

Scouts Australia's Sustainability Strategy

Version 1, April 2019





Scouts Australia's Sustainability Strategy

Acknowledgement of Country

We acknowledge the Traditional Owners of the country on which Scouts meet to learn, share, teach and grow. Scouts Australia pays respects to Elders past, present and emerging.



Scouts
AUSTRALIA

Version 1 (approved by NOC, in April 2019)

Last updated: 4 March 2019

Last reviewed by: Patrick McCormick

Current doc owner: Phil Harrison

Guidance notes: This document was v0.6, though became v1 when it was approved without changes by NOC. To see the tracked changes and comments that have led to this version, please see versions 0.2 and 0.5 in Dropbox.

Message from the Chief Commissioner

Recognising that everyone has a role to play in supporting the implementation of the United Nations Global Goals for Sustainable Development (the SDGs), Scouts Australia has developed this Sustainability Strategy to confirm our commitment to action.

We recognise that through our program, actions and operations, we can support sustainable development – meeting our needs now without compromising future generations' capability to meet their own needs.

Reflecting on best practice, and considering the unique context of Scouting, the Strategy outlines our sustainability impact across the environment, social and economic dimensions.

We are a leading youth development organisation in Australia, with in excess of 110 years of experience and success in developing well-rounded, active citizens through the Scout Method. Through our partnerships and global membership, we commit to driving lasting sustainability in line with the SDGs.

Scouts Australia embraces the Scouts for SDGs movement started by the World Organisation of the Scout Movement. Scouts for SDGs is the world's largest coordinated youth activation involving 50 million young people in two million local actions related to the 17 Goals and delivering an additional three billion hours of community service for the SDGs.

Through our action we demonstrate our values and commitment, and hope to inspire our local communities to join us in creating a better world.



Phil Harrison

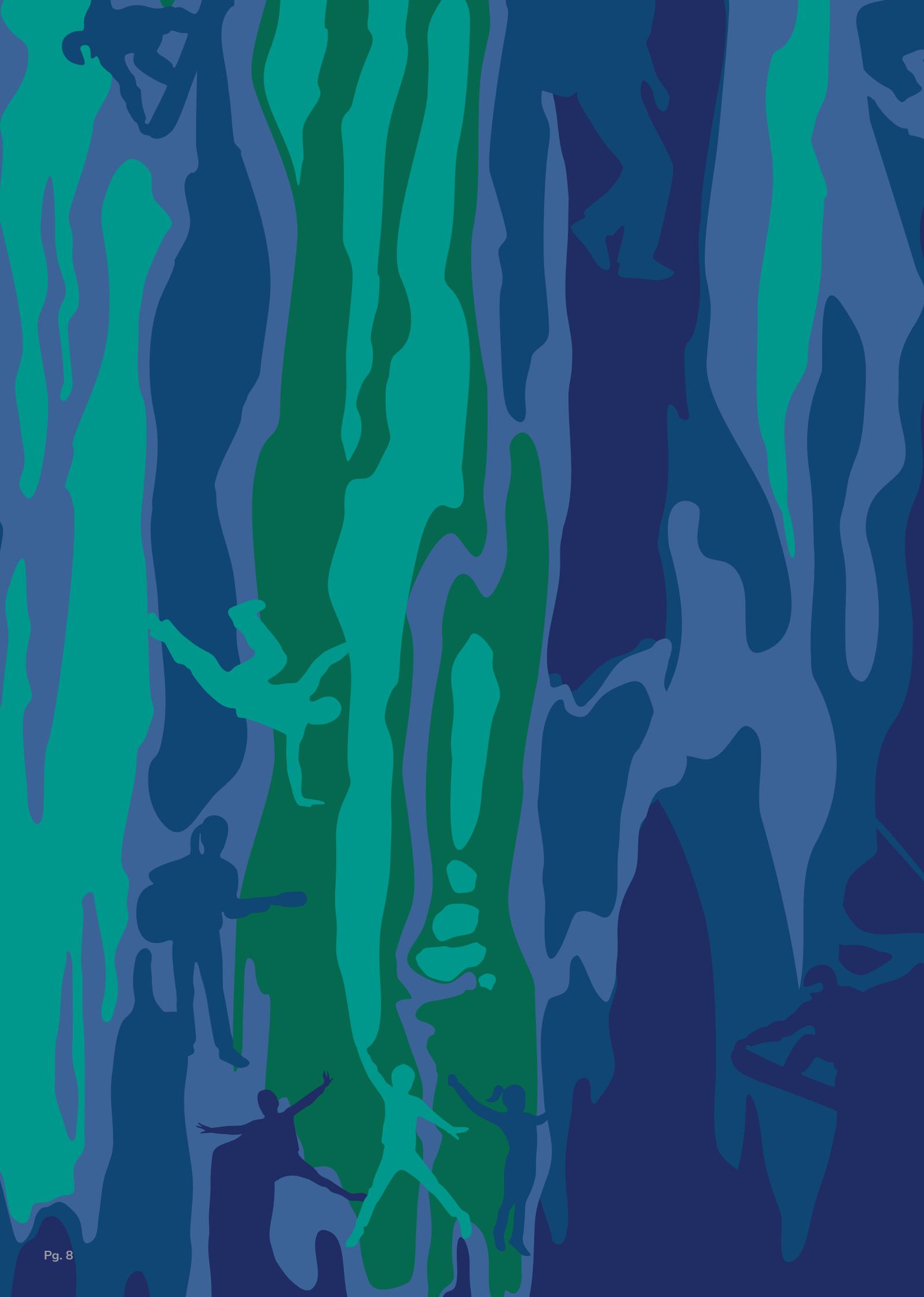
Chief Commissioner, Scouts Australia



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Sustainability and Australian Scouting

