

THE EXPLORER SCOUT
YOUNG LEADER
DELIVERY BOOK

LEAD

PREPARING TO LEAD



ABOUT THE SCHEME	4
OVERVIEW OF THE MODULES AND MISSIONS	5
SUPPORTING ESYLS	9
	11
NEXT STEPS	12
SAFEGUARDING	13
FAQS	27
MODULES AND MISSIONS	27
MODULE A – PREPARE FOR TAKE-OFF (ESSENTIALS AND EXPECTATIONS)	28
MODULE B - TAKING THE LEAD	37
MODULE C - THAT'S THE WAY TO DO IT!	41
MODULE D – UNDERSTANDING BEHAVIOUR	45
MODULE E - GAME ON!	50
MODULE F - MAKING SCOUTING ACCESSIBLE AND INCLUSIVE	52
MODULE G – WHAT IS A HIGH QUALITY PROGRAMME?	58
MODULE H – PROGRAMME PLANNING	64
MODULE I - WHAT DID THEY SAY?	67
MODULE J - COMMUNICATE IT!	70
MODULE K- FIRST AID	75
ICEBREAKER IDEAS	76
LETTERS AND REFERENCES	78
APPENDIX A	82

APPENDIX B - DOMINO HUNT	90
APPENDIX C - CHILD PROTECTION SCENARIOS	95
APPENDIX D - LEADERSHIP STYLES	98
APPENDIX E - NARRATIVE OF A BEAVER SCOUT MEETING	99
APPENDIX F- SELF-REFLECTION SHEET	100
APPENDIX G- NEGATIVE SENTENCES (FLIP IT AROUND ACTIVITY)	101
APPENDIX H - MOCK TRIAL SCENARIOS	102
APPENDIX I- PROGRAMME - MAKING REASONABLE ADJUSTMENTS	104
APPENDIX J - PROGRAMME OBJECTIVES	105
APPENDIX K - BINGO SHEET	109
APPENDIX L - NUMBER GAME SCENARIOS	110
APPENDIX M - SKILL BUILDER	111
APPENDIX N – SKILLS CHECKLIST	112

About the Scheme

Introduction

Welcome to the Explorer Scout Young Leaders' Scheme. This delivery guide contains everything you'll need to challenge, engage and support your young people as they work towards this exciting and valuable Scheme.

Inside, you'll find information about how to deliver the Scheme, as well as guidance for the different adult roles that have touch points with it. This guidance can be passed on to others to help explain and promote the Scheme, ensuring everyone involved can work together to get the most out of the experience.

This delivery book also contains the modules and missions young people complete as part of the Scheme, alongside the objectives for each module and a range of ideas and activities you can use to deliver each step most effectively.

Who are Explorer Scout Young Leaders (ESYLs)?

ESYLs are Explorer Scouts who volunteer alongside adult leaders in a Beaver Colony, Cub Pack or Scout Troop. A valuable asset to any leadership team, ESYLs play an active role in the section, bringing a range of fresh ideas to the table, and acting as positive role models for the young people they work alongside.

Although the Scheme is usually taken on by Explorer Scouts looking for a new challenge, young people from outside Scouting can also participate if they are working towards their Duke of Edinburgh's Awards or Queen's Guide Award. They can do this by volunteering as non-members for a set period of time ie for three to six months if completing their Duke of Edinburgh's Award (Bronze).

There are many benefits to working with ESYLs. For example, young people are more likely to feed back to an ESYL than they are to an adult volunteer, which means ESYLs can more effectively gather feedback on what the young people want to get out of Scouting. By passing this information on to the wider team, the ideas that ESYLs come up with can really enhance planning meetings and contribute to Youth Shaped Scouting. Like any leader within the team, ESYLs bring their own unique skills and strengths to the group, which can be utilised to deliver a high quality, balanced programme.

ESYLs should not be counted in the adult ratios for young people. They are still a young person themselves. The section leader has a duty of care and responsibility for the welfare of the ESYL.

