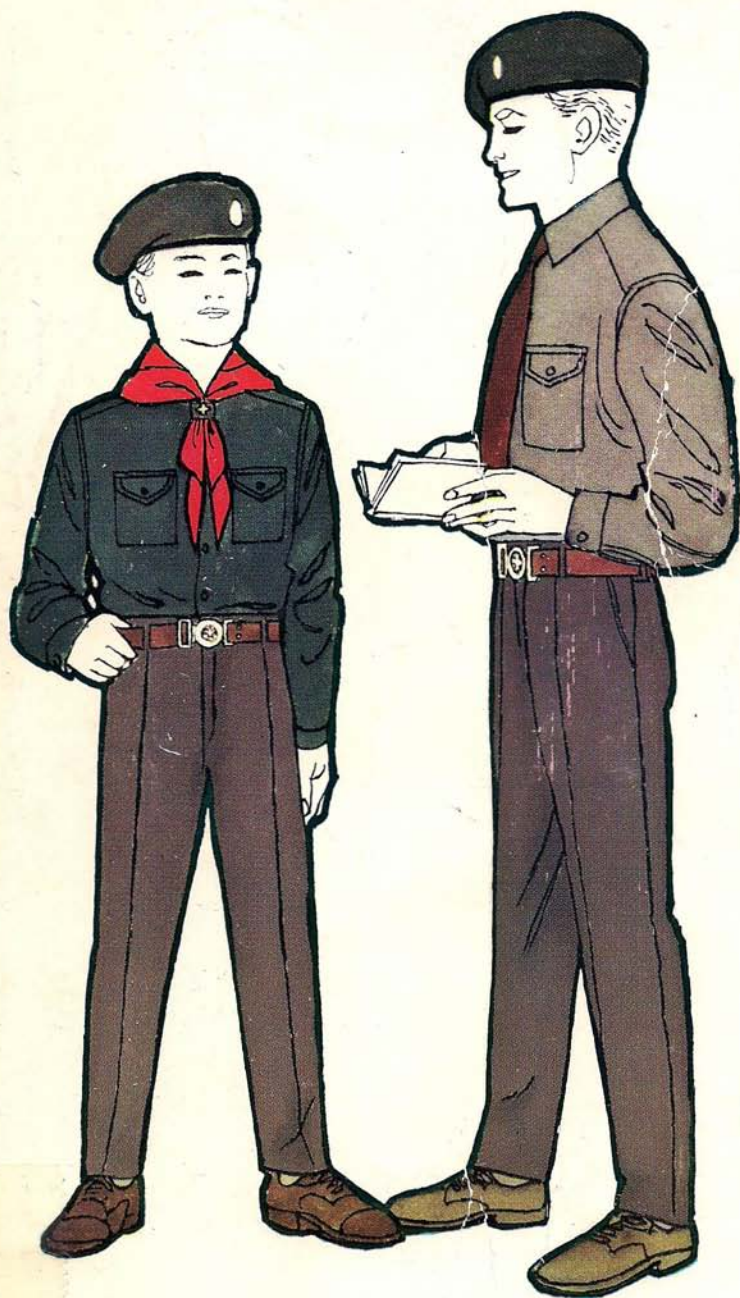
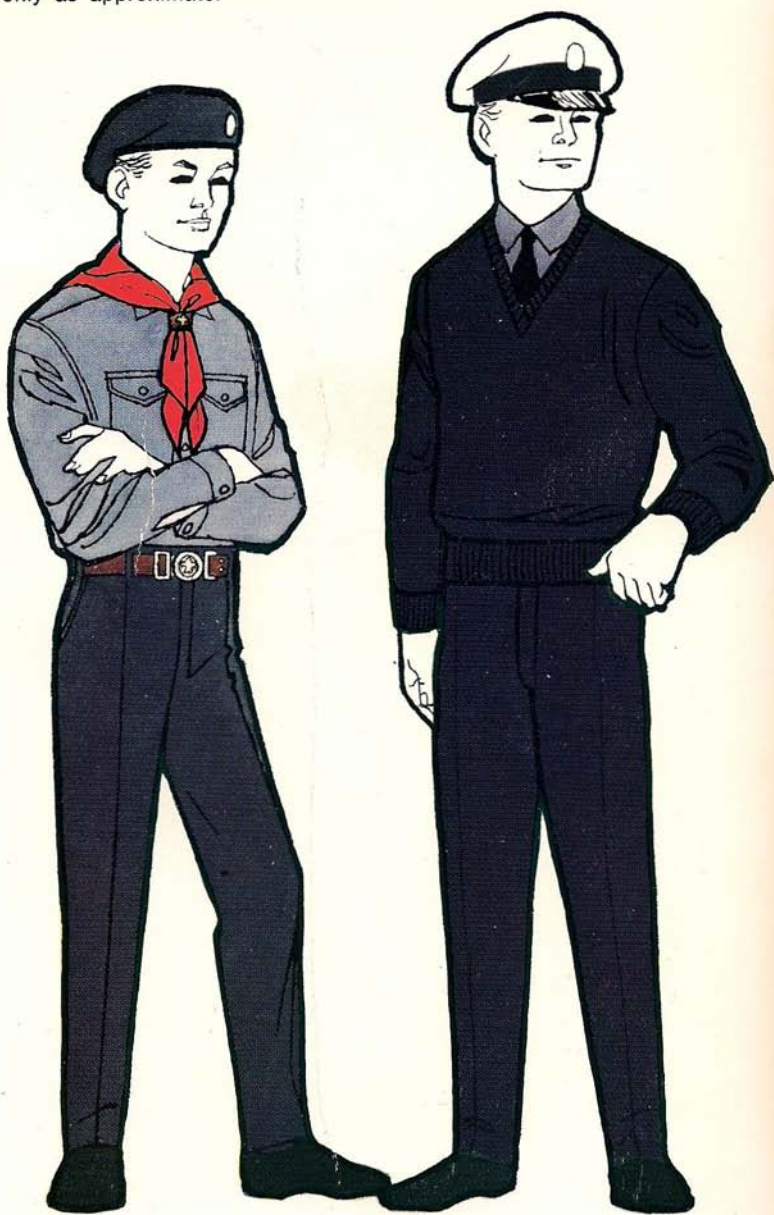


# THE ADVANCE PARTY REPORT '66



NOTE:

The colours of the uniforms illustrated on the cover of this book should be regarded only as approximate.



**THE  
ADVANCE  
PARTY  
REPORT**

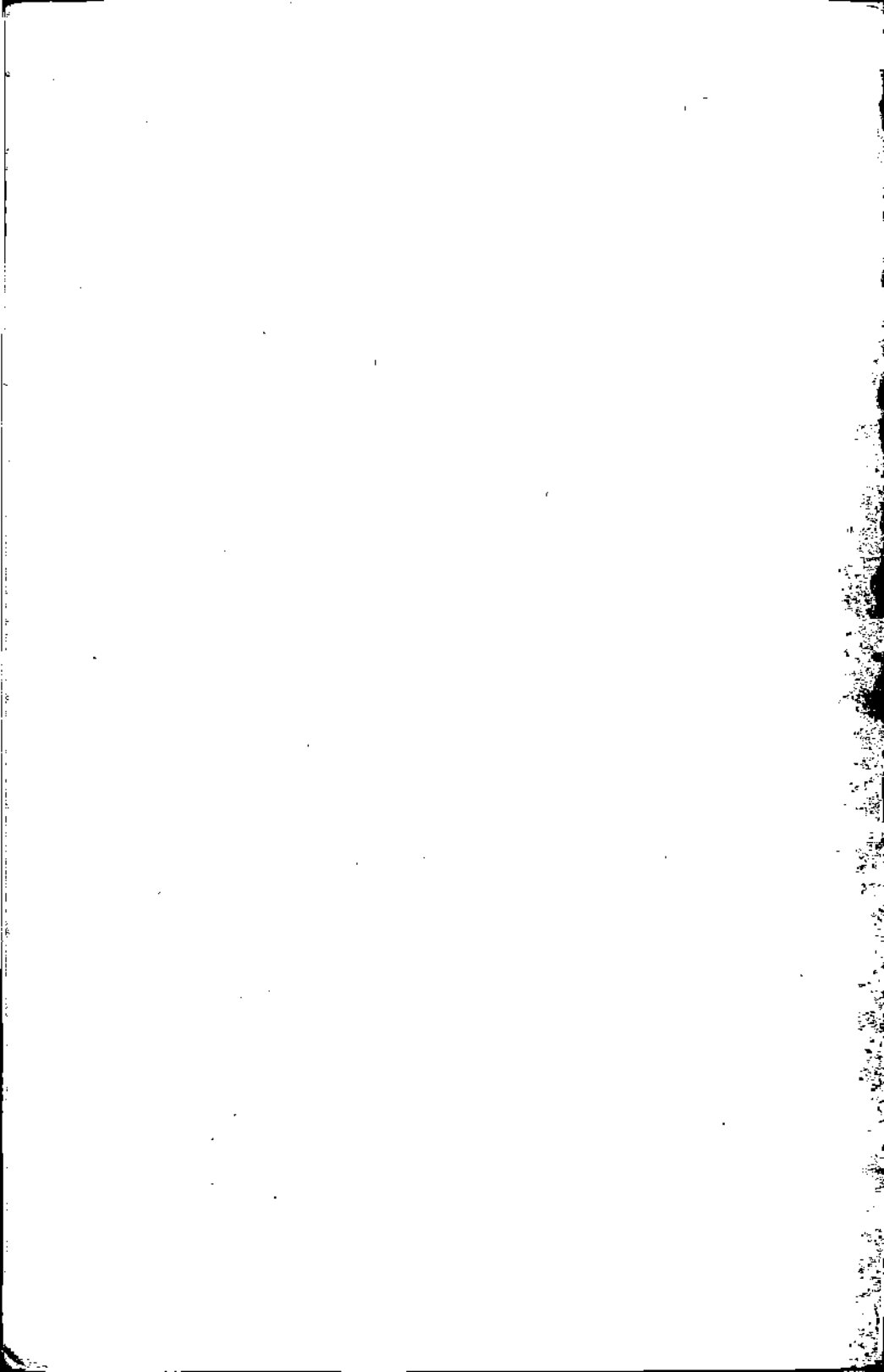
*(Popular Edition)*

BEING THE RECOMMENDATIONS  
OF THE CHIEF SCOUT'S  
ADVANCE PARTY, 1966

*with appendices, notes and an index*

**THE BOY SCOUTS ASSOCIATION**

**25 Buckingham Palace Road, London, S.W.1.**



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NOTE: *The Committee of the Council have accepted all the Recommendations without alteration with the exception of those marked thus: \*; \*\*; †; §: to which reference is made in "Design for Scouting".*

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# FOREWORD

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THE Chief Scout formed his Advance Party in January 1964 inviting 24 Scout Leaders under the age of 45 "to study all aspects of the future of Scouting and to make recommendations, after consultation with the Movement, to the Chief Scout as to the development of the Movement, both in the immediate future and for the 1970s."

During the succeeding two years the Advance Party has sought evidence, made visits, studied reports and carried out research and experiments. They examined with care the views (often of course conflicting) which the Movement sent in, in response to the Chief Scout's invitation of September 1964.

The Advance Party met as a body for six week-ends; the various sub-committees held 166 meetings; the chairmen of these committees met on a further three occasions. On all but one occasion of the nine main meetings the Chief Scout took the chair. They held exhaustive interviews with 223 leaders of industry, leaders of the youth service, education officers and headmasters, and with leading members of the Scout Movement. They conferred with eighteen bodies concerned with outdoor and adventurous activities and thirty different authorities concerned with handicapped children. They analysed replies to questionnaires received from 49 headmasters having School Scout Groups and 272 headmasters not having School Scout Groups. They were assisted by evidence from ten University Appointments Boards and 145 Local Education Authorities. They made innumerable visits to places and to events. They read and pondered on all the relevant educational reports (Albemarle, Newsom, Bessey, Robbins, Crowther) and on comparable investigations of other Youth Movements.

A Cub Scout trial scheme was carried out for the Advance Party by eight Packs, and six Scout Districts in different parts of the country were concerned with an experimental Scout scheme. The Department of Psychology of the University of Manchester, the Department of Social Science of Nottingham University, and the Department of Sociology of Leeds University gave the Advance Party invaluable help.

The Chief Scout's Advance Party's final report to the Committee of the Council extended to some 200,000 words. It was thought expedient to prepare for wider reading something more concise and manageable. The present report (of some 50,000 words) includes all the recommendations and the more important appendices of the original documents. Of necessity the arguments for the recommendations have had to be summarised with some severity, or

omitted when the recommendations seem self-evident or are not controversial. Similarly interesting and valuable reports of surveys by the Universities mentioned above could not be included. Copies of the Full Report price £2 5s. 0d. plus 4s. 6d. (postage and packing) may be obtained from the Scout Shop, 25, Buckingham Palace Road, London, S.W.1.



# THE MEMBERS OF THE CHIEF SCOUT'S ADVANCE PARTY

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*Chairman:* **THE CHIEF SCOUT, SIR CHARLES MACLEAN**  
Bt., J.P.

- |   |   |
|---|---|
| <b>J. W. BERESFORD, B.A.</b>                                    | Senior Scout Leader and Assistant County Commissioner (Senior Scouts) in Surrey. (County Commissioner of Greater London, South West). |
| <b>P. R. BRANCHFLOWER</b>                                       | Scoutmaster and Assistant Deputy Camp Chief in Surrey.  |
| <b>MAJOR R. H. CARR-<br/>ELLISON, T.D., J.P.</b>                | County Commissioner of Northumberland.  |
| <b>HON. R. H. V. COCHRANE,<br/>B.A.</b>                         | Scottish H.Q. Commissioner for Rover Scouts.  |
| <b>J. N. COFFEY, LL.B.</b>                                      | Assistant County Commissioner (Training of Scouters) in East Cheshire.  |
| <b>C. A. CUTRESS, M.C., J.P.</b>                                | Group Scoutmaster and District Commissioner in Sussex.  |
| <b>D. F. DUNFORD</b>  | District Commissioner in Monmouthshire.   |
| <b>J. M. ELLIOT</b>   | Assistant County Commissioner (Training of Scouters) in Surrey. (County Commissioner of Surrey).                                      |
| <b>D. W. R. EVANS, M.A.</b>                                     | Assistant County Commissioner (Boy Scouts) in Essex. (Deputy County Commissioner of Essex).   |
| <b>C. R. GRIFFIN</b>  | Cubmaster in Greater London Central. (Akela Leader attached to Gilwell Park).   |
| <b>SQN. LDR. D. GRISBROOK,<br/>B.Sc.(Econ.), R.A.F.</b>         | Senior Scout Leader in Leicestershire. H.Q. Commissioner (British Scouts)—Cyprus.   |
| <b>SQUADRON LEADER C. M.<br/>HENDERSON, R.A.F.</b>              | Travelling Commissioner, Scotland.  |
| <b>DR. P. G. S. JOHNSON,<br/>M.B., B.S., M.R.C.S., L.R.C.P.</b> | District Commissioner and Deputy County Commissioner in Hampshire.  |
| <b>K. C. LOCK, B.A.</b>   | Formerly District Commissioner in North Staffordshire.  |

<b>LT-COLONEL H. MAINWARING, M.C., M.A.</b>	Group Scoutmaster and Assistant Commissioner (Training of Scouters) for British Scouts in Western Europe. (Assistant Scoutmaster in Cambridge-shire).
<b>J. C. MOORMAN</b>	Assistant County Commissioner in Somerset.
<b>W. B. MOULE</b>	Headquarters Commissioner for Wolf Cubs and Akela Leader in Sussex.
<b>J. A. P. NORRIS, F.C.C.S.</b>	District Commissioner in Manchester.
<b>D. L. N. OLLIVER, F.C.I.L</b>	Assistant County Commissioner (Boy Scouts) in Central Yorkshire. (Deputy County Commissioner of Central Yorkshire).
<b>G. S. PRESHNER</b>	Group Scoutmaster and Assistant Deputy Camp Chief in London. (Assistant County Commissioner (Sea Scouts) in Greater London, North).
<b>J. N. PRYCE, B.A.</b>	District Commissioner in Lancashire, North West.
<b>L. C. REYNOLDS, D.S.C., B.Sc., J.P.</b>	County Secretary and Assistant County Commissioner (Training of Scouters) in Westmorland. (Deputy Camp Chief attached to Gilwell Park).
<b>K. H. STEVENS</b>	Deputy Chief Executive Commissioner at Headquarters.
<b>J. B. YOUNG</b>	Assistant County Commissioner (Boy Scouts) in Glasgow.
<i>Secretary:</i> <b>E. W. HAYDEN,</b>	Training Secretary, Headquarters

NOTE: *Some members of the Advance Party have had a change of appointment since joining the Advance Party. Where this has occurred their present appointment is shown in brackets.*

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*It is of interest to record that among the members were a doctor, architect, solicitor, barrister, television engineer, stockbroker, sales director, insurance official, civil servant and bank official while the Services, farming, education and commerce were represented by more than one member.*

**RECOMMENDATION 1**

- §(a) That the title of the Movement be 'The Scout Association.'
- (b) That every effort be made to obtain the registration of the names "Cub Scouts" and "Venture Scouts."

*THE ARGUMENT: The word 'boy' presents a juvenile image which does not fairly project the true pattern of our membership. [N.B. The present title is protected under "The Chartered Associations (Protection of Names and Uniforms) Act" 1926; but even if it is not possible to protect the suggested new title, we feel that the general prosperity of the Movement is of far greater importance than the preservation of the present protection which is in any case largely academic. In the same way that the term "Boy Scouts" is protected under the Chartered Associations (Protection of Names and Uniforms) Act 1926, we believe efforts should be made to obtain the registration of "Cub Scouts" and "Venture Scouts" as protected names under the Act although it may not be possible to secure the registration of "Scouts" by itself.]*

**RECOMMENDATION 2**

- (a) That the aim of the Movement be—  
"The aim of the Association is to encourage the physical, mental and spiritual development of young people so that they may take a constructive place in society."
- (b) That the method of the Movement be—  
"The method of achieving the aim of the Association is by providing an enjoyable and attractive scheme of progressive training, based on the Scout Law and Promise and guided by adult leadership."

*THE ARGUMENT: These short, simple statements avoid the use of the word 'boy' which in the contemporary world tends to be used of the pre-adolescent [see Recommendation I], and do not exclude mixed activities where appropriate.*

**\*\*RECOMMENDATION 3**

That the Scout Promise be—  
"I promise that I will do my best—  
To do my duty to God and to the Queen,  
To help other people  
and to keep the Scout Law."

#### RECOMMENDATION 4

That the Cub Scout Promise be—  
"I promise that I will do my best—  
To do my duty to God and to the Queen,  
To help other people  
and to keep the Cub Scout Law."

[For title Cub Scout see Recommendation 26.]

*THE ARGUMENT: We are convinced that the Movement should continue to be based on a Law and Promise, and we believe that to have one Promise (with the addition of the word Cub for the Cub Scout Section) for every member of the Movement is a progressive step. The expression 'on my honour' has been omitted because it is not in common use today and suggests there may be occasions for making a promise which is not 'on my honour'. We have also omitted the words 'at all times' as superfluous, and suggest that the word 'keep' is a better definition of what is intended than the word 'obey.' The insertion of the word 'to' before 'the Queen' should counter the present tendency to join 'duty to God and the Queen' together.*

#### \*\*RECOMMENDATION 5

That the Scout Law be—

- (1) A Scout does his best to honour his promise.
- (2) A Scout is to be trusted.
- (3) A Scout is loyal.
- (4) A Scout is friendly and considerate.
- (5) A Scout is a brother to all Scouts.
- (6) A Scout has courage in all difficulties.
- (7) A Scout makes good use of his time and is careful of possessions and property.
- (8) A Scout has respect for himself and others.

*THE ARGUMENT: There has been for a very long time a desire in the Movement for a revision of the Scout Law. There is no significance in the number of Laws: indeed the original Law propounded by the Founder did not have ten. We feel that the simple form we suggest sets out a Scout's duty to others and some important personal qualities. The new Law 1 links the Law with the Promise. The new Laws 2, 3 and 5 are direct but comprehensive statements.*

*The new Law 4 combines the old third and fifth Laws interpreting 'helpfulness' and 'courtesy' for the boy of today. It also includes the requirement of the present sixth Law. The new Law 6 is more constructive than the old eighth Law. The new Law 7 is more easily understood, we feel, than the old ninth Law.*

*The new Law 8 is a rewording and extension of the old tenth Law.*

*The old seventh Law has been much criticised within and without the Movement, especially the idea of obedience 'without question'; we are convinced that trustworthiness and loyalty include obedience, discipline and team spirit.*

#### **RECOMMENDATION 6**

That the Cub Scout Law be—

"A Cub Scout always does his best,  
thinks of others before himself  
and does a good turn every day."

*THE ARGUMENT: We are convinced that the Cub Law should no longer depend on the Jungle Story, and this is in line with the overwhelming weight of evidence from the Movement. The proposed wording can be easily understood by a small boy; and in a simple way summarises the Scout Law.*

#### **RECOMMENDATION 7**

That Rule 10(1) be—

"Each invested member of the Movement shall be encouraged to make every effort to progress in his understanding and observance of his Promise 'To do my best to do my duty to God', to belong to some religious body, and to carry into daily practice what he professes."

*THE ARGUMENT: The evidence showed that there was acceptance, by all but a small number, that while Scouting is not a purely religious organisation, our Duty to God is of fundamental importance and must be emphasised as an essential requirement of membership. While some people wished for such relaxation that no sincere man of goodwill should be excluded, others were for a more rigid requirement which might have led to a loss of many from the Movement. We noted with interest the recommendation of the 1949 World Scout Conference which read 'The man who sincerely finds it impossible to accept one creed, or to join any one church, yet at the same time continues his search for the truth, can in all honour take the Scout Promise.' But we believe that those who hold warrants as Commissioners, Group Scout Leaders, and Leaders of Training Sections ought to be active members of some religious body.*

#### **RECOMMENDATION 8**

That the following statement be included in the Commissioners' Handbook, in the part of P.O.R. dealing with warrants and in the Handbooks for adult leaders:

"In order to make the warrant structure for Commissioners, Group Scout Leaders and Leaders of Training Sections more effective, the District Commissioner, or the County Commissioner in the case of Commissioners, must satisfy himself that any applicant for such a warrant is fully aware that he will be expected by his personal example to implement Rule 10."

#### **RECOMMENDATION 9**

That Rule 11 be—

"Attendance by Scouts of various forms of religion at a combined Service is allowed with the permission of the District Commissioner and religious authorities concerned. Such attendance should be voluntary and Rule 10(5) should be observed."

#### **RECOMMENDATION 10**

That all members of the Movement, including Cub Scouts, use the present Scout salute.

*THE ARGUMENT: The Cub Scout is as much a member of the Movement as a member of any of the other Training Sections and we believe that there should be only one form of salute for the whole Movement.*

*[This argument also applies to Recommendations 12 and 14 below.]*

#### **RECOMMENDATION 11**

That the Scout salute be used only when in uniform.

*THE ARGUMENT: This acknowledge what has been, to all intents and purposes, the practice for many years.*

#### **RECOMMENDATION 12**

That the Scout sign be used by all members of the Movement (including Cub Scouts) when making or re-affirming the Promise and at no other time.

#### **RECOMMENDATION 13**

That the use of the left handshake continue.

#### **RECOMMENDATION 14**

That "Be Prepared" be the motto for the whole Scout Movement.

## Chapter II    **AGE RANGES OF SCOUTING**

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### **RECOMMENDATION 15**

That the minimum age for entry into the Scout Movement be the eighth birthday.

*THE ARGUMENT: Any lowering of the minimum age would require the introduction of a more juvenile programme. This would increase the difficulty already experienced by many Pack Scouters in retaining the interest of the older members of this Training Section. Any increase in the number of very young members would result in a disproportionate amount of the time of Scouters being taken up in the training of these boys. The birth rate over the past eight years has increased so rapidly that in future more boys than ever may wish to join Cub Scout Packs. Boys below eight easily learn the Law and Promise but do not generally understand the moral implications involved.*

*It has been suggested that younger boys should be permitted to join Packs where there is room for them. Such a system could create anomalies in a District and could result in a sense of injustice among boys (and parents) when some Packs were accepting younger boys and others not. The Movement is cautioned against confusing child care with boy training.*

### **RECOMMENDATION 16**

- (a) That there be no provision for pre-Cub training on a national basis in the immediate future.
- (b) That the proposed National Cub Scout Board [see Appendix V] keep under review any developments within the Youth Service concerning boys under the age of eight.
- (c) That where play-centre units are in existence, every endeavour be made at local level to offer Scouting as a natural sequel to this training.

### **RECOMMENDATION 17**

That the maximum age for membership of the final Training Section of the Movement be the twentieth birthday.

