusses these.</p> <p>Identifies rights and responsibilities for themselves and their peers</p> <p>Recognise that there may be many points of view and identify alternative views</p> <p>Discuss how people make decisions about their actions and offer reasons why people's decisions differ</p>	<p>Identifies and describes shared values in Scouting and in broader society</p> <p>Investigate rights and responsibilities in Scouting and the local community</p> <p>Describe different points of view and give possible reasons for these differences</p> <p>Identify ethical concepts and describe some of their attributes</p> <p>Explain reasons for acting in certain ways, including the conflict between self-respect and self-interest in reaching decisions</p>	<p>Discuss actions taken in a range of contexts that include an ethical dimension</p> <p>Identify the relevance of beliefs and the role and application of values in social practices</p> <p>Classifies rights and responsibilities in relation to duties of a responsible citizen</p> <p>Compares a range of points of view associated with challenging ethical dilemmas</p> <p>Identifies behaviours that exemplify the dimensions and challenges of ethical concepts</p>	<p>Discuss the ethical dimensions of beliefs and the need for action in a range of settings</p> <p>Compare inconsistencies in personal reasoning and societal ethical decision making</p> <p>Compare and explain the interplay of values in national and international forums</p> <p>Evaluate the merits of conflicting rights and responsibilities in global contexts</p>	<p>Examine reasons for clashes of belief in issues of personal, social and global importance</p> <p>Evaluate generalised statements about ethical concepts</p> <p>Use reasoning skills to rank (prioritise) the relative merits of points of view about complex ethical dilemmas</p>

It is acknowledged that individuals develop at varying rates, and therefore this is purely a guide for leaders regarding the expectations of their youth towards the upper end of each age range. It should be noted that some youth would be achieving well above the expected level for their age, particularly towards the young adult stage of life.

⁷⁷ The majority of these statements have been adapted from the Australian Curriculum document, *Ethical Understanding*. This forms one dimension of the Australian Curriculum. Full documentation can be sourced from: <http://www.australiancurriculum.edu.au/GeneralCapabilities/Pdf/Ethical-understanding>

6 CONCLUSION

Scouts Australia has the potential to be well positioned to influence future generations, but needs to be prepared to be more inclusive in thought, word and deed. Many of the organisational statements need only minor adjustments to bring them into the 21st century, although more substantial changes are required around God, religion, spirituality and the Promise. In preparing the youth of today for the world of tomorrow, Scouts Australia offers a complementary program to formal education through kinaesthetic, learning by doing, techniques which foster the development of life skills, strengthening an individual's self-respect and self-esteem by challenging them to explore beyond their comfort zones.

The Fundamentals of Scouting are conceptually still relevant to contemporary society; however require modifications to ensure language is accessible to all. There are many WOSM statements that have a rich history, yet these statements are still relevant to current practices and expectations on a global level. Australian Scouting needs to accept these WOSM statements are still relevant and endorse their usage across the Movement. Links to formal education are rich, and these can be capitalised on through the establishment of further links to the community and education sectors. Exploring strategies to broaden diversity within Scouting would be aided by strengthening ties to both sectors. The modification and updating of Scouts Australia's Vision will provide a greater understanding of the role the Movement plays in modern Australia. A more inclusive approach to the Promise and Law will provide a bond across the membership, with all members having the opportunity to discuss their understandings across section boundaries, and recognising the younger members are just as valuable contributors as the older members. Scouts Australia is a youth-focussed Movement, taking steps towards remaining relevant in Modern Australia, with the refreshed Fundamentals of Scouting as the basis to build upon.

7 RECOMMENDATIONS

This paper recommends that:

1. Scouts Australia actively explore and encourage networking with schools and other community organisations.
2. Engagement with community leaders occur to initiate recruitment from an array of cultural and community backgrounds to increase the multi-cultural diversity of Scouting in Australia.
3. Conversations and consultations with indigenous communities guide any exploration and development of a Scouts Australia Reconciliation Action Plan.

RECOMMENDATIONS 1 – 3 IDENTIFIED BY YPR COORDINATING TEAM (YPRCT) AS OPPORTUNITIES AND AREAS FOR EXPLORATION BEYOND THE YOUTH PROGRAM FRAMEWORK

4. Scouts Australia accepts and adopts the World Organisation of the Scouting Movement's Purpose as the organisational Aim.

The aim of Scouts Australia is to contribute to the education of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials as individuals, as responsible citizens and as members of their local, national and international communities.

AMENDED WORDING ACCEPTED BY NATIONAL OPERATIONS COMMITTEE (NOC), NATIONAL EXECUTIVE COMMITTEE (NEC) AND NATIONAL COUNCIL (NC):

- Scouts Australia accepts and adopts the World Organisation of the Scout Movement's Purpose as the Scouts Australia Purpose.**

The purpose of the Scout Movement is to contribute to the education of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials as individuals, as responsible citizens and as members of their local, national and international communities.

5. Scouts Australia accepts and adopts the World Organisation of the Scouting Movement's Mission as the organisational Mission.

The Mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society

ACCEPTED BY NOC, NEC AND NC

6. All Branches of Scouts Australia formally adopt these statements in full, and all publications, printed media and online sources, be updated to contain the latest version of these statements.

It is suggested that electronic messaging should be updated immediately, but it is acknowledged that printed materials and publications may be updated as they expire.

SUPPORTED BY NOC TO BE PASSED TO LATER STAGES OF THE YPR TO FURTHER EVOLVE AND DEVELOP

7. The Vision of Scouts Australia, currently on page 12 of Policy and Rules, should be revised. A proposed Vision is:

Scouts Australia strives to create a better world by empowering youth to lead the world of tomorrow, equipped with the skills, knowledge and capabilities for the future in which they will live.

RECOMMENDED BY NOC FOR FURTHER WORKSHOPPING – TO BE REFERRED TO NATIONAL STRATEGIC PLANNING MEETING

8. In line with Team 3-2's recommendations, the Duty to God organisational statement, as published online and in Policy and Rules, be revised to read:

Members should develop their relationship with the spiritual values of life by adhering to their spiritual principles, whilst respecting the spiritual choices of others.