What is the Explorer Scout Young Leaders' Scheme?

The ESYLs' Scheme is a training programme for ESYLs. It contains 11 modules and four missions for ESYLs to work through whilst volunteering in their chosen section. Modules give ESYLs the skills and

knowledge to be successful in their role, while missions allow them to put everything into practice with support. As well as developing valuable life skills, the Scheme is an opportunity for ESYLs to make a positive impact in their communities and to fulfil the service elements of many of the top awards in Scouting. This includes the Chief Scout's Platinum and Diamond Awards, the Queen's Scout Award and the Duke of Edinburgh's Awards. Recognition of achievement is available along the way, and on completion of the Scheme, the ESYL is awarded with an ESYL belt buckle.

ESYLs who choose to move onto adult roles can wear the Young Leader Service Award on their adult uniform. The Scheme counts as prior learning for those interested in future adult leadership roles.

For adults whose roles have touch points with the Scheme, an important part of that role is to support ESYLs as they work through each step, helping them to learn, develop and have fun along the way. A full breakdown of roles linked to the Scheme can be found from page 15 onwards in this book.

Overview of the modules and missions

Module breakdown

The 11 modules are fun and engaging training sessions designed to give Explorer Scout Young Leaders (ESYLs) the necessary skills and ideas to become excellent leaders.

The modules are:

Module A - Prepare for take-off (essentials and expectations)

Module B - Taking the lead

Module C - That's the way to do it!

Module D - Understanding behaviour

Module E - Game on!

Module F - Making Scouting accessible and inclusive

Module G - What is a high quality programme?

Module H - Programme planning

Module I - What did they say?

Module J - Communicate it!

Module K - First aid masterclass

Who should deliver the modules?

Although the Explorer Scout Leader Young Leader (ESLYL) coordinates the training themselves, modules can be delivered by the ESYL themselves, or by someone with relevant experience, skills, and knowledge. For some modules you may wish to invite subject matter experts from your District, County/Region or Area to deliver some or all of the modules, or to co-facilitate. For example, you may wish to invite a Safeguarding Awareness Coordinator to support elements of Module A, or a Youth Commissioner to support Module I.

Delivering training to ESYLs uses a different skillset to delivering training to adult volunteers. Bear this in mind when considering who might be best suited to deliver each session. Adults do not need to have completed training modules from the Adult Training Scheme in order to deliver the ESYL training.

Mission breakdown

ESYLs need to complete four missions to work towards the Scheme. Completing a mission is similar to completing the validation segment of the Adult Training Scheme. Each mission shows that ESYLs can put everything they have learnt throughout the modules into practice.

It is important that section leaders are aware of any upcoming missions, what they entail, and the ways in which they can support the ESYL in their section to complete them.

There is further guidance on supporting section leaders (SLs) to understand the Scheme later on page 16.

The four missions are:

Mission one - Game

Plan and run a minimum of three games with the section you are volunteering with. At least one game should take place indoors and one outdoors.

The games should be varied, incorporating:

- at least two different types of leadership style (Modules B and C)
- three different types of games; for example some games may be more energetic and active, while others may be more creative or reflective (Module E)

To complete this mission, you could:

- run a game at the beginning or end of a section night
- run a wide game on a camp
- run a game that ties into a badge the section is working towards
- run a game that reinforces something the section has learned
- any other ideas, subject to agreement with ESYL and SL

Mission two - Activity

Plan and run an activity (not a game) with the section you are volunteering with.

The activities should include:

- planning and organisation
- delivery
- gathering any equipment or materials needed

To complete this mission, you could:

- choose an activity badge to run as part of the programme, providing all of the information and materials required for the section to achieve this
- run a segment of the camp programme, such as a pioneering activity or obstacle course, planning the route for a hike, initiating some team challenges, or organising and leading a campfire
- record the ways in which your section's programme activities could count towards different badges and awards
- run an activity for the section, relating to one of your own hobbies or interests
- any other ideas, subject to agreement with the ESLYL and SL

Mission three - Programme planning

Take the section's programme ideas to a programme planning meeting.