*THE ARGUMENT: Apart from the weight of opinion from the Movement supporting some lowering of the present maximum of the 24th birthday, we hold the following considerations to be valid: In the United Kingdom a person at present becomes a full citizen at 21. A Movement which aims to train boys and young men for citizenship should not*

*in our opinion attempt to continue formal training beyond that age. Although the age of 21 as a maximum is attractive to some because a person has a vote at that age, we believe that it would be a mistake to tie the Movement's upper age to the gaining of the vote, particularly as there is a possibility of the voting age being reduced at some time in the future. Some evidence from the Movement suggested an upper age limit of 18 or 19 but if our proposal for an upper age limit of 16 for the Scout Section be accepted [see Recommendation 20] we feel a maximum age limit of 18 or 19 would be too low. It is interesting to note that the Duke of Edinburgh's Award Scheme now has the twentieth birthday as its upper age limit, a fact which confirmed our decision although it did not influence us in coming to it.*

*[N.B. Proposals for those over the age of 20 who may not be able or suitable to hold warrants but may wish to serve the Movement will be found in Chapter XII.]*

### **RECOMMENDATION 18**

That there be three Training Sections in the Movement.

*THE ARGUMENT: Our evidence is that there is a great deal of support in the Movement for three Sections only and we consider that the introduction of a new, third and final Training Section is the solution.*

### **RECOMMENDATION 19**

That the normal age range for the Cub Scout Section be the 8th to 11th birthday.

*THE ARGUMENT: According to the Department of Education and Science the average age at which boys transfer from Primary School to Secondary School is 11 years 3 months. We strongly support the present policy whereby no boy attending a Secondary School should be a Cub Scout.*

### **RECOMMENDATION 20**

That the normal age range for the Scout Section be the 11th to 16th birthday.

*THE ARGUMENT: A normal lower age limit of the 11th birthday will ensure that a boy, whether a Cub Scout or not, should be eligible to join the Scout Troop before he transfers from Primary to Secondary School.*

*When considering the upper age limit for the Scout Section we took into consideration the possibility of the raising of the school-leaving age in 1970; the need for the Venture Scout Section [see Chapter V] to be adult in concept; and the need for the Patrol System to be made more effective than it is at present.*



[N.B. It is appreciated that it may be some time before the school-leaving age is raised to 16 and that it may be unreasonable in certain individual cases for a person at work to be expected to remain in the Scout Troop. In such special cases the District Commissioner would be advised to use the discretionary power suggested in Recommendation 24 below. Only in the most exceptional case should a Scout be allowed to remain in the Troop after he is 16 years 3 months of age. When authority is given it should be for a very limited period and never because there is no Venture Scout Unit available. (See Chapter V).]

### RECOMMENDATION 21

- (a) That a new Training Section be formed to replace the existing Senior Scout and Rover Scout Sections.
- (b) That as this third Section is to be a Training Section no member of the Section may be a Leader Warrant or Permit holder. [See Chapter XI.]

### RECOMMENDATION 22

That the normal age range for the Venture Scout Section [see Chapter V] be the 16th to 20th birthday.

*THE ARGUMENT: Since the inception of the Movement, providing Scouting for the older boy and young man has seldom been anything more than a moderate success. A number of Committees and Commissions in the past have studied the problem without finding entirely satisfactory solutions. Rover Scouts were a limited success in the inter-war years but by the outbreak of war in 1939, it was clear that this was not the solution. In 1946 a new (solely training) Section for those between 15 and 18 years old was introduced, but its weaknesses—that it is permissive and not compulsory; that the scheme is interpreted in innumerable and widely-differing ways; and that in several respects the training elements of the Senior Scout and Rover Scout Sections are indistinguishable—have become apparent.*

*Today, neither the Senior Scout nor the Rover Scout Section is entirely happy with the situation. There is a confusion of system and a duplication of effort—and, above all, there is as a result of this confusion and duplication, a great deal of unease. After reviewing the situation it was clear that there were four main possibilities:*

- (a) *The present structure with four Sections could continue but with a great deal of clarifying, strengthening and refurbishing.*
- (b) *The Senior Scout Section could be abolished and the*

*Rover Scout Section could be strengthened and refurbished.*

- (c) *The Rover Scout Section could be abolished and the Senior Scout Section could be strengthened and refurbished.*
- (d) *An entirely new Section could be formed to replace the existing Senior Scout and Rover Scout Sections.*

*The fourth possibility has been adopted. It is to be noted that all the sub-committees of the Advance Party, and particularly the Senior Scout and Rover Scout sub-committees, moved to this view independently. It is also important to note that the proposal is for an entirely new Section, and not merely the fusion, as was proposed in 1951, of the two Sections it replaces.*

*This new Section is to be a Training Section. It provides the final part of the training started in the Cub Scout Section and carried on in the Scout Section.*

#### **RECOMMENDATION 23**

- (a) That a Cub Scout may go up to the Scout Troop at any time between 10 years 9 months and 11 years 3 months.
- (b) That a Scout may go up to the Venture Scout Section at any time between 15 years 9 months and 16 years 3 months.
- (c) That the minimum ages referred to in (a) and (b) apply also to new entrants.

*THE ARGUMENT: Although it has been recommended above that the 8th and 20th birthdays should be firm as the minimum and maximum ages there must be some flexibility between the Training Sections. We believe that in the vast majority of cases the six-month period will be ample.*

#### **RECOMMENDATION 24**

That a rule on the following lines be introduced: "In exceptional circumstances the District Commissioner has the authority to vary the minimum or maximum age of transfer or entry to Scout Troop and to Venture Scout Unit where in any individual case he is personally satisfied that such variation is in the best interests of the Scout concerned."

**RECOMMENDATION 25**

That the name of the Wolf Cub Section be changed to Cub Scout Section.

*THE ARGUMENT: We consider that the first Training Section is an integral part of the Scout Movement; not just a place for boys too young to join the Scout Troop. The Section name should fit in with the names proposed for the second and third Training Sections. As we recommend below that far less emphasis should be placed on the Jungle Story, [see Recommendation 29] it is logical to drop the word 'Wolf' from the present title.*

**RECOMMENDATION 26**

That Wolf Cubs be re-named Cub Scouts and that Wolf Cub Packs be re-named Cub Scout Packs.

**RECOMMENDATION 27**

That the aim of the Cub Scout Section be to encourage the physical, mental and spiritual development of boys of Cub Scout age, as an integral part of an overall plan of continuous training throughout the age ranges of the Movement.

**RECOMMENDATION 28**

- (a) That the method of achieving the aim of the Cub Scout Section be the provision of an enjoyable and attractive scheme of progressive training, based on the Cub Scout Law and Promise and guided by adult leadership.
- (b) That a new Training Scheme be devised based on the characteristics and needs of the boys of Cub Scout age, particularly taking into consideration the needs of the older boy.
- (c) That more attention be paid to the development of boys of Cub Scout age, and that Cub Scout Leaders recognise the need for study of child development between the ages of 8 and 11.

*THE ARGUMENT: At Cub age the boys are passing through a period of consolidation, are gaining assurance in their own powers and are beginning to acquire the kind of knowledge which will form the foundation upon which their future lives will be built. For most of our Cub Scouts, life is exciting, a happy adventure. The general characteristics of boys of Cub Scout age are: they are full of energy and exuberance, extremely curious, are beginning to form 'gangs,' are*

*creative, like collecting things, are unselfconscious. But it is important to recognise the differences in the characteristics of the varying ages of eight, nine or ten. Generally speaking the eight-year-old is expansive; meets new things with zest; overestimates his abilities; does not always finish his task; is speedy and busy; recognises his all too frequent failures; enjoys make-believe; prefers hints to commands; needs a great deal of praise. The mother-child relationship is strong.*

*The nine-year-old lives more within himself, is more self-contained and self-sufficient. He is becoming more independent; enjoys perfecting skills and likes team games; he tends to take criticism badly but appreciates a fair appraisal of his work. He is becoming an individualist with marked likes and dislikes.*

*The ten-year-old is matter of fact and straightforward. He is more flexible, takes things less seriously, is well-pleased with his parents and the world in general. The father-boy relationship is at its peak. He begins to take the blame for his own actions, is able to sum up adults, is fond of secret signs, appreciates group loyalties. His talents declare themselves. He accepts prejudices.*

*These are of course generalisations for, as children do not develop in any set pattern, it is impossible to be absolutely definite about their changing characteristics. But these statements are a guide to the average child.*

#### **RECOMMENDATION 29**

- (a) That the "Jungle Book" theme be retained as the imaginative background to introducing Cub Scouting to 8 to 9 year old boys, but that after the ninth birthday this background theme be phased out and that certain techniques in common use be discontinued.
- (b) That the Jungle Stories be used as stories in their own right and that efforts be made to obtain their publication in a simplified form.

**THE ARGUMENT:** *There is a need for a unifying thought background. Various themes were considered but merely to replace the Jungle Book by a more modern theme would create its own problem of datedness in another decade. The Jungle Book is timeless, is used in thirty-five of forty-eight Associations throughout the world as the framework of their activities, and remains the most acceptable thought background to introduce a boy to Cub Scouting.*

[N.B. We consider that all Jungle dances, and the use of the terms Old Wolves, Palaver, Tenderpad, Council Rock, Rock Council and Leaping Wolf should cease.]

### **RECOMMENDATION 30**

That the role of the Cub Scout Pack as an equal partner within the Group should be stressed both in the administration of the Group by the Group Council and in assistance received from the Group Scout Leader and Group Committee.

### **RECOMMENDATION 31**

- (a) That the normal working group in a Pack should arise from the nature of the activity in which a group is engaged and use be made of the natural leaders *within these activities*.
- (b) That the formal organisation of the Pack continue to be on a Six basis and that each Six have a Sixer and a Second who should assist; under no circumstances should a Senior Sixer be appointed.

### **RECOMMENDATION 32**

- (a) That Cub Scout Packs in Sea and Air Scout Groups are not distinguished by any special designation.
- (b) That alternative provisions be made to certain of the proposed proficiency badges to allow for sea and air subjects.
- (c) That boys in Packs in Sea and Air Scout Groups wear uniform as specified for the Cub Scout Section.

### **RECOMMENDATION 33**

- (a) That where in the opinion of the District Commissioner it is not possible to organise a Cub Scout Pack in one locality, owing to the dispersed nature of the area, he may permit the formation of a Rural Cub Scout Pack with Sixes meeting independently, normally each week in their own Districts, and holding a full Pack meeting once per month.
- (b) That the Cub Scout Leader must be a warranted Scouter or a Permit holder [see Chapter XI] *but where in any locality it is not possible to find an Assistant Cub Scout Leader, a Pack Instructor may be appointed with special responsibility for a particular Six: where possible, a rural Cub Scout Pack should work in conjunction with a well established Group, possibly in the nearest town.*

### **RECOMMENDATION 34**

That the Cub Scout Investiture be as follows:

Pack in parade circle, Cub Scout Leader (Akela) at one side of the circle, Assistant Cub Scout Leaders outside circle;

Pack standing at ease;

Sixer brings forward the Cub who stands in front of the Cub Scout Leader at alert;

Sixer returns to Six.

Cub Scout Leader: 'Do you want to be a Cub Scout?'

Cub: 'Yes, Akela, I do.'

Cub Scout Leader: 'Do you know the Cub Scout Law and the Promise?'

Cub: 'Yes, Akela, I do.'

Cub Scout Leader: 'What is the Law?'

Cub recites Law.

Cub Scout Leader: 'Are you ready to make your Promise?'

Cub: 'Yes, Akela, I am.'

Cub then repeats the Promise after the Cub Scout Leader.

Cub Scout Leader then shakes the hand of the new Cub Scout, saying: "I trust you to do your best to keep this Promise. You are now a Cub Scout and one of the World Wide Brotherhood of Scouts."

The cap and scarf and badges are given; the Cub Scout salutes the Pack and returns to his place.

*THE ARGUMENT: We accept the premise that some sort of initiation ceremony or investiture is desirable. It has an obvious appeal to the boy and is used throughout World Scouting.*

### **RECOMMENDATION 35**

That the Grand Howl be retained as a ceremony and that the following revised form be used;—

Pack in circle;

Cub Scout Leader in centre, arms outstretched facing Sixer;

Cub Scout Leader arms down;

Pack squats.

Pack: "Akela! we'll do our best".

Pack jumps up to the alert position, arms by sides.

Sixer: "Cubs! do your best".

Cubs: "We will do our best," giving Scout salute.

*THE ARGUMENT: The Grand Howl is used in many parts of the world. It is clearly enjoyed by the boys and is a traditional form of ceremonial greeting within the Pack. Although the mystique of the 'dybs' may be attractive to boys we feel the revised form would make the significance clearer to parents and public. The re-naming of the ceremony to remove its Jungle connotation was considered but rejected in view of the world wide use of the name.*

### **RECOMMENDATION 36**

That the form of "Going-up Ceremony" be as follows;—

Pack and Troop in horse-shoe formation at opposite ends, open ends to centre;

The Group Scout Leader calls parade to 'alert', and briefly explains purpose of ceremony;

The Cub Scout going up is called in front of the Cub Scout Leader who thanks him for his loyalty to the Pack and reminds the Pack of the highlights of the Cub Scout's service;

The Cub Scout Leader leads the Cub Scout to dividing line where the Scout Leader and Patrol Leader are waiting. Hands the Cub Scout over;

The Scout Leader greets Cub Scout with a few suitable words of welcome;

The Patrol Leader takes Cub Scout to new Patrol;

The Group Scout Leader leads Group in a suitable Group yell or cheer.

*THE ARGUMENT: The revised form of ceremony is recommended because it eliminates the use of the Cub Scout Promise on the grounds that a Promise once made is valid for all time, and that frequent renewals must lead to the diminution of the original Promise; eliminates the embarrassing ritual of shaking hands with every member of the Pack; gives the Group Scout Leader a more definite place in the ceremony; and facilitates the immediate acceptance of the Cub Scout into the Troop.*

*[N.B. Where the Cub Scout leaves to go elsewhere than to the Scout Troop, a modified form of the Going-up ceremony may be used. We are certain that a Cub Scout should wherever possible depart from his Pack in a spirit of goodwill and friendship whatever reason he may have for going.]*

### **RECOMMENDATION 37**

That there be no change in the present form of Flag Ceremonies for Cub Scout Packs.

### **RECOMMENDATION 38**

That a Pack may use a Totem Pole as a record of Cub Scout achievement but it must not be used in Pack ceremonies or carried on public occasions.

### **RECOMMENDATION 39**

- (a) That a Training Scheme in three progressive stages be adopted [See Appendix C.]
- (b) That more parents be encouraged to assist in the passing of tests, but normally at Pack Meetings rather than at home.
- (c) That the initial test which a Cub takes on entry into the Pack be known as the Cub Scout Badge and be as follows:--
  - (i) Know the Cub Scout Law and Promise;
  - (ii) Know the Scout salute and handshake;
  - (iii) Know the Grand Howl;
  - (iv) Be told the first Jungle Story and how Cub Scouting began.

*THE ARGUMENT: We believe the existing Cub training is not*

*exacting enough for the age group for which it was designed and the existing syllabus does not appeal very much to the modern boy. The general interest in science fiction, animal and adventure stories leads us to suppose that training activities could usefully feature the beginnings of physical and biological sciences as utilised in exploration and adventure.*

#### **RECOMMENDATION 40**

- (a) That Proficiency badges be designed—
- (i) to give advanced training in the 12 activity areas.  
[See Appendix D.]
  - (ii) to provide further activity areas for the older boy.
  - (iii) to provide special training, not applicable to every boy and not, therefore, included in the Arrow tests.
- (b) That use be made of alternative requirements for one badge and the scope of each badge be on as broad a basis as possible without detracting from the "customer" appeal.
- (c) That additional demands on Pack Scouters arising out of a Proficiency Badge Scheme be kept to a minimum.
- (d) That standards be pitched to suit a  $9\frac{1}{2}$ — $10\frac{1}{2}$  year old and conform, where possible, with accepted standards outside the Movement.

*[N.B. The Proficiency Badge Scheme in Appendix D is meant only as a guide to standards and subject matter and is not intended to be definitive.]*

#### **RECOMMENDATION 41**

That a Link Badge be instituted between the Cub Scout Pack and the Scout Troop with requirements for the Cub Scout as follows:—

- (a) Be at least  $10\frac{1}{2}$  years old;
- (b) Visit Scout Leader and register for entry into Troop approximately three months before "going-up";
- (c) Take part in a Patrol activity out of doors;
- (d) Show a general knowledge of the Scout Movement and the development of world wide Scouting;
- (e) Know the Scout Promise and Law and discuss their meaning with your future Scout Leader.

*THE ARGUMENT: There is little doubt that far too often the Troop Scouter fails to realise that the new Tenderfoot from the Pack has been in the Movement for possibly three years, and many boys are lost through a feeling of disappointment in their early days in the Troop. In all our thinking we have desired to stress the links between Sections, through the title Cub Scout, the common membership*



badge and the almost identical Promises. The Leaping Wolf does not fit in with these proposals and has in any case to a large extent lost much of its original usefulness. [N.B. We envisage that every Cub Scout will obtain the Link Badge before entering the Troop; we consider that a Scout should be permitted to wear the Link Badge on his uniform until he gains the Scout Standard; where the normal Group does not exist we consider that it is the responsibility of the Pack Scouter to find a Troop for his Cub Scouts and to arrange the meeting with his future Troop Scouter; we anticipate that the Troop Scouter will interview the Cub Scout on the section of the Link Badge dealing with the Scout Law and Promise, in order that the Cub Scout can pass the Scout Badge as soon as possible after the Going-up Ceremony.]

#### **RECOMMENDATION 42**

That those responsible for training Cub Scouters give careful consideration to the need for the development of a greater awareness in their Cub Scout Leaders of:—

- (a) the nature of the boys—their needs, requirements and interests;
- (b) the needs of society and the effects of social environment and technical changes;
- (c) the process of working with boys in small groups and developing group autonomy.

#### **RECOMMENDATION 43**

That subject to reasonable control, the trying of new ideas and experimentation in planning the programme, be encouraged and the results and experiences shared.

#### **RECOMMENDATION 44**

That short term and long term programme planning at Pack level is essential to the success of the Cub Scout Section.

#### **RECOMMENDATION 45**

That the proposed National Cub Scout Board [see Recommendation 359] develops material, in the shape of activity pamphlets and information for use in publications and handbooks, so extending the scope of the basic Training Scheme.

#### **RECOMMENDATION 46**

That a more adventurous approach be made to extra-Pack activities extending beyond the basic Training Scheme. [See Appendix A.]

#### **RECOMMENDATION 47**

- (a) That the present minimum of two adults (one of whom must be a Leader Warrant holder or Permit holder [see 200/201]) be retained for Pack Holidays; there must also be at least one adult, excluding the Leader, for every 6 Cub Scouts present.
- (b) That Pack Holiday programmes be submitted to the District Commissioner or Assistant District Commissioner (Cub Scouts) for approval before permission is given for the Pack Holiday.
- (c) That a specialist course of instruction on Pack Holidays be introduced for Scouters.
- (d) That the leader of a Pack Holiday must hold a certificate of attendance at a Pack Holiday Training Course.
- (e) That the minimum age of attendance at Pack Holidays under canvas be 9½ years.
- (f) That the leader of a Pack Holiday under canvas must hold a Pack Holiday Training Certificate endorsed to the effect that he or she has practical experience in the subjects contained in "Camping Standards" and as a helper at a Pack Holiday under canvas.
- (g) That before a Pack Holiday under canvas is announced to the Pack, the equipment to be used be approved by the District Commissioner or Assistant District Commissioner (Cub Scouts).

#### **RECOMMENDATION 48**

That every Scout camp site, wherever practicable, provide facilities for Pack Holidays and Cub Scout Adventure Training.  
[see Appendix B].

*THE ARGUMENT: Although the Cub Scout Section produces, through the Capitation Fee and County and District levies, a major part of the Movement's income from these sources, the facilities provided by Headquarters, Counties and Districts for the Section are grossly inadequate. Most Headquarters sites do not allow Pack Holidays, nor do many County sites. Scouters organising Pack Holidays have therefore to search in many instances outside the Movement for accommodation.*

#### **RECOMMENDATION 49**

That attention be given in the selection of Cub Scout Leaders to the qualities necessary for training boys of Cub Scout age.

#### **RECOMMENDATION 50**

- (a) That specialist courses for Cub Scout Leaders be extended and encouraged at National, Regional, County and District level.

- (b) That specialist courses for Assistant County and Assistant District Commissioners (Cub Scouts) be introduced.

#### **RECOMMENDATION 51**

That the present policy regarding the staffing of Cub Scout Packs by both men and women be continued, but that wherever possible there be at least one male leader or instructor in every Cub Scout Pack team.

#### **RECOMMENDATION 52**

That the ranks Cubmaster and Assistant Cubmaster be redesignated Cub Scout Leader and Assistant Cub Scout Leader respectively.

*[N.B. We accept the use of "Akela" as the Pack name for the Cub Scout Leader: it has no unfortunate connotations, is meaningless outside the Pack, is neither male nor female and is infinitely preferable to a more formal title, just as other Jungle names for other adult Pack leaders are preferable in our opinion to surnames or Christian names.]*

#### **RECOMMENDATION 53**

That the minimum age for Cub Instructors of either sex be 16.

#### **RECOMMENDATION 54**

That part of the basic training of every Cub Scouter include a course on First Aid.

#### **RECOMMENDATION 55**

That the policy regarding the joint training of Cub Scouts and Brownies remain the same.

#### **RECOMMENDATION 56**

That liaison with bodies with which we share a common interest in various aspects of Cub Scout training (e.g. other youth and specialist organisations) be reinforced at local as well as national level and that locally this be considered an important part of the responsibilities of an Assistant District Commissioner (Cub Scouts).

#### **RECOMMENDATION 57**

That a Cub Scout Leaders' Handbook be produced which covers all the subjects required in leading a Pack.

#### **RECOMMENDATION 58**

That a Cub Scouts' Handbook be produced in a style to interest and attract boys of Cub Scout age, giving all the information required with regard to Arrow and Proficiency badges.

**RECOMMENDATION 59**

That an attractive durable personal record card be produced for Cub Scouts.

**RECOMMENDATION 60**

That the Scout Shop stock a wider range of books and visual aids suitable for Cub Scouts.

**RECOMMENDATION 61**

- (a) That the Arrow training badges be worn on the left sleeve.
- (b) That only one badge will be worn at a time, i.e. the Bronze Arrow will be replaced by the Silver Arrow when it is gained, and the Gold Arrow will replace the Silver Arrow.  
[See Appendix C.]

**RECOMMENDATION 62**

That Proficiency badges continue to be worn on the right sleeve.

**RECOMMENDATION 63**

That the proposed Link Badge [see Recommendation 41] be worn on the right breast of the jersey.

**RECOMMENDATION 64**

That the name of the Boy Scout Section be changed to the Scout Section.

**RECOMMENDATION 65**

That Boy Scouts be re-named Scouts and that Boy Scout Troops be re-named Scout Troops.

**RECOMMENDATION 66**

That the aim of the Scout Section be to encourage the spiritual, mental and physical development of the 11 to 16 year old as an integral part of an overall plan of continuous training throughout the age ranges of the Movement.

**RECOMMENDATION 67**

That the characteristic features of the Scout Section be:—

- (a) Commitment to a moral code—Promise and Law;
- (b) Personal development and achievement—Progressive Badge Scheme;
- (c) Progressive responsibility and relationships with others—Patrol System.
- (d) Outdoor activities and adventure—Programme and activities.
- (e) An opportunity for fun and enjoyment.

*THE ARGUMENT: The characteristics of the boy of 11 years are very different from those of the 16 year old and this is of the greatest importance when considering the Scout Section. The average boy during this five year period passes through a major physiological and psychological change. At 11 years the boy is highly imaginative and active. Around 14 to 16 years he is undergoing considerable change. It is in this later age span that the Movement has met with less success and yet the means to succeed have always been present. We believe that the characteristic features of the Scout Section, which have stood the test of time and have spread throughout the world, remain inherently sound and suited to the needs and capabilities of boys of the proposed Scout age range, not only for the present but for the foreseeable future, but that they require to be presented in a strengthened and modernised form. The Promise and Law in their revised wording present a clear and understandable standard for anyone in the age range. The present Badge Scheme, while successful in some*

*Troops, produces depressingly low results in far too many cases. As the present scheme is drawn up in such a way that a boy is not fully trained until he is First Class, this means that by far the greater part of our Scouts are untrained and incapable of undertaking challenging Scouting activities. This in turn has led to Patrol Leaders being inexperienced and incapable of teaching their Patrols, with a consequent burdening of Scouters with elementary instruction and test passing. While part of this situation is attributable to poor leadership, outdated and unattractive tests are major contributing factors. We propose the introduction of a completely new Scout Training Scheme, designed to be practical, attractive and meaningful to the Scout and to provide a continuous pattern of training. [see Appendix F] When first introduced the Patrol System, with the concept of encouraging boys to plan and carry out activities on their own, as a method of training, was revolutionary. It is now widely accepted far beyond Scouting but it remains one of the strongest features of the Scout method. In too many cases, however, the Scoutmaster fails to grasp the full implications, and treats the Patrol Leader as just another Scout in the Patrol. It is essential to the success of our proposals that the Patrol Leader be seen once again as a senior and privileged member of the Troop. The Patrol is not 'a natural gang' of equals tackling a job together on a common footing. It is more akin to a family unit with the older members taking responsibility, making policy decisions, protecting and training the younger, who in turn respect, learn from and try to emulate the older.*

*Activity is essential to the Scout method of training and we must offer a wider field of activities. It is important for our programme and our training to be attractive and be seen by the Scout to offer fun and enjoyment.*

## **RECOMMENDATION 68**

- (a) That the method of achieving the aim of the Scout Section be by providing an enjoyable, attractive and worthwhile scheme of progressive training, based on the Scout Law and Promise and guided by adult leadership.
- (b) That a new training scheme be devised based on the characteristics and needs of those of 11 to 16 years of age giving responsibility to the Patrol Leader.
- (c) That the Patrol System be strengthened and encouraged and that Patrol Leaders be enabled to play a full part in the running of their Patrols and Troops.

