



SCOUTS[®]
South Africa

Youth Involvement Policy

Revision Date: 2014/01/15

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Preamble

Scouting is a Movement of youth, supported by adults; it is not a Movement for the youth managed by adults. Scouting should provide a learning community of Youth and adults, working together in a partnership of enthusiasm and experience.

For the purposes of this Policy the following definitions are required:

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| Youth members: | Members between the ages of 7 and 18. |
| Young Leaders: | Members between the ages of 16 and 25. |
| Youth: | Members between the ages of 7 and 25. |
| Projects: | All Scouting events with Youth member participation. |

Youth Involvement is a fundamental element of the Scout method. The patrol system is not only a way of working in small groups, it is the basis of a system for involving Youth in decision making. The patrol system is a powerful tool Youth Involvement.

To realise this, it is necessary that involvement of Youth is not merely through token appointments, but rather through active participation and involvement of the Youth in all levels of decision making.

This relies on developing effective working relationships between adults and Youth and actually empowering the Youth to have impact in decisions. When different skills and capacities are recognised and valued for their contribution, and both parties respect the other's contribution, the basis exists for such partnership.

The Youth Involvement policy sets out the Principles and Practices relating to the promotion of Youth Involvement from a Troop level to Exco level. The Guidelines to implement these are attached as annexures to this Policy.

Under this policy SSA see two levels of Youth representation, at the unit level SSA provides direct opportunity for the involvement of Youth members in the leadership structures, and in the other governing bodies, as defined in OR and the SSA Constitution, the Youth members will be represented by the Young Leaders of SSA.

Overarching Youth Involvement Principles:

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| Representation: | Youth must be represented at all operational levels within SSA. |
| Engagement: | There must be engagement with the relevant Youth on decisions to ensure that the Youth are offered an opportunity to contribute to all aspects of their Scouting journey/experience. In addition, the Youth have the right to initiate projects or raise issues at all levels in SSA |
| Transparency: | Communication, within SSA, should be open to all interested parties, including Youth members, should be consulted on and informed of relevant decisions. This communication is intended to ensure the positive contribution of all members to their movement. |

Responsibility: Youth have the responsibility to take their place within the movement and to contribute and make use of every opportunity to further the progress of Scouting in South Africa.

Revision Approval

This revision of the Youth Involvement Policy was approved for publication at the SCOUTS South Africa Executive Committee Meeting held on 17/01/2014 by the committee comprising:

Mr Garnet de la Hunt

Prof Brian Figaji

Mr Charles Parsons

Dr Brendon Hausberger

Mr Khonzaphi Mdaka

Mr Robert Turner

Transition of Implementation

It is acknowledged that the inclusion of representatives of the Youth in all levels of SSA is not fully realised at this time. Creating, filling and adjusting the structure to make the representation meaningful and of value is not likely to be achieved overnight. As such a grace period for the realisation of this will be applied. From 1 February 2014 to 31 December 2014, the policy will be applied on a "Comply or Explain" basis. Thereafter SSA members will be required to comply with all the terms of the policy or face suitable disciplinary action.

During the Comply or explain phase. The Youth Involvement Policy and its practical execution will be addressed as follows:

It is the duty of all members to act in the best interests of the Youth members. In following the 'comply or explain' approach, leaders could conclude that to follow the Policy at that time would not, in the particular circumstances, be in the best interests of either SSA or the Youth members. In such instances the leader would be empowered to apply the Policy differently provided the action taken still achieves the objective of the overarching Youth Involvement principles of representation, engagement, transparency and responsibility. The leader is responsible to explain how the principles and policy were applied. Where policy was not applied the reasons for not applying them must be explained.

Policy Details

As described below the responsibility to ensure Youth Involvement is effective within SSA falls on each and every member.

Each principle is of equal importance and together forms the basis for Youth Involvement within SCOUTS South Africa.

