

It's All About Unity



Intelligent Design

The Unit terminology is part of an intelligent design. Our previous program grew organically over a number of decades, with piecemeal adjustments occurring throughout this period with a section-by-section rotation of reviews.

Conversely, the process of co-design of the new program, based on a variety of solid evidence and a collaboration of many hundreds of people, has led to a program that makes sense as a one program, one journey experience.

'Unit' fits within a framework of individual, small team, and collective terms:

	General	Specific
Individual	Scout	Joey Scout Cub Scout Scout Venturer Scout Rover Scout
Small team	Patrol	e.g. Shark Patrol Uluru Patrol Overland Track Project Patrol
Local age section	Unit	e.g. Flagstaff Hill Joey Scout Unit Heathmont Cub Scout Unit 5 th Central Moorabbin Scout Unit Maranoa Venturer Scout Unit Gosford Rover Scout Unit

Within our program, the general terminology used at the individual and small team level is common (Scout and Patrol). Therefore, we do the same with gathering of the local section (Unit). Individuality comes in when you get more specific, as with Joey Scout, Cub Scout, or the Shark Patrol. For Units, this individuality comes with the name of our Units, and further with the symbolic framework developed by our youth members.

Logical and Efficient

This approach is **logical and easy to learn**. It is suited to youth members moving from one section to the next, who do not need to concern themselves with learning new language and jargon.

For brand new members and external audiences, it makes sense that a group of Scouts comes together as a Unit. 'Unit' is easily understood terminology outside of Scouting.

Using **common terminology is efficient**. When referring to a local collection of Scouts in general terms, we simply say 'Units' rather than listing each of the section terminologies. The one program concept also allows for the development of most resources that can be applied across all sections. Reverting to separate nouns for each section will require resources to either be duplicated five times, or, to write 'Mob/Pack/Troop/Unit/Crew' each time 'Unit' appears.

The World Scout Movement

Unit terminology is commonly used at the level of World Scouting. This terminology is evident in World Scouting resources including:

- World Scout Youth Involvement Policy, 2015
- World Scout Youth Programme Policy, 2015
- Youth For Change position paper, 2014
- Renewed Approach to Programme Toolbox (RAP, 2005)
- The Essential Characteristics of Scouting, 2019
- Report of the 1st World Scout Education Congress (Hong Kong, 2013)
- Report of the 2nd World Scout Education Congress (Kandersteg, 2017)
- World Adults in Scouting Policy, 2018

World Scout Jamborees held in the Asia-Pacific Region have used Unit as the terminology as the collective noun of Scouts.

Background of use in the Scouts Australia Youth Program Review

The language of 'Units' began to emerge during Stage 4 of the Youth Program Review, from **mid-2015**. At the end of Stage 4, **February 2016**, the Youth Program Review team, along with two members from each of the Stage 4 teams, presented the New Program Concepts to an assembled group of key decision makers from each Branch – National Youth Program Team members, Branch Chief Commissioners, and National Team members.

This presentation included the language of 'Units'. This concepts presentation was further evolved, with amendments, into **the New Concepts Workshops which rolled out around the country to as many members – adults and youth – as possible**. The term 'Units' was used throughout these Workshops.

A great deal of feedback was collected from these Workshops, and very few comments said not to use the term 'Units' for all sections. In fact, **many responders made the effort to replace their section's collective noun with the term 'Unit'** when giving feedback about some other aspect of the new program concepts.

Reviewing> the Program (and Terminology)

In the spirit of Plan>Do>Review>, Scouts Australia is responsible for ensuring the continuous quality improvement of our program. WOSM and the World Scout Youth Programme Policy remind us that a review of the whole program should occur every 5 to 10 years.

The new program is currently in the Do> phase (implementation). As with any Scouting activity, adjustments and tweaks can occur as part of monitoring this phase. Typically, these would be small-scale. It is generally agreed that large-scale changes to the approved program, like a major terminology change, or any return to features of the past program, **should not occur until full and proper implementation** has occurred, and program aspects have been tried and tested.

Once a reasonable time has elapsed for implementation, the National Youth Program Team will make a recommendation to the National Operations Committee for a future date to commence a full review of the program.

In that time before the agreed review date, it is the **National Youth Program Team's responsibility to monitor the program's delivery** around the country and provide advice, guidance, and resources to support Scouts and Leaders around the country. This team includes representatives of every state and territory branch of Scouts Australia.

Initial experiences indicate that the change to **'Unit' terminology has been straightforward** and uptake is positive among Groups transitioned to the new program.