TO BE EXPLORED FURTHER BY YPRCT BEFORE FURTHER ACTION

9. The Duty to Others organisational statement be revised to read:

Members are active global citizens, displaying loyalty, friendship, understanding and co-operation at local, national and international levels. This is achieved through responsibilities to families and communities, active participation in service to others, recognising and respecting the rights of others, and preservation of the environment.

UPDATED PROPOSAL BELOW APPROVED BY NOC TO BE SHARED WITH MEMBERSHIP FOR FEEDBACK

Section P2.5 'Duty to Others' in the 2014 Scouts Australia's Policy and Rules should be rewritten (as above)

10. The Duty to Self organisational statement be revised to read:

Members have a responsibility to build strong self-respect and confidence, and ensure that they develop to their full potential through life-long learning.

AMENDED WORDING ACCEPTED BY NOC TO BE PASSED TO NEC AND NC:

Section P2.6 Duty to Self in the 2014 Scouts Australia's Policy and Rules should be rewritten.

Members have a responsibility to explore and develop confidence and self-respect, and seek to develop to their full potential through life-long learning.

11. Scouts Australia adopts a nation-wide organisational-wide Promise, which is promoted for use in all sections/age-ranges. The proposed Promise for use would be:

On my honour

I promise to do my best,

Be true to my spiritual beliefs,

Contribute to my community,

And live by the Scout Law

AMMENDED APPROACH ACCEPTED BY NOC

Scouts Australia adopt the concept of One Promise, to be used by all members. Furthermore, it is recommended the following two options be put to the members for consultation and feedback:

On my honour

I promise to do my best,

Be true to my spiritual beliefs,

Contribute to my community,

And live by the Scout Law

On my honour

I promise that I will do my best,

To be true to my spiritual beliefs

To contribute to my community,

my country and our world,

To help other people, and

To live by the Scout Law

12. It is suggested that Scouts Australia adopts a nation-wide organisational-wide Law, which is promoted for use in all sections, with the recommended Law reading:

Scouts are friendly

Scouts exercise honesty, fairness and loyalty

Scouts are resourceful, responsible and trustworthy

Scouts treat others and the environment with care and respect

AMMENDED APPROACH ACCEPTED BY NOC

Scouts Australia adopt the concept of One Law, to be used by all members. Furthermore, it is recommended the following two options be put to the members for consultation and feedback:

Scouts are friendly

Scouts exercise honesty, fairness and loyalty

Scouts are resourceful, responsible and trustworthy

Scouts treat others and the environment with care and respect

A scout is honest

A scout is trustworthy

A scout is responsible

A scout is considerate

A scout is loyal

A scout is caring

A scout is friendly

A scout is resourceful

A scout is fair

A scout is respectful to themselves, the community and the environment

13. The Goals be used purely for strategic planning purposes, and therefore removed from the public domain. The presence of the goals in a public forum currently leads to confusion, and members have expressed they feel overwhelmed by the quantity of similar organisational statements.

SUPPORTED BY NOC TO BE PASSED TO LATER STAGES OF THE YPR TO FURTHER EVOLVE AND DEVELOP

14. The values statement regarding the environment be re-phrased in a positive, youth-friendly manner. A suggested alternative is:

The importance of individuals and the community adopting a lifestyle that displays care for the environment.

SUPPORTED BY NOC TO BE PASSED TO LATER STAGES OF THE YPR TO FURTHER EVOLVE AND DEVELOP

It is recommended that the Association Values statement, P2.9.2 (6) in 2014 Scouts Australia's Policy and Rules be re-phrased in a positive, youth-friendly manner.

Proposal:

The importance of individuals and the community adopting a lifestyle that displays care for the environment.

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- A. Project Brief – Team 3-1 Fundamentals
- B. What is the Aim of Scouting?
- C. Leader of Adults Focus Group questions
- D. The Scout Promise Concept work
- E. Promises and Laws for further testing
- F. National Survey Questions
- G. National survey respondents – additional data
- H. Word Cloud
- I. Aim, Mission, Purpose Analysis
- J. Scouting Principle: Duty to Others - Survey data split by respondent type.
- K. Scouting Principle: Duty to Self – Survey data split by respondent type
- L. Vision Statements – a few ideas
- M. Promises around the World
- N. Guides Australia Promise and Law
- O. Scouting Ireland Laws

APPENDIX A

Project Brief – Team 3-1 Fundamentals

3. CREATING ONE PROGRAM

Developing a detailed continuum of the core components that cover all sections, creating both our identity and the concept of 'one program'.

3-1. What should be the fundamentals (purpose, principles, Mission, Aim, Method, Promise & Law) of Scouting in 21 st Century Australia?	
RESEARCH QUESTIONS:	
<ul style="list-style-type: none"> • Define what our purpose is, in modern Australia. Check this against our stated Aim and Principles. • What are the World Constitution requirements regarding the fundamentals (purpose, principles, method, aim, Promise & Law) of Scouting? Are they applicable to Australian society? • What should 'Duty to God, Duty to Self and Duty to Others' mean in modern Australian Scouting? • Are the stated fundamentals in P&R suitable for modern Australian Scouting? 	
HOW:	
<ul style="list-style-type: none"> • Using the work from Stage 1 and Stage 2 of the Review as a guide (in particular 1.4/1.5). • Researching and clarifying WOSM guidelines, constitution, and other supporting documentation • Working with key psychologists and other leaders in the field of youth development • Using input received by the YPR direct from members through communication channels • Investigating the fundamentals of like NSOs • Testing recommendations with the Scouting and wider community, seeking feedback and amending as required • Collaborate with the Spiritual Development and Duty To God (3-2) and Scout Method (3-4) groups and incorporate work into final recommendations 	
DELIVERABLES:	
<ul style="list-style-type: none"> • <i>Final recommendations on the fundamentals of Scouting (develop new versions as appropriate). Present in a format that can be read by both adults and youth members, can be easily transferred to publications, highlights the developmental stages and is linked to key research to justify recommendations.</i> • <i>Documentation should have enough detail and supporting documents that ensures all recommendations are accepted as documented and can be the foundation for all other YPR teams to know why we do what we do.</i> • <i>Using the recommendations of YPR Stage 1.5, create a scope and sequence of understanding of the Scout Promise and Law across the age range, including links to developmental milestones and appropriate research to support recommendations.</i> • <i>Recommendations for changes to P&R, if any.</i> 	
WHO: VIC Branch	
TEAM LEADER: Emma Watson	TEAM MENTOR: Karl Herring
WHEN: June 2014 – February 2015	

APPENDIX B

What is the Aim of Scouting?