## RECOMMENDATION 69

That the implementation of the proposals concerning Troop organisation contained in Recommendations 70-77 be dealt with as an essential part of the introduction of the proposed new training programme.

## RECOMMENDATION 70

That Scout Troops of approximately 36 members be formed by amalgamation or pooling of resources of smaller Troops.

*THE ARGUMENT: Investigation of the comparative leakage rates between Troops of varying sizes in an area of South East England and in Scotland provided a remarkably similar pattern in both areas. In both cases, the rate of loss of Scouts was substantially greater in small Troops than in large. Of every 100 boys at 10 years old in the smallest Troops, only 30 were still in the Troop two years later; of every 100 boys at 10 years old in the largest Troops, 70 or more were still in the Troop two years later. As the small Troops remained fairly consistent in numbers over long periods, they must have done so at the expense of a steady stream of recruits, few of whom remained in the Troop for long. The 'breakthrough' point in ability to minimise leakage appeared to be in Troops of 36 or more in both areas. It is a reasonable assumption that the larger Troops retained the interest of their members because they had the strength of numbers, adult leaders and finance to carry out more ambitious and challenging programmes, and to be a recognised and respected organisation within the community in which they operated. Indeed investigation showed no other common factor which would account for their success. We appreciate that there are instances where small Troops are highly successful but, particularly in urban areas, these appear to be the exception rather than the rule. (It is important that one person, however dedicated, should not attempt to cope with the proposed new Scheme single-handed; the 'one man' Troop, which already labours under difficulties, will find it almost impossible to afford its members the widely varied programme of the future.) There is evidence that the forming of single Scout Groups consisting of several Packs and Troops, together with one or more Venture Scout Units [see Chapter V], each having its own Leaders, traditions and intimate atmosphere, yet all combining to share the one Headquarters, administration, and lay and financial support, has many advantages. These include maximum use of Headquarters and equipment, strong lay support, the ability to mount large-scale money-raising events, a pool of Leaders and assistants and sufficient*

*numbers of older members to form active Venture Scout Units and for special activities.*

#### **RECOMMENDATION 71**

That the principles of pooling resources be applied as far as possible in rural and thinly-populated areas and that such areas compensate for lack of numbers and facilities in small Troops by an increased measure of combined Troop activities.

#### **RECOMMENDATION 72**

That Group Scout Leaders, Group Councils and Group Committees ensure that the Sections of the Group are able to work at maximum efficiency by the provision of full secretarial and financial support.

*THE ARGUMENT: There is need for greater efficiency in keeping records both of the individual Scout's progress, and of opportunities, events and training available locally. No Scout Leader can do it all and he would be well advised to seek help from lay supporters to ensure that the Troop does not suffer from lack of good administration. Too many Troops do not appear to give value for money. Value for money will only be given if full advantage is taken of public financial support and of the ability of the Scouts to pay realistic subscriptions.*

#### **RECOMMENDATION 73**

That Scout Leaders take positive steps to ensure that Scout Troop meeting places are bright and attractive and that they obtain and use modern equipment and training aids.

#### **RECOMMENDATION 74**

That the organisation structure be orientated to help and support the Group Scouter, especially the Adult Leader of a Section and that Scout Counties and/or Districts provide the following services in direct support of Troop Scouters:

- (a) Hold meetings of Troop Scouters to exchange ideas, experiences and problems and to gain inspiration from invited speakers and experts;
- (b) Form teams of 'experts' capable of giving short demonstrations at Troop meetings to be called in by invitation: teams could be formed from the Venture Scout Section [see Chapter V] the B.-P. Scout Guild, the Scouter Training Team, Supporters Associations, specialist clubs or lay experts;
- (c) Provide Patrol Leader training courses, and courses and examiners for public service proficiency badges;
- (d) Foster the development of interest and participation in the international aspects of Scouting by providing a full advisory service to Troop Scouters on international opportunities.



### RECOMMENDATION 75

- (a) That the Court of Honour be re-named the Patrol Leaders' Council;
- (b) That Troop Leaders be re-named Senior Patrol Leaders;
- (c) That Patrol Seconds be re-named Assistant Patrol Leaders;
- (d) That the present system of Patrol names continue but the inappropriate be avoided.

THE ARGUMENT: *The need to use up-to-date and understood expressions is in line with our other proposals for the Scout Troop.*

### RECOMMENDATION 76

- (a) That the registration of Lone Scouts be discontinued;
- (b) That Scouts moving to a place where there is no Scout Troop be adopted by the nearest Group;
- (c) That detached Patrols be permitted provided they are adopted by a Troop which conforms to the *minimum standards*. [see Chapter VI].

### RECOMMENDATION 77

- (a) That ceremonies be reduced to the minimum and that when held they be short, simple and sincere without unnecessary additions;
- (b) That the investiture and going-up ceremonies from one Section to another are essential;
- (c) That only a boy joining the Troop from outside the Movement requires to be invested as a member of the Scout Movement: it should be sufficient for a Cub Scout, who is already a member of the Movement, to make his Scout Promise.

### RECOMMENDATION 78

- (a) That the new Training Scheme [see Appendix F] be adopted;
- (b) That the initial test which a Scout takes on entry into the Troop be known as the Scout Badge and be as follows:
  - (i) Show a general knowledge of the Scout Movement and the development of world-wide Scouting;
  - (ii) Take part in a Patrol or Troop activity out of doors;
  - (iii) Understand and accept the Scout Promise and Law.

THE ARGUMENT: *Boys still join the Movement in large numbers but too many leave disappointed and disillusioned without finding the challenge or excitement they seek. This turnover of boys at each age indicates that Scouting has not come up to their hopes and expectations. The loss between ages 12 and 13 is particularly disquieting and the gross loss, after taking into account the fact that most boys join at an early age, is alarming. The Movement loses most of the Scouts who do not obtain the Second Class Badge by the time*

they are 13½ and the proportion of boys who achieve Second Class (30%) and First Class (10%) reflects poor and spasmodic progress. The worst condemnation of the current training Scheme is the fact that more than half of those who join the Movement never progress beyond the Tenderfoot stage. It is absolutely vital that our system of training should enable all Scouts to make rapid progress in the early stages of training and ensure that most of them aspire to a reasonable standard of Scouting. It must also encourage a large proportion to maintain their progress to a higher level of attainment. The proposed Scheme preserves the freedom of action of the Scout Leader, lends itself to the Patrol System and offers a wide choice of activities.

#### **RECOMMENDATION 79**

That a Proficiency Scheme, separate from the Training Scheme and to include different categories of badges be introduced. [see Appendix G].

*THE ARGUMENT: The present Scheme has a number of disadvantages. The very fact that there are so many badges makes the scheme cumbersome and expensive; there is also considerable overlapping in requirements for some of the badges. Standards are too low in the public service section with little or no emphasis being placed on active service and too much on theoretical requirements. A new framework has therefore been devised to take certain vital factors into account:*

- (a) *The wider range of interests and activities included in the proposed Scout Training Scheme; [see Appendix F]*
- (b) *The proposed wider age range of the Scout Section;*
- (c) *The fact that we see only one level of Proficiency Scheme, i.e. no Senior Scout Badges.*

#### **RECOMMENDATION 80**

That a Service Flash be introduced for Scouts with the following requirements:

- (a) Either hold the Advanced Scout Standard [see Appendix F] or have reached the age of 14.
- (b) Gain or have gained two badges, normally Service badges, from the following: Ambulance, Conservator, Interpreter, Life Saver, Jobman, Secretary, Fireman or Guide. (Additional badges may qualify if the Scout is carrying out trained service under the heading of the badge, e.g. if the Scout holds the Smallholder badge and is looking after a garden for elderly people, or if he holds the Bellringer badge and is a regular member of the Church bellringing team);
- (c) Put into practice the training received from at least one of the

badges listed above by giving regular service over a period of at least three months (equivalent of one hour a week to be the normal standard);

- (d) Either gain or have gained one of the following badges: Camp Warden, Pilot, Quartermaster, Cub Instructor or have gained an Instructor Badge.

### **RECOMMENDATION 81**

That where appropriate the Proficiency Scheme uses standards of specialist bodies.

### **RECOMMENDATION 82**

That a Scout may work and qualify for the Membership badge of the Venture Scout Section [see Appendix H] during the three months immediately prior to his transfer from the Troop.

### **RECOMMENDATION 83**

That the whole approach to programme planning be revised to encourage greater freedom and flexibility and that a much wider range of interests and activities be introduced into Scout Troop programmes.

*THE ARGUMENT: There is nothing more important to a Scout than what he does on the Troop night, or with his Troop or Patrol at week-ends. If the programme and activities are dull and uninspiring he will soon lose interest and become disheartened. To achieve success, and, more important, continuing success, the Scout Leader must ensure an attractive programme. This, allied to his own personality and leadership, must inspire enthusiasm and action amongst the Scouts and confidence and respect among adults. Regular Troop meetings or Patrol meetings are usually, though not necessarily, held weekly. This is the essential thread for continuity but Scouting, on one night a week and nothing more, will not flourish.*

*There are many examples of activities which will offer much more interest and enthusiasm than does the dismal round of inspection and Patrol corners, or worse still, outmoded activities and badly-run childish games. Wider interests also help to bring in the outsider as well as giving breadth and depth to our programme. [see Appendix E].*

### **RECOMMENDATION 84**

That every effort be made to bring about a dramatic increase in the amount of camping and outdoor activities within the Scout Section.

### **RECOMMENDATION 85**

That "Camping Standards" be regarded as the normal standard for every Scout camp.

### **RECOMMENDATION 86**

That the type of camping equipment used by Scouts be kept under constant review; there must be no hesitation in using modern camping equipment.

### **RECOMMENDATION 87**

- (a) That at all camps, the Patrols live and cook as self-contained units.
- (b) That more Patrol camping be encouraged, with the accepted minimum being one Patrol camp a year.
- (c) That winter camping using indoor accommodation be regarded as normal.

### **RECOMMENDATION 88**

That the Patrol be the normal unit for Troop activities but that the Troop programme includes special activities for older Scouts to meet the need to exercise their greater physical and mental abilities.

### **RECOMMENDATION 89**

That mixed activities for Scouts be encouraged where there is demand for them and competent leaders are available.

*THE ARGUMENT: There is some divergence of view and variation in demand from different parts of the country reflecting different social, home and educational views towards the question of joint activities with Guides. We find no overwhelming case for mixed activities in the Scout Section at the present time.*

### **RECOMMENDATION 90**

That County and District events be arranged only if they provide an active incentive to the Troops concerned; they must always be of a high standard in both organisation and content.

*THE ARGUMENT: The occasional event bringing together a large number of Scouts can have considerable value, e.g. Scouts sports' days, cooking competitions, adventure camps, swimming galas and handcraft exhibitions. However such events can be overdone and distract from Troop activities; they should be kept to the minimum and reviewed critically to assess whether they are a help or hindrance to the Troops concerned.*

### **RECOMMENDATION 91**

That it be the personal responsibility of the Scout Leader to foster the development of character, personality and capability of each individual member of his Troop.

### **RECOMMENDATION 92**

That Scout Leaders induce their Scouts to participate in the wide range of activities included in the new Training Schemes by encouraging them to join in specialist courses and expeditions, outside their own Troop if necessary, as part of their normal Scout training.

### **\*\*RECOMMENDATION 93**

That the field of Scouter training must be extended to include more training in outdoor activities; this would take the form of specialist courses in activities such as mountaineering and water activities, supplementary to Wood Badge Training.

### **RECOMMENDATION 94**

- (a) That Scout Leaders must endeavour to ensure an adequate flow of young men as Assistant Scout Leaders.
- (b) That Scout Leaders obtain Scout or lay helpers as instructors in specialist activities.

### **RECOMMENDATION 95**

That the ranks Scoutmaster and Assistant Scoutmaster be redesignated Scout Leader and Assistant Scout Leader respectively.

*THE ARGUMENT: The term Scoutmaster is old-fashioned and not descriptive of the role that the adult leader of a Scout Troop must play.*

### **RECOMMENDATION 96**

That Scout Leaders train their own Patrol Leaders in leadership and allow them ample opportunity to put that training into practice by giving them full status in Troop affairs through the Patrol Leaders' Council and as instructors when teaching their Patrols.

### **RECOMMENDATION 97**

That Patrol Leader training courses be available for Patrol Leaders and their Assistants on, or immediately before, appointment.

### **RECOMMENDATION 98**

That the contents of Patrol Leader training courses be revised to come into line with the new Scout Progress Scheme and give greater encouragement to the acceptance of responsibility and leadership.

**RECOMMENDATION 99**

That a Scout Leaders' Handbook be produced which covers all the major aspects of leading a Scout Troop.

**RECOMMENDATION 100**

That a Scouts' Handbook be produced in a style attractive to Scouts giving information on the proposed Progress Scheme and Scout activities.

**RECOMMENDATION 101**

That a printed pocket-size Progress Book be provided for Scouts containing in full the requirements of the Progress Scheme.

**RECOMMENDATION 102**

That a Patrol Leaders' Handbook be produced giving practical advice on leading a Patrol.

**RECOMMENDATION 103**

That this new Section be named the Venture Scout Section.

**RECOMMENDATION 104**

That the members of this Section be known as Venture Scouts and the groups as Venture Scout Units.

*THE ARGUMENT: It was not easy to select a name for the third and final Training Section of the Movement. The effect on the Movement of dropping the terms 'Senior Scout' and 'Rover Scout' was carefully considered but we believe that a brand new Section needs a brand new image and therefore a brand new name. Whatever name is chosen the image which the word creates in people's minds will, in the long run, depend upon the reality of what it represents. If what it stands for is virile, active and forward-looking, the word will eventually come to mean virile, active and forward-looking. But the first impact which the name has on people's minds is, in the short run, important, particularly if it helps to create the correct image quickly and easily. Clearly any new name must be (a) suitable for the 16 to 20 age range and therefore adult sounding; (b) easily understood by people outside the Movement and give an immediate initial impression of a progressive grown-up form of Scouting and (c) seen to reflect the characteristics of the Section.*

*We believe the word 'Venture' fulfils these requirements. It is a word in common use to describe enterprising efforts and it implies initiative, purpose, progress and adventure.*

**RECOMMENDATION 105**

That the aim of the Venture Scout Section be to continue and to complete the progressive training of the other two Sections, and to ensure that its members are given every opportunity and encouragement to take their place in society as young men of standing and worth.

**RECOMMENDATION 106**

That the main characteristics of the Venture Scout Section be that it:

- (a) Is adult in concept;
- (b) Encourages individual development within a purposeful group;

- (c) Is based on the Scout Law and Promise;
- (d) Offers opportunities for responsibility;
- (e) Gives opportunities to be self-reliant;
- (f) Presents opportunities for activity;
- (g) Affords opportunities for adventure and exploration.

*THE ARGUMENT: The most important characteristic of the 16 to 20 age range is that it is the age of becoming a man. The boy wants to try on and test out adult roles and this is largely a personal matter. A person of 16 to 20 sets out to find a realistic set of values for the world. This is the age of idealism and it often leads to a desire to be of real service to others, which in itself is an expression of the need to feel responsible, self-reliant and successful in activities which interest them.*

### **RECOMMENDATION 107**

That the method of the Venture Scout Section be based on:

- (a) The mainly self-programming and largely self-governing group;
- (b) The progressive training programme linked to an Award Scheme; [see Appendix H]
- (c) The ethos of the Section.

### **RECOMMENDATION 108**

That the District Commissioner be responsible for ensuring that there is proper provision for all those within the age range of the Venture Scout Section in his District.

*THE ARGUMENT: The need for adequate numbers in a Venture Scout Unit leads to a new concept of organisation. A large Scout Group may be able to support a Unit of its own with or without non-Scouts becoming members. In this case, the Unit will fit 'end on' to the Scout Troop and boys will transfer from Pack to Troop and Troop to Unit all within the Group. But some Scout Groups may be unable to support a Unit of their own even with the addition of non-Scouts. This is not just a matter of adequate numbers but also of adequate facilities, equipment and leadership. As a matter of principle it is proposed that a Scout Group which cannot support a Unit of at least 12 Venture Scouts co-operates with another Scout Group (or Groups) so that they may together support a viable Unit. In this way two or more Scout Groups would transfer boys from their Scout Troops to the same Venture Scout Unit. In some Districts, in fact, it may be better for all the Groups to co-operate to support one or more Unit or Units. The progress of the individual and the provision of good Venture*



*Scouting are more important than the principle that every Group should have a Venture Scout Unit of its own.*

#### **RECOMMENDATION 109**

That a boy in a rural or thinly-populated area who is unable to be a full member of a Venture Scout Unit because of the distance from his home to the nearest Unit be an affiliated member of that Unit and help with the local Pack or Troop.

#### **RECOMMENDATION 110**

That the District Commissioner be responsible for ensuring that there is adequate support from within his District for Units of the Venture Scout Section.

*THE ARGUMENT: Each Unit should be self-governing in so far as normal activities are concerned, but capital expenditure will have to be met by a sponsoring Committee. This for a Unit within a Scout Group would be the Group Committee, but for a Unit from some or all of the Scout Groups in a District would be a specially-formed sponsoring Committee. We envisage that the District Commissioner would appoint an A.D.C. (Venture Scouts).*

#### **RECOMMENDATION 111**

That the internal organisation of a Venture Scout Unit be decided by the members of the Unit.

#### **RECOMMENDATION 112**

That the internal management of a Venture Scout Unit be vested in an executive committee composed of a limited number of members.

*THE ARGUMENT: The Patrol System with its permanent organisation is not suitable to this Section. Ad hoc groups should be formed for each activity as and when required with a recognised leader who is responsible to the executive committee, elected at regular intervals by the members of the Unit, for the activity concerned. It must be emphasised that while the internal organisation of the Unit is to be decided by the members themselves, the Venture Scout Leader will always be responsible for the progress of the Unit.*

*It is imagined that long-term plans will normally be discussed by all members of a Unit while short term planning will be initiated by the executive committee. Subscriptions should cover normal routine expenses. A Unit should hold regular meetings in suitable accommodation and normally in uniform, although for other activities the most appropriate dress should be worn.*

### RECOMMENDATION 113

- (a) That financial affairs of a Venture Scout Unit be conducted in a business-like fashion;
- (b) That a Venture Scout Unit hold regular meetings in uniform;
- (c) That the Membership Ceremony be the only ceremony laid down. [see Appendix I]

### RECOMMENDATION 114

That a Venture Scout Unit be encouraged to organise a number of mixed activities, due care being exercised to ensure that the organisation and supervision of such activities is effective and efficient.

*THE ARGUMENT: A Unit will undoubtedly want to arrange mixed activities on a regular or occasional basis. If activities are to be shared with members of a Guide unit, the Venture Scout Leader and his opposite number should seek permission from their respective Commissioners; and approve the plans for each activity before consent is given. There are several ways of organising mixed activities with a Guide unit from setting up a joint committee for each activity to the complete integration of two units to form a single mixed unit—the weight of evidence being against the latter. Success has been achieved with what is called a 'continuous mixed group,' where the members of two units meet regularly (perhaps once a month) for joint activities run by a joint committee, but with the two units retaining otherwise their separate entities and programmes. [N.B. Adult Leaders concerned with organising such 'mixed continuous groups' should receive special training.]*

### RECOMMENDATION 115

That the new Training Scheme [see Appendix H] be adopted for the Venture Scout Section.

*THE ARGUMENT: In considering a Training Scheme, it was decided there were three basic requirements:*

- (a) *It must be attractive to the age-range of the Section;*
- (b) *It must offer an extensive range of activities and interests and yet maintain a reasonable balance.*
- (c) *It must be simple in concept.*

*It was clear from the start that the existing Queen's Scout Badge and B.-P. Award have some weaknesses. The Queen's Scout Badge especially comes in for comment from the Movement as follows:*

- (a) *It was unsatisfactory in that standards differed throughout the country and by and large the standards set were not high enough.*

(b) *There was a great uneven-ness in the requirements of alternative badges, some being much easier than others.*

(c) *There was no genuine intermediate stage.*

*There was a general feeling that a Proficiency Badge scheme involving a series of isolated and unrelated tests resulting in an armful of symbols was neither a good basis for a Training Scheme nor necessarily an incentive to boys within this age-range.*

#### **RECOMMENDATION 116**

That a programme advisory service be set up at Headquarters for the Venture Scout Section.

*THE ARGUMENT: The majority of leaders and committees will need help in converting the Training Scheme into a satisfactory programme; unless this help is provided, the full potential of the Section will not be realised.*

#### **RECOMMENDATION 117**

That full use be made by the Venture Scout Section of the facilities provided by Scout Activity Centres [see Recommendation 146], Local Education Authorities and National Organisations [see Recommendation 152].

#### **RECOMMENDATION 118**

That every effort be made to ensure that adequate equipment and facilities are available for the activities of the Venture Scout Section.

#### **RECOMMENDATION 119**

That long term and short term planning at Unit level be regarded as essential to the success of the Training Scheme of the Venture Scout Section.

#### **RECOMMENDATION 120**

That the adult leaders of a Venture Scout Unit be known as Venture Scout Leaders and Assistant Venture Scout Leaders.

#### **\*\*RECOMMENDATION 121**

That training specially designed for Leaders and Instructors of the Venture Scout Section be devised and made available.

#### **RECOMMENDATION 122**

That a special effort be made to recruit suitable adults of high quality as Leaders and Instructors for the Venture Scout Section.

#### **RECOMMENDATION 123**

That where local conditions and circumstances favour the appointment of paid leaders for the Venture Scout Section at County and District level, they be permitted.

**RECOMMENDATION 124**

That good relations with outside bodies and organisations be encouraged for mutual benefit.

**RECOMMENDATION 125**

That where appropriate, schools be encouraged to support Venture Scout Units.

**RECOMMENDATION 126**

That a Leaders' Handbook and a Members' Handbook be produced for the Venture Scout Section as a matter of urgency.

**RECOMMENDATION 127**

That a Venture Scouts' Record Book be produced.

**RECOMMENDATION 128**

That attention be paid to the production of a suitable range of booklets for the Venture Scout Section.

**RECOMMENDATION 129**

- (a) That a Minimum Standards Scheme be introduced;
- (b) That the Scheme apply to Sections of the Group;
- (c) That the prescribed standards be the basic requirements for a Section to be allowed to continue.

*THE ARGUMENT: Throughout the country there are a number of poorly run Groups which do little real Scouting and yet who are allowed to remain in existence. Such Groups fail not only their members but the whole Movement. It is significant that both the Post-War Commission on Scouting in 1942 and, to a greater extent, the Leakage Investigation Committee in the paper 'Scouts of Tomorrow' published in 1956, realised the need to prescribe certain minimum standards which should be attained by every Group to justify its continuation. Unfortunately no positive steps have been taken to deal with inefficient Groups and it is considered that some decisive steps must now be taken. It has often been said that a Group falling below a certain standard should either be closed or amalgamated with another Group. It is easy to talk about such action but owing mainly to close personal relationships between the person who should enforce the proposal and the leader concerned, it is a difficult matter to bring about in practice. What is needed therefore is an automatic application of minimum standards.*

**RECOMMENDATION 130**

That the method of assessment of minimum standards be objective and factual.

**RECOMMENDATION 131**

- (a) That each year the District Commissioner review the standard attained by each Pack, Troop and Venture Scout Unit in his District.
- (b) That the annual census return be revised to give the essential information to the District Commissioner so that he may be assisted in making his minimum standard assessment.

*THE ARGUMENT: If any system of minimum standards is to be effective, the criteria determining the standard must be applied at regular intervals. An examination of inefficient Sections shows that their deficiencies stem from lack of progress due to inadequate training, low numbers and inadequate leadership.*

### **RECOMMENDATION 132**

That the ultimate sanction to be applied when a Section of a Group fails to attain the prescribed minimum standard be closure.