Sustainability and Australian Scouting

Background

SCOUTS for SDGs

Our founder, Lord Robert Baden-Powell (BP), did not know when he envisaged and created the Scout Movement that more than a century Global Goals for Sustainability Development (the SDGs) formed by the United Nations, would be adopted by worldwide Scouting. In 1907, the term 'sustainable' would not have been associated with nature and the environment or with health and wellbeing, gender equity, availability of education or job opportunities. The United Nations did not exist.

Despite sustainable development being a relatively new concept, many of the original principles of Scouting, as described in *Scouting for Boys* and *Rovering to Success*. Even from our foundation, scouting has encouraged its members to look for ways to help improve the community and environment around us. Open to people of all backgrounds and seeking to embrace our natural environments, scouting's earliest roots set the foundation for the ways we now embrace sustainable practices in Scouting.

It is impossible in these few short paragraphs to tell the whole history of this evolution –would require a more substantial document. The aim of this brief background is to show how the foundations were set at the beginning of Scouting, and how Scouting practices and the Youth Program have continued to be a major contributor to environmental, social and economic sustainability.

In the first version of the Scout Law, BP stated that Scouts should be “a friend to animals”. This simple rule has seen many changes since it was written. For several years in Australia, our Scout Law stated that “a Scout takes care of the environment”. In the recent Youth Program Review, the importance of Scouts spending time in nature and environment is recognised as part of the Scout Method and the Law still uses the word ‘care’ – “Care for others and the environment”.

Being respectful and caring for others is an important element of the SDGs. Examples might be reducing inequalities, gender equity and quality education. BP set the scene for this important principle of Scouting when he wrote the Law “a Scout should be a friend to all and brother to all Scouts, no matter what country, class or creed they belong”.

These are only two examples of the foundations being laid, with Scouting continuing to recognise its role in educating its members to care for their environment and be active citizens. Over the past half century, society's understanding of environmental issues has shifted to being multi-disciplinary, and that sustainable environments require the development of sustainable communities. Nature study transformed first to environmental education in the 1970s and later to sustainability education in the 1990s. Sustainability relies on economic, social and environmental sustainability.

As we sought to learn from the world wars, global efforts have been made to improve health outcomes (increased life expectancy and reduced child mortality), support economic empowerment of communities, improve literacy and education rates, and enable people of all backgrounds/identities to take an active role in civic life. Australian scouting has taken an active role in these, as have other WOSM member countries, with decades of Rover service projects supporting health, environmental and education outcomes in countries across Asia, Africa and the Asia/Pacific.

Back home, our Scout campsites offer many opportunities for Scouts to experience nature and learn about their impact on the world around them. Erapah in Queensland was purchased in 1928 as the state's leader training centre. In 1973 the campsite was set aside for “conservation field studies”, and then declared a Scout Centre for Excellence in Nature and Environment (SCENE) in 1985. The SCENEs program is a WOSM initiative that began in the mid-1980s and was reinvigorated in 2008 as part of the World Scout Environment Program (WSEP). Erapah continues to offer environmental education programs for youth and leaders as well as conserving important natural habitat.

Other Scouting Branches have also established dedicated sustainability and environmental programs at Scout properties. The Ingleside Scout Camp in the northern suburbs of Sydney was awarded the State Environment Award and was a Landcare Finalist in 2009. Their Streamwatch, tree planting, conservation and bush tucker elements together provide opportunities for Youth Members to attain the World Scout Environment Badge, the Waterwise Badge and the Landcare Badge. We hope campsites like Ingleside in New South Wales and Woodhouse in South Australia seek accreditation as a SCENE in future to highlight the opportunities they provide for our members.