The Aim of The Scout Association of Australia is to encourage the physical, intellectual, emotional, social and spiritual development of young people so that they take a constructive place in society as responsible citizen, and as members of their local, national and international communities.

P&R 2013

The Aim of **Scouting** is to encourage the physical, intellectual, emotional, social, spiritual **and character** development of young people so that they take a constructive place in society **as responsible citizens**, as a member of their local, national and international community.

National website

Its fundamental Aim, which is still as relevant today as when first outlined, is to encourage **and promote** the physical, intellectual, emotional, social and spiritual development of young people so that they take a constructive place in society as responsible citizens **and as members** in their local, national and international communities.

QLD website

The aim of **Scouting** is to encourage the physical, intellectual, social, and spiritual development of young people so they **may play** a constructive **role** in society as responsible citizens and as members of their local, ~~national~~ and international communities. **This Aim is achieved through a strong and active program that inspires young people to do their best and to always be prepared.**

NSW & Vic websites

The Aim of the ~~Scout~~ Association ~~of Australia~~ is to encourage the **Physical, Intellectual, Emotional, Social and Spiritual** development of young people so that they **may** take a constructive place in society as responsible citizen, and as members of their local, national and international communities.

Fundamentals of Scouting and LoA Role: the same module features an earlier download with the Aim correct, but would leave trainees to wonder which one to believe.

The aim of the **Scouting** is to encourage the spiritual, physical, intellectual, emotional, social **and character** development of young people **to enable them to become resilient, self- confident and take a constructive place in society as** responsible citizens.

This is achieved through an active, adventure based program, which develops initiative, teamwork and leadership skills so young Australians can attain their full potential, both as individuals and members of their local, national and international communities.

Big Day Scout website, Vic

Where is the Aim on our websites?

- National: 2 levels of menu, 1 click, has heading
- ACT: can't find
- NSW: 2 levels of menu, 1 click, buried in paragraph
- NT: can't find
- QLD: 1 level of menu, 1 click, buried in paragraph
- SA: 3 levels of menu, 3 clicks, has heading
- Tas: 2 levels of menu, 1 click, has heading, but confusingly appears on "Mission" page
- Vic: 2 levels of menu, 1 click, buried in paragraph
- WA: 1 level of menu, 1 click, has heading

Legend

Orange – text has been altered

Red – text has been omitted

Blue – text has been added

Underline – grammatical error, as it appears on the website

APPENDIX C

Leader of Adult Focus Group

Background:

Representatives from Stage 3 Youth Program Review teams were invited to facilitate the Fundamentals session at an Advanced Leader of Adults training course, held at Heathmont Scout Hall on Saturday 24th August 2014. This session was scheduled to run for approximately 1.5hrs, between morning tea and lunch, and was centred around open discussion of the topic of the Fundamentals of Scouting.

Guiding Questions (from 3-1)

- What are the Movement values?
- Are there aspects of the Promise that need to change?
- Are there suggestions/preferences for alternatives?
- Are there aspects of the Law that need to change?
- What format should the Law take?
- What should be the length of the Law?

The Scout Promise Concept work –
Providing an alternative for 21st Century Australian Scouting

E. Prince, September 2014

Concept 1: Duty to God/Spirituality

To search for the spiritual value in my life
To explore my faith
With faith in God I will do my best
To love my God
To search for the meaning of my life
With the help of my God to be true to myself
To serve God
Being true to your beliefs
To do my duty to God
To be true to myself and my beliefs
To explore and develop my spiritual beliefs
To explore and develop my beliefs

Concept 2: Duty to Country

To do my duty to the Queen of Australia
To do my duty to Australia
To respect Australia, my country
My country and its people
To be involved in the community where I live
To do my best to help my country
And my country
And Australia
To respect our land, Australia
To acknowledge my country
To help everyone wherever I can
My country and the world
To serve the Queen and my country
Be responsible for my community

Concept 3: Duty to Others

Help other people
Be helpful
Help others on any occasion
Help others and be involved in my community
Serve others
To serve my community
Contribute to my community
Assist others
Assist my community
Minister to others
Minister to my community
Make use of the opportunities to serve others
Appreciate the opportunities to serve others

Concept 4: Duty to Self

I will do my best
Be true to myself
Do my duty to myself
Strive for personal growth
Better myself
Embrace opportunities to better myself
Embrace opportunities for personal growth
Embrace opportunities for self-education
Improve myself

Concept 5: Scout Law

Carry out the spirit of the Scout Law
Live by the Scout Law
Obey the Scout Law
Be true to the Scout Law
Respect the Scout Law
Uphold the Scout Law
Live by the Scout Law
Live my life according to the Scout Law
Abide by the Scout Law
Apply the Scout Law in everyday life
Apply the Scout Law to my life
Apply the Scout Law in my daily activities
Live by the spirit of the Scout Law
Uphold the principles of the Scout Law
Be true to the spirit of the Scout Law
Live by the principles of the Scout Law
Uphold the spirit of the Scout Law
Be true to the principles of the Scout Law
Conduct myself according to the Scout Law
Behave in the spirit of the Scout Law
Behave according to the Scout Law
Use the Scout Law principles in daily life
Conduct myself in a manner consistent with the Scout Law
Behave in a manner consistent with the Scout Law

Promises and Laws for further testing

Promises

On my honour

I promise to do my best

To be true to my spiritual beliefs

To contribute to my community, my country and the world,

To help other people

And to live by the Scout Law.