### **RECOMMENDATION 133**

- (a) That the District Commissioner be required to report annually to the County Commissioner any Sections which have failed to reach the appropriate minimum standard.
- (b) That the District Commissioner be responsible for arranging assistance for Sections not reaching the appropriate minimum standard.
- (c) That Sections, named as below the appropriate minimum standard for two consecutive years, be the subject of a special report to the County Commissioner by the District Commissioner on the state of the Section and the effect of the action already taken by the District Commissioner to remedy the situation.
- (d) That when a Section has been named as below the appropriate minimum standard for two consecutive years, the County Commissioner shall consider closure of the Section, basing his decision on the evidence submitted to him by the District Commissioner.
- (e) That when a Section has been named as below the appropriate minimum standard in three consecutive annual reports the County Commissioner shall require closure of the Section and inform Headquarters and the District Scout Association of his action.

### **RECOMMENDATION 134**

That the minimum standards for a Cub Scout Pack be—

- (a) *Numbers*: not less than 12 members;
- (b) *Leaders*: at least 2 adults, viz.: a Leader Warrant holder or a Leader Permit holder [see Recommendations 200/201] plus a second such Leader, or an Instructor;
- (c) *Progress*: at least one-third of the members must have achieved one training stage during the year;
- (d) *Programme*: at least one whole day Pack expedition during the year.

### **RECOMMENDATION 135**

That the minimum standards for a Scout Troop be: —

- (a) *Numbers*: not less than 12 members made up of two Patrols;
- (b) *Leaders*: at least 2 adults, viz.: a Leader Warrant holder or a Leader Permit holder [see Recommendations 200/201] plus a second such Leader, or an Instructor.

- (c) *Progress*: at least one-third of the members must hold the Scout Standard [see Appendix F];
- (d) *Programme*: each member must have had the opportunity to attend at least one Patrol or Troop camp during the year;
- (e) *Patrol System*: the Troop must operate the Patrol System and have held frequent meetings of the Patrol Leaders' Council during the year.

#### **RECOMMENDATION 136**

That the minimum standards for a Venture Scout Unit be: —

- (a) *Numbers*: not less than 9 members;
- (b) *Leaders*: at least 2 adults, viz.: a Leader Warrant holder or a Leader Permit holder [see Recommendations 200/201] plus a second such Leader or an Instructor;
- (c) *Progress*: at least one Venture Award [see Appendix H] must be gained during the year;
- (d) *Method*: the Executive Committee must function and satisfy the District Commissioner that it has organised a worthwhile programme throughout the year.

#### **RECOMMENDATION 137**

That a special minimum standard be applicable to each individual Section of an Extension [see Recommendation 183] Group, the standard, to be prescribed by Headquarters on registration, having regard to the nature of the Group.

#### **\*\*RECOMMENDATION 138**

- (a) That if the District Commissioner or the Leaders of a Section in a rural or thinly-populated area make arrangements for the Section to meet at least 6 times a year (e.g. two-monthly) with another unit of the same Training Section, it be exempt from the requirements as to numbers.
- (b) That the County Commissioner determine which Groups in his County may be regarded as being located in rural and thinly-populated areas.

**RECOMMENDATION 139**

That the availability of space for camping, outdoor training and adventure activities be ensured by the allocation of specific responsibilities for its provision at Headquarters, Regional and County levels.

*THE ARGUMENT: While we welcome and commend the initiative of the many Scout Groups who make their individual arrangements for camp sites, we consider that there is an existing need to provide more Scout camping and activity sites, and this will become more pressing in the years ahead.*

**RECOMMENDATION 140**

That all Counties and Areas be charged with the responsibility of providing permanent camping facilities for the use of their own Scouts and for the use of visiting Scouts, either by acquisition of ground or by long term guaranteed access. Such sites need not be extensively developed but should be under Scouter supervision at week-ends and holiday periods, so that young Scouts may learn to camp on their own but with experienced help at hand if required. [N.B. We estimate that one acre per 100 members of the Movement in the County would be a reasonable provision.]

**RECOMMENDATION 141**

That in addition to camp sites, Counties provide open ground within easy reach of major concentrations of Scout population, on which materials are available to Scouts and Cub Scouts for training, improvised activities, games and imaginative projects of their own devising. Such places need not have provision for camping; they could be a building or barge.

**RECOMMENDATION 142**

That Counties be charged with the responsibility of arranging for the availability in their area of suitable Pack Holiday accommodation for their own Cub Scouts and for visiting Packs. This may be in hostels, halls, Scout headquarters or schools. The provision of accommodation which may be used for Pack Holidays should be an integral part of the future development of County camp sites.

**RECOMMENDATION 143**

That Counties endeavour wherever possible to set up unmanned



activity bases from which adventure activities may be undertaken.

#### **RECOMMENDATION 144**

That one fully developed Regional Training Centre be established in each Region which, in addition to Scouter Training, shall be available for camps, rallies and major outdoor activities: a wide range of equipment be available for Scout activities and where suitable, there be provision for Pack Holidays [see, for Regional Organisation, Recommendation 349/365].

#### **RECOMMENDATION 145**

That Gilwell Park continues to function as the National Training Centre for Scouter Training and continues to conduct experiments and research in traditional Scout activities.

#### **RECOMMENDATION 146**

That National Activity Centres be established to train Leaders and set standards in selected adventure activities requiring a high degree of experienced skill and knowledge.

*THE ARGUMENT: While the concept of general purpose training centres at which a variety of adventure activities are carried out might at first appear attractive, we do not consider that they would meet our purpose adequately. Firstly, unless they were very heavily staffed, they could not provide the highly specialised professional instruction required and, secondly, they would not provide terrain required for full instruction in a variety of activities. Therefore we advocate the establishment of National Activity Centres, each one specialising in one adventure activity, under the leadership of qualified experts, and each setting the pace for Scout participation in that activity throughout the country.*

#### **RECOMMENDATION 147**

- (a) That the cost of acquiring and maintaining County sites be the responsibility of the County concerned and that the cost of acquiring and maintaining Regional Training Centres and National Activity Centres [see Recommendations 144/146] be a Headquarters responsibility but that Regions be encouraged to share the costs of maintaining and developing their own Training Centres from local funds and resources.
- (b) That while actively pursuing every means of offsetting costs, all sites charge realistic fees for camping and courses to meet running costs.
- (c) That discussion be entered into with Education Authorities to investigate whether Scout sites might advantageously be

used by them for mid-week camping, day visits or school field study courses during term time, thus ensuring maximum usage and so lightening the financial burden.

- (d) That every possible step be taken at all levels to obtain grant aid towards capital and running costs of sites.

#### **RECOMMENDATION 148**

That Longridge and Lasham, and one other site to be selected, be developed as National Activity Centres [see Recommendations 146/149], and that three or four Headquarters Camp Sites in the South-East England area be developed as Regional Training Centres [see Recommendation 144].

#### **RECOMMENDATION 149**

- (a) That the Headquarters Camp Sites which are not to be developed as National or Regional Centres [see Recommendations 144/146] be offered at a nominal rent to surrounding Counties to be administered and financed by them as County Camp Sites; Headquarters retaining the freehold or leasehold;
- \* (b) That if the Counties concerned are unwilling to accept this responsibility, and can show that they are already making adequate provision, Headquarters lease these superfluous sites to other organisations.

*THE ARGUMENT: Our Recommendation 148 will leave 6 or 7 Headquarters Camp Sites in South East England which will not be required for development as National or Regional Centres [see Recommendations 148/159].*

*We have carefully considered the various opinions and all available statistical evidence and all reports regarding the finance, administration and use of Headquarters Camp Sites: having done so our Recommendation 149 is made for these reasons:*

- (a) *If National Activity Centres [see Recommendations 146/159] are established, they must clearly be run by Headquarters which should concentrate its administrative and financial resources on them to the benefit of the Movement as a whole;*
- (b) *There is no valid argument for London and the Home Counties being given preferential treatment over major concentrations of population elsewhere in the country. If Headquarters continues to provide subsidised camp sites for London and the Home Counties it should, in principle, do the same for other heavily populated areas. This would place an intolerable financial and administrative burden on Headquarters, and would run contrary to the principle of decentralisation.*

- (c) *A survey of the provision of County and District Camp sites (in terms of boys per acre) over a random selection of Counties throughout the country shows that, if the Headquarters Camp Sites are included, the provision made in London and the Home Counties is similar to that made in other parts of the country. Therefore, if London and the Home Counties take over the running of the Headquarters Camp Sites with which we are at present concerned they will be faced with no greater burden than has already been accepted by Counties in other parts of the country.*
- (d) *It has been suggested that these ring sites cater for an exceptionally high percentage of visitors, but the 1965 figures show that the sites in the South East are in no way different from others in this respect.*
- (e) *Where Counties and Districts own and run their own camp sites, they receive a greater measure of support from local Scout working parties and financial support from the community than appears to apply at the average Headquarters site.*

#### **RECOMMENDATION 150**

That the Movement provides Leader training courses in:

Boating and sailing;

Gliding and air activities;

Mountaineering and rock-climbing;

Caving and pot-holing;

Motor-cycling, driving, mechanics and radio;

Forestry, conservation and field studies—

and that recognised national standards should be the basis of such courses.

#### **RECOMMENDATION 151**

That the Movement aims to encourage all Scouts in simple adventure activities and to provide further opportunities for those who wish to specialise.

#### **RECOMMENDATION 152**

That to meet the anticipated rapid expansion in demand for adventure activities, the Movement must expand its own resources for their provision and seek the fullest possible co-operation with Local Education Authorities, C.C.P.R. and other organisations to make maximum use of facilities available within the Youth Service.

#### **RECOMMENDATION 153**

That the responsibility for making adventure activities available to Scouts must rest with the local Commissioners (County or

District, depending on local conditions), and that they do so by co-operating with other organisations and making full use of Youth Service facilities.

#### **RECOMMENDATION 154**

That to assist such co-operation Scouting must be represented on Youth Leaders' Councils where these exist or should make representations to have them set up where they do not already exist: it would help if wherever possible County or District boundaries were co-terminous with those of Local Education Authorities.

#### **RECOMMENDATION 155**

That in addition to using Youth Service facilities the local Commissioner endeavours to set up stores of activities equipment for loan or hire, to form teams of qualified Leaders and Instructors, to organise courses and expeditions, to provide transport and to acquire unmanned activity bases.

#### **RECOMMENDATION 156**

- (a) That an "Activities Secretary" be appointed at County or District level and that his duties be to maintain contact with Local Education Authorities and other organisations, to advise Group Scouters on adventure activities, to organise courses and expeditions.
- (b) That lists of C.C.P.R. Activity Centres and other recognised courses be circulated to Activities Secretaries.

#### **RECOMMENDATION 157**

That whilst studiously avoiding unnecessarily restrictive rules, the Movement must insist on standards of ability and safety observance by those who lead Scouts in activities which contain an element of danger for the inexperienced. In laying down standards the Movement be guided by the recognised governing organisation in each activity, or by the C.C.P.R.

#### **RECOMMENDATION 158**

- (a) That in addition to using qualified experts from outside the Movement, Scouting trains its own activity leaders; that there be three grades of qualification and that members of the Venture Scout Section, Instructors and Scouters be encouraged to undertake training towards these graded qualifications.
- (b) That where recognised national standards of leader training exist they be adopted by the Movement, and that full advantage be taken of Local Education Authority, C.C.P.R. and other leader training courses based on these standards.

*THE ARGUMENT: Initially much of the leadership required for activities will be supplied by outside bodies; but it will be necessary for the Movement to train its own Leaders and Instructors*

- (a) because our numbers may become a burden to others;*
- (b) to ensure that the ethos of Scouting and the Scout method of training permeates all activities;*
- (c) to retain the interest and loyalty of the older boy who develops a special interest in a particular activity.*

#### **†RECOMMENDATION 159**

That the following specialised National Activity Centres be established initially: —

- (i) Boating: at Longridge (with a branch at Great Tower);
- (ii) Off-shore sailing: at Poole;
- (iii) Gliding and air activities: near Worcester (with a branch at Lasham);
- (iv) Mountaineering and rock-climbing: in Snowdonia;
- (v) Caving and pot-holing: at Castleton, Derbyshire;
- (vi) Ski-ing and mountain activity base: Scottish Highlands;
- (vii) Techtronics (radio and engineering): near Birmingham;
- (viii) Forestry, conservation and field studies: at a site to be selected, with possibly another branch in the United Kingdom.

#### **†RECOMMENDATION 160**

- (a) That each National Activity Centre be staffed by a Senior and an Assistant Warden, both of whom must be fully qualified in the activity;
- (b) That the functions of each Activity Centre be:
  - to run Leader Training Courses,
  - to run boy courses as required,
  - to investigate new equipment and methods and advise on setting up local equipment stores,
  - to experiment with methods of applying the activity within a Scout context and provide a regularly-revised pamphlet on the activity,
  - to maintain liaison with national bodies and publish lists of approved courses,
  - to provide Activities Secretaries with names of Instructors, locale and grade of selected activities,
  - to establish standards and act as Advisers to Headquarters,
  - to establish Leader qualifications in consultation with National bodies;
- (c) That a typical Centre consists of full indoor accommodation for 40 (including provision for mixed parties), equipment store, Warden's house and small camping ground. [See Appendix J]

### **RECOMMENDATION 161**

- (a) That courses run at National Activity Centres be charged on an economic basis and not subsidised by the Movement.
- (b) That to ensure maximum usage and the maximum contribution to the Youth Service generally, services provided by National Activity Centres, including vacancies on courses, be offered to other organisations in the Youth Service.

*[N.B. The estimated capital cost of a National Activity Centre is approximately £12,500; the total cost of setting up the 8 centres mentioned in Recommendation 159 is estimated at from £80,000 to £100,000, of which it should be possible to recover a large proportion from the Department of Education and Science, from Youth Service grants, from industrial sponsorship or other sources (See Appendix J)].*

### **RECOMMENDATION 162**

- (a) That the appointment of Assistant County Commissioners and Assistant District Commissioners (Sea Scouts or Air Scouts) cease and that specialist Assistant County Commissioners or Advisers be appointed on a broader basis to develop air or sea activities for all Scouts in addition to catering for the technical needs of the Branch; that these appointments be known as Assistant County Commissioners or Advisers (Air or Sea Activities) and that the practice already adopted in several parts of the country of one specialist Assistant County Commissioner or Adviser covering two or more Counties, be more widely used;
- (b) That Regional Adventure Activities Advisers be appointed to serve on the National Special Activities Board [see Recommendation 359 and Appendix V]; to maintain liaison with the C.C.P.R. and other organisations at Regional level; and to assist in the promotion and co-ordination of Adventure Activities within the Region: Regional Air Activities and Regional Sea Activities Advisers, responsible for development of the Air and Sea Branches and of air and sea activities, be appointed to assist the Regional Adventure Activities Advisers;
- (c) That responsibility for sub-division of organisation for Adventure Activities (including the Air and Sea Scout Branches) within a Region rests with the Chief Scout Commissioner concerned in consultation with County and District Commissioners; that County Commissioners and District Commissioners should form local Sea Activities Committees charged with the responsibility of assisting in the promotion of participation in sea and water activities in addition to the administrative function of issuing Charge Certificates: these

would replace local Boating Committees at present only operating in some areas. They also may form local Committees covering air and other activities if required.

### **RECOMMENDATION 163**

- (a) That the annual list of Headquarters and County Camp Sites be extended to give more comprehensive information of facilities available and to cover Pack Holiday accommodation, including National Trust and Local Authority sites and hatted accommodation belonging to other organisations and Group headquarters.
- (b) That each National Activity Centre publish a regularly-revised pamphlet on opportunities and methods of applying that particular activity within a Scout context.
- (c) That a list of approved Activity Courses by outside organisations, and of Scout Activity Courses be published annually.
- (d) That in view of the special interest there be separate Air and Sea Activity Manuals available to all members of the Movement.

**RECOMMENDATION 164**

- (a) That sea activities be made available to all members of the Scout Movement.
- (b) That the Sea Scout Branch continue to cater for those who express a special interest in sea activities.

**RECOMMENDATION 165**

That the development of the Sea Scout Branch be co-ordinated with the development of the Air Scout Branch, especially in matters such as aims and organisation.

**RECOMMENDATION 166**

- (a) That Sea Scout Troops be recognised and encouraged, and that Sea Scout Patrols within ordinary Scout Troops should also be recognised but only where there are suitably qualified instructors available to provide adequate specialised training for such Patrols.
- (b) That Venture Sea Scout Units be recognised and encouraged.
- (c) That when the Scout Section in a Group is a Sea Scout Troop, the Group may adopt the title of Sea Scout Group.

**RECOMMENDATION 167**

That when a Scout in an ordinary Troop develops a strong interest in Sea Scouting he be permitted and encouraged to transfer to a Sea Scout Troop if one is available.

**RECOMMENDATION 168**

That there be continual research and experiment to devise new forms of sea activities for Scouts.

**RECOMMENDATION 169**

That the full report of the Sea Scout advisory group set up by the Advance Party be passed to the Sea Activities Board at Headquarters immediately that body has been set up.

*THE ARGUMENT: A considerable amount of work has been done by the advisory group set up to assist us. They have examined the introduction of new activities, use of equipment and provision of facilities and made suggestions of a more detailed nature than could be included in the report.*

**RECOMMENDATION 170**

- (a) That there be a progressive sea badge scheme to be called the



Sea Training Programme which will run parallel to the Scout Progress Scheme. [see Appendix K]

- (b) That the Sea Training Programme be open to all Scouts who wish to achieve a standard of ability in sea activities and that full details be included in the Handbooks of the Scout Section and the Scout Progress Book.
- (c) That the Sea Training Programme be followed as a pattern of training for Sea Scout Troops.

#### **RECOMMENDATION 171**

- (a) That there be no special Sea Training Scheme for Venture Sea Scouts.
- (b) That Scouts who gain the Coxswain's badge [see Appendix K] be permitted to wear this badge on Venture Scout or Venture Sea Scout uniform to show that they hold specialist qualifications.

**RECOMMENDATION 172**

- (a) That air activities be made available to all members of the Movement.
- (b) That the Air Scout Branch continue to cater for those who express a special interest in air activities.

**RECOMMENDATION 173**

That the development of the Air Scout Branch be co-ordinated with the development of the Sea Scout Branch, especially in matters such as aims and organisation.

**RECOMMENDATION 174**

- (a) That Air Scout Troops be recognised and encouraged; and that Air Scout Patrols within ordinary Scout Troops also be recognised but only where there are suitably qualified instructors available to provide adequate specialised training for such Patrols.
- (b) That Venture Air Scout Units be recognised and encouraged.
- (c) That where the Scout Section of a Group is an Air Scout Troop, the Group may adopt the title of Air Scout Group.

**RECOMMENDATION 175**

That where a Scout in an ordinary Troop develops a strong interest in Air Scouting, he be permitted and encouraged to transfer to an Air Scout Troop if one is available.

**RECOMMENDATION 176**

That the field of practical air activities be extended by the introduction of new ideas, new methods and new equipment, and that there be constant research and experiment to devise new forms of air activities.

*[N.B. Research has been started into ways of widening the field, e.g. flying and gliding in conventional aircraft; gyro-gliding; parascending; ballooning; man-lifting kites; practical navigation; power-gliding; historic aircraft building; kite building and racing and fighting; vacuum cleaner wind tunnel experiments; building and using elementary hovercraft; model hot air ballooning; model rocketry; power and whip control line flying; competition model building and flying; building and using Troop cockpit trainer; boomerang experiments.]*

**RECOMMENDATION 177**

That the following additions be made to P.O.R.:—

- (a) *Access to Airfields.* Before proceeding on to any airfield, whether private, civil or military, permission must be obtained from the controlling body. In addition, all Scouts must have instruction in the following subjects as appropriate:
- (i) The general lay-out of the airfield, with special reference to runways in use, taxi-ing areas, glider launching and cable dropping areas, and safe areas for spectators.
  - (ii) The hazards of jet intakes and exhausts, propellers, ejection seats, explosive canopies, glider cables and aviation fuels.
- (This does not apply to Scouts visiting a civil airport spectators' enclosures or military units on an 'Open Day'.)
- (b) *Flying.* Before engaging in any flight other than as a fare-paying passenger on an airline, a Scout must have instruction in the following:
- (i) The use of the aircraft safety harness and other safety equipment.
  - (ii) The purpose of the flight, the physiological sensations which may be experienced, and the methods of clearing the ears on descent.

#### **RECOMMENDATION 178**

That the full report of the Air Scout advisory group set up by the Advance Party be passed to the Air Activities Board at Headquarters immediately that body has been set up.

*THE ARGUMENT: A considerable amount of work has been done by the advisory group set up to assist us. They have examined the introduction of new activities, use of equipment, and provision of facilities and made suggestions of a more detailed nature than could be included in the report.*

#### **RECOMMENDATION 179**

- (a) That there be a progressive air badge scheme, to be called the Air Training Programme which will run parallel to the Scout Progress Scheme [see Appendix L];
- (b) That the Air Training Programme be open to all Scouts who wish to achieve a standard of ability in air activities and that full details be included in the Handbooks of the Scout Section and in the Scout Progress Book.
- (c) That the Air Training Programme be followed as a pattern of training for Air Scout Troops.

#### **RECOMMENDATION 180**

- (a) That there be no special Air Training Scheme for Venture Air Scouts.
- (b) That Scouts who gain the Master Airman's Badge [see Appendix L] be permitted to wear this badge on Venture

Scout or Venture Air Scout uniform to show that they hold specialist qualifications.

**RECOMMENDATION 181**

That the Air Scout Wings be awarded to any member of the Movement who has flown solo in a powered aircraft or completed three solo flights in a glider or has made five parachute jumps.

**RECOMMENDATION 182**

That as soon as possible a full-time Travelling Commissioner (Air Activities) be appointed for an initial period of two years to promote a new image of Air Scouting throughout the country and to infuse new air activities into the Movement.

## SCOUTING FOR THE HANDICAPPED

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### RECOMMENDATION 183

That the Handicapped Branch be renamed the Extension Branch and its activities be extended to cover all the handicaps, except the mentally sub-normal, listed by the Department of Education and Science. [see Appendix M]

### RECOMMENDATION 184

That provision be made within the new Headquarters structure for adequate help and guidance to be available to those Scouters and others directly concerned with members of the Movement in the Extension Branch.

### RECOMMENDATION 185

That a National Extension Board be set up, this to be of a body of specialists of the Branch and including people from outside the Movement, whose duties would be to deal with particular problems and individuals within the Branch; to keep abreast of medical thought and practice; and to make suggestions and recommendations with regard to the efficient running of the Branch.

### RECOMMENDATION 186

- (a) That all Scouts in the Extension Branch be shown in the census returns each year.
- (b) That all literature in this Branch be revised after taking into account current medical ideas and practices.
- (c) That the present 'Alternative Tests' be withdrawn and the normal tests applied.
- (d) That a new 'Guide to Extension Scouting' be compiled and included in the proposed Leaders' Handbooks.
- (e) That regular news of the Branch be included in 'The Scouter' and in the proposed monthly Bulletin, including some general news of the work of the Branch and including some news of specific challenges and how they are being met.
- (f) That in consultation with the Extension Board a completely new games and activities book be compiled and published.
- (g) That the Extension Board have on its agenda for early consideration:
  - (i) The production of the Scouts' Handbooks and other books in Braille;
  - (ii) Possible improvements in the present transfer system for Extension Scouts;
  - (iii) The making of a film showing the work of the Branch;

- (iv) The production of visual aids;
- (v) The adaptation of uniform to suit Extension Scouts.

### **RECOMMENDATION 187**

That the appointment of a County Extension Adviser be made obligatory, the duties being linked with those of the present Assistant County Commissioner (Handicapped Scouts) whom he will replace, and cited as follows: —

- (a) Liaison with Headquarters and the County team;
- (b) Finding and training of suitable District or Local Extension Branch representatives;  
[see Recommendation 188]
- (c) Liaison with the District Commissioners in the County;
- (d) Keeping before the County or Area the needs of the Extension Branch;
- (e) Liaison with Local Educational and Medical Authorities;
- (f) Supervising the efficient running of the Post Section in his area.  
[see Recommendation 189]

### **RECOMMENDATION 188**

That District Extension Representatives be appointed where necessary whose duties would cover the same fields as the County Extension Adviser but at District level; and in addition the following: —

- (a) The integration of members of the Branch into ordinary Scout Groups;
- (b) The extension of the work among handicapped boys who are not in Scouting;
- (c) The provision of assistance for Scouters who have Extension Scouts in their Groups;
- (d) Liaison with the appropriate local authorities;
- (e) The supervision of the standards to be attained by individual Extension Scouts.

### **RECOMMENDATION 189**

That a 'Post Section' be brought into existence as a means of furthering the work among home-bound boys and those in institutions without Scouting; this section being the responsibility of the County Extension Adviser.

*THE ARGUMENT: If we applied to Scouting the Guide Movement's concept of 'Post Units,' a handicapped boy who is home-bound or is in an institution where Scouting does not exist, would be brought into a 'Post Unit'. Here his Scouting would be carried on by means of postal meetings, which follow the lines of ordinary Scout meetings and require the active participation of the member. A 'Post Scout' would be the responsibility of the District Extension*

*Representative and the County Extension Adviser but he would be 'attached' to some local Group wherever possible, thus bringing members of the Extension Branch into active liaison with ordinary Scouting.*

**RECOMMENDATION 190**

That a real effort be made to extend Scouting amongst educationally sub-normal boys.