Sustainability and Australian Scouting

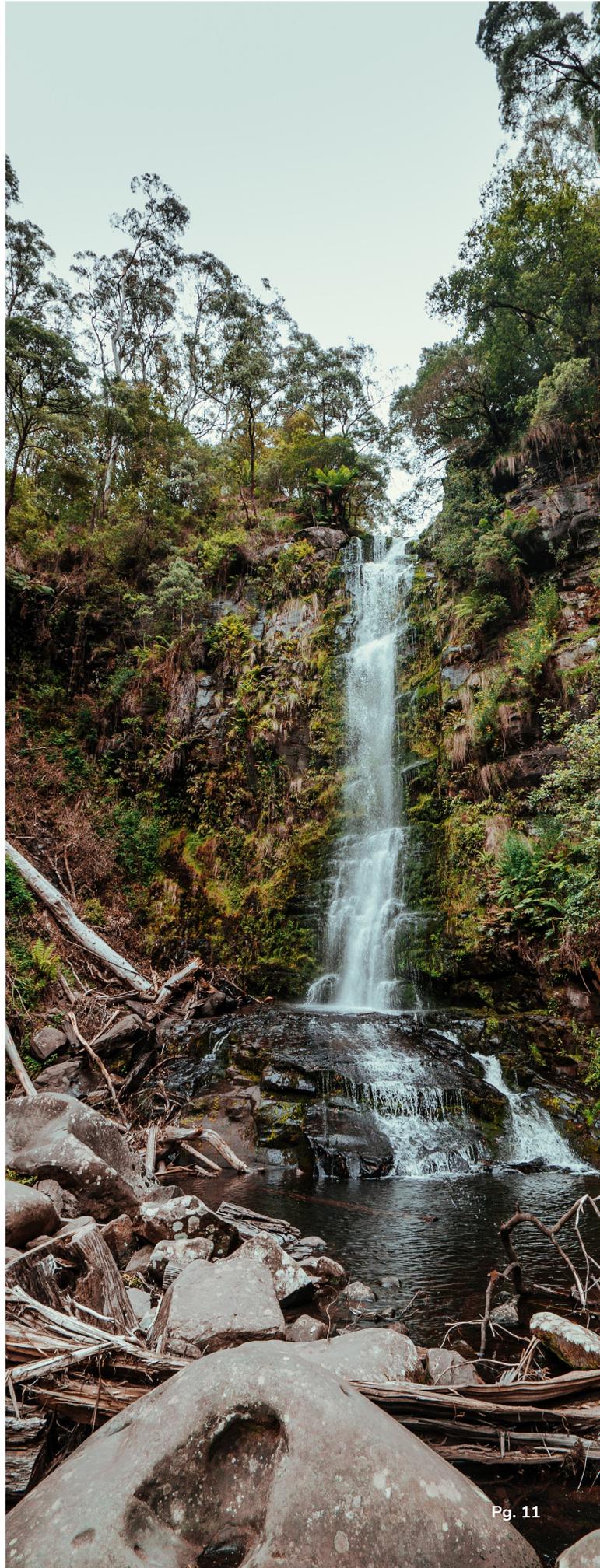
Background

Over time we have developed positions in scouting to support environment, as well as diversity & inclusion. In 1990 Victoria formed a Victorian Branch Environment team (Envirovic) and a Branch Commissioner – Environment. During 1994 funding was secured to employ an environment project officer. Projects taken on during this time included conferences for Camp Wardens, production of resources for youth and leaders, participation in scouting events to increase awareness of environmental activities and special workshop, held at Baw Baw to explore strategies for minimal impact Scouting. Alongside this a round of Asia Pacific Workshops on Environmental Education in Scouting were hosted, and there were national efforts to share our environmental practices.

Similar efforts have been underway for areas of diversity and inclusion over the past few decades. For a long time, Branches have had efforts to support scouting programs for particular religious or cultural communities, as well as for the differently abled (or special needs). Queensland's Agoonorees have been run for over forty years, providing scouting (and guiding) programs that include youth members who may not be able to walk or move freely, or have challenges that require them to be assisted to participate. These programs have been mirrored in other Branches, providing a variety of ways that seek to enable inclusive scouting for all.

As we continue evolving to reflect our society, Scouts Australia continues to embrace the diversity of our local communities, and find ways that enable inclusive scouting for all. The Youth Program Review has put inclusion at the core of our youth program, and embedded the SDGs within the Achievement Pathways. As members we have the opportunity to explore how the 17 SDGs can be tackled in our youth program participation, embedding the learnings in the way we live at scouts and home.

This Sustainability Strategy & Action Plan builds on a strong history, which is further outlined in the 'Related strategies and statements' section. With eighteen months in development of this first version, we hope to see it evolve and grow as Scouts Australia takes action to support the 17 SDGs, and then broaden to influence our communities to take action as well.



Our Sustainability Vision and Outcomes

By 2025, Scouts Australia will have embedded action for sustainable development, with accepted practices in place to improve inclusion in scouting programs, move to more positive environmental impacts, and provide leadership as an organisation that embraces the diversity of our society.

Through this Strategy and Action Plan, we aim to deliver the following outcomes:

- Economic status is no barrier to participation
- We have active programs that encourage good health and wellbeing
- Our method and program delivers quality non-formal education
- All parts of scouting ensure gender equity, with members at all levels reflecting our diverse communities
- Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency
- Our activity pursuits in the outdoors and related natural environments adopt a minimal impact approach
- We are an employer of choice
- Youth Members increase their passion for and knowledge of STEM¹
- Scouting is recognised for its leading approach to diversity and inclusion

SUSTAINABLE DEVELOPMENT GOALS



¹ Science, Technology, Engineering and Mathematics

Guiding Principles

Drawing on our Scout Method and a collaborative approach, Scouts Australia has used the following principles to guide the development of this strategy and to plan and implement our actions.