| Element | Principle(s) | Policy Practice |
|---------------------------------|--------------------|---|
| 1. Youth Members | | |
| Youth members and Young Leaders | 1.1 Representation | Youth members and Young Leaders should be: 1.1.1 Prepared to accept responsibility within the SSA decision making bodies. |
| | 1.2 Responsibility | Youth members and Young Leaders should be: 1.2.1 Committed to doing their best as representatives of their fellow Youth. 1.2.2 Respond timeously to engagements from SSA. 1.2.3 Consult with the broader Youth membership to fulfil their representative mandate. |
| 2. District | | |
| SGL | 1.3 Engagement | The SGL should: 1.3.1 Monitor the application of the Youth Involvement policy within each group in the district. 1.3.2 Where the policy is not applied in a group the Scout Group Leader should send an explanation to the District Commissioner. 1.3.3 Support Youth member consultation and involvement in decision making in the Group. |
| District Commissioner | 1.4 Representation | The DC should: 1.4.1 Identify, encourage and recommend Young Leaders for Regional Support Team membership. 1.4.2 Provide or ensure that there is a system of mentorship to Young Leaders within their district to ensure succession planning for the future of the DC Role. |
| | 1.5 Transparency | 1.5.1 Maintain and ensure that SSA has a clear line of communication to and from the Youth in the district via the appropriate means, be it email list, regular meeting or other as appropriate. |
| 3. Regional | | |
| Regional Team | 1.6 Transparency | The Regional Team Members should: 1.6.1 Ensure open lines of communication with Youth members of Groups in the Region. 1.6.2 Monitor the application of the Youth Involvement policy within each unit and group in the region. |

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| | 1.7 Representation | The Regional Team Members should: 1.7.1 Actively identify and grow Youth members for participation in SSA teams. |
| Role and Function of the Regional Support Teams | 1.8 Representation | The Regional Support Teams should: 1.8.1 Maintain a partnership with Youth members in their local area by regularly participating and interacting with Youth members during Scouting events and projects. |
| | 1.9 Engagement | The Regional Support Teams should engage Youth members to: 1.9.1 Obtain project and programme ideas. |
| Composition of the Regional Support Teams | 1.10 Representation | 1.10.1 Measurable targets for Young Leaders representation in Regional Support Teams will be set by Exco on a regular basis. Targets will be informed by the Young Leaders' Representative. |
| Regional Team Coordinators Regional Commissioner | 1.11 Engagement | The Regional Team Coordinators should: 1.11.1 Provide mentorship to Young Leaders within their team. The RC should: 1.11.2 Provide mentorship to Young Leaders within their region to ensure succession planning for the future of the RC Role. |
| 4. National | | |
| The Board | 1.12 Transparency | The Board should: 1.12.1 Encourage the appointment of Young Leaders to leadership positions within SSA. 1.12.2 Ensure strategic initiatives for the support of involvement of Young Leaders in SSA Leadership. |
| The Exco | 1.13 Engagement | The Exco should: 1.13.1 Maintain a partnership with Youth members by regularly participating and interacting with Youth members during Scouting projects. 1.13.2 Ensure that proposals and discussions at Exco are properly informed with input from the Youth. |
| | 1.14 Representation | The Exco should: 1.14.1 Actively seek and encourage Young Leaders from Regional Support Teams to become members of Exco. 1.14.2 Set measurable targets for Young Leaders' representation in Exco and Regional Support Teams. |
| Young Leaders' Representative | 1.15 Responsibility | The Young Leaders' Representative should: 1.15.1 Perform functions as described in 8.4.5.1.10 of SSA Organisational Rules. 1.15.2 The Young Leaders' Representative may, when necessary, appoint adhoc teams of Youth to assist with the performance of the functions mentioned above. |

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| National Partnership Conference | 1.16 Representation. | 1.16.1 Groups attending the National Partnership Conference should be encouraged to send the Chairman of their Court of Honour as part of the group's delegation to the National Partnership Conference. |
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5. National Teams

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| Youth Programmes | 1.17 Engagement | The Youth Programme team should: 1.17.1 Specifically engage Youth when the Youth Programmes are under review. 1.17.2 Youth should be involved in the development and evaluation processes for Youth Programme reviews that will affect them. |
| Adult Support | 1.18 Engagement | Adult Training Programmes should include the following modules: 1.18.1 How to work in partnership with Youth. 1.18.2 Understanding the importance of the relationship between Youth and adult leaders. 1.18.3 Patrol System. |
| Representing SSA | 1.19 Representation | 1.19.1 SSA encourages the participation of Youth in international conferences. The Young Leaders' Representative in conjunction with the Exco will prepare Youth to represent SAA. Participation is part of the educational experience and opportunities will be spread across Youth membership as far as possible. |

Amendment Submission Contact Details

While every attempt is made to ensure that the contents of this policy are correct and consistent at the time of publication, the changing nature of SSA and the communities that we serve is acknowledged, and as living documents this Policy should and will require correction and amendment from time to time.

Any proposals for amendment of the contents of this policy should be submitted in line with the process described in the standing Organisation Rules in effect at the time of submission of the proposed amendment.

The proposed amendments for this document should be submitted to:

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