



YOUTH LEADING, ADULTS SUPPORTING DEVELOPMENTAL PROGRESSION – GOAL FOR 2025



Section Developmental Progression	Joey Scouts A Joey Scout is assisted	Cub Scouts A Cub Scout is guided	Scouts A Scout is encouraged	Venturer Scouts A Venturer Scout is mentored	Rover Scouts A Rover Scout is advised
Program Planning – Youth	<p>Adults manage the planning activity with support from Joey Scout Patrol Leaders</p> <p>Youth come up with ideas in the Patrol/ Unit</p> <p>Youth give ideas and are listened to by their adult/ older youth members</p> <p>Youth are assisted to begin to understand the components of a balanced program</p> <p>Youth members carry out the Plan>Do>Review> cycle with assistance from Adults/ older youth members</p> <p>Joey Scouts are assisted by adults and older youth members to be aware of risk</p>	<p>Patrols in the Unit with the guidance of the Patrol Leader and Adults put together ideas for the program</p> <p>Patrols in the Unit consider the needs of the Personal Progression Framework for its members and are guided by adults and older youth members to consider this in program planning</p> <p>The Unit Council with the guidance of the adults/ older section youth members put together the long/ medium term program</p> <p>The Unit Council ensures a balanced program across the Challenge Areas with the guidance of adults</p> <p>The Unit Council considers the Scout Method while programming</p> <p>The Unit Council considers risk and inclusiveness when putting together the program</p> <p>The Unit council documents the program with the assistance of adults/ older youth members</p>	<p>Patrols collate ideas for programming and consider the needs of their Patrol members in relation to the Personal Progression Framework and inclusiveness</p> <p>Individual members consider activities and where a project patrol may need to be formed</p> <p>The Unit Council, led by the Unit Leader, collates all the program ideas and needs and makes sure there is a balance of Challenge Areas and Methods being addressed</p> <p>The Unit Council makes sure there is a mix of Patrol Activities, Project Patrol Activities and Unit Activities</p> <p>The Unit Council considers programming opportunities with the other Sections in their group</p> <p>The Unit Council considers risk and is encouraged by the adults to put proper controls in place</p> <p>The Unit Council is encouraged to follow the relevant Branches policies in relation to running an activity and is supported to do so by the adult/ older youth member</p> <p>The Unit Leader shares the program with the Unit and distributes relevant information with encouragement, guidance, support from the adult</p>	<p>The Unit Council, guided by the Unit and its Project Patrols, come up with, consolidate and balance ideas to make the Program</p> <p>The Unit considers new challenges and exciting experiences so as to build a diverse program</p> <p>The Unit Leader and the Unit Council develop the program from ideas and consider the Personal Progression Framework, Challenge Areas, Scout Method and inclusiveness while doing so</p> <p>The Unit's members plan for all activities and put together appropriate notification, risk assessment and run all programmed items with mentoring occurring from the adult member or older youth members</p>	<p>The Unit plan and take responsibility for their own programs</p> <p>The Unit work to include a range of Project Patrol activities. Activities that include other sections and whole Unit activities</p> <p>The Unit makes sure they are covering all Challenge Areas and working to include the Scout Method</p> <p>The Unit considers new and exciting challenges and experiences and aims to plan large-scale activities/ trips in its long-term programming</p> <p>The Unit manages risk and conducts appropriate planning including covering all Branch requirements and doing risk assessments</p>



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Program Planning – Adult	<p>Adults/ older youth members collate the mid/ long term program once youth ideas are collected</p> <p>Adults/ older youth members put together the weekly Patrol/ Unit Programs with the assistance of Patrol Leaders</p> <p>Adults/ older youth members organise activity specific information and equipment supported by the assisting Joey Scout</p> <p>Adults assess risk and work through all relevant Branch requirements for running an activity</p>	<p>Adults guide the discussion at Unit Council</p> <p>Adults facilitate ideas from youth</p> <p>Leaders guide youth to document program based on the input received at Unit Council</p> <p>Adult guide youth to make sure a balanced program is created</p> <p>Adults look out for individuals/ Patrols who maybe don't