This mission should include:

- asking the young people in the section to contribute their ideas to the programme
- capturing the ideas and suggestions from the young people and exploring how these could be incorporated into their programme
- attending and contributing to a meeting (eg programme planning meeting, leaders' meeting, District, County/ Region or Area meeting)

To complete this mission, you could:

- attend a section planning meeting
- plan and run a meeting (eg section planning forum or running activities from the YouShape resources)
- decide who should attend a meeting and invite them along
- organise and run a forum for the young people in your section, gathering their ideas and suggestions, and feeding these back to the section leader
- organise for someone to take notes, minutes or points of action
- plan and run the Sixers' or Patrol Leaders' forum, ensuring that the young people in the section understand how they can input their ideas into the section programme
- any other ideas, subject to agreement with the ESLYL and SL

Mission four - Delivery

Take responsibility for organising and running part of the section programme.

This mission should include:

- planning and organising a selection of activities on a theme
- delivery of those activities
- evaluation and review of the activities with the section





To complete this mission, you could:

- plan and run a linking event with either the section above or the section below, working with the leaders of the sections above and below to arrange everything
 - plan an event, night or activity, ensuring it is appropriate for the age range of the young people, and is well-suited to the venue
 - include members of the section in the running of an evening
- plan and run a Challenge Award with the young people, ideally choosing one that either has not already been achieved by anyone in the section, or which has been achieved by the fewest members
 - plan the monthly, termly or yearly programme of activities needed to achieve the award
- plan a camp for the section (under the supervision of a leader with a Nights Away Permit)
- help the young people in the section to explore a particular topic, or to develop some specific skills
- any other ideas, subject to agreement with the ESLYL and SL

Supporting ESYLs

Recognition for the ESYLs' Scheme

The table below details what can be awarded to ESYLs and when

What is awarded?	Image	When should it be awarded?
ESYL badge and woggle		After completing Module A
A mission strip		After completing each individual mission, a mission strip is awarded These should be placed around the Module A badge
ESYL belt buckle		On completion of the entire Scheme (all training modules and missions)
ESYL certificate		Either when the young person turns 18 or completes the whole Scheme The back of the certificate can be used to record which modules and missions the ESYL has completed
ESYL Service Award		Can be worn on the adult uniform to recognise a person's completion of the Scheme

Using the Scheme towards top awards in Scouting

The Scheme counts towards the volunteering/service section of several other awards, including the Chief Scout's Platinum and Diamond Awards, the Queen's Scout Awards, and the Duke of Edinburgh's Awards.

The Chief Scout's Platinum Award and the Duke of Edinburgh's Bronze Award (three months)

Briefing and training should be given in order to gain the necessary skills. Explorer Scouts take up a further three months in either their skill, physical or service challenge. Therefore, they may choose to do six months at this level.

The Chief Scout's Diamond Award and the Duke of Edinburgh's Silver Award (six months)

Briefing and training should be given in order to gain the necessary skills. Members who have not completed the Bronze Duke of Edinburgh's Award or the Chief Scout's Platinum Award must undertake an extra six months in either the service challenge or the longer of the skills or physical challenges.

The Queen's Scout Award and the Duke of Edinburgh's Gold Award (12 months)

Briefing and training should be given in order to gain the necessary skills. Award participants who are not holders of the Chief Scout's Diamond Award or Silver DofE must complete an extra six months in either the service or in the longer versions of the skills or physical activity challenges.

The International, Community and Values (ICV) list

Certain activities run within the section supported by the ESYL may count towards the International, Community and Values (ICV) list as part of their top awards. For example, the ICV list for the Platinum award has the suggestion of organising a series of two evening programmes for another section on an international theme agreed with a mentor. The whole ICV list can be found at www.scouts.org.uk.