- » **Leading by example:** The organisation will choose to demonstrate sustainability leadership in its own activities and on its sites.
- » **Accountability:** Scouts Australia will be accountable for the environmental, social and economic impacts resulting from its planning, decision-making and activities.
- » **Sustainable development:** Our program and operations will aim to meet the needs of the community without compromising the needs of future generations. Development will be in balance with the natural environment.
- » **Live within ecological limits:** We will not use resources faster than the earth can replace, or create waste faster than the earth can assimilate.
- » **Integration:** Environmental, social and economic considerations will be integrated into planning and decision-making.
- » **Precautionary principle:** If there are threats of serious or irreversible environmental damage, lack of full scientific certainty will not be used as a reason for postponing measures to prevent environmental degradation.
- » **Systems view:** The decisions we make have implications far beyond our organisation and its members, and negative effects may not be immediate. Decision-making will consider regional, national and international impacts as well as those that are cumulative and long-term.
- » **Partner, collaborate and advocate:** Where Scouting shares responsibility with other organisations, we will seek to partner and collaborate to influence improved sustainability outcomes aligned with this Strategy. Where responsibilities lie outside Scouts Australia's control, we will advocate on behalf of the community and environment.



Development and Implementation

As with all Scouting practices, this Sustainability Strategy and Action Plan will follow the principles of Plan > Do > Review >. The initial draft was developed by leaders and youth engaged in sustainability within Scouts Australia, with review and input from National and Branch teams.

Below is the initial timeline for our Sustainability Strategy, including the initial review cycle and publication of the next formal version:

Action	Date
Initial draft (version 0.1) Sustainability Strategy and Action Plan (SSAP) shared with National Environment Team (NET) for feedback	Dec '17 – Jan '18
SSAP updated (version 0.2); feedback sought from National Youth Program Team (NYPT) and National Youth Council (NYC) members for feedback	Jan – Feb '18
Environment Charter, tabled at National Operations (NOC) meeting for approval, with support of National Team, NYPT and NET members	Mar '18
Environment Charter update tabled at National Executive Committee (NEC) for approval and inclusion in P&R	Jun '18
SSAP updated (version 0.3); feedback sought from NET and the new National Diversity & Inclusion Team (NDIT) members for feedback	Jun – Oct '18
SSAP (v0.4) tabled for consideration by NOC members, along with the proposed draft Diversity & Inclusion Policy	Nov '18
National and Branch teams look at how they will embed SSAP into their current strategies and work; SSAP v0.5 shared for feedback from National Rover Council, NET and NDIT.	Dec '18 – Mar '19
SSAP updated, with v0.6 tabled for approval by NOC members (to become v1)	Apr '19
Initial review of progress on the Action Plan, to support further action by National, Branches and Groups; update published if required (v1.1), approved by the Chief Commissioner	Sep – Dec '19
National and Branches to share their action during the first term of the Action Plan, including proposed targets	Mar – Jun '20
SSAP formally revised based on action and new developments, taken through approvals chain for endorsement at NOC (v2.0)	Sep – Nov '20



Monitoring and Evaluation Approach

Measurement and regular reporting are critical to ensure the commitments outlined here are followed through by action, which is then shared with others to inspire further advancement. As the initial version of the Strategy is rolled out, we will develop a monitoring and evaluation framework, drawing on best practice in other organisations, as well as the processes used to monitor and report both nationally and in our Branches.

Monitoring and reporting

The proposed reporting cycle is the national Scout year, being 1 April till 30 March the following year. A variety of means will be used to track and report on progress against the actions, with the National Sustainability Team taking responsibility to collect the information and collate for reporting. The main point of contact for gathering progress reports will be the members of the National Environment Team and National Diversity & Inclusion Team (as representatives for their Branches), though Branches may be approached directly.

Online tools will be used to communicate the Sustainability Strategy & Action Plan with members, with a communications and engagement (C&E) plan to ensure a well-planned approach to working with relevant stakeholders. This C&E plan will likely outline the timing of communicating key concepts to members (such as the UN SDGs and relevant National policies), action plan reporting, and feature articles that support formations to embed sustainable practices (e.g. items in the National Sustainability Toolkit).

Annual reporting will gather information on what has been delivered for each action, products that can be shared, and remaining steps to complete actions. The National Sustainability Team will evaluate the submissions, compiling the information for reporting through a number of channels (including Scouts Australia's Annual Report, items for eNews, and/or a separate report on progress). This evaluation will help inform changes that may be required to ensure we have the right actions to support delivery of the Strategy's objectives.

Targets and indicators

The first cycle of this Strategy & Action Plan will allow Scouts Australia to develop a baseline – establishing how we currently perform across the areas covered by the documents. Through comparing our performance to other organisations we will develop reference benchmarks of best practice, allowing us to set targets and indicators that represent achievable levels of improvement for the next reporting cycle.

The 17 SDGs have 169 supporting targets, though we need to keep in mind that these are global goals that nations often report against. When looking for our role, this first version of the Strategy & Action Plan seeks to identify the internal improvements we could make, and successes that we need to embed in our practices. Through the second version of these documents, Scouts Australia will then have the information that sets Specific, Measurable, Achievable, Realistic and Time-bound (SMART) targets and indicators, relevant to both our actions and what we can achieve in our communities.