On my honour

I promise to do my best

Be true to my beliefs

Help my community

And to live by the Scout Law

On my honour

I promise to do my best

To be true to my spiritual beliefs

To help my community, my country and the world

And to live by the Scout Law

Laws

A scout is friendly and accepting

A scout exercises honesty, fairness and loyalty

A scout treats others and the environment with care and respect

A scout is resourceful and responsible in their duties

A scout is honest

A scout is trustworthy

A scout is responsible

A scout is considerate

A scout is loyal

A scout is caring

A scout is friendly

A scout is tolerant

A scout is fair

A scout is respectful to themselves, community and environment

National Survey Questions:

- **In your own words, what should the Aim of Scouting in Australia be?**
- **Please rate the following words; indicating which best represents the fundamental Scouting principle of 'Duty to Others' for you.**
- **Please rate the following words; indicating which best represents the fundamental Scouting principle of 'Duty to Self' for you.**

At present there are five Promises in use by Scouts Australia. These are the Joey Promise and the two versions of the Cub Promise and Scout Promise (depending on whether the member expresses a duty to the Queen of Australia or Australia). All members of Scouts Australia, other than Joey and Cub Scouts, make the Scout Promise. At this time we are exploring alternatives to the current Promise situation on the premise that there is only one Promise within each individual Section.

- **What is your most preferred option?**

For the next four questions we are considering potential alternatives to the current Promise. For each element of the Promise we are looking at both the action and the principle that make up the complete phrase. For example, in the current Promise the action of the third line is "to do my duty to" and the principle is "my God" which becomes the phrase "to do my duty to my God" in the full Promise. Using this framework, we have a few examples of what the new phrasing in the promise could be, and would like your help in choosing the best option.

Please order your most preferred combinations of action and principle, keeping in mind that we are attempting to create one Promise that is understood by youth and adults alike using language that is both meaningful and contemporary. Options will be displayed in a random order.

Please note: Simplified Promises may be created for younger sections, but the wording you select should be understood by and meaningful for current Scout Section (11 - 14 year old) members.

- **How should the fundamental Scouting principle of 'Duty to ...' be phrased in the Australian Scout Promise?**

At present there are three sets of Laws in use by Scouts Australia. These are the Joey, Cub and Scout Laws. Venturers, Rovers and Adult members all use the Scout Law. However, given the developmental differences between sections it may be necessary to have a simplified Law for younger sections.

- **What is your most preferred option?**
- **Please rate these concepts based on your thoughts regarding their inclusion/importance in the Scout Law.**
- **How many concepts do you think should be included in the Scout Law?**

APPENDIX G

LOCATION OF ORIGIN

The greatest respondent location of origin in this survey was Victoria (36.6%). The remainder of respondents were distributed amongst the other states and mainland territories roughly in proportion with the general population distribution of Australia (see Appendix F).

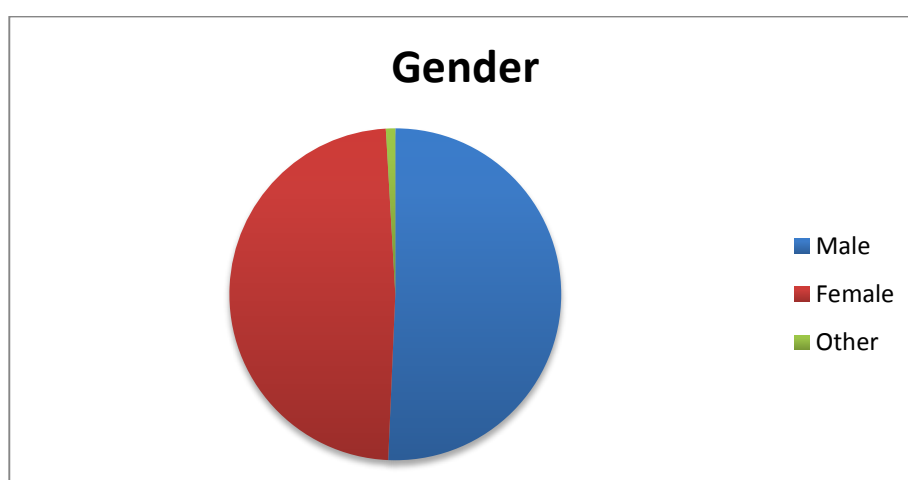
74% (640) of respondents described their living location as 'City' while 25% (222) described their location as 'Country'.

Table 1: Location of origin of survey respondents (925 respondents)

Location of origin	Count	%
Australian Capital Territory	55	5.94%
New South Wales	154	16.64%
Northern Territory	8	0.86%
Queensland	139	15.03%
South Australia	121	13.09%
Tasmania	49	5.30%
Victoria	339	36.64%
Western Australia	34	3.69%
International	3	0.32%
I am not a current member of Scouting, nor am I a parent of a current member	23	2.49%
Total	925	100.00%

GENDER

A slight majority (51%) of survey respondents were male; 48% (424) were female and the remainder described their gender as 'Other'.



Graph 1: Gender distribution

ROLE IN SCOUTING

The majority of respondents were adults (88%) – including Rover Scouts – who also had a Leader appointment (55%). 33% of respondents were parents of a youth member who is currently in Scouting. Joeys and Cubs were advised to complete the survey with a parent.

