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## Regional Scout Plan 2025-2028

Version as adopted by the 25<sup>th</sup> European Scout Conference

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# Regional Scout Plan 2025-2028

## Table of Contents

|  |          |
|--|----------|
| <b>Introduction .....</b>  | <b>4</b> |
| <b>Strategic Priority: Innovate education.....</b>                     | <b>5</b> |
| <b>Strategic Priority: Guarantee safeguarding and well-being .....</b> | <b>5</b> |
| <b>Strategic Priority: Value volunteering.....</b>                     | <b>5</b> |
| <b>Strategic Priority: A fit-for-purpose organisation .....</b>        | <b>6</b> |
| <b>Next Steps .....</b>  | <b>6</b> |

## **Languages**

*The official languages of the World Organization are English and French. The World Scout Bureau will make all Conference Documents available in both languages.*

*In the event of a conflict arising out of the interpretation of this Conference Document or any other official document of the World Organization, the English text shall prevail.*

## Executive

The European Scout Region is at a pivotal moment, facing unique opportunities and challenges as we prepare for the next Triennium. In collaboration with our Member Organizations (MOs), we seek to establish a foundation for a resilient, inclusive, and forward-thinking movement that supports our members and empowers young people to thrive in an evolving world.

The **Regional Scout Plan (RSP) 2025–2028** will outline our collective priorities and strategic goals for the coming Triennium. Building on the **Strategy for Scouting** and the achievements of previous Regional Scout Plans, this proposal reflects the aspirations, needs, and insights gathered through extensive consultations with Member Organizations, volunteers, young people, and other stakeholders.

This is the **second version** of the proposal, incorporating feedback from **Member Organizations**, insights from the **European Scout Symposium**, and an analysis of both internal and external factors influencing the Region. These inputs have helped refine and strengthen the proposal to ensure it is responsive to the Movement's evolving needs.

In October 2024, the **European Scout Committee (ESC)** appointed a team of volunteers to develop the Regional Scout Plan, providing specific guidance. The [WOSM Planning Framework](#) served as the foundation for drafting the proposal, ensuring alignment with the movement's global strategy. The numeration of the objectives follows the initial ranking in the planning framework to enhance clarity and visibility. This proposal is the result of the Regional Scout Plan Team's work, shaped by the guidance received. Consequently, the **Regional Scout Plan 2025–2028** is designed to align with the [WOSM Strategy for Scouting \(2024–2033\)](#) while addressing the distinct dynamics of the European Region of World Scouting.

### Purpose of This Proposal

This proposal serves as the foundation for collective discussion and finalisation. By outlining key strategic areas, we invite Member Organizations to contribute to shaping a plan that resonates with the diversity of our Region and fosters impactful action. This proposal will be presented for amendments, discussion and adoption at the **European Scout Conference in July 2025**.

Member Organizations will be able to amend the proposed objectives of the plan through formal amendments that need to be submitted by 09:00 AM CEST on 22 July 2025. The priorities and the Guiding Principles are not subject to amendments.

### Key Principles and Structure of the Regional Scout Plan

The Regional Scout Plan will be organised into **four priority areas**, each supported by specific objectives and actions. In addition, the plan's implementation will be led by **Guiding Principles** integrated into all our work and initiatives.

[Annex A – Background Document for the development of the draft Regional Scout Plan](#)

## Introduction

The **Regional Scout Plan (RSP)** establishes the guiding principles, strategic priorities, and objectives to shape the Region's work over the next three years. It serves as a framework to address current and emerging challenges and opportunities, helping to guide resource allocation, foster collaboration, and facilitate knowledge-sharing across the Region.

The **Guiding Principles** set the foundation for the Region's culture, decision-making, and overall approach. They define the behaviours and attitudes expected within our organisation, ensuring consistency in how we operate and interact. While many aspects of the Region's work may evolve, these principles remain constant, reflecting our Movement's core values. In essence, they represent the **"DNA of the Region."**

The **strategic priorities** identify the key focus areas essential to fulfilling the vision and mission of Scouting in a European context. Data analysis, consultation, and a thorough assessment of the Region's landscape have carefully determined these priorities.

As a result, while various elements of the Regional Scout Plan have evolved, the **Guiding Principles remain unchanged from the previous Regional Scout Plan**, reaffirming their continued relevance and importance:

### CONTINUOUS IMPROVEMENT

The principle of **continuous improvement** is fundamental to the WOSM Quality Standard<sup>1</sup> (GSAT Dimension 4) and is equally essential to the Region's work. Ensuring ongoing enhancement of actions, events, and processes is crucial for **good governance and capacity building**. Over the past three years, a dedicated team evaluated and optimised our processes, providing concrete recommendations for increased efficiency and effectiveness. Moving forward, we remain committed to refining our **actions, events, and structures**, ensuring we are data-driven and that regional volunteers are supported in delivering meaningful and impactful work.