**\*\*RECOMMENDATION 191**

That the possibility of providing Scouting for the maladjusted be thoroughly investigated.

**RECOMMENDATION 192**

That within the Leader Training Course (Wood Badge) a minimum of one session be accorded to the Extension Branch, and wherever possible conducted by a County Extension Adviser.

**RECOMMENDATION 193**

That the Director of Leader Training take steps to initiate week-end courses for Scouters in the Extension Branch.

**RECOMMENDATION 194**

- (a) That close attention be paid to potential leaders in the Venture Scout Section to encourage them to remain in the Movement as adult leaders.
- (b) That a major field for the recruitment of adult leaders be the parents of boys of Cub Scout and Scout age.
- (c) That to relieve Scouters, lay supporters be given more responsibility in the organisation of Scout Groups.
- (d) That District Commissioners make full use of a mobile team to help out, temporarily, Groups which are short staffed.

**RECOMMENDATION 195**

That maximum age-limits for Commissioners and Scouters be introduced and laid down in the Rules. [see Recommendation 208]

*THE ARGUMENT: There is no doubt that in many Counties, Districts and Groups, there are old or elderly men holding posts in which, by reason of their age, they can now no longer give efficient service. These men have in the past given excellent and devoted service; much of it still is devoted, but its excellence is much diminished in many cases.*

*The practical problem facing a Commissioner with an elderly colleague who ought to retire is not a simple one in the absence of any reference to a normal retiring age in P.O.R.*

**RECOMMENDATION 196**

That all appointments under warrant be reviewed at most every five years and may be renewed; this review must be treated as being of the greatest importance.

**RECOMMENDATION 197**

That a revised warrant system be introduced. [see Recommendations 198, 207.]

**RECOMMENDATION 198**

That there be three categories of adult leaders in the Scout Movement: Leaders, Instructors and Administrators.

*[N.B. The proposed new Leader Warrant Scheme provides for the classification of adults according to the part they play in the work of the Movement. This classification is a basic, integral and essential part of the scheme, which provides for the three categories above.]*



*Leaders would be the Commissioners, Group Scout Leaders and Leaders of Training Sections and those Assistants fully committed to helping regularly as adult leaders; all in this category must hold a valid Leader Permit [see Recommendations 200/201] or Leader Warrant.*

*Instructors would be of two kinds:*

- (a) regular instructors who are members of the Movement and who would be permitted to wear uniform. They would include some present Assistant Scouters who, although fulfilling a training role, have no responsibility for management. Others might be some of those at present appointed as Service Auxiliaries or other existing non-warranted ranks;*
- (b) occasional instructors who need not be members of the Movement and would not wear uniform. These would include specialist Badge Instructors and Examiners.*

*Administrators would be the present holders of many Regional, County, Local Association and Group lay appointments and some of the present non-warranted ranks, e.g. Treasurers, Secretaries, Advisers and Quartermasters.]*

#### **RECOMMENDATION 199**

That the District Scout Association Warrants Committee be an obligatory Sub-Committee of the District Scout Association Executive Committee and that its membership be established and be representative of the District it serves. [See Recommendation 374]

*THE ARGUMENT: We are recommending an entirely new method of appointment. We see the functions of the District Commissioner and the District Scout Association, in this respect, as follows:*

- (a) The District Commissioner will consider:*
  - (i) The potential worth of the applicant as a leader taking into account the benefit that may arise from the training to be undertaken;*
  - (ii) What appointment (if any) the applicant might or could hold;*
  - (iii) Whether the applicant is eligible to hold the appointment proposed and is not barred by age, sex or other specific requirements of the Rules;*
  - (iv) Whether the applicant falls within P.O.R.'s general requirements for leaders, e.g. Religious Policy.*
- (b) The Warrants Committee will consider:*
  - (i) Whether the applicant is suitable to be in charge of Scouts as a Leader in the light of his personal character and standing in the community;*
  - (ii) Whether the appointment proposed would be in*

*the best interests of the Scouts, parents and the District Scout Association.*

#### **RECOMMENDATION 200**

That the method (as follows) for the issue of Temporary Leader Permits be adopted:

- (a) The District Commissioner should first interview the applicant to form an opinion as to his suitability [see Argument to Recommendation 199]. If the District Commissioner believes the applicant to be suitable as a Leader the applicant completes a form which is sent by the District Commissioner to Headquarters. He will at the same time advise the District Scout Association Secretary of his action.
- (b) The form sent to Headquarters will:
  - (i) enquire whether the applicant has previously been a Scouter and if so what information is available on his service;
  - (ii) ask if the report[s] on his or her previous service is [are] satisfactory, or, if no record of service is known to Headquarters whether any reason exists why the applicant should not be appointed as a Leader;
  - (iii) if these two questions can be answered satisfactorily, ask Headquarters to issue to the District Scout Association a Temporary Leader Permit for the applicant.
- (c) The Temporary Leader Permit will be the temporary authority which will be issued to a Scouter or Commissioner whilst he or she is on probation and under basic training; it will have a maximum life of two years, during which the holder must complete a specified course of training.

#### **RECOMMENDATION 201**

That the method (as follows) of activation and presentation of Temporary Leader Permits be adopted:

- (a) On receipt of the Temporary Leader Permit the District Scout Association Secretary will arrange for the Warrants Committee to meet and interview the applicant in person.
- (b) If the Committee approves of the applicant as a person fit to lead *Scouts* and is willing to appoint him to the post suggested by the District Commissioner, or to such other post as is agreed by the Committee in consultation with the District Commissioner, then the Secretary will endorse the appointment into the Permit at the meeting.
- (c) When the Permit has been endorsed the District Commissioner or his nominee will present it to the applicant immediately or at the earliest opportunity. The applicant should make, or renew, the Scout Promise.
- (d) If the District Commissioner and the Warrants Committee are

jointly of the opinion that the applicant is unsuitable or if the applicant declines the appointment, the Permit will be returned to Headquarters immediately with a report on the circumstances.

*[N.B. The next stage in our proposal is for the holder of a Temporary Leader Permit to graduate to the holding of a Leader Warrant, the holding of which will indicate that the Scouter has completed his basic training and has given satisfactory service while holding a Temporary Leader Permit. When, therefore, the Scouter has completed the obligatory basic training and has satisfied both the District Commissioner and the Warrants Committee as to his suitability and efficiency, the Temporary Leader Permit will be exchanged by Headquarters for a Leader Warrant.]*

#### **RECOMMENDATION 202**

That Commissioners be selected and appointed as at present except that the two-part warrant scheme [see Recommendations 197/201] with the appropriate obligatory training should apply.

#### **RECOMMENDATION 203**

That the two-part warrant scheme, consisting of the Temporary Leader Permit and the Leader Warrant [see Recommendations 200/201] be introduced.

#### **RECOMMENDATION 204**

That the Leader Warrant be such as to perform the functions of Scouter's Record Book and that it be so devised and regulated as to minimise the risk of fraudulent manipulation.

*THE ARGUMENT: We are convinced that the existing warrant should be replaced by a form of warrant combining in one convenient booklet the following information:*

- (a) That it is a Leader Warrant and the property of the Scout Association;*
- (b) The name, a photograph and the date of birth of the holder;*
- (c) The date of expiry of the Leader Warrant;*
- (d) A record of appointments;*
- (e) A record of training;*
- (f) A record of Scout Awards.*

#### **RECOMMENDATION 205**

That the method (as follows) of appointing Instructors and Administrators be adopted:

- (a) The regular Instructor should have the approval of the District Commissioner and the Warrants Committee, or County Commissioner and the County Scout Executive Committee, and be*

given a letter of appointment valid for a period of five years. The appointment should be renewable at five-year intervals subject to the approval of the District Commissioner and the Warrants Committee in the case of a District appointment or the County Commissioner and the County Scout Executive Committee in the case of a County appointment.

- (b) The *occasional Instructor* should have the approval of the District Commissioner but no formal appointment is envisaged.
- (c) An *Administrator* should have the approval of the County Commissioner or District Commissioner as appropriate and will be appointed by the County, District or Group as laid down in the rules. A letter of appointment should be issued with validity subject to the holder continuing in office under the arrangements in the County, District or Group.

#### **RECOMMENDATION 206**

That the method (as follows) of local appointment of a holder of a Leader Warrant be adopted:

- (a) The existing Warrant holder who moves into another part of the country and wishes to continue as a Leader would meet the District Commissioner of the new District, and produce his Leader Warrant which is retained by the District Commissioner who immediately advises Headquarters of the approach and asks for a report on previous service.
- (b) If the report from Headquarters is satisfactory the District Commissioner informs the Warrants Committee who arrange to see the Leader Warrant holder concerned.
- (c) If the District Commissioner and the Warrants Committee are satisfied then he is appointed and his Leader Warrant endorsed and handed back to him.
- (d) If the report from Headquarters is unsatisfactory the District Commissioner returns the Leader Warrant to Headquarters and informs the applicant that his offer of service cannot be used.
- (e) If, in spite of a satisfactory report from Headquarters, the District Commissioner and the Warrants Committee do not wish to use the services of the applicant, then he is so informed and his Leader Warrant is returned to him unless this is clearly inappropriate, when it is sent to Headquarters. In either case a statement of the circumstances will be sent to Headquarters.
- (f) There would be no appeal against the refusal of a District Commissioner and a Warrants Committee to employ the services of an applicant even though he is in possession of a Leader Warrant.

### †RECOMMENDATION 207

That the procedures (as follows) for terminating the service of unsatisfactory Leaders, Instructors and Administrators be adopted:

- (a) *Unsatisfactory Service*: that in general this will be dealt with by the Warrants Committee *not renewing* the Leader's appointment at the next five-yearly review, the decision to be reported to the County Commissioner, who, if the ex-holder complains, may order an independent enquiry. There should be no appeal in cases where renewal is refused on grounds of age.
- (b) *Very Unsatisfactory Service*: as in (a) except that action can be taken at any time.
- (c) *Disgraceful Conduct or Service*: the District Commissioner or Warrants Committee *suspends the Leader Warrant*. This automatically suspends all the appointments held until either the suspension is revoked or the Leader Warrant and the appointments are cancelled. The suspension to be reported at once to the County Commissioner and to Headquarters, the latter arranging for an enquiry by a Commissioner of suitable standing to decide whether the Leader Warrant and/or the appointments are to be cancelled or terminated. This enquiry must be held unless the person suspended states that he does not wish to appeal; or the person suspended is convicted of an offence involving blameworthy conduct.

### RECOMMENDATION 208

That minimum and maximum age limits (as follows) be adopted:

(a) *Minimum*:

Group Scout Leader:	30 (25 by special arrangement)
Cub Scout Leader:	20
Assistant Cub Scout Leader:	18
Scout Leader:	20
Assistant Scout Leader:	18
Venture Scout Leader:	21
Assistant Venture Scout Leader:	21
Cub Scout Instructor:	16
Instructor:	17
Administrator:	17

(b) *Maximum*:

The maximum age limit for Leader Warrant holders and Regular Instructors: 65

The normal age limit for appointed Administrators: 65.

### RECOMMENDATION 209

That the scale of Leaders (as follows) be introduced:

	<i>Maximum of</i>
Cub Scout Pack (under 20 Cubs) :	3 Leaders
Cub Scout Pack (over 20 Cubs) :	4 Leaders
Scout Troop (up to 4 Patrols) :	3 Leaders
Scout Troop (up to 6 Patrols) :	4 Leaders
Scout Troop (over 6 Patrols) :	5 Leaders
Venture Scout Unit (up to 20 members):	3 Leaders
Venture Scout Unit (over 20 members) :	4 Leaders

No restriction is proposed on the number of Instructors.

THE ARGUMENT: *Fairness and efficiency would be best served by such a scale.*

### RECOMMENDATION 210

That the fullest co-operation be maintained at all levels between the Movement and those organisations and authorities responsible for adult training in all its facets.

### RECOMMENDATION 211

That the principle of compulsory training for Scouters be accepted.

THE ARGUMENT: *The evidence received from the Movement was overwhelmingly in favour of compulsory training. To the argument that the Scouter at present has no time to devote to training, we would answer that it is the Scouter of the future that we are concerned with and we make various proposals to ensure that, in the future, this training will be easier to obtain and more acceptable.*

### RECOMMENDATION 212

That care be taken to avoid criticisms of our Scouter training methods being justified and that advice be sought in regard to the suitability of the training techniques now in use.

### RECOMMENDATION 213

That additional staff be appointed to Gilwell Park for research purposes.

### RECOMMENDATION 214

That help is sought both now and in the future from the many specialists in the educational field in regard to new concepts and methods.

### RECOMMENDATION 215

That obligatory training be devised to provide training on these lines:—

(a) To give the candidate a feeling of belonging to a great Move-

- ment, and to establish in his own mind the importance of what he is undertaking.
- (b) To give him a clear sense of Scouting principles so that he may readily appreciate the relevance of any particular skill which he may be called upon to acquire: at this point the Law and Promise should figure prominently.
  - (c) To give him a view in depth of the Movement, so that he may understand the work of the Sections other than the one in which he is working, and to relate his contribution to the whole.
  - (d) To let him feel that his contribution is important, and that it may be more valuable in some field other than the one of his present choice.
  - (e) To teach elementary education techniques: how to instruct; how to deal with, talk to and generally make contact with each age group. (Appendix 1 of the Bessey Report is relevant.)
  - (f) To acquaint him with what young people are now doing at school and work.
  - (g) to equip him to co-operate with parents and to gain the maximum benefit from his relationship with them.
  - (h) To provide a brief, comparative study of other youth organisations and an exchange of experiences with their leaders.
  - (i) To provide for elementary Scouting skills.
  - (j) To provide for a practical application of the principles under supervision. (This is common to the existing Wood Badge Training and Bessey type training.)

#### **RECOMMENDATION 216**

That obligatory training be devised from an integration of the following training courses:

- (a) Pre-warrant training;
- (b) Preliminary training;
- (c) Some 'Common Element' subjects from Bessey type training.

#### **RECOMMENDATION 217**

That obligatory training be completed by the holder of a Temporary Leader Permit within two years of his receiving his Permit.

*[N.B. If the basic obligatory training has not been completed within two years, the Temporary Leader Permit becomes invalid.]*

#### **RECOMMENDATION 218**

That the obligatory training begins at the earliest possible moment and that it be the responsibility of the District Commissioner or his nominee. [see Recommendation 216]

**RECOMMENDATION 219**

That a Scouter responsible for Leader Training within a District, or, an Assistant District Commissioner (Scouter Training), be appointed.

**RECOMMENDATION 220**

That Wood Badge Training continue and that it be strengthened and revitalised.

**RECOMMENDATION 221**

That the appropriate Wood Badge Training be completed by a Section Leader, Group Scout Leader or Commissioner within five years of his appointment. [See Recommendation 211]

*[N.B. If the appropriate Wood Badge Training has not been completed within five years, the appointment should lapse.]*

**RECOMMENDATION 222**

That a survey be undertaken in order that suitable Regional [Training] Centres may be selected.

**RECOMMENDATION 223**

That technical and specialist courses continue, making the fullest use of Regional Centres. [See Recommendation 222]

**RECOMMENDATION 224**

That high level action be continued to ensure leave for training purposes.

**RECOMMENDATION 225**

That the Legal Department be given every assistance in its vital function of protecting the Movement against undesirable people.

**RECOMMENDATION 226**

That the widest publicity be given to ensure that District Commissioners make full use of the confidential enquiry form (W.E.1.).

**RECOMMENDATION 227**

That an Award System be retained, and that every effort, including the use of a standard reminder form for District Commissioners, be made to ensure a just spread of Awards.

**RECOMMENDATION 228**

That the Long Service Decoration be awarded automatically after 15 years' satisfactory service.

**RECOMMENDATION 229**

That there be more enforcement at all levels, but particularly by Headquarters, of the qualifications necessary for the award of the Medal of Merit.



**RECOMMENDATION 230**

That County Commissioners be eligible for the Medal of Merit.

**RECOMMENDATION 231**

That the essential features of the County Commissioner's post be retained and all possible assistance be given to him to carry out his duties effectively.

**RECOMMENDATION 232**

That the essential features of the District Commissioner's post be retained and all possible assistance be given to him to carry out his duties effectively.

**RECOMMENDATION 233**

That Field Commissioners be retained and where possible increased in number and the task of development be regarded as the first call on their time.

**RECOMMENDATION 234**

That an increase in the number of full-time paid Scouters be welcomed.

*THE ARGUMENT: At present in the United Kingdom we have one full-time paid Scouter in the field for every 25,000 members of the Movement; in the United States of America the figure is one for every 1,000 members.*

*We believe that there will have to be an increase in the number of professional Scouters. Some will be extra Field Commissioners, others Assistant District Commissioners (Scouter Training), others might be County Secretaries; we would not be opposed to some full-time paid Group Scouters who would have other duties at Group, District or County level. In our view up to 1,000 could be used without upsetting the all-important voluntary balance of the Movement.*

**RECOMMENDATION 235**

That as men and women are equally effective in leadership and training, due regard be paid to the need for women Scouters to be adequately represented throughout the Movement.

**RECOMMENDATION 236**

That the present arrangements concerning the attendance by women Scouters and Scouters' wives at Troop camps continue, and acceptance by the Movement that this will grow.

**RECOMMENDATION 237**

That any ceremony involving a Scouter be of an adult nature.

### **†RECOMMENDATION 238**

That the Temporary Permit and the Warrant be presented by the District Commissioner at the conclusion of the appropriate meeting of the Warrants Committee, or as soon as possible afterwards, and the Promise made at that time.

### **RECOMMENDATION 239**

- (a) That the presentation of all Awards for good services (except the Long Service Decoration) be the responsibility of the County Commissioner who should either make the presentation personally, or arrange for the Award to be presented by the Lord Lieutenant or County President, or, failing that, the Deputy County Commissioner, or one of his Assistant County Commissioners.
- (b) That on the occasion of making every Award, Headquarters issue to the County Commissioner 'Notes on Presentation', drawing attention to the procedure and formalities to be observed in presenting the Award.

## †RECOMMENDATION 240

- (a) That a Scout Supporters Association be formed at District level to contain all adult members as follows:
- (i) The present Rover Scout who is a member of a Rover Service Crew and whose service will be necessary in the future;
  - (ii) Members of Educational Scout and Guide Clubs;
  - (iii) Deep-Sea Scouts;
  - (iv) Members of the B.-P. Scout Guild;
  - (v) Lay members of the Movement at every level;
  - (vi) Parents and well-wishers;
  - (vii) Venture Scouts who on leaving their Unit do not want to take appointment as Leaders, Instructors or Administrators but wish to help the Movement;
  - (viii) Leaders, Instructors, Administrators.
- (b) That where possible this Association be integrated at this level with the Guide Movement to form a Scout and Guide Supporters Association.

THE ARGUMENT: *Evidence from the Movement encourages us to believe that such a Scout (or Scout and Guide) Supporters Association will be welcome. The B.-P. Scout Guild could not fulfil the function which we have in mind. The Supporters Association would best function at District level and would not require any special structure other than the help of a sub-committee of the District Scout Association. It is our hope that the B.-P. Scout Guild will help in the setting up of a Supporters Association and that later on the Guild will establish Branches within the framework of the Supporters Association. It is clear that in the Supporters Association there will be various branches of supporters committed to service of various kinds. These branches can be linked to camp sites, Groups and Districts and the members will make a definite "stewardship" commitment to that project.*

*We are consciously bringing in a new terminology and grafting from the Christian society the concept of stewardship. We believe that stewardship with its right use of time, talents and money for the ideal believed in, is most appropriate for the adult members of the Movement. There would, nevertheless, be a place for individuals, such as parents and well-wishers who would not want to have a stewardship commitment, in the Supporters Association.*

*We envisage that membership of the Supporters Association will imply an annual fee for each member payable to the District Association and to Headquarters.*

**†RECOMMENDATION 241**

That before the proposal to form Scout (or Scout and Guide) Supporters Associations is implemented, there must be the closest consultation with the B.-P. Scout Guild especially now that B.-P. Scout Guild members have become members of the Movement.

**†RECOMMENDATION 242**

That within the Supporters Association it be permitted to have branches composed of members who make either a collective or individual commitment of service to a Scout and/or Guide project.

**†RECOMMENDATION 243**

- (a) That Scout and Guide Clubs have some form of joint registration, by a joint body representing both Associations; that Clubs come under the 'umbrella' of the Supporters Association as local branches; and that club members automatically be members of the Supporters Association.
- (b) That such Clubs follow the pattern of normal student organisations and be open to all students, a member of the staff of the University or College being associated with the Club to provide continuity.
- (c) That the aims of such Clubs be as follows:—
  - (i) To act as a focusing point for all students interested in the principles of Scouting and Guiding both at home and abroad.
  - (ii) To be a means of spreading up-to-date information about the work of Scouting and Guiding by talks and discussions on various aspects of aims, organisation and methods.
  - (iii) To interest students of varying outlooks in the need for youth leaders in all voluntary organisations and to help such interest to full fruition.
  - (iv) To give opportunities to students who are members of our Movements to offer their services to our Associations in their spare time by research, acts of stewardship, or assistance with local Scout and Guide units.

**†RECOMMENDATION 244**

That the Deep-Sea Scout Branch continue as at present except that:

- (a) those under the age of 20 should wherever possible be members of a Venture Scout Unit;
- (b) a Deep-Sea Scout while in the United Kingdom be automatically a member of the Supporters Association in the District in which he lives or works;

- (c) the uniform for a Deep-Sea Scout be the same as for a male Scouter; the Sea Scouter type of uniform be permitted wear; and in tropical climates shorts be permitted wear, if appropriate.

**RECOMMENDATION 245**

That no attempt be made to establish a monopoly in the manufacture and supply of uniform.

*THE ARGUMENT: In order to establish such a monopoly, it would be necessary to make application to the Privy Council, so that the Royal Charter of the Boy Scouts Association could be suitably amended. We have been advised that serious difficulties would arise if we should decide to adopt this course of action. It would be necessary for all those objecting to be given the chance to comment on a monopoly application. It is apparent that due to the links established with manufacturers over many years in this country the net result of such an application would be to damage the Association's standing.*

**RECOMMENDATION 246**

That badges are not incorporated in uniform manufacture, as this would make control of sales difficult.

**\*\*RECOMMENDATION 247**

That in order to achieve standardisation in the manufacture of uniform the following details must be specified; type of material; weight of material; quality; colour and style.

**\*\*RECOMMENDATION 248**

That once a uniform specification has been decided upon and agreed, it is essential to seal the specification with the Institute of Manufacturers, and to make it available to approved manufacturers.

**RECOMMENDATION 249**

- (a) that a standard uniform be adopted for each of the following: Cub Scout, Scout, Venture Scout, male Scouter and lady Scouter;
- (b) that there be separate standard uniforms for the Sea Scout and Air Scout Branches and these particular uniforms keep their basic colour throughout the Scout, Venture Scout and Scouter stages;
- (c) that all uniform be reviewed regularly: lady Scouters' uniform design be reviewed every 3 to 4 years, and other uniform every 6 to 8 years.

### **RECOMMENDATION 250**

That uniform be worn on formal occasions, and be regarded as normal wear for most other occasions: in general, however, the guiding principle to be that the dress most appropriate to the activity be worn.

### **RECOMMENDATION 251**

That Scout Shops stock only a basic range of preferred items of activity dress.

### **RECOMMENDATION 252**

That headgear be included as an item of standard uniform for each member of the Movement; headgear to be worn on ceremonial occasions but need not be insisted upon at other times. At a special event, the order to wear headgear be left to the discretion of the Scouter in charge of the event.

### **RECOMMENDATION 253**

That in future shorts only be worn as standard uniform by Cub Scouts: all other boys and men in the Movement to wear long trousers.

*THE ARGUMENT: The wearing of shorts by members of the Movement is one of the most damaging aspects of our present public image. Scouting is dubbed a juvenile organisation, with adults dropping back to boy level because of our method of dress. Criticism is also being directed at the Boer War appearance of our uniform and here the wearing of shorts features high on the list of criticisms. Shorts are considered quite unsuitable for our climate and altogether we feel the time has come to modernise our appearance.*

### **RECOMMENDATION 254**

- (a) That the kilt may continue to be worn in Scotland, Northern Ireland and elsewhere in accordance with the present rules; additionally it should be permissible for Scouters outside Scotland and Northern Ireland who are not members of a Section of a Group to wear the kilt provided they are entitled by descent.
- (b) That in cases where a Group (or Section of a Group) wear the kilt outside Scotland and Northern Ireland, it shall be permissible for the Scouters and regular Instructors of the Group (or Section concerned) to wear the kilt as if they were qualified by descent.

