

It's All About Unity



Common 'Unit' Terminology in our Program

Under today's Scouts Australia program, **we are all Scouts**. We come together to be part of a **common and familiar experience**, that progresses as we grow and develop.

The program of the past was siloed and disconnected. We had five programs across five sections, with a very detached learning experience from one to the next. Those days are now behind us.

Under the overall concept of **one program**, Scouts embark on a continuous journey across five sections. This journey is full of **new adventures, but familiar experiences**. When transitioning to the next section in our program, Scouts will focus on new adventures, new friends and new opportunities, not new terminologies, methods, or structures.

In this program we use familiar building blocks to mark our achievements, we use all the elements of our Method – including the patrol system, symbolic framework, and youth leading, adults supporting. Our competency in outdoor adventure is recognised continuously through the Scouting journey, and we have the opportunity to assist and lead from our first day in each section.

The look and feel of our resources are consistently presented, our adult leaders are trained together, and our Groups collaborate better across sections. **We all meet as Patrols, and our Patrols make up Units**. Our most experienced peers might go on to become Unit Leaders.

"As a Cub Scout Unit Leader, I aspire to be like the youth leaders in the Scout Unit too."

Section identity is evident in our section names and our progression is staged through the symbolic framework of **one journey**. Joey Scouts discover adventure, Cub Scouts create the path, Scouts explore the unknown, Venturer Scouts look wide, and Rover Scouts adventure beyond the horizon.

As a Scout, my section name tells me who I am and where I am at in my journey. "When I was six, I was a Joey Scout and I belonged to my Joey Scout Unit."

Why use the Term 'Unit'?

One program

'Unit' terminology supports the concept of **one program**. The previously-used terminology of Mob, Pack, Troop, Unit, Crew emphasises the siloed sections of the old program.

In a one program approach, experiences are familiar, but developmentally appropriate from one section to the next.

Symbolic Framework

The **symbolic framework of the new program is 'one journey'**, reinforcing the core concept of one program.

'One journey' emphasises the familiar aspects of the program, including the Achievement Pathways, the use of the Scout Method, the types of activities experienced, and the structures and terminology used. The aspects that differ from one section to the next in a one journey approach are **those that directly emphasise the concept of personal progression**. The symbolic framework used at the local level is determined by the youth members in that Unit, within the scope provided by the respective section motto:

- Discover Adventure (Joey Scouts)
- Create the Path (Cub Scouts)
- Explore the Unknown (Scouts)
- Look Wide (Venturer Scouts)
- Beyond the Horizon (Rover Scouts).

This approach means the past standard symbolic frameworks that informed the naming convention of local collective groupings of Scouts are no longer aligned to the program. For instance, as the Jungle Book is no longer the standard symbolic framework for the Cub Scout section, the terminology of Pack will no longer be relevant for many Cub Scouts, especially as new generations of Cub Scouts begin to move through the age section.

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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.