feel like they are being supported in reaching their program goals and consider inclusiveness in the Unit</p> <p>The Adults/ older youth members guide the youth to consider risk and what organisation may need to be done for an activity</p>	<p>Adults steer Unit Council and the Unit Leader to ensure objectives of the meeting that the youth members have set are met</p> <p>Adults encourage the Unit and its members to get involved in program planning and guide / steer their own Scouting journey</p> <p>Adults encourage youth to write the majority of the program</p> <p>Adults/ older youth members communicate information and forms to parents/ other relevant parties once guiding youth through the requirements</p>	<p>Adults ensure youth include the key dates from the Group, District, Region and Branch/State/National are included in the program</p> <p>Adults support the Unit in the building of the program to ensure it is balanced (cost and location)</p> <p>Adults discuss who is supporting which events with the youth members who are running them and take guidance from the youth member and the Unit on this</p>	<p>The Adult only gives their advice when the situation is becoming unsafe including physically or mentally or if members of the Unit are being cut out by particular Unit member's actions.</p> <p>The Adult will need to keep an eye on members of the Unit along with the Unit Leader to facilitate open conversation, inclusiveness and drive of the Unit</p>



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Running Activities - Youth	<p>Youth run games</p> <p>Youth help with decisions</p> <p>Youth discuss a Unit code so as during activities the Unit lives by its code</p> <p>Youth help others when they have completed their activity</p> <p>Youth engage in the Plan>Do>Review> Cycle including actively helping with activities and reviewing them in the Unit</p> <p>Patrol Leaders/ Activity leaders assist other activity Patrol members through tasks</p> <p>Patrol Leaders assist adults to manage behaviours for games and small activities</p>	<p>Youth take turns running games and small activities for the Unit</p> <p>Youth understand the needs and skills of members of their Patrol</p> <p>Youth actively engage in the Plan>Do> Review> cycle</p> <p>Youth follow a Unit code which is constructed by the Unit guided by the adult</p> <p>Youth are active in Program review that feeds back into the Planning stage of the next Program Cycle</p> <p>Youth running games and activities consider participants needs ability's, strengths and weaknesses</p> <p>Patrol leaders and Assistant Patrol Leaders assist there Patrol members through game and activity preparation where needed</p>	<p>Older/ more experienced youth members in the Unit encouraged development of other youth members by running games and small activities and assisting in Program Planning</p> <p>Patrol Leaders are encouraged to understand the needs of their Patrol and what is unusual behaviour</p> <p>Older/ more experienced youth members facilitate learning of less experienced youth members through activities/ games they run</p> <p>Youth members facilitate Patrol Camps which have a purpose for that Patrol</p> <p>Patrol Activities are conducted regularly and are favoured over whole Unit activities</p> <p>Patrol Councils are conducted to feed activity ideas and needs of the Patrol and its members back into the Unit Council</p> <p>The Unit has a code which it is supported by which is inclusive to all and promotes positive/ engaging behaviour</p> <p>Unit members run the majority of programmed content including the Planning for and review of the activities.</p>	<p>Unit Council oversee the running of activities</p> <p>Unit members / Unit council run the activities as part of the program</p> <p>Unit Council encourages its members to run new activities and develop new skills for the individual and the Unit</p> <p>The Unit runs all activities/ facilitates the planning for all activities</p> <p>Youth are mentored through planning appropriately for risks</p> <p>The Unit has a code which it is supported by. This is inclusive to all and promotes positive/ engaging behaviour as well as outlines the expectations of the Units members</p>	<p>Youth run and are responsible for their own activities</p> <p>The Unit has a code which it is supported by. This is inclusive to all and promotes positive/ engaging behaviour as well as outlines the expectations of the Units members</p> <p>Youth take the Units / Patrols needs into account while planning activities</p> <p>Youth plan appropriately for potential risks and ensure all relevant legislation and policies have been taken into account</p> <p>Youth complete the Plan>Do>Review> Cycle</p>