Areas that will be explored for the targets and indicators may include: comparison of our membership to the wider community (e.g. religious/cultural background, languages spoken, gender), financial support for disadvantaged members, water/energy use at key scout facilities, participation in our non-formal education programs, and community service hours.



Related Strategies and Statements

Related strategies and statements

For many decades, Scouts Australia and its members have worked to put our values in action. These values, articulated through the Promise and Law, as well as the items below, are part of who we are. The related statements and strategies below are connected to the why, and how, of our actions for improving our sustainability impact, starting with influences at a World and Regional level.

Resolutions and Actions at World and Regional Level in Scouting

Environment

Respect for nature is a core value of Scouting, with a long history of Scouts tackling environmental education and initiatives to encourage environmental protection in local communities. Previous World Scout Conferences have included a commitment to the principles and aims for environmental education in Scouting (Conference Resolutions 1971-12, 1988-06, 1990-13, 1993-11, 2005-18, 2008-22), which lead to the creation of the World Conservation Badge and then the World Scout Environment Program from 2005-08 (lead by Rod Abson from Australia).

As well as education, previous World Scout Conferences have encouraged WOSM and member organisations to take environmentally sustainable actions (Resolutions 1971-12, 1988-06, 1990-13, 1990-14 and 1993-12), including asking them to review and adopt policies which promote environmentally sustainable activities and practices within their organisations (Conference Resolutions 1988-06, 1990-12 and 1993-13).

More recent World Scout Conferences have asked for continued action, including requests to adapt the guidelines for World Events to give increased focus on environmental sustainability of events (Conference Resolutions 2005-20 and 2008-25). At the 2017 World Scout Conference, Scouts Australia tabled a resolution on environmental sustainability impact, that it developed along with a World Scout Committee Young Adult Member and other NSOs; this resolution was resoundingly adopted by the Conference, with this Strategy one way for Scouts Australia to put its proposal into action.

At a Regional level a series of environmental workshops have been run, with a series of environmental education workshops held in the 1990s, which was revived in 2011. Between 2011 and 2018, the Asia Pacific Region hosted annual Workshops on Environmental Education in Scouting, allowing member countries to learn more about the World Scout Environment Program (WSEP), Scouts Centres of Excellence in Nature and the Environment (SCENE) and related programs. These workshops complement SCENES workshops held occasionally at a World level and may adapt over time as Scouting moves to bring together tackling the SDGs and the Better World Framework.

Diversity & Inclusion

The World Organization of the Scouting Movement (WOSM) has a clear commitment to ensuring diversity and inclusion, in line with WOSM's Vision 2023 and Triennial Plans, as well as the commitments to the United Nations (UN) Women's HeForShe movement and Global Goals for Sustainable Development (the SDGs). WOSM is working towards ensuring that Scouting is truly open and accessible to all, better reflecting the composition of our communities and different societies in our countries. Scouting is proud to have given generations of young people and our adult leader community equal opportunities to grow and develop their full potential through empowering and enriching experiences regardless of their background.

Scouting strongly opposes all forms of prejudice and discrimination of any kind that could threaten a person's rights and freedom, as stated in the Universal Declaration of Human Rights. Many World Scout Conferences have passed resolutions in support of diversity and inclusion, including the 1977 Conference which reaffirmed their support for the Universal Declaration of Human Rights. For more than three decades in Australia, Scouting has been open to all – regardless of gender – provided programs that embrace the diversity of our communities, and aims to be inclusive of all abilities.

To support NSOs in addressing WOSM's Strategic Commitment to diversity and inclusion, Peter Blatch (Member, World Scout Committee 2014 – 2022) and staff at the World Scout Bureau developed the inaugural workshop on Diversity & Inclusion in Scouting. Held in Manila in June 2018, this APR-level workshop provided NSOs with the tools to support diversity and inclusion programs, as well as providing them the chance to share their own current practices.

Related Strategies and Statements

Sustainable Development

Scouts were present when the 2030 Agenda for Sustainable Development was adopted by all United Nations Member States in 2015. Building on our commitments and successes, WOSM has now formalised its commitment to the 17 SDGs.

At the 41st World Scout Conference in Azerbaijan, the 1,500 participants welcomed the 2030 global plan of action for people, planet, and prosperity with the 17 SDGs. With resolution 2017-08 (2030 Agenda for Sustainable Development), the World Scout Conference strongly urged Member Organisations to “play an active role in the implementation of the Sustainable Development Goals” and invited “the World Scout Committee to integrate the 2030 Agenda and the Sustainable Development Goals as a transversal and cross-cutting framework, throughout all strategic priorities and decisions.”

Scouts for SDGs is WOSM's response to the World Scout Conference resolution requesting a stronger, more coordinated contribution to the SDGs at all levels. This resolution has formed the foundation of conversations to define Scouting's ongoing contribution to the SDGs. The creation of resources to support National Scout Organisations, and the further development of Scout initiatives under the Better World Framework to contribute to sustainable development is all part of the Scouts for SDGs initiative.