Recognising the Scheme through the Institute of Leadership and Management

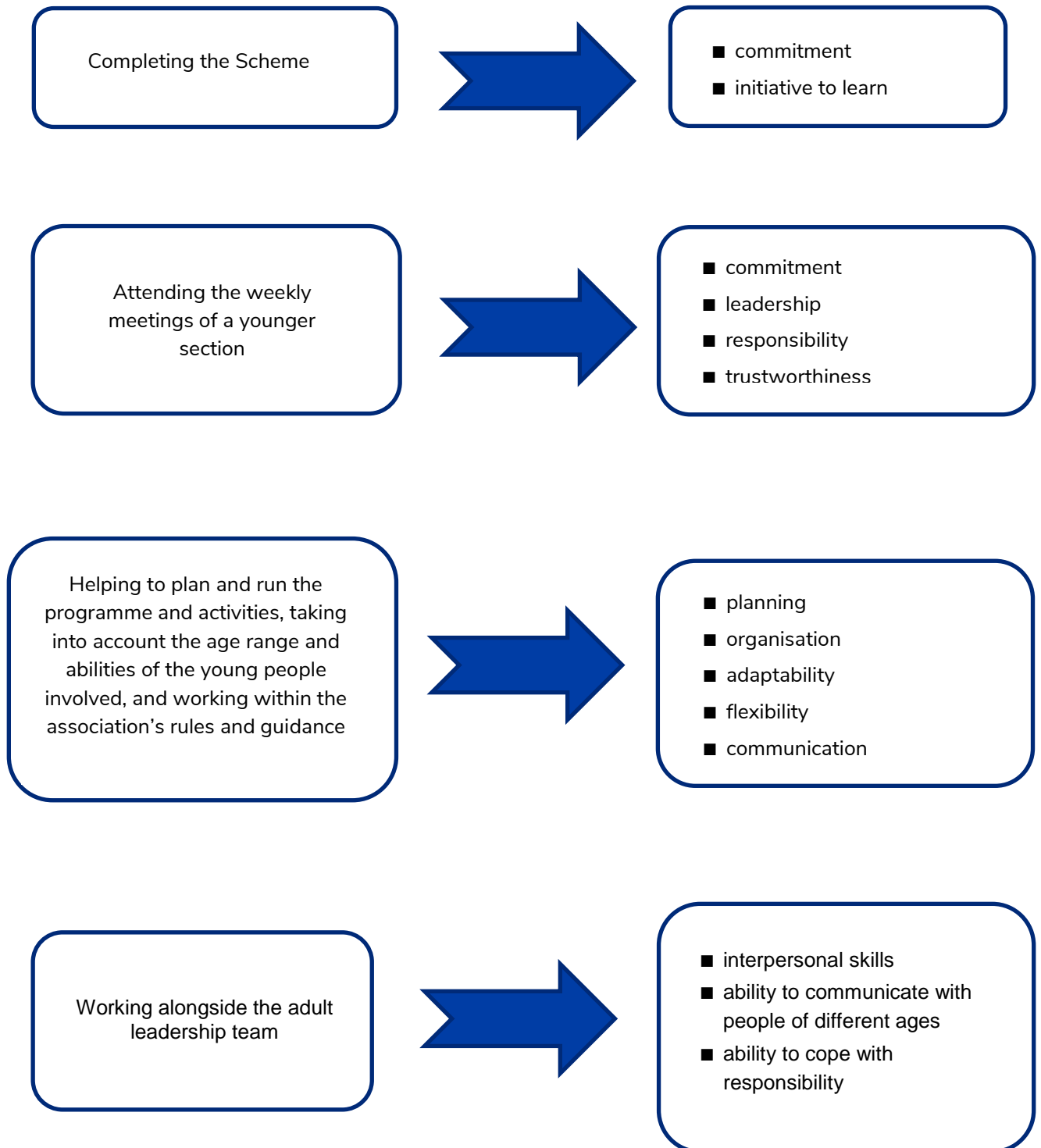
The Scheme is externally recognised by the Institute of Leadership and Management (ILM) as a development programme. The ILM is one of the UK's leading providers of leadership and management qualifications. The accreditation is a simple way to validate the quality of the Scheme to external organisations ESYLs might want to work with in the future.