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Running Activities – Adults	<p>Adults/ older youth members implement activity ideas as suggested by Joey Scouts</p> <p>Adults provide guidance in relation to games & activities with Joey Scouts</p> <p>Adults manage behaviour & parent involvement</p> <p>Adults manage risk</p> <p>Adults assist the Joey Scouts in completing tasks the Joey Scouts are looking after</p> <p>Adults assist Joey Scouts in the Plan>Do>Review> cycle</p> <p>Adults listen and implement requests in relation to programming where appropriate</p>	<p>Adults guide Patrol leaders and other youth members in running activities for the Patrols and Unit</p> <p>Adults guide Patrol Leader through understanding the needs of their Patrol</p> <p>Adults facilitate the implementation of the Unit code</p> <p>Adults keep an eye out for risks and skill youth to understand risks and the need to manage risks appropriately</p> <p>Adults guide youth members through the facilitation of activities they are running</p> <p>Adults communicate with parents/ carers about activities and support the development of the youth member through conversations with the parent of the youth</p> <p>Adults make sure the youth member know what their role is in organising and running games/ activities</p>	<p>Adults/ older youth members support Scouts in their activities and planning</p> <p>Adult members encourage youth members to ensure all bases are covered during the planning phase</p> <p>Adult members assist collection of paperwork and guide the youth member through policies and legislation that need to be considered</p> <p>Adult members assist the Patrol Leaders/ Activity leaders to manage behaviour and conflict</p> <p>Adults ask prompting questions to ensure key planning points are met</p> <p>Adult members support the Unit Council and encourage active participation by the youth members</p> <p>Adult members encourage active engagement from the Section in other Sections and seek opportunities for youth to be involved in Project Patrols</p> <p>Adult members assist the Patrol Leaders and Unit Leader with the needs of individuals in the Unit</p>	<p>Adults/ more experienced youth members support the youth members who are running each activity</p> <p>Adults ask prompting questions to ensure key planning points are met</p> <p>The Adult supports the Unit Leader to facilitate guidance and acts as a mentor to all members</p> <p>The Adult member mentors the youth through facilitating new activities which may stretch the youth members confidence and comfort zone</p>	<p>The adult will advise members through difficult circumstances when running activities</p> <p>The adult will mentor youth members to deal with a wide range of circumstances and issues that may arise</p> <p>The adult member will support Unit through a wide range of activities and initiatives not necessarily just at Unit level</p>



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Leadership within the Section – Youth	<p>Youth members are given opportunities to lead in relation to small program activities i.e. – a game, preparing a small activity</p> <p>Youth members are given short term leadership roles to support their development</p> <p>Youth members are given opportunities to find out what they like/ don't like and how they lead</p> <p>Youth members are given opportunities to input into Unit decisions and Patrol decisions</p> <p>Youth members are given opportunities to assist during ceremonies and at special occasions for the Unit</p>	<p>Youth members are given multiple opportunities to assist and lead in activities, ceremonies and represent the Unit</p> <p>Patrol Leaders and Unit Leaders are given guidance to lead a Patrol and support others through their development</p> <p>Assistant Patrol Leaders lead through helping with activities and games, assisting with ceremonies and learning about their Patrol members</p> <p>Regular planning for programming occurs with youth members facilitating programming planning sessions and being guided to review activities</p> <p>Plan>Do>Review> is led by key youth members</p> <p>Unit members regularly facilitate opening of nights/ closing of nights, special occasions and reviews</p>	<p>Unit Leaders support the development of Patrol Leaders and Assistant Patrol Leaders</p> <p>Patrol Leader continue to develop leadership skills through mentoring other members of their patrol and acting as a role model for the Unit</p> <p>Patrol Leaders and Assistant Patrol Leaders learn how to delegate through small task allocation and lead from the front, being involved in all tasks set by them for the Patrol</p> <p>Patrols gain a sense of autonomy and are encouraged to support each other through adults and older youth members</p> <p>All members of the Unit are given opportunities to lead at different points, weather it's for a game, activity, trip, ceremonies, Project Patrol leadership or in assisting in other Sections</p> <p>Patrols are encouraged to run stand-alone Patrol activities building resilience and leadership amongst the Patrol.