

# YOUTH LEADING, ADULT SUPPORTING

## A GUIDE FROM SCOUTS AUSTRALIA





# YOUTH LEADING, ADULT SUPPORTING IN THE SCOUTING PROGRAM

Youth Leading, Adults Supporting is one of the eight elements of the Scout Method. It summarises the different, but complementary, roles of youth and adults in how Scouting is delivered by Scouts Australia:

**SCOUTING IS A PARTNERSHIP BETWEEN YOUNG PEOPLE AND ADULTS. YOUNG PEOPLE TAKE OWNERSHIP OF THEIR DEVELOPMENT AND JOURNEY. THEY ARE SUPPORTED BY ADULTS AS THEY BECOME INCREASINGLY INVOLVED IN THE MANAGEMENT OF THEIR SCOUTING. ADULTS FACILITATE AND SUPPORT YOUNG PEOPLE TO CREATE LEARNING OPPORTUNITIES AND TOGETHER THEY TURN THESE OPPORTUNITIES INTO MEANINGFUL EXPERIENCES.**

As evidenced such, Youth Leading, Adults Supporting is about the personal development of life skills in young people. In its most basic form, it is about young people taking charge of their Scouting and being assisted by adults. Young people are in the driver's seat, making developmentally-appropriate decisions about what they want in their Scouting, and learning life skills as they interact with other youth members and adults.



Youth Leading, Adults Supporting is developmentally progressive, with youth members taking on greater and more complex roles in their Scouting lives as they grow. It is tailored to the individual and their personal progression,

considering the different skills, interests and developmental stages, and challenging young people appropriately.

By being involved in a process like **Plan>Do>Review>**, young people learn the values of working

together to achieve a common goal, listening to others' opinions, achieving consensus, sharing knowledge and skills, and celebrating achievements together.

Involving our youth members in planning their program helps

youth and adults to learn to work together, and to develop skills like creative problem solving, leadership, collaboration, and communication skills. It promotes a dynamic and democratic experience in the Scout youth program. It is well documented



that in today's 21st Century world, these are exactly the sorts of skills that young people need to develop. This is **Education for Life!** Benefits of Youth Leading, Adults Supporting include

ensuring that Scouting is relevant to modern young people and delivers what they need and are interested in. Other benefits include enabling young people to learn the skills they will need to be active

participants in their communities and to lead in their future personal and professional lives. Youth Leading, Adults Supporting therefore contributes to achieving the Purpose and Mission of Scouting in

the lives of all young people involved in the program. Implementing Youth Leading, Adults Supporting also supports the Vision for Youth Involvement from the World Scout Youth Involvement Policy, which states:

**“YOUNG PEOPLE ARE EMPOWERED TO DEVELOP THEIR CAPACITIES FOR MAKING DECISIONS THAT AFFECT THEIR LIVES, AND ENGAGE IN DECISION MAKING IN THE GROUPS AND INSTITUTIONS IN WHICH THEY ARE INVOLVED, SO THAT THEY ACTIVELY CONTRIBUTE TO CREATING A BETTER WORLD.”**

There is much support for youth-led programs globally, particularly in the non-government organisation (NGO) and youth development sectors, and many available definitions. These definitions cover many age groups and some may be more

targeted specifically at adolescents than the Scouting definition, and thus reflect how Youth Leading, Adults Supporting may be implemented in the older sections. An example of this is the description of youth-led programs from the Free Child Project: “As young people

build their knowledge, skills and abilities to change the world, they should have positive, purposeful opportunities to develop and expand their commitment to positive social change. Youth-led programs are opportunities created by individuals and

organizations where youth lead planning, decision-making, facilitation, reflection and evaluation on issues that matter to them, using actions they want to use. Through youth/adult partnerships, adults can act in supportive, engaging ways.”

## **IN SUMMARY:**

**BY INVOLVING YOUNG PEOPLE IN DECISION-MAKING PROCESSES IN SCOUTING, SUPPORTED BY ADULTS, WE ARE NOT ONLY FULFILLING OUR MISSION AND RESPECTING THE SCOUT METHOD, BUT ARE ALSO SUPPORTING BOTH YOUNG PEOPLE AND ADULTS TO REACH THEIR FULL CAPACITY AND ENGAGING IN CONSTRUCTIVE DIALOGUE TO CONTRIBUTE TO THE DYNAMISM AND DEMOCRATIC CHARACTER OF THEIR ORGANIZATIONS**



# YOUTH LEADING, ADULT SUPPORTING

## HOW TO IMPLEMENT

There are many ways that Youth Leading, Adults Supporting can be exhibited in sections. In its simplest form, Youth Leading, Adults Supporting is about youth members having a voice in what they want to achieve in Scouting and the development and running of the program to achieve their personal development goals.