### DIVERSITY AND INCLUSION

Diversity and Inclusion have been at the heart of our efforts over many Triennia, evolving from an area of growth into a defining aspect of our identity as a Region. Building on previous progress, we implemented the [SYSPUC project](#), further embedding inclusive practices into our work. Multiple teams over the last few years have also supported **Member Organizations in reaching out to underrepresented communities**, strengthening accessibility and representation across the movement. Over the next three years, we will continue expanding these efforts, ensuring that Scouting remains open and welcoming to all.

### YOUTH EMPOWERMENT

The European Scout Region is deeply committed to **empowering young people to create a better world**. We recognise the importance of **intergenerational dialogue** and see it as a fundamental part of Scout education and key to meaningful youth participation. During the last Triennium, we developed a **Regional Youth Empowerment Strategy**, reinforcing our commitment to ensuring that young people take an active role in decision-making across all levels of Scouting. In the years ahead, we will focus on implementing this strategy and further embedding youth participation into our structures and processes.

### TRANSPARENCY

Openness and transparency are key to fostering trust and collaboration within our Movement. In the past three years, we have **innovated our reporting processes**, introducing a **live tracking platform** that enables real-time monitoring of progress on **Key Performance Indicators (KPIs)**. This has enhanced visibility and accountability

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<sup>1</sup> [Global Support Assessment Tool \(GSAT\)](#)

across the Region. As we advance, we will continue to ensure that all relevant information is **accessible, clearly communicated, and easily found**, promoting participation and knowledge-sharing.

## UNITY

We will continue strengthening **alignment with the WOSM Strategy for Scouting** to maximise our collective impact. Through improved coordination between **global and European working structures**, we aim to enhance efficiency, ensure coherence, and adopt the most effective methodologies. By fostering more substantial synergies, we will create a more unified and resilient Region equipped to future challenges together.

### Strategic Priority: Innovate education

| Proposed Objectives:   |
|--|
| 1.1 Through the Scout Movement young people will be able to enjoy more innovative, flexible, relevant and attractive youth programmes which leverage technology to offer more transformative and competency-based learning experiences.  |
| 1.2 To meet today's changing realities, the Scout Movement will expand its approach to peace education and contribute to the notion of a "culture of peace" by empowering young people to live together in peace, celebrate diversity, and foster inclusion, dialogue, and mutual understanding. |
| 1.5 Competencies developed by young people through the Scout Movement will be better recognised as relevant and transferable to the outside world.   |

### Strategic Priority: Guarantee safeguarding and well-being

| Proposed Objectives:   |
|--|
| 3.1 The Scout Movement will be a global leader in safeguarding and well-being, creating a culture that ensures a safe environment for its members and the community. |
| 3.2 The Scout Movement has established the necessary measures, mechanisms, and capacities to ensure the safety of every member at all levels.                        |
| 3.3 Young people and adults will receive support to ensure their well-being throughout their experience in the Scout Movement.                                       |

### Strategic Priority: Value volunteering

| Objectives:   |
|---|
| 4.1 The Scout Movement will have increased the number of new volunteers involved in the movement and retention of existing volunteers to provide quality programmes to more young people. |
| 4.2 The Scout Movement has adopted flexible and inclusive volunteer frameworks, increasing participation and volunteering opportunities across all levels.                                |
| 4.5 There will be increased recognition of volunteer Scouting competencies as vital and valuable inside the Scout Movement and transferable to the outside world.                         |

## Strategic Priority: A fit-for-purpose organisation

| Objectives:  |
|--|
| 5.2 The Scout Movement has increased the financial sustainability on all levels through responsible approaches, generating diverse income streams and ensuring efficient resource and financial management.  |
| 5.3 The Scout Movement will be prepared for the impact of climate change on our organisations and implement the regional climate sustainability strategy <sup>2</sup> and actions across all operations.   |
| 5.5 Regional Scout Events are accessible for each member and have enhanced their organisation, accountability, and risk management to create safe, inclusive, and enriching experiences. They prioritise sustainability and ensure cost-effective participation, giving everyone a fair chance to participate. |
| 5.6 The Scout Movement will proactively anticipate and adapt to internal and external challenges ensuring organisational resilience through change, crisis, and risk management.   |

## Next Steps

This document contains the Regional Scout Plan 2025-28's Guiding Principles and proposed **strategic priorities** with associated **objectives**.

Annex A provides a detailed introduction, background data, and additional information on the development process of the Regional Scout Plan.

These inputs will be reviewed by the newly elected European Scout Committee, which will then use them to inform the development of the Regional Scout Plan 2025-2028 operational plan. This collaborative process ensures that the final operational plan is inclusive and aligned with the feedback and needs expressed during the Conference, paving the way for effective implementation across the Region.



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<sup>2</sup> [European Scout Region - Leading the Way to Net Zero](#)