</p> <p>Youth members know it is ok to make mistakes during learning new things and mistakes are part of learning</p>	<p>The Unit Leader in conjunction with the Unit Council run the Unit</p> <p>The Unit set the Program and run all associated activities including the full Plan>Do>Review> cycle</p> <p>The Unit is responsible for the actions of its members and representing positive engagement and cohesion to new members and members in other Sections</p> <p>Unit members seek opportunities to facilitate Project Patrols and be involved in new experiences</p> <p>Unit members understand the Purpose, Principles and Mission of Scouting and continue to develop leadership through different experiences</p> <p>Youth recognise when they have made</p> <p>Youth are aware that other Sections look up to them and their actions will be noted from younger members</p>	<p>The Unit Leader with guidance from the Unit leads the Unit</p> <p>The Unit provides different leadership opportunities for multiple members</p> <p>The Unit encourages members to get involved with leadership opportunities external to the Unit</p> <p>Unit members are encouraged to extend themselves and learn new skills while leading others through tasks</p> <p>Units have active Project Patrols and encourage involvement in a wide range of projects</p> <p>Units encourage continuous improvement in leadership and are inclusive to all</p> <p>Unit members are aware that other Sections youth are always looking up to the Rover Scout Section and their actions will be seen and noted</p> <p>Rover Scouts always act as role models</p>



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Leadership within the Section – Adults	<p>Adults assist learning of leadership skills of the youth members and are aware that they are always acting as an assistant/ role model</p> <p>Adults facilitate as many leadership opportunities for youth members as possible including leading in ceremonies and games/ activities</p> <p>Adults facilitate all risk management and the majority of planning for larger activities depending on older Sections youth membership involvement</p> <p>Adults encourage Joey Scouts and other youth members to take on leadership roles in the Sections</p> <p>NOTE: Youth leadership in the Joey Section doesn't always need to be Joey Scouts running things and may be facilitating/ supporting Cub Scouts, Scouts and Venturer Scouts to run activities</p>	<p>Adults seek opportunities for a variety of youth members to be involved in different leadership opportunities</p> <p>Adults guide youth in leadership roles to learn about their role, the people they are leading and to provide support throughout tasks</p> <p>Adults make sure that members of the Unit are all having an equal say and no one persons or small groups needs/ requests are forgotten or unheard</p> <p>Supports the youth members to complete the Plan>Do>Review> cycle</p> <p>Adults guide youth through all leadership opportunities and facilitate positive reinforcement</p> <p>NOTE: Youth leadership in the Cub Scout Section doesn't always need to be Joey Scouts running things and may be facilitating/ supporting Scouts and Venturer Scouts/ Rover Scouts to run activities</p>	<p>Adults help facilitate appropriate leadership opportunities for youth members</p> <p>Adults encourage all youth members to be involved in leadership opportunities in the Section and encourage the Unit Leader and Patrol Leaders to give different people terms at leading tasks</p> <p>Adults support the Unit Leader and Patrol Leaders through the facilitation of the Patrols and there needs and support the youth members running most if not all activities</p> <p>Adults should guide youth members through a deeper understanding of the holistic picture of running activities and facilitating others such as National/ Branch policies, risk management and being inclusive to all</p> <p>Adults encourage youth to seek opportunities to be a part of a Project Patrol and take on leadership roles within these</p> <p>Adults encourage the Unit Council to make sound decisions on behalf of the Unit and support the Unit Leader to implement the decisions the Unit Council make</p>	<p>Leaders support/ mentor the Unit Leader and Unit Council</p> <p>Leaders are seen as the secondary level of leadership team behind the Unit Council</p> <p>Take leadership roles only when