As a development programme there is no formal assessment required by the ILM, which means that there is no extra work for ESYLs to complete in order to gain the accreditation. As the ILM recognises the quality of the programme content, aims, objectives and learning outcomes, all the ESYLs have to do is register with the ILM (for a fee) and complete the Scheme by finishing all of the modules and missions.

The ESYL will receive a certificate and personal login details to the ILM learning access zone. The learning zone offers a wide range of online development tools, resources, journals and magazines specifically tailored around leadership and management, created by professors from some of the world's leading universities including Cambridge, Harvard, London Business School and INSEAD. Further information on the Institute of Leadership and Management and its affiliation with the Scheme can be found at www.scouts.org.uk.

Supporting ESYLs to get ahead

The ESYL Scheme is a great achievement for young people to highlight when they are applying for jobs, apprenticeships and further education opportunities. It can be challenging for young people to talk clearly about the skills they have gained through their volunteering. The text below has been developed as a guide to use when you are supporting ESYLs to reflect on how their experiences have led to the development of valuable life skills. Module J offers further support for ESYLs, featuring more ideas about how they can articulate their experiences.



Next steps

Completing the Scheme can help young people stand out when they are applying for jobs, apprenticeships or further education opportunities. Upon completion, the next best step will be different for every individual, depending on where they are in their Scouting journey. Here are some of the opportunities available to them:

Scout Network

The fifth and final section in Scouting is Scout Network. Each District can have one Scout Network, providing an opportunity for 18-25s to scout with a flexible approach. District Scout Networks organise projects and events under the themes of International Scouting, Community and Adventure. 18 to 25 year olds in Scouting can also belong to the UK Scout Network. This means they can still get involved with Scouting, even if away at university, working or starting families. It is a flexible, opt in or out approach, allowing members to join in with specific events and projects that suit their needs and interests with a pay to play approach.

Non-member Young Leaders working towards their Duke of Edinburgh's Awards

On completion of their set time working towards an award, it is important that any Young Leaders who are non-members are given an opportunity to join Scouting. For them to continue as a Young Leader once their set time is over, they must be registered as an Explorer Scout.

Adult leadership

The ESYLs' Scheme is a great way to train young people to become excellent section leaders, assistant section leaders and section assistants. Through undertaking the modules, they are gaining many of key skills required for running a section. By carrying out their missions, they are putting this learning into action. If ESYLs later decide to take on adult roles, they will therefore not need to start their training from scratch.

It is important to recognise that ESYLs will have gained a wealth of knowledge and experience throughout the Scheme. As usual, a conversation should be had to establish the knowledge and confidence levels of any new leader. They may have gained evidence that can be used towards the validation of a training module in their adult role, although they will need to explain how this is relevant.

The guide in Appendix A at the back of this resource explains how knowledge and skills gained in the Explorer Scout Young Leaders' Scheme can be used as prior learning towards the Adult Training Scheme.

Other adult roles in Scouting

The skills and knowledge ESYLs develop whilst leading a section will be transferable to a wide range of roles within Scouting. At 18, members can join Executive Committees, become managers

or supporters in Scouting, or take on the role of Youth Commissioner. To give back, an ESYL may like to get involved with delivering the Scheme in the future, or they may like to sit on the District Executive to help influence and shape the future of the Scheme locally.

Safeguarding

It's important to remember that, despite being in a position of responsibility, an ESYL is still a young person. ESYLs should never be left alone with a section, should always be supported, and must not be counted in the section's adult to young person ratios. It is important to have an in-touch process in place, and to be aware of any medical details and contact details relating to the ESYL.

ESYLs have their own version of Young People First (Yellow Card): Young People First (Orange Card). This is introduced in Module A, which covers safeguarding and child protection in detail.

Please note that Module A must be completed by all ESYLs, and by all young people from outside Scouting volunteering as Young Leaders, within three months of starting the Scheme. It is integral that every ESYL has their own copy of Young People First (Orange Card) with them at all times. Following the rules not only safeguards young people in the section, but also safeguards the ESYL themselves, preventing them from putting themselves in vulnerable positions.