Scouting role	Count	%
Joey Scout	4	0.46%
Cub Scout	8	0.91%
Scout	21	2.41%
Venturer Scout	76	8.72%
Rover Scout only	105	12.06%
Rover Scout & Leader	75	8.61%
Leader of Youth only	156	17.91%
Leader of Youth & Parent	143	16.42%
Leader of Adults only	60	6.89%
Leader of Adults & Parent	43	4.94%
Scout Fellowship member only	6	0.69%
Scout Fellowship member & Parent	6	0.69%
Parent only	64	7.35%
Parent & Non-uniformed Adult Support Member (e.g. Group Committee, Adult Helper)	77	8.84%
Non-uniformed Adult Support Member (e.g. Group Committee, Adult Helper)	27	3.10%
Total	871	100.00%

Table 2: Scouting role of survey respondents (871 respondents)

	Rovers/ Leaders of Youth	Leaders of Adult	Parents/Non Uniformed Members	Scouts and Venturers	Total Support
One Promise across all sections	28.6%	24.7%	43.9%	34.8%	31.7%
Two Promises: Joeys and Cubs)(Scouts,Venturers, Rovers and Adults	22.2%	17.3%	31.6%	24.2%	23.5%
Two Promises:(Joeys) (Cubs,Scouts,Venturers,Rovers and Adults)	10.4%	16.0%	2.6%	9.1%	9.5%
Three Promises:(Joeys) (Cubs) (Scouts, Venturers,Rovers and Adults)	29.5%	34.6%	16.7%	21.2%	26.8%

Table 3: Preferences for number of Promises by role in Scouting

Word Cloud

Promote Exciting Members of Society Global
Citizens Kids Regardless of
Race Educate Improve Fun Rounded
Individuals Develop
Youth Future Young People Outdoor
Activities Skills Physically and
Mentally Community Explore Life Encourage
Personal Growth Adults Citizenship Aim of
Scouting Better Members Children Better Place Strong

APPENDIX I

Aim, Mission, Purpose Analysis

Similarities:

Purpose (from WOSM):

The purpose of the Scout Movement is to contribute to the development of young people in achieving their full physical, intellectual, emotional, social and spiritual potential as individuals, as responsible citizens, and as members of their local, national and international communities.

Mission (from WOSM):

The Mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society.

Aim:

The Aim of Scouts Australia is to encourage the physical, intellectual, emotional, social and spiritual development of young people, so that they can take a constructive place in society as responsible citizens and as members of their local, national and international communities.

Differences:

- Purpose mentions the term ‘potential’ and ‘Scout Movement’
- Mission mentions the terms ‘education’, ‘value system’, ‘Scout Promise and Law’, ‘better world’, ‘self-fulfilled’ and ‘Scouting’
- Aim mentions the terms ‘encourage’ and ‘Scouts Australia’

Other Sources:

- Breakdown of the mission <<http://www.venturers.sa.scouts.com.au/pages/739406>>



- Annual reports use the aim <<http://www.scoutsqld.com.au/Content/Attachment/Annual%20Report%202012-13.pdf>>
- S.P.I.C.E.S is mentioned in a section known as ‘Scout Program for the Development of Youth’ <<http://www.parliament.vic.gov.au/images/stories/committees/etc/92scoutssustralia300709.pdf>>

APPENDIX J

Scouting Principle: Duty to Others - Survey data split by respondent type.

Rovers/Leaders of Youth

Answer Options	Doesn't represent it for me	Kind of represents it for me	Represents it for me	Rating Average	Response Count
Help/helping	3	49	273	2.83	325
Service	6	45	271	2.82	322
Community	4	53	268	2.81	325
Respect/respectful	10	59	254	2.76	323
Giving back	11	59	252	2.75	322
Community spirit	7	76	240	2.72	323
Caring	13	69	239	2.70	321
Co-operation	11	83	229	2.67	323
Assistance	8	93	223	2.66	324
Friendship	18	74	231	2.66	323
Volunteerism	24	83	214	2.59	321
Humanity	29	74	215	2.58	318
Involvement	25	86	213	2.58	324
Citizen/citizenship	27	84	210	2.57	321
Understanding	21	106	195	2.54	322
Empathetic	26	99	196	2.53	321
Integrity	28	97	198	2.53	323
Family	25	103	191	2.52	319
People	31	95	195	2.51	321
Preserving resources and environment for the future	39	102	181	2.44	322
Peace	38	124	160	2.38	322
Harmony	44	117	163	2.37	324
Dignity	50	112	158	2.34	320
Local	48	118	154	2.33	320
Development	54	111	152	2.31	317
Global	66	117	135	2.22	318
International	61	137	122	2.19	320
Natural World	75	111	134	2.18	320
Nice	86	122	111	2.08	319
National	84	124	110	2.08	318
Recognition	89	130	98	2.03	317

Leaders of Adults

Answer Options	Doesn't represent it for me	Kind of represents it for me	Represents it for me	Rating Average	Response Count
Community	1	4	72	2.92	77
Service	2	8	66	2.84	76
Respect/respectful	1	10	63	2.84	74
Community spirit	1	11	65	2.83	77
Help/helping	1	11	65	2.83	77
Caring	1	15	60	2.78	76
Involvement	2	17	58	2.73	77
Friendship	4	15	57	2.70	76
Volunteerism	7	10	61	2.69	78
Giving back	5	14	58	2.69	77
Assistance	3	19	54	2.67	76
Citizen/citizenship	4	18	55	2.66	77
Humanity	5	16	55	2.66	76
Co-operation	3	21	53	2.65	77
Integrity	9	11	54	2.61	74
Understanding	6	19	52	2.60	77
People	6	20	49	2.57	75
Dignity	8	18	51	2.56	77
Peace	6	24	46	2.53	76
Preserving resources and environment for the future	11	19	47	2.47	77
Harmony	6	28	42	2.47	76
Empathetic	10	22	45	2.45	77
Family	11	22	44	2.43	77
Local	14	27	35	2.28	76
Development	13	30	33	2.26	76
International	14	30	31	2.23	75
Global	18	26	31	2.17	75
National	18	31	27	2.12	76
Natural World	24	21	32	2.10	77
Recognition	22	27	26	2.05	75
Nice	23	30	21	1.97	74