Australian Scout Environment Charter

A Scout cares for the environment by:

Protecting and improving biodiversity

Scouts protect biodiversity by caring for plants, animals and their habitat. They make sure their adventures in the outdoors only have positive impacts on the variety of ecosystems they visit. Scout campsites and properties are managed so existing wildlife habitat is protected and degraded habitat is restored.

Living sustainable lives by taking action to reduce negative impacts

Scouts aim to reduce their environmental footprint by acting to reduce, reuse and recycle waste, and minimise use of energy and water at Scouting events and in their daily lives. Scouts support healthy environments by reducing the risk from harmful substances, minimising the use of non-renewable resources, embrace sustainable energy technologies and protecting our clean air and water.

Learning about the environment and inspiring others

Scouts join their communities in activities that encourage life-long learning about the environment. Scouts develop innovative education activities and inspire others to be involved with their journey to take care of our environment.

Thinking global acting local

Scouts adapt their activities at a local level to minimise impacts that change the Earth's natural processes. Scouts are creating a better world through activities that tackle our environmental, social and economic challenges. They will develop strategies to be prepared for changes in weather conditions that will occur due to climate change.

Enjoying and connecting

Scouts take time to enjoy the environment through passive or active pursuits. They develop connections to the environment with its beauty, drama and excitement.

Related Strategies and Statements

Our Diversity & Inclusion Commitment

The text below is an excerpt from Scouts Australia's Diversity & Inclusion Policy, approved by NOC in April 2019 (to be considered for approval by NEC in November 2019). It will then be published as the National Diversity & Inclusion Standards with key elements of Policy integrated into our Policy & Rules. More information is in the full Standards, while supporting guidance and example procedures are provided in the National Sustainability Toolkit.

Objectives and Context

The objectives of this policy are to:

- » Ensure Scouts Australia and its members embrace the diversity of our communities, and inclusion that enables Scouting for all, in line with our Promise and Law; and
- » Demonstrate our organisational commitment to diversity and inclusion as a responsible part of the Australian community.

This Policy provides overarching diversity and inclusion direction for all Scout Branches and formations in Australia. Branches are also to ensure their relevant policies and practices conform to the legislative requirements of their jurisdiction. Where local legislation mandates prescribed actions or other duties, that legislation is to apply.

Policy Statement

The Scout Association of Australia (Scouts Australia) is inclusive of all (within the scope of its membership) regardless of gender, sexuality, race, spiritual belief or abilities and does not tolerate any form of harm, abuse, exclusion or neglect. Scouts Australia embraces the diversity of its community, aiming to reflect this diversity through its policies and practices, and provide inclusion that ensures access to scouting for all.

Scope

This Policy (and any related procedures) applies to all Members of Scouts Australia, Adult Helpers & Supporters, Employees, as well as Young People and other community members who may participate in Scout activities from time to time.

This policy recognises the shared roles and responsibilities of all stakeholders of Scouts Australia in supporting diversity and inclusion in scouting, and requires that we all uphold the highest standards of equity and respect for all persons. Branches are required to ensure that all relevant State-based policies and procedures are consistent with this Policy, as well as applicable State-based legislation.

Sustainability Action Plan

While our Sustainability Strategy maps our organisation's commitments and intended outcomes (where we are headed), we also have an Action Plan (how we are getting there). The initial Action Plan includes areas where scouting has started action on the outcomes that support the SDGs, along with areas needing further research.

At least once every two years, the Assistant National Commissioner – Sustainability will work with National and Branch teams to review progress on the action plan, identify opportunities for new initiatives, and then support Scouts Australia to commit to an updated Action Plan (see the 'Development and implementation' and 'Monitoring, reporting and evaluation' sections of this Strategy). This brings the cycle of Plan > Do > Review > full circle, ensuring that Scouts Australia is closer to fulfilling the strategic outcomes and our part in achieving the SDGs.

The most recent version of the Action Plan can be found at: <https://www.dropbox.com/s/c93ofvrwhm9zb5h/Scouts%20Aus%20Sustainability%20Action%20Plan%20v1.xlsx?dl=0>