Venturer Scouts are unsure and have been given guidance to understand or the situation is becoming unsafe</p> <p>Adults mentor youth through difficult situations and provide guidance and support to support the youth member coming up with solutions</p>	<p>The role of the adult in the Rover Scout Section is to advise the Units members and the Unit Leader through situations, tasks, management and direction</p> <p>The adult sometimes is best placed to offer advice from an outside point of view</p> <p>The adult with the Unit Leader should monitor peoples involvement and encourage them to seek leadership opportunities in the Unit</p> <p>The adult is not responsible for the Unit and its actions however they still should exercise a duty of care to the Unit and its members through difficult situations such as physical danger or mental wellbeing</p>



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Administration – Youth	<p>Youth record attendance by marking their own names off on a list or writing their own name, or are helped to do so if they are not yet able.</p> <p>Youth assist adults to document what they did when running a game or small activity</p> <p>Joey Scout Patrol Leaders assist adults to mark roles and document parts of journeys or adventures through photos and videos</p>	<p>Cub Scout Patrol Leaders record their Patrols attendance at activities and events</p> <p>Youth keep track of their own progressions with the assistance of their Patrol Leaders of their Personal Progression Framework Cub Scouts record attendance</p> <p>The Unit Leader, with the assistance of the Patrol Leaders and adults, record the program for any program cycle</p> <p>Youth members, through the Unit Council, raise risks that need to be discussed/ managed</p>	<p>The Unit Council led by the Unit Leader discuss, organise and distribute communications for the Unit</p> <p>The communication of the Unit is largely run by the Unit Council</p> <p>The Unit has a collective areas where information is stored for them that they manage e.g. Trello, Dropbox, app (other format depending on Unit</p> <p>The activity leader fills in any necessary paperwork/ documents their planning efforts</p> <p>The Unit Council with guidance from adults assess the risks associated with the Unit</p>	<p>Youth organise state/ region events with the guidance from adults</p> <p>The Unit Council, led by the Unit Leader, discuss, organise and distribute communications for the Unit</p> <p>The communication of the Unit is largely run by the Unit Council</p> <p>The Unit has a collective areas where information is stored for them that they manage e.g. Trello, Dropbox, app (other format depending on Unit</p> <p>The activity leader fills in any necessary paperwork/ documents their planning efforts</p> <p>The activity leader fills in any necessary paperwork/ documents their planning efforts</p> <p>The Unit Council, with guidance from adults, assess the risks associated with the Unit</p>	<p>The Unit Leader supports the Unit Council members through administration tasks</p> <p>Youth members produce overarching programs at Region, State and National levels</p> <p>Rover Scouts lead training for other Rover Scouts</p> <p>Youth members support their own training within the group as well as receiving support from adults to complete this.</p> <p>Youth members support other sections youth member through administration tasks such as managing risk</p> <p>Youth members act as role models to other Sections through best practise and understanding organisational Policies and Procedures that apply to them</p>
Administration – Adults	<p>Adults ensure membership records are up to date including current address, email and phone number in conjunction with Group Leaders on the membership system</p> <p>Adults inform parents and carers of program and other relevant information</p> <p>Adults ensure risk assessments are carried out and management plans are in place</p> <p>Adults support youth members to mark attendance and record program activities</p>	<p>Adults ensure membership records are up to date with the support of Patrol Leaders including current address, email and phone number in conjunction with Group Leaders on the membership system</p> <p>Adults inform parents and carers of program and other relevant information</p> <p>Adults ensure risk assessments are carried out and management plans are in place</p> <p>Adults support youth members to mark attendance and record program activities</p>	<p>Adults assist Patrol Leaders and the Unit Leader to keep membership records up to date</p> <p>Adults have an overseeing role in Unit Council and assist the youth members to inform members of updates and assist through record keeping</p> <p>Adults monitor risk and support the Unit through managing risks including proper documentation</p> <p>Adults support Patrol Leaders and the Unit Leader to guide Patrol members through tasks in preparation for leading and assisting through activities</p>	<p>Adults support the Unit Leader to ensure membership records are up to date in conjunction with Group Leaders</p>	