On camp, ESYLs are in a unique position within the section. They are not adults and are under 18, so they must not share sleeping areas with the leadership team. Similarly, it is important to acknowledge that they are in a position of responsibility and are not attending camp as a participant. As a result, they should always be given their own private space and sleeping arrangements.

The Young People First (Orange Card) can be found on scouts.org.uk and is available for free at Scout Stores.

Examples of ESYL setups and delivery

There is no one-size-fits-all model when it comes to delivering modules. The approach taken must be one that works best for you and your ESYLs. The models below are intended as guidance and inspiration, demonstrating a number of different ways you could choose to run the Scheme.

Model one

The ESYL Unit have decided to meet monthly on late Sunday afternoons, when they are not busy with other commitments. They run modules and discuss how things are going in the section. This allows a good amount of time to cover things in the session. However, as the meetings are monthly, if the ESYLs miss a session they have to wait a long time to catch up again.

Model two

The ESYL Unit meet every other Thursday. In this time they usually aim to run one module and go through any questions the ESYLs might have.

Model three

Three Districts join together to run a joint ESYL Leader weekend. This means that they have a larger number of ESYLs. They run the modules over three weekends a year.

As an alternative, you could also run training as a County/Region/Area over a number of weekends.

Model four

ESYLs meet three days a year to go over module training. They check in using Skype once a month as a Unit.

Supporting Explorer Scout Young Leaders in your section: a guide for section leaders

Working alongside an Explorer Scout Young Leader (ESYL) opens up many great opportunities for a section. ESYLs can bring a range of different skills and experience to the section they support and can help invaluable with the planning and running of your section. This not only benefits your section but allows the ESYL to develop skills for later life, equipping them for successful careers, and to take on adult roles within Scouting.

ESYLs undertake a training Scheme that consists of 11 modules and four missions. Modules cover a variety of topics such as programme planning, inclusive Scouting and first aid. Usually, ESYLs go through this training with other ESYLs, completing modules together. Missions, which are similar to the validation section in the adult training scheme, put the learning from the modules into action. These are what the ESYL will need to complete in the section they support. As a section leader, the support you offer your ESYL will contribute towards their development and ensure that the section gets the most out of their time. Below are some top tips for working with ESYLs in your section.

Welcome them

Before an ESYL's first session, make sure they know where they are going and who they can expect to meet there. Ideally, you should meet with the ESYL before the first session. Much like any new leader, ESYLs may feel nervous, or may not know what to expect. At the start of the session, take time to introduce them to the other leaders and young people. At the end of the session, introduce them to the parents. This familiarity will help put them at ease.

Get to know them

Spend a little bit of time getting to know your ESYL. Just like adult leaders, they will have a range of experiences and skills to share.

Some questions you may wish to ask an ESYL include:

- How long have you been in Scouting?
- Have you been through the section you are helping with?
- Why do you want to be an Explorer Scout Young Leader?
- Do you have any previous experience working with young people?
- Do you have any previous experience leading activities?
- Are you at school or college?
- What are your ambitions and interests?
- Are you working towards your top awards ie Chief Scout's Platinum, Diamond, QSA and/or DofE?

Encourage them to get them stuck in

ESYLs can help with an array of tasks. They are not there to make the juice or the tea, any more than any other leader. They are an integral part of your leadership team. By investing some time with your ESYL at the beginning, you are much more likely to see them develop and take an active role in planning and running the section. ESYLs could:

- help to plan the programme
- plan and run games and activities
- plan and run youth forums and games
- open or close the meeting
- to get feedback from the section

- help with websites or social media pages (with support, as they are still under 18)
- run sessions on topics they feel confident about
- talk to young people about their experiences
- inspire the section, acting as a role model
- attend residential trips and camps

In order for ESYLs to complete these activities, they will need some support from you. It is advisable to talk through any tasks or activities before they do them for the first time. Consider whether you are the best person in the section's leadership team to support the ESYL. Is there someone else in the leadership team who would thrive buddying a new member of the team?