Appendix

Action ID	Key Related Outcome	Action	Level	Main SDG
01	Economic status is no barrier to participation	Identify funding sources available to encourage and enable Scouting members to participate in local, national and international events	National	1
02	We have active programs that encourage good health and wellbeing	Review guidance for major events to ensure they place importance on healthy eating, choosing locally-sourced and sustainably produced food; also ensure that waste minimisation, resource efficiency, and other sustainable practices are embedded.	National	2
03	We have active programs that encourage good health and wellbeing	Encourage active, outdoor pursuits through implementing all aspects of the Achievement Pathway including Outdoor Adventure Skills component of the new program	National	3
04	Our method and program delivers quality non-formal education	Review our method and program to ensure delivery of quality education	National	4
05	All parts of scouting ensure gender equity, with members at all levels reflecting our diverse communities	Actively promote gender equality/equity within appointments, both volunteer and professional staff roles; undertake audits at all levels to ensure that Scouting is representative of its local communities.	National	5
06	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	Encourage formations to undertake audits to ensure positive impacts, and regular environmental clean-up activities around local waterways, to encourage community action.	National	6
07	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	Work with BZE (or another org) to develop an energy efficiency and sourcing plan.	National	7
08	We are an employer of choice	Review and report on 'work for the dole' type schemes that may provide a shared positive opportunity for scouting and scheme participants.	National	8
09	Our method and program delivers quality non-formal education	Develop training materials to support sessions on careers and vocations for the Venturers and Rover sections	National	8
10	Youth Members increase their passion for and knowledge of STEM	STEM embedded in the new youth program	National	9
11	Youth Members increase their passion for and knowledge of STEM	Scouts encouraged to further their STEM interest through the Scouts Go Solar badge and new tech challenges (e.g. UAVs). Girls will be actively challenged to become involved in this area, in line with Australian STEM priorities.	National	9
12	Scouting is recognised for its leading approach to diversity and inclusion	We have a researched, published position on diversity and Inclusion that ensures "Scouting for all"	National	10
13	Scouting is recognised for its leading approach to diversity and inclusion	Create and support a network of Diversity & Inclusion leads from all Branches, to facilitate sharing (to join environment reps at annual sustainability meeting, or their own meeting)	National	10
14	Scouting is recognised for its leading approach to diversity and inclusion	Develop model sustainable procurement policy, guidelines and tools to be shared through the National Sustainability Toolkit	National	12

Action ID	Key Related Outcome	Action	Level	Main SDG
15	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	Audit Scouts Australia's environmental impact	National	13
16	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	Revise this action plan to include specific targets and actions to manage our environmental and diversity & inclusion impacts	National	11
32		Increase awareness of the SDGs through an engaging social media campaign that encourages youth to inform their peers, drive for action and celebrate successes on tackling SDGs	National	17
33	Scouting is recognised for its leading approach to diversity and inclusion	Review existing partnerships at National level; affirm suitable partnerships, look for gaps and then approach suitable groups to support our objectives (e.g. OakTree Red Cross, Australian Youth Climate Coalition, Alternative Technology Australia, Redcycle or NFP equivalent)	National	17
35	Our activity pursuits in the outdoors and related natural environments adopt a minimal impact approach	Roll out new support checklist for World Scout Environment Program participation.	National	
50	Scouting is recognised for its leading approach to diversity and inclusion	Develop education resources promoting the SDGs for youth members and leaders	National	4
52	Scouting is recognised for its leading approach to diversity and inclusion	Develop a National Sustainability Toolkit to support Branches and Groups with addressing environmental and diversity & inclusion impacts.	National	
53	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	All contractual arrangements with suppliers / vendors ensure that where carbon credits apply these are being maximised (e.g. Airline travel)	National	13
54	Youth Members increase their passion for and knowledge of STEM	Explore how work on the national energy efficiency plan can be tied into the youth program (possibly through the STEM SIA).	National	7
55	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	Supplier contracts include requirements for suppliers to have commitments (for themselves and their supply chain) regarding: an environmental policy to manage and reduce their negative environmental impacts, workplace health and safety, and equal employment opportunities.	National	12
60	All parts of scouting ensure gender equity, with members at all levels reflecting our diverse communities	There may be subconscious and/or systemic barriers that prevent gender equity. To ensure that people are not treated unequally, research and develop a program to address gender equity. This may be a cultural/behavioural program, celebrating the diversity of our people and the way they have grown and succeeded through Scouting.	National	5

Appendix

Action ID	Key Related Outcome	Action	Level	Main SDG
61	Economic status is no barrier to participation	Create resources on budgeting, financial assistance schemes (e.g. Centrelink, Rent Assistance, scholarships) and other things that support economic empowerment for young adults in Scouting.	National	1
62	Economic status is no barrier to participation	Review the financial impact of being a volunteer at a major event, especially on the Rover section who due to their age and stage of life may be particularly vulnerable to financial stresses.	National	1
17	Economic status is no barrier to participation	Branches to have schemes that waive (or fund) membership fees for those who cannot afford them	Branch	1
18	Economic status is no barrier to participation	Branches to identify options (own or in partnerships) to support financially-impacted members to attend Branch/National events	Branch	1
19	We have active programs that encourage good health and wellbeing	Adult training and youth leadership/ideals courses to include appropriate healthy relationships and safe sex components as appropriate to the audience	Branch	3
20	All parts of scouting ensure gender equity, with members at all levels reflecting our diverse communities	Branches to look at gender representation at all levels in their structure, and identify actions to ensure equal participation (i.e. looking at how roles are promoted and recruited, structural blocks to equal representation etc.)	Branch	5
21	Scouting is recognised for its leading approach to diversity and inclusion	Instil a culture of valuing difference, and ensuring actions match our words	Branch	10
22	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	Ensure campsites and other scout facilities minimise impact on waterways (erosion control, no input of pollutants, good ablution management etc.)	Branch	6
23	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	Encourage scout properties to have good water management in place through maintaining water tanks, have water saving devices for all facilities, and consider appropriate alternate water use (e.g. greywater, stormwater)	Branch	6
24	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	Branches to collaborate on National plan for energy efficiency, then translate into action for their own Branch (focussing on facilities and campsites, with guidance for halls)	Branch	7
25	We are an employer of choice	Reflect on the national review of participation in work for the dole, then look at ways for meaningful participation	Branch	8
26	Youth Members increase their passion for and knowledge of STEM	Promote STEM through youth program (possibly with a Branch Coordinator), fostering local partnerships to enable delivery	Branch	9
27	Scouting is recognised for its leading approach to diversity and inclusion	Reflect on the national commitment on Diversity & Inclusion, committing to develop and deliver a Branch level action plan	Branch	10
28	Scouting is recognised for its leading approach to diversity and inclusion	Work with state and local government to ensure city planning includes facilities for Scouting accessible for all communities	Branch	11
29		Join with other Scouting formations in a group buying scheme that enables purchase of more sustainable goods	Branch	12