*[N.B. A tartan should only be worn by a person entitled by birth, i.e. a person with a parent or grandparent who are themselves entitled to wear a tartan or by a full member of the clan or family*

*who own the tartan. In other cases where it is authorised to wear the kilt or tartan skirt, the Scout tartan or Shepherd's plaid (men only) should be worn.*

*In Northern Ireland those entitled by birth as above will wear the saffron kilt but no sporrán.]*

### **\*\*RECOMMENDATION 255**

That a warm, shower-proof outer garment based on the East Coast Jacket, and coloured green, be introduced for all members of the Movement, except the Sea Scout and Air Scout Branches, who would have similar jackets but of a colour matching their standard uniform, the cost of this jacket to be approximately £2.

### **RECOMMENDATION 256**

- (a) That uniform for Cub Scouts be adopted as in Appendix N.
- (b) That uniform for Scouts be adopted as in Appendix O.
- (c) That uniform for Venture Scouts be adopted as in Appendix P.
- (d) That uniform for Sea Scouts be adopted as in Appendix Q.
- (e) That uniform for Venture Sea Scouts be adopted as in Appendix Q.
- (f) That uniform for Air Scouts be adopted as in Appendix R.
- (g) That uniform for Venture Air Scouts be adopted as in Appendix R.
- \*\***(h)** That uniform for male Scouters be adopted as in Appendix S.
- (i)** That uniform for lady Scouters be adopted as in Appendix T.

[Note (1) (a) When a member of the Movement is entitled to wear the kilt it shall be worn with a plain leather sporrán, plain kilt pin, stockings turned over at the top, and black shoes. (Ladies may not wear the kilt).

(b) A Venture Scout, Scouter, or other adult member of the Movement, may wear a kilt jacket of authorised pattern and material with the kilt on formal occasions.

(c) Headgear to be worn in Scotland to be the Cub cap for Cub Scouts, and a dark blue Balmoral of authorised pattern for Scouts, Venture Scouts and male Scouters and Instructors.

(d) Headgear to be worn with the kilt outside Scotland for Scout, Venture Scout, Scouter and Instructor to be the dark blue Balmoral of authorised pattern subject to the option to wear the standard headgear.

(e) Ladies in Scotland of any rank may wear a tartan skirt with pleats.

- (2) With the exception of a knife, no present optional items of uniform (e.g. staff, thumbstick, haversack, cord at belt, axe or—except for Sea Scouts—lanyard) may in future be worn.]



### RECOMMENDATION 257

- (a) That all Badges and Insignia be reviewed and a modern appearance given to these items so that they aesthetically complement the new style uniforms being recommended.
- (b) That as a general principle there be a reduction in the number of Badges and Insignia to be worn.

### \*\*RECOMMENDATION 258

That Badges and Insignia for Cub Scouts, Scouts, Venture Scouts and Scouters be adopted as in Appendix U.

### RECOMMENDATION 259

That a common membership badge be introduced, the background colour to change according to the Training Section or Branch, the following background colours being recommended:

Cub Scout Section	...	...	...	red
Scout Section	...	...	...	green
Venture Scout Section	...	...	...	dark brown
Sea Scout Branch	...	...	...	navy blue
Air Scout Branch	...	...	...	light blue
Male Scouters not with a Training Section				mushroom
Lady Scouters not with a Training Section				green

*[N.B. The badge should have a centrepiece of the Scout badge and be surrounded by an appropriately designed frame.]*

### \*\*RECOMMENDATION 260

That the new uniform be introduced as optional wear one year after the decision has been taken to implement such changes, and that the new uniform become compulsory wear a further year later.

**RECOMMENDATION 261**

That the emphasis on international Scouting should move from World Jamborees; that the aim of encouraging personal contacts as the best means of promoting international understanding be stressed at all levels and that maximum publicity be given to successful forward-looking projects.

*[N.B. Recent developments, such as the Explorer Belt scheme, Operation U.S.A., international week-ends at Gilwell and various local, District and County international projects and events indicate that the need for a new approach to International Scouting is to some extent being met, but this trend must continue and every encouragement should be given to more original thinking and experiment.]*

**RECOMMENDATION 262**

That the World Bureau be informed of the recommendations of the Advance Party insofar as they might affect the work of the Bureau.

**RECOMMENDATION 263**

That the collection and dissemination of ideas and information on international topics be undertaken by Headquarters through the research and development section which it is proposed to establish.

**RECOMMENDATION 264**

That Districts and Counties be encouraged to organise more events attractive to foreign Scouts and to which they are invited, these events to include home hospitality.

**RECOMMENDATION 265**

That the scheme of County International Representatives be fostered and strengthened and that these Representatives be regarded without exception as full members of the County Commissioner's team.

**RECOMMENDATION 266**

That the aims of overseas activities in the Scout Movement be clearly stated; that guidance be given on the content of the programme in accordance with these aims; that standards covering parties going abroad be drawn up and that compliance with these be the criterion for promoting Scouts' international activities rather than arbitrary age-limits.

### **RECOMMENDATION 267**

That information about specific expeditions be contained in a series of annually revised comprehensive information sheets giving details of:

- (a) Opportunities for activities suitable for the particular country to be visited with names and addresses of Scout and non-Scout representatives;
- (b) Opportunities for Scouting contacts and possibilities of home hospitality;
- (c) Sources of recent experience and summary of relevant costs of food and other services;
- (d) Opportunities for service;
- (e) Availability of slides, films and reports;
- (f) Advice on standard expected in the particular country;
- (g) Customs and habits of the country;
- (h) Methods of travel.

### **RECOMMENDATION 268**

That co-operation with Voluntary Service Overseas and other bodies working in the field of community service be strengthened at national level with a view to developing participation in service overseas by the Scout Movement.

### **†RECOMMENDATION 269**

That the International Department and the Commonwealth Department be merged into one Overseas Department.

*THE ARGUMENT: In making recommendations for future years, we have recognised that the countries of the Commonwealth are rapidly moving towards independent membership of the World Conference, and it will therefore be consistent, and appropriate, to communicate with them and with all other Associations through one department at Headquarters.*

### **RECOMMENDATION 270**

That a Standing Joint Research Committee be formed, made up of 8 to 12 members drawn from both the Scout and Guide Movements and having current practical experience of Scout and Guide activities at Group, District or Divisional level: the Committee would meet frequently and members serve for a maximum term of two years arranged in such a way that half of the Committee is replaced annually: a secretariat to be provided by Scout and Guide Headquarters.

*THE ARGUMENT: Hitherto there has been a singular lack of enthusiasm to formulate any joint policies at national level in respect of current developments in training techniques,*

*activities and facilities. There is scope for large-scale economies. A well-established channel of communication would ensure that unnecessary divergencies of policy were avoided.*

#### **RECOMMENDATION 271**

That a Joint Scout and Guide Headquarters Policy Co-ordinating Committee be set up without delay.

#### **RECOMMENDATION 272**

That a renewed and strenuous effort be made to ensure that County and District Commissioners are aware of their responsibility to inform themselves about the Youth Service and the opportunities it offers in their areas.

#### **RECOMMENDATION 273**

That County and District Commissioners be directly responsible for ensuring that Scouting's interests are fully represented on Local Authority Youth Committees at all levels so that advantage can be taken of the facilities offered and the opportunity of contributing more to the work of the Youth Service accepted.

#### **RECOMMENDATION 274**

That, to provide a basis for bringing a change of attitude of mind at all levels within the Movement, a regularly-revised pamphlet be produced setting out clearly what the Youth Service is; the benefits and privileges available and the methods of obtaining them, and the contribution that the Movement can make at local levels; a summarised statement to appear in the Commissioners' Handbook.

#### **RECOMMENDATION 275**

That a quarterly feature in 'The Scouter' give information and evidence from all over the country illustrating the work done by Scouting within the Youth Service and of new facilities and new techniques of training.

#### **RECOMMENDATION 276**

That the importance of the relationship between the Movement and the Youth Service be recognised by ensuring:

- (a) that liaison with the Department of Education and Science and with the Association of Education Committees should be strengthened and liaison with S.C.N.V.Y.O. maintained;
- (b) that a full-time member of Headquarters be concerned principally with the Movement's full and efficient participation in the Youth Service at all levels. He would be responsible for Headquarters literature on the Youth Service [see

Recommendations 274/275] and for keeping abreast of research and development in other youth organisations.

#### **RECOMMENDATION 277**

That a Youth Liaison Officer, not necessarily a Scouter, but with knowledge and authority to speak on behalf of Scouting, be appointed locally, not necessarily on a County or District basis but appointed according to the Local Authority areas; he would have not only the responsibility of ensuring close co-operation with other youth organisations, but of attending meetings of these organisations and being a means of implementing Scouting's contribution to them (e.g. In a County Borough containing two or three Scout Districts, one officer would be appointed; for a Scout authority with four Local Authority divisions four officers would be appointed.) [See Recommendation 273]

#### **RECOMMENDATION 278**

That Scout County and District boundaries be made to coincide with Local Authority boundaries whenever possible.

#### **RECOMMENDATION 279**

That more positive guidance be given to Counties on the appointment of County Chaplains; and to County Chaplains on their responsibilities.

#### **RECOMMENDATION 280**

That Chaplains have specific terms of reference including:

- (a) Keeping the County Commissioner, District Commissioner or, if appropriate, Group Scout Leader, informed of the policy of their churches towards youth work in general and Scouting in particular;
- (b) Maintaining close liaison with any Area Youth Chaplains or Committees which may be appointed by their Church authorities;
- (c) Advising the County Commissioner, District Commissioner or Group Scout Leader on any matters of religious policy or training that might be referred to them.

#### **RECOMMENDATION 281**

That there is need for a Group description which implies attachment to a church without having restricted membership.

*THE ARGUMENT: From the evidence received from the Movement there is extreme dissatisfaction about the obligations of Sponsored Groups and Sponsoring Authorities. [See Recommendation 283]*

### **RECOMMENDATION 282**

That the maintenance of minimum standards [See Chapter VI] be a condition of sponsorship.

### **RECOMMENDATION 283**

That there be three categories of Group:

- (a) *The Open Scout Group*, having a policy of 'Open' recruitment;
- (b) *The Sponsored Scout Group*, i.e. sponsored by Church community, School, Service Club (Rotary, Lions, Round Table), Industry and Commerce, Local Education Authorities, or other approved body; and having a policy of 'open' recruitment; and with an agreement regarding ownership of property and management to be formally drawn up and agreed by the District;
- (c) *The Closed Scout Group*, i.e. having a recruitment policy governed entirely by the Controlling Authority: this would apply in a more limited number of cases than at present (e.g. in schools and other closed communities).

### **RECOMMENDATION 284**

That a model form of agreement between the District and the Sponsoring or Controlling Authority be prepared to indicate the responsibilities which would generally need to be specifically determined for each Sponsored or Closed Group. These would be agreed on the initial registration of the Group according to local circumstances, and confirmed periodically by both parties. Such responsibilities would include:

- (a) Acceptance of the aim, method and policy of the Association, including minimum standards [see Chapter VI] as defined in *P.O.R.*;
- (b) Active encouragement of the future development of Scouting in the Group in accordance with *P.O.R.*;
- (c) The provision of suitable headquarters accommodation, and opportunities for training;
- (d) The continuity of leadership and nomination of Scouters;
- (e) The financial support of the Group or an agreed policy to ensure that the Group is able to acquire adequate funds to fulfil its training programme;
- (f) The preparation of an agreement, in regard to property and equipment, between the Sponsoring or Controlling Authority and the Group, and the recording of this annually with the District;
- (g) Responsibility for the religious training of Scouts, in the case of a Church-sponsored or Closed Group;
- (h) An undertaking to give the fullest possible encouragement to the Group Scout Leader in carrying out his duties as defined in *P.O.R.*

### **RECOMMENDATION 285**

That the District Association be responsible for ensuring that the Sponsoring Authority is conversant with and agrees to the School Group's obligations outside the School.

*THE ARGUMENT: There was a remarkable degree of agreement on certain significant points:*

- (a) *that Scouting in School Groups is stronger than is popularly supposed and that the quality of the Scouting provided is generally high;*
- (b) *That for the aims and ideals of Scouting there is an immense store of goodwill not only among headmasters with Groups but also among headmasters without Groups and who know little or nothing about Scouting;*
- (c) *That ignorance of the technical aspects of Scouting and its organisation is widespread, particularly in the educational field where we would have expected greater progress to have been achieved.*

*It must be recognised that the School Scout Group is not just another voluntary school activity, and that membership of the Group carries with it additional obligations.*

### **RECOMMENDATION 286**

That the rules applying to School Groups together with the responsibility of the District Commissioner and the District Association be more clearly defined.

### **RECOMMENDATION 287**

That a policy for the development of Scouting in schools be formulated as follows:

- (a) The District Commissioner and the District Association of the area in which the school stands should have a greater measure of control, particularly with regard to the appointment of Scouters where reference to the Commissioner is at present often no more than a formality;
- (b) The District Commissioner's responsibilities should be the same for School Groups as for any others, including the maintenance of minimum standards [see Chapter VI];
- (c) The District Commissioner should be consulted if inspection or supervision of a particular School Group by Headquarters is deemed necessary;
- (d) The opportunity of establishing Scouting activities in large educational units such as Comprehensive Schools (particularly as these develop from Secondary Modern Schools where at present there are only a few Groups) should be taken;
- (e) The opportunity of setting up more or less complete Groups drawing their members from the various schools in such units as "High Schools" and "School Bases" should be taken;

- (f) The existing Groups in grammar and comprehensive and, to some extent, in public schools, should be fostered and new ones developed;
- (g) The possibility of Venture Scout Units being developed in senior high schools and sixth form colleges should be entertained and explored.

And that as the pattern of education develops the policy be widely publicised within the Movement and the Youth Service.

#### **RECOMMENDATION 288**

That the Boy Scouts Association act as an operating authority for the Duke of Edinburgh's Award Scheme in the same way as other National Voluntary Youth Organisations.

*THE ARGUMENT: It has been the practice for Scout participants to be exempted from some requirements of the scheme by virtue of their passing certain Scout proficiency badges. There is evidence to suggest that this arrangement is not entirely satisfactory to either the organisers of the Duke of Edinburgh's Award Scheme or the members of the Scout Movement and so it is proposed that these special arrangements should be abandoned. This means that a boy may start the Bronze and/or the Silver Award in the Scout Troop or the Venture Scout Unit and that he may start the Gold Award in the Venture Scout Unit.*



**RECOMMENDATION 289**

- (a) That consideration be given to the expenditure of more time and money by Headquarters, through their public relations consultants, in stressing the importance of the office of Chief Scout as leader of the country's largest youth organisation;
- (b) That the Publicity Department does not hesitate to ask the Chief Scout to make pronouncements on matters of national importance, particularly those affecting children, youth and morals; advisers should be readily available to assist the Chief Scout on these occasions;
- (c) That as a means of promoting good public relations, and of maintaining contact with influential people the Chief Scout should, periodically, hold small luncheon parties or similar functions in London and in certain provincial centres.

**RECOMMENDATION 290**

- (a) That Chief Scout's receptions and garden parties be held in places more easily accessible than Gilwell Park; consideration should be given to the holding of garden-parties at widely-spaced intervals in such centres as Manchester, Birmingham, Edinburgh and Cardiff;
- (b) That invitation lists include the names of national and influential figures whose support the Movement would like to encourage; invitations to persons in this category to take precedence over those extended to members of the Movement.

**RECOMMENDATION 291**

That publication of the Information Bulletin cease.

*THE ARGUMENT: We believe that the present Bulletin is of little value to those concerned with providing material for newspapers.*

**RECOMMENDATION 292**

- (a) That a Press Bulletin be published at least monthly and be circulated to all Press Officers;
- (b) That Counties appoint a Press Officer in addition to a Public Relations Officer;
- (c) That the County Public Relations Officer and the District Information Officer be members of their respective Executive Committees;
- (d) That Headquarters make every effort to ensure that an effec-

tive Press Officer scheme operates in all Counties and Districts: there is a need for Districts to have a good quality amateur photographer who can produce photographs suitable for use in newspapers;

- (e) That it be the responsibility of the County Public Relations Officer and of the Press Officer to ensure that every District has an effective Information Officer; and the local press be informed that the District Information Officer be regarded as the official source of information;
- (f) That every Group appoint somebody, either a layman or a member of the Venture Scout Section to keep the District Information Officer informed of all activities in the Group;
- (g) That Headquarters enquire of any area where the Movement does not appear to be receiving sufficient and suitable coverage;
- (h) That every effort be made to obtain more publicity in magazines and periodicals in addition to newspapers.

#### **RECOMMENDATION 293**

- (a) That in every Broadcasting region there be a person appointed as the official liaison officer with the radio and television authorities: the liaison officer to be appointed by the County Commissioners concerned after approval by Headquarters; the Headquarters Publicity Department to be responsible for the London region;
- (b) That the Radio and T.V. liaison officer maintain regular contact with the Broadcasting Authorities and with the County Public Relations Officers in his area;
- (c) That the Publicity Department at Headquarters continue to offer the Broadcasting Authorities ideas for programmes in which the Movement can participate.

#### **RECOMMENDATION 294**

- (a) That every County or Area have available a good quality sound projector with a small team of trained projectionists; when it is not possible to have full use of a Local Education Authority projector, that a District should aim to own a good quality projector and have available a small team of trained projectionists;
- (b) That the use of amateurs to produce films be confined to matters of local interest and that, to encourage this, links be established with local ciné clubs;
- (c) That all Scout films produced under the direction of Headquarters be 16 mm sound and in colour;
- (d) That Headquarters continue to encourage sponsorship of films on Scouting.

### **RECOMMENDATION 295**

That the Movement continues to participate in exhibitions such as the International Boat Show which are open to the general public.

### **RECOMMENDATION 296**

That the Movement continues to have a stand at the Royal Show; and that every assistance be given to enable Counties to participate in County Shows.

### **RECOMMENDATION 297**

That wherever possible our displays be of a live rather than a static nature.

### **RECOMMENDATION 298**

- (a) That a member of the Publicity Department at Headquarters be available to travel to advise on local exhibitions and displays;
- (b) That a voluntary service team be set up to handle Headquarters exhibition material used at local shows, and in shows in which Headquarters participate;
- (c) That Headquarters publish a leaflet giving general advice on displays and setting out details of the various sources from which suitable material might be obtained;
- (d) That a stock of good quality material for window display be available for use by Districts and Groups.

### **RECOMMENDATION 299**

That the holding of local Scout Weeks be encouraged and that the Publicity Department at Headquarters assist local organisers with expert advice.

### **RECOMMENDATION 300**

That the Annual General Meeting of the Boy Scouts Association be regarded as an opportunity to promulgate future policy and to make known the Movement's attitude on current social trends.

### **RECOMMENDATION 301**

- (a) That County and District Annual General Meetings follow closely the pattern suggested by Headquarters; that this pattern receives maximum publicity within the Movement; and that County Commissioners ensure that Districts have well-run Annual General Meetings;
- (b) That whereas the Commissioners taking part in the conduct of the meeting wear uniform, there be no obligation on other members of the Movement to do so;
- (c) That guest speakers address meetings on matters of general interest concerning Scouting and not on technical Scout subjects;

- (d) That following the Annual Meeting, Districts and Counties publish as soon as possible a handbook setting out full details of Scouting in the area.

### **RECOMMENDATION 302**

That to bring the underlying principle of service to the notice of the public at large, the Movement periodically devotes one week or week-end to the carrying out of some form of national good turn.

### **RECOMMENDATION 303**

That the Bob-a-Job scheme continue on its present voluntary basis; the need for good local organisation is of paramount importance. [See Recommendation 390]

### **RECOMMENDATION 304**

- (a) That Districts endeavour to enlist the aid of someone who would be willing to advise Groups on the production of public entertainment;
- (b) That the District Commissioner always be informed of any intention to have some form of public show;
- (c) That more advice be available from Headquarters on the presentation of public shows including parents' evenings; a leaflet would be of help to Groups and Districts.

*THE ARGUMENT: In spite of general improvement over the years, too many Group Shows are appalling, being under-rehearsed, badly-produced and poorly presented. There is a place for the Group Show—indeed it can be a valuable part of a Scout's training—but greater effort must be made to improve the position.*

### **RECOMMENDATION 305**

That Group camp fires become more informal with much less unnecessary ceremonial and that songs which boys want to sing be included as well as the more traditional songs.

*THE ARGUMENT: We consider that there is a tendency for camp fires to become too formal, too "sacred" and too bound up with mysticism. Boys probably enjoy wearing a camp fire blanket but Scouters should take care not to give a bad impression to the public, including parents, by over-dressing for a camp fire. We believe it is a pity that boys are taught to sing special vintage camp fire songs which they would never dream of singing normally. We consider that, unless a camp fire is fairly large and has an extremely able leader, it is not the best medium for entertaining the public.*

### RECOMMENDATION 306

That while Gang Shows continue, every effort be made to ensure that the highest possible standard be maintained.

*THE ARGUMENT: Opinions on Gang Shows differ so much according to personal taste that it is impossible to reconcile all the views expressed. There can be no doubt that Gang Shows receive tremendous support from the Movement.*

### RECOMMENDATION 307

- (a) That the publication 'Building a Scout Headquarters' be enlarged in scope to include advice on design, quantities and detailed cost analyses of good quality Scout headquarters;
- (b) That Groups continue to strive for their own headquarters, and that Counties ensure that Scouters and Group Committees are informed of the requirements and procedure for obtaining grant aid;
- (c) That Counties set up a recognised procedure for dealing with grant aid applications for buildings and also enlist the services of an architect or surveyor prepared to advise on the planning of headquarters.

### RECOMMENDATION 308

- (a) That a certificate of proficiency for Scout bands be introduced; the certificate to be issued by the County Commissioner and be valid for one year; a band not holding a current certificate not to perform in public;
- (b) That every County having any Scout bands have a properly-qualified County Band adviser;
- (c) That the County Band Adviser inspects every Scout band in the County at least once a year and reports to the County Commissioner on the following matters:  
Smartness,  
Availability of finance,  
Sufficiency of numbers for the band to be effective,  
Standard of performance and repertoire,  
Availability of a skilled bandmaster,  
*and* Membership of band;
- (d) That no Scout band be formed without the prior permission of the County Commissioner, who must be satisfied that:
  - (i) The District or Group are such that there is a reasonable expectancy that a band once formed would probably last some years;
  - (ii) There is sufficient financial support available to ensure that adequate instruments are always available;
  - (iii) There is a reasonable chance of the band reaching a standard high enough to qualify for a certificate of proficiency within one year.

- (e) That the National Scout Band Championships continue.

*THE ARGUMENT: A good band is undoubtedly a tremendous asset to any Group or District: conversely a bad band does us great harm. In our view the membership of a Scout band should be largely restricted to Scouts and Venture Scouts; adults should take a minimum part on public occasions.*

#### **RECOMMENDATION 309**

- (a) That it be an accepted principle that no formal parade be held unless those taking part have received training in marching beforehand;
- (b) That when uniform is worn it be worn correctly; that Commissioners set an example in wearing correct uniform and not be hesitant in approaching defaulting Scouters;
- (c) That all aspects of discipline be re-emphasized in the Movement's training programmes, especially self-discipline commencing with the observance of the Law and Promise.

#### **RECOMMENDATION 310**

- (a) That the National Scout Service and Parade continue together with the present satisfactory arrangements by which a military band leads the Queen's Scouts;
- (b) That Extension Branch Scouts continue to attend but every care be taken that too much emphasis is not placed on them;
- (c) That when Scouts taking part are chosen to appear on television then the selection be the responsibility of Headquarters.

#### **RECOMMENDATION 311**

- (a) That the Baden-Powell Memorial Service in Westminster Abbey continue;
- (b) That improved seating arrangements be provided and the possibility of seat allocation by tickets be fully investigated;
- (c) That the commemoration of the Founder's birth should receive more recognition in the Movement.

#### **RECOMMENDATION 312**

That the holding of the Scoutcar Races continues provided they continue to attract a sponsor.

#### **RECOMMENDATION 313**

That the present restriction on hitch-hiking by members of the Movement continues.

#### **RECOMMENDATION 314**

- That the certificate for the Chief Scout's Award [see Appendix F] be presented, as soon as possible after the Scout has gained the Award, by the District Commissioner or an Assistant District Commissioner, preferably at a Group occasion.

### **RECOMMENDATION 315**

That the proposed Queen's Scout Award [see Appendix H] be fully publicised.

### **RECOMMENDATION 316**

- (a) That the Queen's Scout Award be presented on a Group or District occasion by the County Commissioner or his delegate;
- (b) That Queen's Scouts, whenever possible, attend a special Reception to receive their Royal Certificate from the Chief Scout;
- (c) That in addition to attendance by the Chief Scout, every effort be made to obtain the attendance of a well-known person who would speak to those attending: this could add considerably to the importance of the occasion;
- (d) That the large reception at Gilwell Park continue only if the numbers require it, but every effort be made to enable the Chief Scout to meet all the Queen's Scouts attending;
- (e) That if the Royal Certificate is presented locally, then every effort be made for the Lord Lieutenant to make the presentation, such presentations to be held at County level.

