

Hertfordshire Scouts Development Plan – Summary

Version – September 2011

This is the last version to be presented in this format. We will now be working on a plan aligned to The Scout Association’s VISION 2018. The County Conference ‘Q-Tips’ on February 12th will be focus of the planning and the new plan is likely to be launched around Easter.

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Lead: COUNTY COMMISSIONER

ACTION	DATE	PROGRESS
Lead monitoring of County and District Development Plans	Ongoing	New format for 2012
Appoint Adult Recruitment and Retention project leader	Aut 10	Imminent
Communicate structure & appointments (+ Comms Coordinator)	May 10	More to do
Get youth participation in agenda setting (+ DCC Prog)	Ongoing	Delayed due to HQ changes
Encourage links with Girlguiding UK	Ongoing	
Appoint somebody to be responsible for diversity issues (+ DCC AdSup)	Aut 10	

Lead: DCC (Programme)

ACTION	DATE	PROGRESS
Recruit and develop team	Ongoing	ACC(Int) and CCSL next
Oversee skills booster sessions around County (+ DCC AdSup and Comms)	Ongoing	Review
Develop County Event review process	2010	Started
Develop procedures for all future WSJ	June 11	Ready to go
Link Activity Centres to Programme	Ongoing	Involve managers. Draft process soon out for consultation

Lead: ACC (6-14) and Administrator (6-14)

ACTION	DATE	PROGRESS
Help recruit & support County Section Leaders	Spr 10	Ongoing
Recruit & develop Programme Team	Spr 10	Ongoing
Develop ways for all to request skills training	Aut 10	
Plan, run, evaluate skills booster events	Ongoing	Three held
Promote & support Group PL & Sixer meetings. Consider	2011	

District/County meetings		
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Lead: ACC (14-25)

ACTION	DATE	PROGRESS
Help recruit & support County Section Leaders	Spr 10	Ongoing
Recruit & develop Programme Team	Spr 10	Ongoing
Develop ways for all to request skills training	Aut 10	
Plan, run, evaluate skills booster events	Ongoing	Ongoing
Develop mechanism to get from DofE to Scout awards	May 2011	+DofE and QSA Advisers
Strategy to support Network Development	Sep 10	Plan in draft
Ensure Network available to all 18-25s	2011	+CSNC
Promote and support youth member forums	2011	

Lead: ACC (Activities)

ACTION	DATE	PROGRESS
Define roles required & build adviser team	2010	Ongoing
Ensure assessors are recorded on database	Ongoing	MAPS appointed
Develop recording for Activity & NA permits	2010	Use Database
Develop strategy for increasing range of activities & assessors available	Ongoing	

Lead: ACC (International)

ACTION	DATE	PROGRESS
Define roles required & build Global team	2010/11	Completed
Lead planning for International expeditions	Ongoing	Underway Two in 2011
Ensure YP have say in expedition venues	Ongoing	
Lead County planning for WSJ Japan	2013	Going well
Support Global Programme Zone	Ongoing	Ongoing

Lead: Communications Coordinator

ACTION	DATE	PROGRESS
Appoint to roles	Aut 10	Ongoing
Develop & implement strategy	2011	
Publicise youth & adult awards	Sum 10	Annual Headlines supplement?
Act on findings of Communications Review	Ongoing	
Photos & biopics of County Team	Ongoing	
Storyboard Headlines a year ahead	Ongoing	
Encourage debate on relevant issues	2011	
Develop network of Young Spokesfolks	2011	
Ensure web site is fit for purpose, integrated and updated	2011	
Help with method for people to request skills training	2011	

Lead: DCC (Adult Support)

ACTION	DATE	PROGRESS
Appoint to roles	Aut 10	Ongoing
Develop & implement strategy	2011	Ongoing
Establish a pastoral support network	2012	
Develop effective system for managing WTJ	2011	
Set up system for YLs to shadow leaders	2012	
Appoint County Waiting List Leader to keep those of joining age on list interested (+ Adult R&R project)	2011	
Encourage District-based waiting lists	2011	Some Districts are now doing

		this
Spread good practice re adult WTJ enquiries (+ Adult R&R Project)	2011	
Spread good practice re move between sections	2011	

Lead: County Training Manager (Management)

ACTION	DATE	PROGRESS
Enlarge training team	Ongoing	
Pro-active LTMs, support for TAs	Ongoing	Patchy
Discuss support, recording & finance for YL training (+ DCC AdSup, CTreas)	Aut 10	
Ensure provision of first aid training for all in house	2011	
Ensure provision of safeguarding training for all in house	2011	

Lead: County Training Manager (Delivery)

ACTION	DATE	PROGRESS
Oversee & evaluate high quality courses for all modules	Ongoing	Review of provision during 2011
Ensure provision of first aid training for all in house	2011	
Ensure provision of safeguarding training for all in house	2011	
Ensure County Team training requirements met	2012	

Lead: County Chairman

ACTION	DATE	PROGRESS
Train & support 18-25s on County Exec	Jun 11	
Develop support strategy for District Cttes	Ongoing	
Develop pool of expertise on property matters	2011	

Lead: County Treasurer

ACTION	DATE	PROGRESS
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Call for budget requests from all DCCs	Annual	Ongoing
Prepare budget & seek approval of Executive	Annual	Ongoing
Appoint somebody to seek grant income	Aut 10	

Lead: County Secretary

ACTION	DATE	PROGRESS
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Lead: Chairman ACMC

ACTION	DATE	PROGRESS
Develop & implement management plan for Activities Centres		Ongoing
Produce & implement HR policies	Urgent	Ongoing
Organise regular Activity Centre staff meetings	Apr 10	Two per year
Implement new management strategy for Harmergreen	Feb 10	Underway

Lead: County Office Manager

ACTION	DATE	PROGRESS
See separate list of tasks		

Lead: Health and Safety Adviser

ACTION	DATE	PROGRESS
Develop & monitor H&S policy in County	Ongoing	
Ensure that Districts have H&S support	Aut 10	
Develop & publicise emergency plans & mechanism for learning from incidents	Spr 2011	