Parents

Answer Options	Doesn't represent it for me	Kind of represents it for me	Represents it for me	Rating Average	Response Count
Community	1	5	100	2.93	106
Help/helping	1	13	92	2.86	106
Respect/respectful	1	14	90	2.85	105
Community spirit	1	15	89	2.84	105
Involvement	2	17	86	2.80	105
Co-operation	4	14	86	2.79	104
Giving back	2	19	84	2.78	105
Caring	3	20	82	2.75	105
Volunteerism	2	24	78	2.73	104
Integrity	4	21	77	2.72	102
Friendship	4	23	76	2.70	103
Assistance	5	23	76	2.68	104
Preserving resources and environment for the future	6	22	76	2.67	104
Service	9	20	75	2.63	104
Humanity	8	22	74	2.63	104
Understanding	5	28	70	2.63	103
Empathetic	10	22	70	2.59	102
Family	6	30	66	2.59	102
People	12	21	70	2.56	103
Dignity	6	32	62	2.56	100
Peace	11	32	60	2.48	103
Development	12	32	59	2.46	103
Harmony	13	32	57	2.43	102
Citizen/citizenship	20	20	64	2.42	104
Local	16	31	57	2.39	104
Natural World	18	28	56	2.37	102
Global	19	33	50	2.30	102
Recognition	17	44	42	2.24	103
International	20	38	43	2.23	101
National	29	34	39	2.10	102
Nice	35	40	28	1.93	103

Scouts and Venturers

Answer Options	Doesn't describe it for me	Kind of describes it for me	Describes it for me	Rating Average	Response Count
Help/helping	0	12	58	2.83	70
Caring	0	12	57	2.83	69
Service	0	12	57	2.83	69
Friendship	0	14	54	2.79	68
Community	1	15	53	2.75	69
Assistance	0	17	52	2.75	69
Giving back	0	18	52	2.74	70
Respect/respectful	1	16	52	2.74	69
Volunteerism	0	21	49	2.70	70
Co-operation	1	23	46	2.64	70
Involvement	4	19	45	2.60	68
Citizen/citizenship	3	23	43	2.58	69
Community spirit	4	23	42	2.55	69
Understanding	4	23	42	2.55	69
Humanity	6	20	44	2.54	70
Nice	6	21	42	2.52	69
People	4	25	40	2.52	69
Preserving resources and environment for the future	4	25	40	2.52	69
Peace	6	22	41	2.51	69
Family	7	22	40	2.48	69
Empathetic	4	28	37	2.48	69
Integrity	6	25	39	2.47	70
Harmony	6	25	38	2.46	69
Development	9	27	34	2.36	70
Local	8	29	32	2.35	69
Natural World	12	22	36	2.34	70
Dignity	10	25	33	2.34	68
Global	8	34	27	2.28	69
Recognition	11	29	28	2.25	68
National	14	25	30	2.23	69
International	15	27	27	2.17	69

Scouting Principle: Duty to Self - Survey data split by respondent type.

Rovers and Leaders of Youth

Answer Options	Doesn't represent it for me	Kind of represents it for me	Represents it for me	Rating Average	Response Count
Values	9	37	276	2.83	322
Respect	11	41	274	2.81	326
Morals	19	38	269	2.77	326
Wellbeing	9	74	242	2.72	325
Healthy	14	76	234	2.68	324
Mental care	19	70	236	2.67	325
Challenges	15	76	233	2.67	324
Striving	14	80	230	2.67	324
Physical care	17	80	227	2.65	324
Goals	17	88	219	2.62	324
Care	22	89	211	2.59	322
Potential	23	97	203	2.56	323
Role model	30	87	208	2.55	325
Beliefs	43	91	192	2.46	326
Belonging	35	111	179	2.44	325
Knowing limits	48	105	169	2.38	322
Presentable	58	123	143	2.26	324

Leaders of Adults

Answer Options	Doesn't represent it for me	Kind of represents it for me	Represents it for me	Rating Average	Response Count
Respect	0	6	68	2.92	74
Values	3	7	68	2.83	78
Healthy	0	19	58	2.75	77
Morals	3	14	61	2.74	78
Wellbeing	3	16	57	2.71	76
Potential	3	16	56	2.71	75
Physical care	1	22	55	2.69	78
Goals	4	17	56	2.68	77
Challenges	3	22	51	2.63	76
Striving	3	22	51	2.63	76
Beliefs	5	19	52	2.62	76
Role model	7	19	51	2.57	77
Care	6	21	49	2.57	76
Mental care	5	24	48	2.56	77
Belonging	7	24	44	2.49	75
Knowing limits	8	26	41	2.44	75
Presentable	10	26	38	2.38	74

Parents

Answer Options	Doesn't represent it for me	Kind of represents it for me	Represents it for me	Rating Average	Response Count
Respect	0	8	95	2.92	103
Values	2	11	91	2.86	104
Morals	3	14	88	2.81	105
Wellbeing	3	16	85	2.79	104
Goals	2	18	83	2.79	103
Healthy	1	21	82	2.78	104
Challenges	5	15	84	2.76	104
Role model	2	21	80	2.76	103
Physical care	4	22	77	2.71	103
Potential	3	24	75	2.71	102
Striving	5	22	76	2.69	103
Care	3	30	71	2.65	104
Belonging	6	27	68	2.61	101
Knowing limits	5	30	68	2.61	103
Mental care	9	26	68	2.57	103
Presentable	11	40	52	2.40	103
Beliefs	15	35	53	2.37	103

Scouts and Venturers

Answer Options	Doesn't describe it for me	Kind of describes it for me	Describes it for me	Rating Average	Response Count
Respect	3	10	54	2.76	67
Wellbeing	0	16	51	2.76	67
Morals	1	15	52	2.75	68
Values	2	14	50	2.73	66
Healthy	2	15	50	2.72	67
Goals	3	14	50	2.70	67
Challenges	3	15	50	2.69	68
Care	2	20	45	2.64	67
Belonging	4	17	46	2.63	67
Physical care	2	23	42	2.60	67
Role model	5	18	44	2.58	67
Mental care	2	24	41	2.58	67
Potential	2	25	41	2.57	68
Striving	5	21	42	2.54	68
Knowing limits	2	31	34	2.48	67
Beliefs	9	19	39	2.45	67
Presentable	11	26	30	2.28	67

APPENDIX L

Vision Statements - a few ideas (1/12/2014)

1)

Engage all young Australians in a journey of challenging activities and adventure based on the scout promise and law, fulfilling their self- development as individuals, team members and leaders of tomorrow's community.