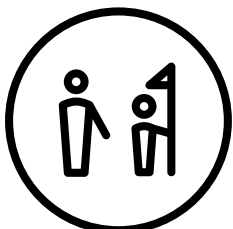
This can be seen in the planning and delivery of the program, but can extend to administration, organisational management, issues management, and any other area in which young people are interested in taking on roles and responsibilities. The leadership in this Method element is not

necessarily formal leadership positions, although they can be involved.

In the younger sections, adults will be more involved in the leadership and management of the program, however there are still opportunities for young people to exhibit and develop their leadership skills. Examples of how Youth Leading, Adults Supporting will be realised in the program are in Table 1.

A key tool to support Youth Leading, Adults Supporting is Plan > Do > Review >. By utilising this tool, young people can be involved in all steps of the organisation of their adventures, and learn

a diversity of skills for their future lives. In many Scouting activities currently, there is strong leadership from young people during the Do stage of adventures; formal leadership positions within the Patrol System are well-utilised for leadership when undertaking Scouting activities. However, in many activities, it is adults alone who decide upon, plan, organise and review the activities that young people participate in. By implementing the Youth Leading, Adults Supporting approach and its associated tools, including Plan > Do > Review >, young people will be encouraged and empowered to be involved in the full process of running the Scouting program.



# YOUTH LEADING, ADULT SUPPORTING

## THE ROLE OF YOUTH & ADULTS



### THE ROLE OF YOUTH

Either individually or in teams' young people plan their Scouting journey. They will decide the skills they want to learn along the way and determine when and how this will

happen. Collectively they have responsibility to progressively grow and develop their team, section and then group. With experience and maturity some will collaboratively

participate in the management and development of Scouting at all levels. The focus is for young people to both use and develop in all aspects of the Scout Method, thus developing

a broad range of life skills, not just leadership skills.



The focus of Youth Leading, Adults Supporting is the experiences and challenges offered to young people. Although its implementation may change the focus of the adult role from one of delivering and managing to one of supporting and facilitating, it is not about removing adults from the Scouting program. Intergenerational relationships and leadership between youth and adults facilitate important skill development in young

people about relating to and working with others, and enables the best results with a diversity of opinions and experiences involved. Adults in all sections still have important roles to play, from ensuring safety and continuity of the program, to their critical mentoring support of youth members. By involving both young people and adults, the wisdom and experience of adults can be brought to the table along with the enthusiasm and willingness to learn of young people.

In many ways, the role of adults is more important. During the lifecycle of a section when older youth members progress and a new group of youth members need to be coached and guided on how the section operates. As the newer youth members develop their knowledge, skills and experiences the role of the adult moves more to that of the mentor and supporter. This allows more time for adults to work with small teams to develop their specific or specialist skills. It means adults can build a

stronger partnership with the youth members of their section, all helping to strengthen the section life. Youth Leading, Adults Supporting ensures that the Scouting program develops active citizens with all the skills and experience required to achieve in their future personal and professional lives. It also ensures that the Scouting program is tailored to the individuals involved in it, thus encouraging retention and a focus on personal progression.

### THE ROLE OF ADULTS



# YOUTH LEADING, ADULT SUPPORTING

## HOW YOUTH LEADING, ADULTS SUPPORTING WILL BE REALISED

### JOEY SCOUTS

- Adults assist discussions with Joey Scouts through questioning to determine what the program will include
- Adults document most of ideas and plans, but ensure notes are true to the wishes of the Mob.
- Adults prepare program plans and lead the program, with Joey Scouts assisting to run games or small activities (with support).
- Adults encourage Joey Scouts to review activities. This may occur when a Joey Scout starts this (“I really liked when...”) or led by Adults (“what’s one thing you learnt tonight?”). A few pointed questions after each activity or night, asked by Adults, helps Joey Scouts to become familiar with this process.
- Adults support Joey Scouts to set and review their Personal Progression Framework goals using Plan>Do>Review>.
- Adults are responsible for the safety of all members under their care. WHS/OHS and risk assessments are paramount in ensuring the safety of every activity.