What do ESYLs get out of the Scheme?

The benefits an ESYL will get out of the Scheme are very similar to the benefits of being an adult leader. Like adult volunteers, ESYLs will get to see young people develop, have fun and give back to their communities, all while developing some useful, transferrable life skills.

What are your obligations?

Whilst an ESYL is working within a section, the section leader is responsible for their safety and welfare. It is important to remember that an ESYL is still a young person, regardless of their responsibilities. The same Young People First (Yellow Card) guidance you apply to your section should also be applied to ESYLs. You should never spend time one-on-one with an ESYL, and should never directly text or email them without copying in other members of the leadership team, for example.

Young People First (Orange Card) and Module A

When ESYLs start the Scheme, they will be given a copy of Young People First (Orange Card) - the ESYL version of the Young People First (Yellow Card). ESYLs must also complete Module A of the Scheme within three months, which provides detailed information about safeguarding and child protection. It is important that the ESYL is equipped with the right skills and knowledge to deal with any situations that arise.

Camps and residential trips

When the ESYL takes part in a camp or residential, consideration should also be given to the sleeping arrangements. The ESYL should have their own separate accommodation. They should not share with adult leaders, or with the young people in the section.

Missions -

Mission one - Game	Plan and run a minimum of three games with the section you are volunteering with. At least one game should take place indoors and one outdoors.
Mission two - Activity	Plan and run an activity (not a game) with the section you are volunteering with.
Mission three - Programme Planning	Take the section's programme ideas to a programme planning meeting.
Mission four - Delivery	Take responsibility for organising and running part of the section programme.

Supporting Explorer Scout Young Leaders working with your group: a guide for Group Scout Leaders

An Explorer Scout Young Leader (ESYL) offers a great opportunity for a section. They bring a range of different skills and experiences with them, and can support with the planning and running of a section. This not only benefits the section, but allows the ESYL to develop their skills for later life, equipping them for successful careers and to take on an adult roles in Scouting.

ESYLs undertake a training scheme which consists of 11 modules and four missions. Modules cover a variety of topics such as programme planning, inclusive Scouting and first aid. Usually, ESYLs will go through this training with other ESYLs, completing modules together. Missions, which are similar to the validation section in the Adult Training Scheme, put the learning from the modules into action. These are what the ESYL will need to complete in the section they support. Young Leaders can also be young people who are working towards their Duke of Edinburgh's Awards or their Queen's Guide Award for a set period of time. As the Group Scout Leader, you have an important part to play in supporting ESYLs within the sections in your Group. After all, an ESYL is part of a section's leadership team. Below are some top tips for supporting ESYLs as a Group Scout Leader.

Know the amount of ESYLs currently active within your Group, and have an overview of who they are. This will help you ensure they are best supported, and will also help when filling in a census. Introduce yourself when visiting sections to make sure they know who you are. Remember that should they have any issues in the section, they may come to you or their Explorer Scout Leader Young Leader. Similarly, it's important to know who your ESYL is and maintain a relationship with them.

Make sure ESYLs feel supported in the section they support. It is really important that section leaders are aware of the benefits having an ESYL on board can bring. As a part of the leadership team, they can be involved with running activities and games, help with Youth Shaped programme planning, and get involved in camps. ESYLs will also input fresh and inspiring new ideas, which will benefit the programme. Check in with section leaders to find out how ESYLs are getting on.

Make sure all ESYLs have completed Module A within three months and encourage this process. An ESYL must complete Module A on safeguarding and child protection within three months. It is important ESYLs are equipped to respond appropriately should a situation arise, protecting themselves and the young person.

Ensure section leaders are aware of the missions. ESYLs complete four missions. They should carry out these missions in the section, and may need support to enable them to achieve their goals.

Promote the wider Explorer Scout provision to the ESYLs in the Group and encourage them to complete their top awards.