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Rules /code of conduct / behaviour – Youth responsibility	<p>The Unit Council discusses and agrees upon a code of conduct. This is reviewed throughout youth members time in the Joey Scout Section</p> <p>Youth members understands what behaviours they should be showing in the context of Promise and Law while participating in Scouting activities</p> <p>Youth members are comfortable to come and talk to adults/ older youth members about behaviour/ issues they can see</p>	<p>The Unit Council sets the code of conduct for the Section</p> <p>Cub Scouts develop a sound understanding of appropriate behaviour not only while at Scouts but in society</p> <p>Behaviour management of the Unit and Patrol members is noted by Patrol Leaders and they are supported by adult leaders</p> <p>Cub Scouts develop their own age appropriate behaviour management code of conduct which is supported by the members of the Unit. This code includes what the Cub Scouts believe is appropriate action for members in the Unit</p>	<p>The Unit Council sets the expectations of the Units members including discipline / behaviour issues management</p> <p>Patrol Leaders and Unit Leaders monitor the behaviour of each other and the Units members and discuss issues and potential actions when needed</p> <p>Youth members develop ways and strategies to handle situations</p> <p>Patrol members support each other through activities and responsibilities they have been allocated</p> <p>Unit members have an understanding of a positive and enabling culture within the Unit and support all members regardless of time in the unit, age or any other feature of someone's being</p>	<p>Youth members through the Unit Council write/develop their own constitutions for the section</p> <p>Members of the Unit Council manage behaviours and expectations of the Units members</p> <p>All youth members in the Unit act as role models to other sections and support/ encourage positive behaviour</p> <p>Youth members hold each other accountable for each other's actions</p> <p>Youth members are respectful to sensitive situations and circumstances and act in a confidential manor while also understanding duty of care principles</p>	<p>Youth members through the Unit Council write/develop their own constitutions for the section</p> <p>Members of the Unit Council manage behaviours and expectations of the Units members</p> <p>All youth members in the Unit act as role models to other sections and support/ encourage positive behaviour</p> <p>Youth members hold each other accountable for each other's actions</p> <p>Youth members are respectful to sensitive situations and circumstances and act in a confidential manor while also understanding duty of care principles</p>
Rules /code of conduct / behaviour – Adult responsibility	<p>Adults support the development of the Unit code of conduct and exercise most of the monitoring of the code and adherence to the behaviours</p> <p>Adults support youth members to develop an understanding of appropriate behaviour, resilience and problem solving in the team</p>	<p>Adults support the development of the Unit code of conduct and exercise the monitoring of the code with Patrol Leaders and adherence to the behaviours from Unit members</p> <p>Adults support youth members to develop an understanding of appropriate behaviour, resilience and problem solving in the team</p>	<p>Adults support the development of the Unit code of conduct and support the monitoring of the code with Patrol Leaders and adherence to the behaviours from Unit members through mentoring the PLs/ ULs</p> <p>Leaders support the youth to monitor and implement actions when the code is breached as decided upon by the unit council</p> <p>Leaders guide youth members through difficult situations and support youth through confidential information and supporting members through challenging times</p>	<p>Leaders support the youth in writing and developing the constitution, ensuring realistic expectations and content is maintained.</p> <p>Leaders support the youth to monitor and implement any actions when the constitution is breached, as decided upon by the unit council</p>	<p>Leaders give advice to the youth when they are writing and developing the constitution, ensuring realistic expectations and content is maintained</p>