### **RECOMMENDATION 317**

- (a) That flags of distinctive colour continue to be available to Cub Scout Packs, Scout Troops, Venture Scout Units and to Air and Sea Scout Groups;
- (b) That all Group flags be of a uniform size (4' by 3') and all have the Scout Badge as a mount, bear the Scout Badge and the motto 'Be Prepared'; additionally they may bear the name of the Group, and the words 'Cub Scouts,' 'Scouts' or 'Venture Scouts';
- (c) That more advice be available to Scout Leaders on the subject of the dedication of flags: generally, Scout flags should be blessed instead of dedicated.

### **RECOMMENDATION 318**

- (a) That District Scouters be called District Cub Scout Leader, District Scout Leader and District Venture Scout Leader;
- (b) That the adult Leader of a Scout Group be called Group Scout Leader;
- †(c) That the Assistant County Commissioner (Training of Scouters) be called County Director of Leader Training; that the terms Akela Leader and Deputy Camp Chief be discontinued and the people holding these appointments be referred to as members of the Training Team;
- †(d) That the term Camp Chief is not used to define the Association's Director of Adult Leader Training even within the Movement, and be replaced by Director of Leader Training;

- (e) That the Wood Badge training course always be referred to in public as The Leader Training Course;
- (f) That the use of names such as Jamborette, Palaver and Agoonorées be discouraged as these convey little to anybody until explained.

#### **RECOMMENDATION 319**

- (a) That close attention be paid to the reception of visitors at Headquarters: there is a need for proper facilities and attractive decoration;
- (b) That the Publicity Department be generally responsible for reception and always be consulted on matters relating to decor and furnishings.

#### **RECOMMENDATION 320**

That every encouragement be given to the Baden-Powell House Board in its work so that the House continues to give valuable service to the Movement and presents an up-to-date image to the public.

*[N.B. Every effort must be made to ensure that the House does not become too institutionalised and there must be a proper balance between its use by boys and adults.]*

#### **RECOMMENDATION 321**

- (a) That the modernisation of Scout Shop premises be dealt with as speedily as possible;
- (b) That an expert in display work be employed, preferably jointly with the Girl Guides Association, who would be responsible for window displays in Scout Shops: the person employed could be a member of the Publicity Department and assist with exhibition work;
- (c) That selected members of the staff attend courses in display work and commercial subjects.

*THE ARGUMENT: The Scout Shops are often the first and sometimes the only contact that parents and members of the public have with the 'official side of Scouting: impression on shoppers, and on those passing by the shops, can be influenced for good or bad by the service they receive, the appearance of the shop and the window displays, which are generally below standard, dull and unimaginative.*

#### **RECOMMENDATION 322**

- (a) That Headquarters ensures that all its stationery has up-to-date and well-designed letter headings;
- (b) That the Scout Shop be able to supply letter headings and stationery to Groups, Districts and Counties: a catalogue of recommended designs should be available;



- (c) That the use of mystic woodcraft or Scoutcraft symbols on stationery cease: the only symbol on stationery be the official Scout badge (or other approved symbol).

#### **RECOMMENDATION 323**

That all posters on sale in the Scout Shops combine eye-catching appeal with elegance, dignity and simplicity.

#### **RECOMMENDATION 324**

That a series of new blocks designed by an expert replace the present range provided by Headquarters and that advice on the correct use of blocks be available to the Movement.

#### **RECOMMENDATION 325**

- (a) That conferences be seen to be necessary and are not just an opportunity for a re-union;
- (b) That more opportunities for discussion be arranged at all conferences;
- (c) That all Districts endeavour to be represented at National Conferences by at least one active Scouter who where necessary should have his expenses paid;
- (d) That press arrangements for conferences be of a high standard and the press representative be kept fully informed of the discussions.

*THE ARGUMENT: National Conferences do not appear to attract our younger Leaders and the older Scouters attending seem to look on the conferences as a re-union. There is no evidence that national policy is ever affected by these conferences and the results of such discussions as do occur do not appear to receive full consideration at Headquarters.*

#### **RECOMMENDATION 326**

That Headquarters continue to advise Districts and Counties on speakers available within the Movement, and extend that advice to include people outside Scouting.

*[N.B. In the above chapter we offer no specific criticism of the Publicity Department at Headquarters because, in our opinion, any deficiencies are not the result of any inadequacies on the part of the staff. They are the inevitable consequences of a meagre budget and the tendency at all levels to regard publicity as a completely separate department of the Movement's work.]*

**RECOMMENDATION 327**

- (a) That direct communication between Districts and Headquarters be permitted, provided that the Counties are not short-circuited on matters concerning policy and its interpretation;
- (b) That Districts ensure that they have good internal channels of communication known to all adult leaders;
- (c) That paper work at all levels be reviewed regularly and every effort be made to reduce it.

**RECOMMENDATION 328**

- (a) That a Monthly Scout Bulletin be published and be circulated to all Scout Groups via Districts: the Bulletin to replace most existing Headquarters Bulletins;
- (b) That 'Scouts in Ships' continue to be published but in an improved form;
- (c) That 'Commonwealth News' continue to be published but have a wider scope and be in an improved form;
- (d) That 'Scouting in the Commonwealth' be published annually in an attractive and improved form.

**RECOMMENDATION 329**

- (a) That advice on presentation, by means of a leaflet, be available to editors of Group, District and County bulletins;
- (b) That such bulletins contain items of interest covering a wide field of subjects but be regarded mainly as a channel of communication within the area they serve.

**RECOMMENDATION 330**

- (a) That the Annual Report of the Boy Scouts Association continue to present an overall picture of Scouting during the year in question but that additionally it should be forward-looking, setting out the pattern of events envisaged in the future;
- (b) That the report be distributed to Scout Groups and continue to be available to the public;
- (c) That the possibility of an article on youth work generally being included in the report, be considered.

**RECOMMENDATION 331**

- (a) That the publication of "Policy, Organisation and Rules" (P.O.R.) continue with contents similar in nature to those of the existing book: a more modern format be adopted as a means of improving the appearance of the book;

- (b) That the form of publication be as a bound volume in soft covers and not in loose-leaf form: the hard-covered edition having blank inter-leaved sheets be made more generally available.

### **RECOMMENDATION 332**

- (a) That 'The Scouter' be regarded as the magazine for all adult leaders and Venture Scouts, but that every effort be made to include material of interest to all Youth Leaders with a view to encouraging a wider circulation;
- (b) That programme training supplements for the Leaders of Training Sections be published quarterly;
- (c) That if there is an improvement in the magazine's contents including training and programme aids, an increase to 2/- be considered.
- (d) That with a view to making new Leaders aware of the useful material contained in the magazine it be the responsibility of Group Committees to meet the cost of the first year's subscription at least.

[N.B. In our opinion the Editor has done an excellent job and we appreciate that he has been handicapped by lack of sufficient funds.]

### **RECOMMENDATION 333**

- (a) That 'The Scout,' or a similar publication, for those of 11 to 16 years of age be published monthly, to cost approximately 2/-;
- (b) That the publication must have a completely revised format and contain some colour; it must contain material appealing to boys who are not members of the Movement;
- (c) That there be a link between training and programme aids published in the 'The Scout' and 'The Scouter.'

### **RECOMMENDATION 334**

That a separate magazine for the Cub Scout Section is *not* introduced.

*THE ARGUMENT: There is a considerable demand for a separate magazine for Cub Scouts. It would have to be extremely attractive in content and format, with a substantial amount of colour, a weekly, and costing the Cub not more than sixpence: such a magazine would need a very substantial circulation to survive. It could well develop into an expensive luxury which would not necessarily improve the training of the Cub Scouts.*

### **RECOMMENDATION 335**

- (a) That the Scout Shop supply good quality supporting literature in addition to essentially 'Scouting' books;

- (b) That the Scout Shop Book List contains advice on the selection of books for the new Leader;
- (c) That the Scout Shop Book List contains advice on literature which may be of interest and value to Scouters.

#### **RECOMMENDATION 336**

That in view of the content of the proposed Training Schemes [see Appendices C to H] books by the Founder such as 'The Wolf Cubs' Handbook,' 'Rovering to Success' and 'Aids to Scoutmastership', together with books of similar content cease to be regarded as basic reading matter; they should be regarded as works of historic and inspirational interest and there should be no attempt to revise them to accord with the new Training Schemes.

#### **RECOMMENDATION 337**

That the definitive edition of 'Scouting for Boys' continues to be published, and, although not to be regarded as basic reading matter, be brought to the attention of all those holding Leader Warrants as a book worthy of study by those holding appointments in the Movement.

#### **RECOMMENDATION 338**

That every effort be made to encourage the use of able young members of the Movement to provide material for the 'The Scout Annual,' 'The Pathfinder Annual,' 'The Wolf Cub Annual' and 'The Sixer Annual,' which could result in the establishment of a pool of writers who could be used for our own publications.

#### **RECOMMENDATION 339**

- (a) That Handbooks be produced for Group Scout Leaders and Commissioners;
- (b) That the Commissioners' Handbook be made available, together with any necessary extra material, to District and County Chairmen and Secretaries;
- (c) That the Group Scout Leaders' Handbook be made available to the Chairmen and Secretaries of Group Committees, and include selected parts of the Commissioners' Handbook, advice on organising and running a Group as a unit, and some reference to the organisation of the three Training Sections;
- (d) That the Handbooks for Leaders of the Training Sections, in addition to dealing in some detail with the individual Section, contain matters affecting the Movement as a whole such as principles, aims, method, uniform and organisation.

#### **RECOMMENDATION 340**

That records for use at County, District, Group and Section level be so devised that they are of the maximum help to the responsible person without becoming an administrative burden.

#### **RECOMMENDATION 341**

That a thorough examination of all certificates be carried out to ensure that unnecessary certificates are removed; those that are required should be well designed in consultation with the appropriate departments at Headquarters.

#### **RECOMMENDATION 342**

That the following pamphlets be discontinued and the material included in the Leader Handbooks:

- How to Start a Wolf Cub Pack;
- How to Start a Scout Troop;
- Smartness in Scouting;
- Notes for Women Scouters; and
- Sex Education.

#### **RECOMMENDATION 343**

That the following revisions be made to the pamphlets available:

- (a) 'What is Scouting?'—On joining the Movement each boy should be issued with a leaflet directed mainly at parents setting out their own and their son's obligations; a revised form of 'What is Scouting?' would meet this need. The leaflet should contain space for local information such as place, days and times of meeting, religious obligations and details of the nearest Scout Shop agency;
- (b) 'Duty of a Scouter'—this should be redrafted in a more modern format: the leaflet should be issued to all potential Scout Leaders at the time of their pre-warrant training;
- (c) 'The Group Committee' and 'Group Finances' should be combined;
- (d) 'Local Associations' and 'Partners in Scouting' should be retained but rewritten with less reliance on references to *P.O.R.*;
- (e) 'The Sponsored Group' will need to be rewritten in line with our recommendations [see Recommendations 281/287] if these are accepted;
- (f) 'Deep-Sea Scouts' should be replaced by a pamphlet designed for all those in the Services and those posted abroad;
- (g) 'Sea Scouts' and 'Air Scouts' should be rewritten to cover sea and air activities generally as well as the specialist Branches, and need not include details of uniforms;
- (h) Pamphlets on religious subjects should be combined into one.

**RECOMMENDATION 344**

That the publication cease of the pamphlets: 'Do You Agree;' 'There's Fun and Adventure in Scouting;' 'Cubbing, a Word to Parents,' and 'Scouting, a Word to Parents.'

**RECOMMENDATION 345**

That the following pamphlets continue to be published: 'Notes on Warrants Committees;' 'The Proficiency Badge Scheme' and 'Business and Legal Notes'.

**RECOMMENDATION 346**

- (a) That visual aids be used generally to arouse interest rather than instruct;
- (b) That Leaders be encouraged to use visual aids when appropriate and 'The Scouter' and Leaders' Handbooks draw attention to what is available, including visual aid facilities in use by other organisations;
- (c) That the Scout Shop consider producing the raw materials out of which Leaders may make their own visual aids and a leaflet be published giving guidance as to what visual aids are available and how they may be used.

**RECOMMENDATION 347**

That all charts available through the Scout Shop be designed so as to combine an up-to-date presentation with real value as a training aid.

**§ RECOMMENDATION 348**

That the Committee of the Council elect its own Chairman annually.

**RECOMMENDATION 349**

**\*\***(a) That both to assist the Chief Scout and to provide the closer liaison required, the United Kingdom be divided into a number of Regions, e.g. Scotland, Northern Ireland, Wales and seven Regions in England, for each of which a Chief Scout Commissioner should be appointed with duties as follows:

- (i) to meet periodically with the Chief Scout and to act as the personal liaison between him and County Commissioners;
- (ii) to interpret *P.O.R.* and Headquarters policy within their region with power to make limited variation as necessary to meet local and special circumstances;
- (iii) to ensure that County Commissioners take an active interest in Scouting in their area of responsibility;
- (iv) to examine, with County Commissioners annually, the state of Scouting in their areas;
- (v) To assist in the selection of new County Commissioners;
- (vi) to furnish a report annually to the Chief Scout on the state of Scouting in their Region.

**\***(b) That in order to achieve uniformity the Chief Commissioners for Scotland, Wales and Northern Ireland be re-titled Chief Scout Commissioners.

**\*RECOMMENDATION 350**

That the present title Chief Scout's Commissioner be discontinued, and the appointment Chief Scout's Personal Representative be instituted.

**RECOMMENDATION 351**

That the post of Deputy Chief Scout continue and be filled.

**§ RECOMMENDATION 352**

That subject to changes in composition consequent upon any other recommendations in this report, there be no change in the functions and responsibilities of the Council, but there be a wider elected membership.

**THE ARGUMENT:** *The Council normally meets once a year and in its corporate capacity has no opportunity to influence the day-to-day functioning of the Movement. It nevertheless provides a wide representation of people, both inside and outside the Movement, who have its welfare at heart. We would hope for the benefit of Scouting that a larger proportion of elected members might be considered, as well as allowing for a wider representation of National interests, e.g. N.U.T. and T.U.C.*

### **RECOMMENDATION 353**

- (a) That there be no change in the present function and responsibilities of the Committee of the Council;
- §(b) That the rule for re-election of members be amended to allow for a break in service of two years after serving two consecutive terms and before election for a third term, but such a member to be eligible for co-option in special circumstances;
- §(c) That postal voting be introduced for Committee of the Council elections.

### **RECOMMENDATION 354**

That the present Sub-Committee structure of the Committee of the Council be amended as follows:

- (i) *General Purposes Sub-Committee* (which should be responsible for Commonwealth and international affairs; public relations; publicity; publications; educational affairs and relationships with other youth organisations; administration, including personnel, legal and parliamentary matters; property and trustee matters and office administration);
- (ii) *Finance Sub-Committee* (which should be responsible for all matters of finance, including investments, fund raising and grants and supply and trading, including the financial aspects of 'The Scout' and 'The Scouter');
- (iii) *Programme Sub-Committee* (which should be responsible for all matters relating to the training of Cub Scouts, Scouts, Venture Scouts and their adult Leaders; the Field Commissioner Service; and special activities and development of and research in training).

[N.B. *If our proposals are accepted, we would hope that Sub-Committees would in future be given more autonomy and authority than at present; too much detail is referred to the Committee of the Council, which, in our opinion, should be concerned only with the highest matters of policy. If this were so, the Committee of the Council might well meet less often.*]



### † RECOMMENDATION 355

That the function of National Councils be:

- (a) That of advising the Chief Scout Commissioners concerned in the exercise of their discretionary powers.
- (b) That of discharging such administrative and executive functions as are delegated to them by the Committee of the Council, which would include the management of their financial affairs where the National Council so desires.

*THE ARGUMENT: The reasons for the separate Headquarters for Scotland and Northern Ireland are constitutional and traditional. National Councils have undoubtedly served a useful purpose since their inception by promoting and ensuring a wide measure of support for Scouting in their national areas. The relationship between National Councils, Chief Commissioners and Headquarters has not always been clear with consequential confusion as to responsibilities.*

### RECOMMENDATION 356

- \*\* (a) That no National Headquarters for England and Wales be established;
- (b) That the functions of the Headquarters of the Association as outlined in Appendix W be included in P.O.R. and promulgated to the Movement.

### RECOMMENDATION 357

That, in the light of the decisions taken on the Advance Party recommendations, the Committee of the Council take action on the following matters:

- (a) The possibilities of a complete, or partial, joint Headquarters with the Girl Guides. In certain ways we do act closely together, e.g. in legal and parliamentary work. We consider, however, that with advantage to both Organisations full examination should be made of the possibilities of joint trading, insurance, trusteeship, fund raising, public relations and publicity, and international relations;
- (b) The physical siting of the Headquarters, i.e. the *real* advantages or otherwise of retaining the whole of Headquarters in London;
- (c) The need for staff to be trained in organisation and methods to ensure that Headquarters is organised to deal with its responsibilities in a modern manner and has the necessary equipment to do so;
- (d) The establishment of rapid and effective channels of communication between Headquarters and the Movement, and the elimination of much paper work;
- (e) A national staff training scheme.

**\* RECOMMENDATION 358**

- (a) That all existing voluntary Headquarters Commissioner appointments be terminated;
- (b) That a Chief Scout Commissioner for the Dependent Territories, and a Chief Scout Commissioner (International) be appointed.

*THE ARGUMENT: The work of Headquarters is handicapped by the fact that its administrative procedures were designed for a more leisured age and when voluntary Commissioners of ability were available to attend in the office almost whenever needed. Today it is virtually impossible to find such men. We recognise, and would like to pay tribute to, the many fine Headquarters Commissioners who have served the Movement since the early days of Scouting. We considered the suggestion that it might be possible to pay 'honoraria' to selected persons thus retaining, in a sense, voluntary Commissioners; but we believe that the problem lies more in the inability of suitable people to spend sufficient time at Headquarters rather than the expense of the appointment: many Headquarters Commissioners have in recent years availed themselves of the offer of travelling and incidental expenses. It seems that the paying of 'honoraria' would only be possible to those who have passed the normal retiring age if their attendance at Headquarters were imperative. We believe this would result in a tendency always to have a team whose average age was 60 or more and we believe this to be unsatisfactory.*

*We are of the opinion that the time has come when it must be recognised that Headquarters Commissioners are, and can only be, advisers and that Departmental Secretaries should not only be expected to take an active part in the formation of the policy of their departments, and of its execution, but should be officially recognised as having those responsibilities.*

**\*\*§RECOMMENDATION 359**

That to carry out the functions hitherto performed by Headquarters Commissioners, National and Headquarters Boards be set up, with Chairmen appointed annually by the Committee of the Council, which would report to the appropriate Sub-Committee of the Committee of the Council. [See Recommendation 354 and Appendix V.]

*THE ARGUMENT: We have been impressed by the success of such an organisation used in other countries. The proposed National Boards, with membership drawn from all over the United Kingdom, would deal with all matters of*

*training. Headquarters Boards would be concerned with fields of responsibility other than training, e.g. fund-raising, administration, publications, and trading.*

#### †RECOMMENDATION 360

- (a) That heads of departments be given full executive responsibility to carry out the decisions both of the Committee of the Council and those of Sub-Committees and Boards as have such authority delegated to them;
- (b) That heads of departments be entitled Executive Commissioners, with heads of branches forming part of a department being called Secretary, General Manager, etc.;
- (c) That those appointed as Executive Commissioners must be of high calibre and may be recruited from outside the Movement.

#### RECOMMENDATION 361

That there be no change in the posts of Chief Executive Commissioner and his Deputy at Headquarters but that their responsibilities be re-defined and published.

#### †RECOMMENDATION 362

That the present departmental structure be amended to consist of Administration, Finance, Programme, Relationships and Overseas Departments.

#### RECOMMENDATION 363

That a detailed study be made of the possibilities of creating an attractive career structure for the salaried staff of the Association, whether employed by Headquarters, Counties or Districts, on a national basis, taking into account those operated in Canada and the U.S.A.; this structure to cater for some appointments on a short term basis and to allow, where necessary, recruitment from outside the Movement.

#### RECOMMENDATION 364

That the Chief Scout of the Commonwealth be invited to establish a separate Commonwealth Liaison Office, headed by a Liaison Commissioner, staffed with a Secretary, and financed by member-nations.

#### RECOMMENDATION 365

- \*\* (a) That each Region [see Recommendation 349] be headed by a voluntary Chief Scout Commissioner;
- (b) That on the professional side each Region has an Executive Officer and such training centre staff as may be necessary;

- \*\* (c) That Chief Scout Commissioners nominate to the Committee of the Council people to serve on National Boards [see Recommendation 259 and Appendix V.]
  - (d) That no lay representation other than National Councils [see Recommendation 355] be provided at Regional level;
  - \*\* §(e) That each Chief Scout Commissioner be a member of the Council of the Association;
  - (f) That the Regional organisation be based generally on that of the C.C.P.R.
- [N.B. For the sake of clarity, in the above Recommendations, the term 'Region' includes Scotland, Northern Ireland and Wales.]

### RECOMMENDATION 366

- (a) That the County Organisation be retained but provision made for adopting, as an alternative, an Area organisation;
- \*\* (b) That Sub-County, Sub-Area and City Organisations be not permitted;
- (c) That Borough and City Commissioners may be appointed for liaison duties with Local Education Authorities and Local Authorities;
- (d) That the County/Area be regarded as the level at which the *administration* of Scouting in the field takes place;
- (e) That fund raising efforts be planned and co-ordinated at the County/Area level;
- (f) That the County/Area be the major co-ordinating link with the general public.

THE ARGUMENT: *Decentralisation on a County basis while following the organisation of the United Kingdom as a whole, may not necessarily provide the best form of decentralisation for the future. In some parts of the country a County organisation in its present form is likely to become inhibitory and a handicap to communication and to progress. We see no reason why in future Scout 'Areas' should not consist of parts of two or more Counties, depending on the concentration of facilities and population, or of an amalgamation of two or more Counties into one 'Area' where the Scout population may be sparse. The Area concept has the merit of allowing the practical control of Scouting activities to be adjusted as the Scout population may vary in density.*

*Where Sub-Counties or Cities at present are not of sufficient size to justify an 'Area' organisation, the duties of Sub-County or City Commissioners should be similar to those of a Borough Commissioner, i.e. of a liaison nature unless given additional responsibilities by the County or Area Commissioner.*

[N.B. In any decentralisation which breaks away from the strictly County organisation, care must be taken to ensure that the new boundaries coincide with those of the Local Education Authority to avoid difficulties over grant aid.]

### **RECOMMENDATION 367**

- (a) That on the voluntary side each County/Area has:
  - (i) County/Area Commissioner;
  - (ii) Sectional (Programme) Assistant Commissioners;
  - (iii) Advisers;
  - (iv) Chairman, Secretary and Treasurer;
- (b) That on the professional side each County/Area has:
  - (i) Field Commissioner;
  - (ii) Administrative/Finance Officer;
- §(c) That County/Area Commissioners be members of the Council and in addition each County/Area should have a nominated membership of the Council on the existing basis.

[N.B. We recognise the need for persons having expert knowledge to carry out particular functions, e.g. international representative, public relations, etc. Where there is a uniformed Scouter available to carry out these responsibilities as well as his other duties, we see no objection to his doing so; otherwise we consider the duties should be performed by suitably qualified lay members of the Movement.]

### **RECOMMENDATION 368**

- (a) That the functions of the County/Area Scout Council be advisory to the County/Area Commissioner and provide a 'Friends of Scouting' Organisation; [see Appendix W.]
- (b) That the administration of the County/Area be the responsibility of the County/Area Executive Committee with Sub-Committees for:
  - (i) General Purposes,
  - (ii) Finance—Appeals and Grants,
  - (iii) Training,
  - (iv) Development;
- (c) That a County/Area Chairman be appointed by the County Scout Council after consultation with the County/Area Commissioner, the County/Area President and Headquarters: the Chairman to take the chair at meetings of the County/Area Scout Council and the County Executive Committee.

### **RECOMMENDATION 369**

- (a) That the Field Commissioner service be extended so that normally one is appointed in each County/Area; [see Recommendation 367]

- (b) That the duties of Field Commissioners be defined and promulgated.

**RECOMMENDATION 370**

- (a) That Field Commissioners only serve as such for between 10 and 15 years;
- (b) That Field Commissioners be recruited and trained on a national basis and form part of the professional staff of the Movement;
- (c) That they be appointed and paid locally and their salary scale be commensurate with that of Local Education Authority Youth Officers.

**RECOMMENDATION 371**

- (a) That District organisation continue;
- (b) That District Commissioners be regarded primarily as responsible for giving positive Scouter Leadership in their Districts and not be over-burdened with administration and fund raising;
- (c) That more care be taken in the selection of District Commissioners and more consideration be given to selecting them from outside the Movement;
- (d) That District Scouters be warranted in the same way as other Scouters.

**RECOMMENDATION 372**

That the size of Districts be not larger than that for which the District Commissioner can fulfil his responsibilities without resorting to appointing Assistant District Commissioners (General) to carry out functions which the District Commissioner should do personally.