### CUB SCOUTS

- Adults guide Cub Scouts to lead key aspects of the planning and reviewing of the program
- Adults do a large amount of the documentation, preparation and delivery of the program
- Adults guide Cub Scouts to achieve success when organising activities and games themselves, encouraging them to feel supported when mistakes are made.
- Adults encourage Cub Scouts to review activities. Reviews can happen spontaneously by the Cub Scouts themselves, or be led by Adults. Reviews should be different each time – one could be considering how much fun the activity was, another about how it could be planned better next time, and another about what new skills the Cub Scout learnt, for instance.
- Adults and Sixers support Cub Scouts to set and review their Personal Progression Framework goals using Plan>Do>Review>.
- Adults are responsible for the safety of all members under their care. WHS/OHS and risk assessments are paramount in ensuring the safety of every activity.



### SCOUTS

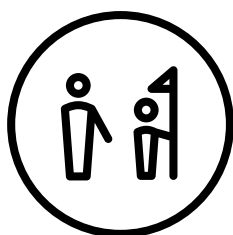
- Adults mentor Scouts through the key aspects of the planning and reviewing of the program
- Adults provide experience and knowledge to support the Scouts who prepare the programs. Adults support as much as required to ensure the plans are complete and achievable.
- Adults always guide Scouts to achieve success when organising activities themselves, encouraging them to feel supported when mistakes are made.
- Adults adapt the role they take in the Plan>Do>Review> process depending on the activity and the skill level of the youth members. They know when to step back and allow the Patrol Leader to give it a go without fearing mistakes, and when to step in to coach or guide.
- Adults ensure that the environment in which activities are conducted is safe (both emotionally and physically) for the Scouts.



# IN THE PROGRAM - THE ROLE OF THE ADULT

- Adults do not always need to be present at each activity but can provide support through remote supervision
- Adults ensure all risk assessments and other OH&S or legal aspects of the program are covered, and monitor the activity for the safety of all participants.
- Adults support Patrol Leaders to guide Scouts to set and review their Personal Progression Framework goals using Plan>Do>Review>.

Importantly, the role of Adults in the Scout section is in successfully skilling youth members to lead the Plan>Do>Review> process, and to be successful in the challenges they take on.



## VENTURER SCOUTS

- Adults in the Venturer Scout section move between the role of mentor, adviser, coach, and teacher.
- Adults support Venturer Scouts to lead the development and documentation of the program
- Adults ensure all risk assessments and other OH&S or legal aspects of the program are covered, and monitor the activity for the safety of all participants.
- Adults, who may not be Section Leaders, often take on the role of subject matter experts, to support a patrol of Venturer Scouts to Plan>Do>Review> projects and expeditions.
- Adults support Unit & Project Patrol Leaders to guide Venturer Scouts to set and review their Personal Progression Framework goals using Plan>Do>Review>.
- Adults ensure that the environment in which activities are conducted is safe (both emotionally and physically) for the Venturer Scouts.
- Adults do not always need to be present at each activity but can provide support through remote supervision

Importantly, the role of Adults in the Venturer Scout section is in successfully skilling youth members to lead the Plan>Do>Review> process, and to be successful in the challenges they take on.

## ROVER SCOUTS

- Adults in the Rover Scout section primarily play the role of an Adviser, offering their support to Rovers as required
- Adults in the Rover Scout section never take over, unless safety or wellbeing is under threat, which would normally mean taking on a coaching role with the Rover Scout leading the program at the time.
- Adults support the Crew to ensure all risk assessments and other OH&S or legal aspects of the program are considered and monitored.
- Adults, who may not be Advisers, often take on the role of subject matter experts, to support a patrol of Rover Scouts to Plan>Do>Review> projects and expeditions.
- Adults in the Rover Scout section also ensure that the wellbeing of the group and the individuals within it are maintained.