2)

To offer all young people the opportunity to participate in a journey of fun, education and adventurous challenges whilst living by the Scout promise and law, becoming responsible community minded people.

3)

Fun, challenging and educational activities for all Australian youth, guided by the Scout Promise and Law, allowing them to become future leaders and responsible members of their community.

4)

To become the leading youth organisation in Australia, allowing self- development through fun, education, leadership and challenging activities, leading all youth to become resourceful members in an ever changing community.

Workshopped statement (8/12/14)

To be the premier youth organisation in Australia, allowing self-development through leadership and adventurous opportunities, where youth are mentored to become resourceful and community-minded members in an ever-changing society.

Additional suggestion (14/12/14)

We want to transform the Australia of tomorrow by preparing (educating) the youth of today so that they may lead equipped with the skills, knowledge and capacity for the world in which they will live. We do this through a program of learning in doing that sees young people lead others supported by adults.

APPENDIX M

Promises around the World

(Extracts from a summary document prepared by T. Pitfield for YPR Team 3-1)

The form of the promise has varied slightly from country to country and over time, but must fulfil the requirements of the World Organisation of the Scout Movement (WOSM) to qualify a National Scout Organisation for membership.

Together with clarifying its Scout Law, the Constitution of WOSM states:

Article II, paragraph 2: "Adherence to a Promise and Law"

All members of the Scout Movement are required to adhere to a Scout Promise and Law reflecting, in language appropriate to the culture and civilization of each National Scout Organisation and approved by the World Organisation, the principles of Duty to God, Duty to others and Duty to self, and inspired by the Promise and Law conceived by the Founder of the Scout Movement in the following terms:

The Scout Promise

On my honour I promise that I will do my best—
To do my duty to God and the King (or to God and my Country)
To help other people at all times and
To obey the Scout Law.

In order to accommodate many different religions within Scouting, "God" may refer to a higher power, and is not specifically restricted to the God of the monotheistic religions.

The WOSM Constitution explains "Duty to God" as "Adherence to spiritual principles, loyalty to the religion that expresses them and acceptance of the duties resulting therefrom."

The World Association of Girl Guides and Girl Scouts (WAGGGS), which is a sister organisation to WOSM, has the very same wording in their constitution (Part I, Article 2: Original Promise), and follows similar policies.

ALTERNATIVE PROMISES

Although the Constitution of WOSM states that the Promise should include a reference to Duty to *God*, Lord Baden-Powell approved the use of promises with reference to a *higher ideal*, *higher truth*, an optional reference to God, or without a reference to God, for Belgium, Czechoslovakia, France, Luxembourg, the Netherlands, and Finland.

Three of these countries still offer this alternative promise (France, the Netherlands and Czech Republic). WOSM stated in 1932 that no new exceptions would be made and expressed the hope that the few remaining countries would stop using a promise without any reference to Duty to God.

The Israeli Scouts, though founded in 1919/1920, and joining WOSM in 1951 and WAGGGS in 1963, also have no 'duty to God' or apparent equivalent in their promise.

In 1969, the Eclaireuses et Eclaireurs israélites de France decided to discontinue using the reference to *God* due to its inconsistency with religious beliefs and practices from a Jewish perspective. Use of the word *God (Dieu)*, derived from *Zeus*, can be seen as an inappropriate pagan reference in Jewish texts or education.

SCOUTS AUSTRALIA

Joeys

I promise to do my best
To love my God
And be helpful

Cubs

On my honour
I promise that I will do my best
To do my duty to my God, and
To (the Queen of) Australia
To help other people, and
To live by the Cub Scout Law

Scouts, Venturers and Rovers

On my honour
I promise that I will do my best
To do my duty to my God, and
To (the Queen of) Australia
To help other people, and
To the live by the Scout Law

- The reference to the Queen can be omitted at the option of the individual

GUIDES AUSTRALIA

I promise that I will do my best
To be true to myself and develop my beliefs
To serve my community and Australia
And live by the Guide Law.

It was originally:

I promise that I will do my best to do my duty to God To serve my Queen and my country To help other people
and to keep the Guide Law

(It was changed mid 2012)

BANGLADESH

BANGLADESH SCOUTS

On my honour I promise that, I will do my best to do my duty
To God and my country,
To help other people at all times and
To obey the Scout law.

BELGIUM

FOS OPEN SCOUTING

I promise, on my honour, to try:
 To be loyal to a higher ideal, our group and democracy
 To obey the guides/Scouts law
 To help where possible

EUROPASCOUTS EN GIDSEN — BELGIË

I promise, on my word of honour,
 With Gods mercy and to best capacity,
 To serve God, Church, King, country and Europe,
 To help my fellow man in all circumstances,
 To obey the Scouts law.

SCOUTS EN GIDSEN VLAANDEREN

I am a Scout/Guide, among Scouts and Guides in the world
 So I hope for something more than what I see.
 I hope that what I do is not for nothing,
 I believe that what we do has meaning,
 I promise that it is not momentarily.

BRAZIL

FEDERAÇÃO DE BANDEIRANTES DO BRASIL

I promise, under my word of honour, to do my best to:
 Be loyal to God and my country,
 Help other at any occasion and
 Obey the Guiding Law.

CANADA

SCOUTS CANADA

On my honour
 I promise that I will do my best
 To do my duty to God and the Queen
 To help other people at all times,
 And to carry out the spirit of the Scout Law.