Action ID	Key Related Outcome	Action	Level	Main SDG
30	Our activity pursuits in the outdoors and related natural environments adopt a minimal impact approach	Assist Scouting formations to gain access to recycling, for halls, campsites and other facilities	Branch	12
31	Our activity pursuits in the outdoors and related natural environments adopt a minimal impact approach	Undertake an annual (sample) audit of recycling practices, developing actions to improve recycling rates	Branch	11
34	Scouting is recognised for its leading approach to diversity and inclusion	Review existing partnerships at Branch level; affirm suitable partnerships, look for gaps and then approach suitable groups to support our objectives (e.g. Oaktree, Red Cross, Australian Youth Climate Coalition, Alternative Technology Australia, Redcycle or NFP equivalent)	Branch	17
36	Our method and program delivers quality non-formal education	Promote participation in WSEP, aiming to increase overall badges earned by 25%	Branch	
37	Our method and program delivers quality non-formal education	Promote participation in Scouts of the World Award, aiming to increase overall badges earned by 25%	Branch	
38	Scouting is recognised for its leading approach to diversity and inclusion	Promote participation in Messengers of Peace, aiming for each Branch to increase projects lodged on scout.org by 10% annually	Branch	
51	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	Scout campsites and facilities to work on energy efficiency and other "green credential" accreditations to measure environmental impact (using auditing and reporting to support reductions in emissions, waste generated and resource use).	Branch	7
56	All parts of scouting ensure gender equity, with members at all levels reflecting our diverse communities	Make contact with Multicultural Affairs and Aboriginal and Torres Strait Islander offices in the state/territory government - discuss opportunities for the Branch to deliver Scouting programs with these communities (supporting the WOSM Vision of 100 million people involved in Scouting).	Branch	17
58	All parts of scouting ensure gender equity, with members at all levels reflecting our diverse communities	Undertake a survey of members to understand the diversity of Scouting membership, using this information to inform action plans, targets to ensure membership better reflects the diversity of communities, and other initiatives that drive inclusive Scouting for all.	Branch	10
59	Scouting is recognised for its leading approach to diversity and inclusion	Investigate opportunities to support groups to be more inclusive, such as guidance on hall upgrades that ensure compliance with disability access regulations, a move to non-gendered toilets, guidance to help groups share their facilities with the local community and other initiatives that support inclusive Scouting for all at a local level.	Branch	10
39	Economic status is no barrier to participation	Ensure that current and potential members can access fee relief	Group	1
40	Economic status is no barrier to participation	Develop and provide a uniform exchange for youth and adult members	Group	1

Appendix

Action ID	Key Related Outcome	Action	Level	Main SDG
41	We have active programs that encourage good health and wellbeing	Encourage members to make purchases that consider healthy choices, local production, sustainable practices, and that minimise waste.	Group	2
42	We have active programs that encourage good health and wellbeing	Ensure a high level of hygiene at camps, fundraisers and other activities	Group	3
43	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	Ensure education is coupled with action on camps (sources of water and our impact on waterways), in halls (minimise potable water use), and in the home.	Group	4
44	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	Conduct an energy audit, reduce energy use, and then look at sources to buy (or generate) renewable energy.	Group	7
45	We are an employer of choice	Encourage senior youth to explore career options, and value gainful employment (to own abilities)	Group	8
46	Scouting is recognised for its leading approach to diversity and inclusion	Look at National and Branch Diversity & Inclusion resources, and explore ways to put them in practice in sections and the group	Group	10
47	Our activity pursuits in the outdoors and related natural environments adopt a minimal impact approach	Scout groups ensure they have clear recycling options and signage in place for commingle and soft plastics recycling	Group	12
48	Our activity pursuits in the outdoors and related natural environments adopt a minimal impact approach	Scout groups explore additional recycling options, including compost, cash for cans and batteries, as part of education and good practice at scouts and home	Group	12
49	Our facilities have a net positive impact on waterways, maximise their water efficiency and improve energy efficiency	Conduct an audit using the national environmental impact tool, then come up with a plan for the group and its sections	Group	13
57	All parts of scouting ensure gender equity, with members at all levels reflecting our diverse communities	Work with the local council to understand the demographics (age, cultural, religious etc.) of the local community, and work with them to outreach to different communities so the group best reflects the diversity of the local community.	Group	17