# YOUTH LEADING, ADULT SUPPORTING

## HOW YOUTH LEADING, ADULTS SUPPORTING WILL BE REALISED

### JOEY SCOUTS

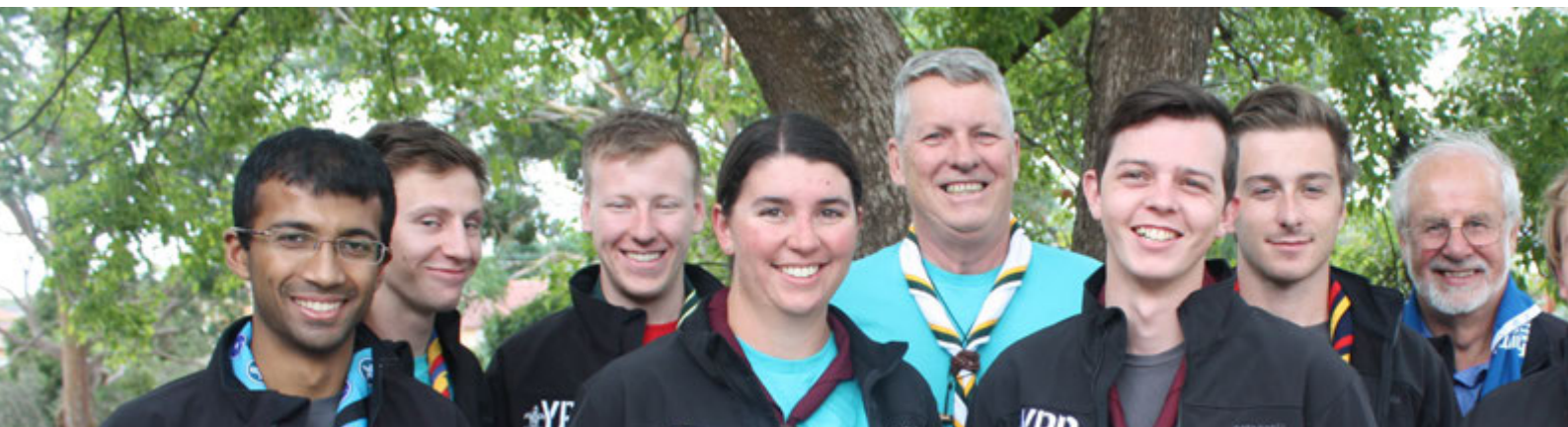
- Joey Scouts review their past programs with Adults and brainstorm ideas for the future, both of which are considered by the Adults when creating the section program.
- Joey Scouts plan some activities for themselves to run with support from an Adult. They agree upon actions that the Joey Scout will do in delivering the activity, and the Joey Scout then reviews their involvement and progress with an Adult afterwards. Other Joey Scouts assist with running the activity, for example helping to plan or perform smaller tasks to ensure its effective delivery.

### CUB SCOUTS

- Sixes review past programs with the support of Adults, and Sixers take this feedback and other ideas to Pack Council.
- Pack Council plans the Pack program, including occasional opportunities for Sixes to operate independently of the Pack (eg. split nights)
- Cub Scouts regularly lead activities for their Six or Pack, including planning and instructing others. They are assisted by other Cub Scouts and are supported by Adults.

### SCOUTS

- Patrol Leaders review past programs with their Patrols, taking this feedback, ideas for the future, and the goals and aspirations of Patrol members to Troop Council. Troop Council plans the Troop program, including many opportunities for Patrols and Project Patrols to operate independently of the Troop.
- Scouts sometimes plan and deliver a whole program, sometimes Adults do this. Most of the time, Patrol Leaders and the Adults work in partnership to deliver and review the best possible program. All (or almost all) activities in the program are assigned a Scout to lead and one or multiple Scouts to assist. Complex events may have multiple Scouts leading.
- Leading is developmental, with experienced Scouts taking on more components of an activity's organisation or leading more complex activities than inexperienced Scouts.





# IN THE PROGRAM - THE ROLE OF THE YOUTH



## VENTURER SCOUTS

- Most activities and events within the Unit program are organised by Project Patrols. These are led by Project Patrol Leaders, assisted by other Scouts and supported, where requested, by suitable Mentors, who may be other Scouts (from this or another section) or adults.
- The Unit Council runs the Unit, managing the program of the whole Unit including its Project Patrols, and approving the creation of new Project Patrols.

## ROVER SCOUTS

- Most activities and events within the Crew program are organised by Project Patrols. These are led by Project Patrol Leaders, assisted by other Scouts and supported, where requested, by suitable Mentors, who may be other Scouts or Adults.
- The Crew Executive runs the Crew, managing the program of the whole Crew including its Project Patrols, and approving the creation of new Project Patrols.