GIRL GUIDES OF CANADA

I promise to do my best,
 To be true to myself, my beliefs and Canada.
 I will take action for a better world
 And respect the Guiding Law

BADEN-POWELL SERVICE ASSOCIATION

The promise as made by all members of B-PSA Federation of Canada over the age of 11 years is as follows:

On my honor I promise that I will do my best -
 To do my duty to God and my country
 To help other people at all times,
 To obey the Scout Law^[12]

The more secular Baden-Powell Service Association US uses this same promise, but allows its Scouts to substitute the words "to my conscience" in place of the words "to God."

DENMARK

DE GULE SPEIJDERE I DANMARK

On my honor I promise to do my best
 To be faithful to my country,
 Be helpful at all times
 And to keep the Scout Law.

INDIA

THE BHARAT SCOUTS AND GUIDES

"On my honour, I promise that I will do my best
 To do my duty to God* and my country,
 To help other people and
 To obey the Scout/Guide Law"

*The word "Dharma" may be substituted for the word "God", if so desired.

IRELAND

SCOUTING IRELAND

(The promise can be taken through English, the Irish version is not a direct translation, for reasons of flow.)

Scouts

On my honour I promise that I will do my best
 To do my duty to God
 To serve my community
 To help other people and to live by the Scout Law.

Beaver Scouts

I promise to do my best;
 To be a good Beaver Scout,
 To love God, and to love one another.

Cub Scouts

On my honour I promise that I will do my best,
 to do my duty to God*,
 to serve my community**,

to help other people and
to live by the Cub Scout Law.

Venture Scouts

On my honour I promise that I will do my best,
To do my duty to God*,
To develop my talents,
To serve my community**,
To help other people and to live by the Venture Scout Law.

Rover Scouts

On my honour I promise that I will
do my best,
to do my duty to God*,
to serve my community**,
to help other people and
to live by the Rover Scout Law.

Scouters

On my honour I promise that I will do my best,
To do my duty to God,*
To serve my community,**
To help other people and to live by the Scout Law,
And by thought, word and deed, to be a positive influence to young people in Scouting.

*The reference to God, in the Scouting Ireland promises, can be replaced by "to further my understanding and acceptance of a Spiritual Reality"

**The term "community" refers to Gasóga na hÉireann as an all-Ireland body existing in two jurisdictions.

APPENDIX N

Guides Australia Promise and Law**THE GUIDE PROMISE**

I promise that I will do my best
To be true to myself and develop my beliefs
To serve my community and Australia
And live by the Guide Law

THE GUIDE LAW

As a Guide I will strive to:

- Respect myself and others
- Be considerate, honest and trustworthy
- Be friendly to others
- Make choices for a better world
- Use my time and abilities wisely
- Be thoughtful and optimistic
- Live with courage and strength

Taken from Guides Victoria website:

<http://www.guidesvic.org.au/GG/GirlsAndParents/GuidePromiseLaw/GG/GirlsAndParents/GuidePromiseLaw.aspx?hkey=51b24d44-2216-462c-9421-7f61e894eed>

APPENDIX O

Ireland's Scout Law

Beaver Scouts are friendly,
they always say Hello, Please and Thank You!
Beaver Scouts are kind,
they work hard and help their family and friends.

Cub Scouts...
are friendly
are kind
are honest, they always tell the truth.
can be trusted, they always keep their word.

Scouts...
are friendly
are kind
are honest
can be trusted,
are respectful, they care for themselves and for others.
Scouts are brave, they stand up for right and good.

Venture Scouts...
are friendly
are kind
are honest
can be trusted,
are respectful,
are brave,
are loyal, they support their family, friends and others.

Rover Scouts...
are friendly
are kind
are honest
can be trusted,
are respectful,
are brave,
are loyal,
seek out justice for all, they strive to make the World a
better place.

Source: Scouting Ireland, *The Scouters Manual*, Scouting Ireland, Dublin, 2010



Scout Law and Promise

Introduction

Since the publication of *Scouting for Boys* in 1908, all Scouts and Guides around the world have taken a Scout Promise or oath to live up to ideals of the movement, and subscribed to a Scout Law. The wording of the Promise and Law have varied slightly over time and from Scouting organisation to Scouting organisation.

History

When writing *Scouting for Boys*, General Baden-Powell drew inspiration from the work of Ernest Thompson Seton, who founded the Woodcraft Indians in 1902 and later became instrumental in spreading Scouting throughout North America. Baden-Powell also drew inspiration for the Scout Law from the Bushido code of the Japanese Samurai, laws of honor of the American Indians, the code of chivalry of European knights, and the Zulu fighters he had fought against. Like Seton, Baden-Powell chose to use a set of affirmative laws, in contrast to Old Testament-like prohibitions.

The original Scout Law appeared with the publication of *Scouting for Boys* in 1908 had nine parts.

These were written for the Scouts in the whole world, yet of course firstly focused on Scouting in the United Kingdom (including Ireland). As other groups started up Scouting organisations (often in other countries), each modified the laws, for instance 'loyal to the King' would be replaced by the equivalent text appropriate for each country.

During the years, Baden-Powell himself edited the text numerous times, notably in 1911 adding a tenth part of the law which lasted until 1966.

The Scout Law

Beaver Scouts are friendly,
they always say Hello, Please and Thank You!
Beaver Scouts are kind,
they work hard and help their family and friends.

Cub Scouts...
are friendly
are kind
are honest, they always tell the truth.
can be trusted, they always keep their word.



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Scouts...
are friendly
are kind
are honest
can be trusted,
are respectful, they care for themselves and for others.
Scouts are brave, they stand up for right and good.

Venture Scouts...
are friendly
are kind
are honest
can be trusted,
are respectful,
are brave,
are loyal, they support their family, friends and others.

Rover Scouts...
are friendly
are kind
are honest
can be trusted,
are respectful,
are brave,
are loyal,
seek out justice for all, they strive to make the World a better place.



ADVENTURES BEGIN HERE...