**\*\* RECOMMENDATION 373**

That discretion be given to Chief Scout Commissioners for Districts to be administered direct by Regional Headquarters [see Recommendation 349] where in the interests of the Movement; and similarly for Groups to be administered by County/Area Headquarters.

**† RECOMMENDATION 374**

- (a) That District Scout Associations be set up for each District, or where circumstances dictate, for part of a District, or to cover more than one District with functions as follows:
  - (i) to encourage, support and promote the Movement within its boundary;
  - (ii) to maintain good public relations;

- (iii) to appoint a Fund Raising Committee as the body with which the County/Area Fund Raising Committee will co-ordinate the policy for local fund raising.
- (b) That District Executive Committees be set up to act as the Executive to the District Scout Association.

#### **RECOMMENDATION 375**

- (a) That emphasis be given to the building-up of larger-sized Groups as the basic unit of Scouting in the community wherever the size of the population permits;
- (b) That to this end, duplication of Packs and Troops within a Group be encouraged and an average membership of at least one hundred per Group be the general aim;
- (c) That the development of special Rural Groups similar to those already in existence in Westmorland, Scotland and Lincolnshire be encouraged.

#### **RECOMMENDATION 376**

That special care be taken in selecting Group Scout Leaders and more consideration be given to recruitment of suitable people from outside the Movement, as well as from those within it.

#### **RECOMMENDATION 377**

That the present benefits of sponsorship of Groups be retained but that Headquarters should seek to enlarge this category to include sponsorship by suitable clubs, industry and commerce.

#### **RECOMMENDATION 378**

That more stress be placed on the joint responsibility of all Scouters for the training in their Groups.

#### **RECOMMENDATION 379**

- (a) That each Group has the support of a Group Committee;
- †(b) That the responsibilities of Group Committees be as given in Appendix W;
- (c) That the District Scout Association be responsible that effective Group Committees be appointed; when a Group Committee does not exist, the District Executive Committee will act until one is appointed.

#### **RECOMMENDATION 380**

That District Executive Committees ensure that every Group has a branch of the Scout Supporters Association. [see Recommendation 240]

### **RECOMMENDATION 381**

- (a) That initial applications to form new Groups be made to the District Commissioner who will be responsible for deciding whether to recommend approval to the District Association in the light of the number of existing Groups and the available 'boy' population;
- (b) That guidance to District Commissioners in the matter be included in their Handbook.

### **† RECOMMENDATION 382**

- (a) That membership of the Association be extended by inviting suitable adults, male and female, to join on a subscription basis;
- (b) That subscriptions to Headquarters from members be collected in the same way as capitation fees.

*THE ARGUMENT: It is important for the non-uniformed side of the Movement to be regarded, and to regard itself, as of equal importance to that of the uniformed side.*

### **RECOMMENDATION 383**

That existing methods of fund-raising, including subscriptions, donations, investments, grants, capitation fees, levies, Bob-a-Job and trading, continue so long as they prove effective, and subject to the terms of other recommendations covering individual sources of income.

### **RECOMMENDATION 384**

- (a) That no national scale for Cub Scout, Scout and Venture Scout subscriptions be laid down;
- (b) That guidance be given to the Movement through training and publications, on the establishment of realistic subscription rates for *Scouts*;
- (c) That subscriptions not only cover the expenses of the Section, but also make some contribution towards the Group's expenses.

*[N.B. Nearly every comment from the Movement on subscriptions suggested a higher and more realistic level.]*

### **RECOMMENDATION 385**

- (a) That continued efforts be made at all levels to extend and maintain all lists of subscribers and donors;
- (b) That regular consultation between County/Area, District, and Group Treasurers takes place to co-ordinate fund raising efforts;
- (c) That the District be regarded as the principal level for raising donation and subscription income.



### **RECOMMENDATION 386**

That a national Fund Raising Advisory Service be established.

### **RECOMMENDATION 387**

- (a) That Flag Days are unsuitable as methods of raising funds for the Movement;
- (b) That National Appeals are not used in the future to raise funds for Scouting.

*THE ARGUMENT: We consider that the Movement does not possess the particular form of emotional appeal that would make a National fund raising effort immediately successful. In addition, we believe the need to halt all other means of raising income whilst an Appeal was in progress would bring hardship to the Movement. We are also very conscious that the Movement would be in an extremely embarrassing financial position if a National appeal failed to attract sufficient money to cover its activities for at least a reasonable period, since no further approaches to potential supporters could be made immediately.*

### **RECOMMENDATION 388**

That the practice of regularly reminding the public of the advantage of making bequests to the Movement continue.

### **RECOMMENDATION 389**

- (a) That grant aid applications must be properly co-ordinated at every level;
- (b) That at County/Area level, co-ordination will be by the Administrative Officer where he exists [see Recommendation 367b] or by a small grants committee with clear terms of reference;
- (c) That someone knowledgeable on grant matters must be available at each level to process applications and maintain contact with the local Youth Committee.

### **RECOMMENDATION 390**

- (a) That Bob-a-Job be retained as an optional method of annual fund raising by the Movement;
- (b) That greater efforts be made to give a more adult slant to the Bob-a-Job Scheme to encourage older *Scouts* to take a fuller part;
- (c) That the local organisation of Bob-a-Job weeks be made more effective by encouraging the use of successful methods adopted in other places and promulgated to the Movement.

**THE ARGUMENT:** *The correspondence received from the Movement was approximately three to one in favour of retention of Bob-a-Job. It must be borne in mind that the implementation of the scheme is now optional, but so far very few Groups have ceased to operate it. In addition the Movement did not produce any worthwhile suggestion for an alternative scheme to Bob-a-Job which produces a substantial amount of the money required by Groups each year. Because Cubs have no inhibitions about knocking on doors, they tend to collect a higher proportion of the money raised. More effort should therefore be made to encourage Scouters to deploy the abilities of their older boys in jobs congenial to them and which do not require knocking on doors, e.g. a motor lawn-mowing service, car-washing service, etc.*

### **RECOMMENDATION 391**

- (a) That Headquarters continue to be partially financed by the Movement by means of annual Capitation Fees;
- (b) That it be recognised that periodic increases in the amount of the Capitation Fee are inevitable to combat inflation, and to help cover the Headquarters expenses of a developing Movement;
- (c) That the responsibility of ensuring that Capitation Fees are paid to Headquarters by the due date be that of the County/Area;
- (d) That a bank credit transfer system be adopted for the transmission of fees at every level.

### **RECOMMENDATION 392**

- \* (a) That Counties/Areas and Districts be not permitted to raise funds for their own *administrative* needs by means of an annual levy or addition to the Capitation Fee;
- (b) That Counties/Areas and Districts provide facilities and financial support for training and special activities;
- (c) That Counties/Areas and Districts use whatever grant aid is available from Local Education Authorities and other sources;
- (d) That Counties/Areas and Districts must provide additional fund raising activities to ensure that there is no curtailing of support for Scouting.

### **RECOMMENDATION 393**

- (a) That Treasurers at all levels be encouraged to take professional advice on the investment of their funds with a view to making the Movement's money earn additional income whenever it is not required for current expenditure;

- (b) That the possibilities of extending the Headquarters Unit Trust Fund to the Movement as a whole (or alternatively the possible use of 'Charifund' for this purpose) be examined.

#### **RECOMMENDATION 394**

That the Movement continue its policy of guarding against the use of undesirable methods of fund raising, whilst avoiding placing prohibitions on activities which are acceptable to large sections of the population.

#### **RECOMMENDATION 395**

- (a) That Headquarters Equipment Board be given the maximum autonomy and control over all trading activities of Headquarters;
- (b) That the possibility of establishing a National Trading Organisation to serve the whole Movement, although impractical at the moment, is not lost sight of as a long term plan.

#### **RECOMMENDATION 396**

That the possibility of a combined trading organisation with the Guide Movement be reviewed regularly by the Committee of the Council.

#### **RECOMMENDATION 397**

That a National Purchasing Agency be established at the earliest possible moment to provide:

- (a) a purchasing agency for the whole Movement;
- (b) a clearing house for the transfer of stocks between shops.

#### **RECOMMENDATION 398**

That the number and variety of items sold in the Movement's shops be regularly examined, and extended whenever possible.

#### **RECOMMENDATION 399**

- (a) That the policy of opening new Scout Shops by the Equipment Department be continued;
- (b) That the Equipment Department's Mail Order business be extended as far as possible;
- (c) That District Equipment Stores be further encouraged.

#### **RECOMMENDATION 400**

- (a) That the practice of entering into Royalty Agreements in exchange for the Association's mark of approval be encouraged with proper safeguards to avoid commercialisation;
- (b) That Registered User Agreements be continued.

#### **RECOMMENDATION 401**

- (a) That it be recognised that Headquarters expenditure is bound to rise annually and that much of this will be spent on paying fair salaries to the staff;
- (b) That efforts be made regularly to increase the amount of new money available for investment and particularly from legacy and donation sources;
- (c) That the Movement be told of the limitations under which any fund raising by Headquarters must be carried on.

#### **RECOMMENDATION 402**

That a study be made of the methods of budgetary control in use at Headquarters with a view to making it more helpful to departments.

#### **RECOMMENDATION 403**

That efforts be made regularly to ensure that all items of Headquarters expenditure are thoroughly understood by the Movement.

#### **RECOMMENDATION 404**

That a simple statement governing the financial practice and methods of the whole Movement be promulgated.

#### **RECOMMENDATION 405**

- (a) That people be appointed at every level as Treasurers and that this appointment is obligatory;
- (b) That Treasurers, who will by preference be laymen, be expected to raise funds as well as administer them;
- (c) That where desired, Finance Committees be appointed to assist Treasurers in their work.

#### **RECOMMENDATION 406**

- (a) That Group Scouters be relieved of much of the burden of fund raising activities;
- (b) That Group branches of Scout Supporters Associations [see Recommendation 240] include in their activities the regular raising of funds for the Group and contributions to fabric and sinking funds;
- (c) That the Group Committee with the Treasurer be responsible for producing the annual Group budget;
- (d) That all Scouters be expected to charge their postage and approved incidental expenses to the Group they serve;
- (e) That the Boy Scouts Association Trust Corporation redouble its efforts to secure as many trusteeships as possible;

- (f) That greater efforts are made including suitable questions on annual census forms, to ensure that proper agreements exist where necessary and that copies of all such agreements, especially with Sponsoring Authorities, are filed by District Associations;
- (g) That the Movement be encouraged to seek Headquarters approval of all draft Trust Deeds to ensure proper safe-guards in the event of Groups closing.

**RECOMMENDATION 407**

That Districts and Counties/Areas be expected to raise funds locally for the development of Scouting within their boundaries.

**RECOMMENDATION 408**

- (a) That regular information about fund raising projects be made available to the Movement;
- (b) That 'Friends of Scouting' schemes be encouraged at every level;
- (c) That every level of the Movement be expected to appoint a person responsible for fund raising and that this person may frequently be the Treasurer;
- (d) That fund raisers be encouraged to keep in regular contact with the H.Q. Director of Fund Raising.

**RECOMMENDATION 409**

That the sponsorship by industrial and commercial undertakings of Scout events, establishments and activities, be encouraged.

## A NOTE ON IMPLEMENTATION

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This report contains many recommendations for the future of Scouting, both simple and complex: some will involve little expense while others are clearly very expensive.

We believe, nevertheless, there is a need to deal with our report as an urgent matter: there is much to be done *now*, if the Movement is to meet successfully the challenge of the next decade. In our view, the Movement is ready to accept changes and will expect immediate action.

We are of the opinion that, subject to any unforeseen circumstances such as a national economic crisis, the whole of the recommendations could, and should, be implemented within five years.

(a) *OUTSIDE TRIPS AND EXPEDITIONS*

To a zoo;	A fishing expedition;
To a farm, city or pony club;	Visit a railway yard;
To an aerodrome;	Visit T.V. or radio studio;
To a fire station, police station;	Visit factories, newspaper works;
To a football match;	Visit Scouts in camp.

(b) *BUILDING THINGS*

Making a weather station;	Tree houses;
Making a local map;	Lair buildings;
Making kites and rockets;	Set up own dark room for photography;
Building puppet theatre;	Making hot-air balloons.
Making musical instruments;	
Soap box cars;	

(c) *COMPETITIVE EVENTS*

Handball;	Chariot races;
Swimming gala;	Scavenger and treasure hunts;
Kite flying;	Cycle road safety tests;
Scooters;	Flower show.
Fishing competition;	

(d) *PLAY-MAKING—STORY-TELLING*

Documentary with tape recording;	Writing own plays;
Puppet plays;	Telling yarns;
Shadowgraph;	Mimes;
Making stage lights;	Designing scenery;
Make-up;	Making swords, helmets and other props.

(e) *ADVENTUROUS ACTIVITIES*

Building look-out tower;	Building a raft;
Making a sledge;	Making a whistle from sycamore stick;
Making a pop-gun from elder;	Making a bow and arrow from hazel sticks;
Writing on birch bark;	Making a snow ballista.
Making a rope ladder;	
Camouflage yourself;	

(f) *MISCELLANEOUS*

Mock rescue, aircraft crash;	Father & son Pack week-end;
Star-gazing;	Evening with the Brownies;
Smoke signals out-of-doors;	Book week for Pack;
Mock battles with flour bombs;	Bake a cake.
Ride on a fire engine;	

- (a) Water—pools, ponds, small troughs of water—materials for making boats—walnut shells, matchboxes, balsa wood.
- (b) Sand—sand pit—tracking—building—funnels, sieves.
- (c) Clay—plasticine, mud, modelling materials.
- (d) Wood—bricks—blocks—building lairs, shelters—any old timber—building dens, look-out towers, wigwams, bridges—building tree houses.

**IMAGINATIVE PLAY**

- (a) Folding screens to make garages, castles, dens, hospitals.
- (b) Improvised theatres for puppet plays.
- (c) Rostrum to build stages, houses and flats.
- (d) Dressing up materials and props, swords and guus.

**SCALE VERSIONS OF REAL THINGS**

- (a) Cars, lorries, trains, etc.
- (b) Garages and roadways for Road Safety tests. Traffic lights—road signs, etc., for use with cycles.

**ADVENTURE PLAY**

- (a) Ladders, climbing frames.
- (b) Balancing material—pogo sticks—stilts—beams.
- (c) Sensation material—swings—old tyres—slides—ropes—pulleys—blocks.

**WHEELED VEHICLES**

- (a) Bicycles.
- (b) Scooters—wheelbarrows, trucks.
- (c) Trolleys.

**CREATIVE PLAY**

- (a) Painting—group murals.
- (b) Pencils, crayons, chalks—for making maps, etc.
- (c) Paper play—papier-maché—glue—scissors—staples.
- (d) Junk creations.

**MUSIC**

- (a) Music to listen to—old gramophone—old 78s.
- (b) Music to make.
- (c) Making instruments—drums—shakes—bells—banging instruments.

**SCIENTIFIC MATERIALS**

Lots of apparatus and simple materials for carrying out experiments.

**BOOKS**

- (a) Library.
- (b) Nature books, reference books.
- (c) Old magazines and comics.



## CUB SCOUTS: Proposed Training Scheme

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### BRONZE ARROW

#### I CLEANLINESS

1. Know how and why you should keep your hands and nails clean, with special reference to the importance of washing hands after a visit to the toilet.
2. Know how to look after your teeth.
3. Explain how to prevent the spreading of colds.
4. Know how to breathe correctly and know the importance of fresh air.
5. Show what to do for a small graze on a hand.
6. Know the importance of summoning adult help in cases of accident.

#### II FEATS OF SKILL

1. Draw a circle 18 ins. in diameter on a wall; stand 8 ft. away. Throw a ball into the circle and catch it 8 times out of 10.
2. Perform two of the following:—
  - (a) Forward roll.
  - (b) Leap frog
  - (c) Climb at least 10 ft. up a tree or rope.

#### III KNOW YOUR DISTRICT

Know the whereabouts of the essential services in your neighbourhood, such as: fire station, telephone, bus stops, railway station, post office, doctor, time of collection of last post, nearest taxi service.

#### IV DISCOVERING NATURE

Choose a wild animal, tree, fish or bird. Discover all you can about it. Tell Akela.

#### V HOME SAFETY

1. Understand the causes of accidents at home, and the danger of fire.
2. Take an older person for a walk and demonstrate that you know the Rules for Pedestrians. (Highway Code, paragraphs 1 to 15)

#### VI HELP AT HOME

1. Know how to keep clothes tidy.
2. Show how to clean a pair of shoes and know what to do to them when they are wet.

#### VII NATIONAL ANTHEM

1. Learn the National Anthem and how to behave when National Anthems are played in public.
2. Start your own scrapbook with something about the Royal Family. (Instructions should be given on the making of a scrapbook.)

#### VIII SIMPLE HANDICRAFTS

Make a simple model from odds and ends.

#### IX SIMPLE COLLECTIONS

Make a collection of anything you wish. Mark names beside things in your collection.

#### X MIME OR SONG

Perform a simple mime or song alone, or with another Cub.

#### XI TYING THINGS UP

1. Tie your tie.
2. Tie up a parcel with a slip knot.

#### XII LAW AND PROMISE

Do your best to live up to the Law and Promise.

## **SILVER ARROW**

### **I HEALTH RULES**

1. Know why it is important to keep the feet in good condition.
2. Know the right kinds of food to eat.
3. Know why it is important to have good sleep at night and be taking sufficient rest.
4. Show what to do in case of nose bleed.
5. Know the importance of summoning adult help in cases of accident.

### **II SWIMMING OR SKIPPING**

Have a Stage 1 Swimmer badge or skip for 30 secs. (boxing style) and vault fence 30 ins. high.

### **III LOCAL HISTORY**

Find out, with Mum or Dad, or an older person, about a place of local interest and then tell the Pack about it or be able to point out on a map of the District some of the essential services listed in Bronze Arrow, Section III.

### **IV LEARNING HOW AND WHY**

Grow a bulb, pea, bean or sunflower seed in a glass container, and know the type of food to give to birds in winter.

Do one of the following:—

1. Identify three star constellations and be able to point out North at night.
2. Point out three different types of cloud formation.

### **V WATER SAFETY**

Know the water safety rules.

### **VI TELEPHONE MESSAGE**

1. Be able to use a public telephone correctly in case of emergency.
2. Carry a message containing dates, figures and names.

### **VII FLAG AND HISTORY**

1. Draw copies of the flags and emblems and add them to your scrapbook.
2. Tell the stories of the Patron Saints of England, Ireland, Scotland and Wales.

### **VIII USE AND CARE OF TOOLS**

Make something, using three of the following: penknife, saw, pincers, hammer and screwdriver.

### **IX COLLECTIONS**

Make a second collection of natural objects, such as shells, stones, twigs, leaves, seeds, feathers, etc., and tell an older person about it.

### **X PLAY-ACTING**

Act in a play with your Six.

### **XI JOINING ROPES**

1. Know how to join ropes together with a sheet bend.
2. Hank a rope.

### **XII LAW AND PROMISE**

Do your best to live up to the Law and Promise.

## **GOLD ARROW**

### **I SIMPLE FIRST AID**

1. Make your own simple first aid kit and take it with you on Pack expeditions.
2. Make a bed.
3. Make a good cup of tea.
4. Tie a sling with a reef knot.
5. Know how to deal with a sprained ankle.
6. Know the importance of summoning adult help in cases of accident.

### **II FITNESS**

Have a Stage 2 Swimmer badge or, if no facilities in the area, do three of the following:—

1. Ten sit-ups.
2. Six push-ups
3. Running broad jump.
4. Football dribble.

### **III TRAVEL INFORMATION**

1. Understand the 24-hour clock.
2. Plan a trip within the British Isles and tell Akela why you chose it and what you hope to see.

### **IV OUTDOOR TEST**

Light a fire and cook sausages on it. Know how to put out the fire. Leave the site clean and tidy.

### **V COUNTRY CODE**

1. Know the Country Code.
2. Know which side of the road to walk, and how to control younger Cub Scouts.

### **VI SPECIAL GOOD TURN**

Have found for yourself and taken on a definite service or good turn to others.

### **VII FLAG AND EXPEDITION**

1. Help prepare flag for breaking.
2. Keep a log of a day's expedition undertaken by the Pack.

### **VIII HANDWORK**

Make one of the following:—

1. A kite that flies.
2. A weathercock that works.
3. A sundial that works.
4. A compass that works.
5. A sledge.
6. A pair of stilts.
7. A bird feeding-box.

### **IX HOME MUSEUM**

Make a further collection or enlarge previous collection. The collection should now be mounted and displayed correctly.

### **X PLAY-MAKING**

Do one of the following:—

1. Perform a play made up by yourself with your Six.
2. Perform some trick or simple scientific experiment for the entertainment of the Pack.
3. Tell a story to your Six.

### **XI KNOTTING**

Tie the following and know their uses:—

1. Bowline as a rescue knot either round yourself or another person.
2. Round turn and two half-hitches.

### **XII LAW AND PROMISE**

Do your best to live up to the Law and Promise.

1. In addition to a straightforward proficiency badge, a new form of three-stage badge is proposed. The motif of such a stage badge would remain constant but the background would change with each stage completed. In the case of the Swimmer badge, the order is progressive and in the case of the Athlete badge the background colour will indicate the standard gained. In other three-stage badges the stages may be taken in any order and the background will denote the number of stages gained. A suggested colour scheme would be:—

- 1st stage — Green background.
- 2nd stage — Yellow background.
- 3rd stage — Red background.

Badges having only one stage would have a Red background.

2. The Cyclist and Swimmer badges, which involve the safety of the boy, may be gained at any time after investiture; in addition, two further badges (or stages of badges) may be gained whilst working for each of the Bronze, Silver and Gold Arrow badges.

3. Suggested details are as follows:—

### *CYCLIST*

(Basic cycling proficiency)

- (1) Own or have the regular use of a bicycle of proper size.
- (2) Be able to mount and dismount properly.
- (3) Be able to clean and oil his bicycle and pump up the tyres. Understand the need for keeping the bicycle in a roadworthy condition.
- (4) Under observation go for a short ride on a specified course, showing a knowledge of the proper use of signals and rules for the road-user on wheels—Highway Code paras. 16-45 and 57-63 inclusive.

(Note for examiner: the route shall, if possible, include a cross-roads, pedestrian crossing, right-hand turn and roundabout.)

Note: A Cub who has passed the Cycling Proficiency Test of the Royal Society for the Prevention of Accidents qualifies automatically for parts 2, 3 and 4 of this badge.

### *SWIMMER*

Stage 1. (Personal safety to guard against falling in)

- (1) Know the water safety rules.
- (2) Swim 25 yards, any stroke.
- (3) Tread water.
- (4) Perform a "honey pot".

Stage 2. (Based on the Swimming Teachers' Association "Junior Swimmer Test")

- (1) A jump or dive.
- (2) Breathing exercise.
- (3) Front glide.
- (4) Back glide.
- (5) Front paddle 10 yards.
- (6) Back paddle 10 yards.
- (7) Lifesaving back-stroke 10 yards.
- (8) Twenty-five yards of either breast-stroke, front crawl or back crawl.

Stage 3. (Based on Swimming Teachers' Association "Cadet" Test)

- (1) From the shallow to the deep end, swim 25 yards in shirt and shorts, without any pause, using one stroke throughout. Tread water for one minute.
- (2) A surface dive into approximately 4 ft. of water in shirt and shorts. Remove clothing whilst in the water, without touching the bottom or side of the bath.
- (3) Mushroom Float. Swim across width of bath on any front stroke. At the halfway mark turn over on to the back and finish the distance on any back-stroke of Cub Scout's choice.
- (4) A Plunge (dive and glide) as far as possible.
- (5) Commencing with the appropriate racing start, swim 25 yards, front or back crawl.
- (6) Commencing with the appropriate racing dive, swim 25 yards, breast or butterfly stroke.
- (7) A plain header, with good stance, take-off, flight and entry.

*FIRST AIDER*

- (1) Know the limits of First Aid treatment and the need for getting adult help.
- (2) Demonstrate control of bleeding by direct pressure.
- (3) Know the importance of cleanliness in treatment and show how to dress minor cuts and grazes with roller bandages and lint and apply adhesive wound dressings.
- (4) Demonstrate how to make a patient comfortable.
- (5) Know the common causes of burns and scalds in the home and their prevention; how to put out burning clothing; the simple treatment of burns and scalds.
- (6) Know how to treat insect bites and stings.

*ATHLETE*

Three-stage Badge. The Cub Scout must try all five events. Standards: Stage 1—40 points, Stage 2—35 points, Stage 3—30 points.

*Broad Jump (Standing)*

10 points	7 points	5 points
5 ft. 6 ins.	5 ft. 2 ins.	4 ft. 10 ins.

*50 Yard Dash*

10 points	7 points	5 points
8 secs.	8.5 secs.	9 secs.

*Ball Throw*

10 points	7 points	5 points
120 ft.	100 ft.	90 ft.

*High Jump*

10 points	7 points	5 points
3 ft. 6 ins.	3 ft. 3 ins.	3 ft.

*Broad Jump (Running).*

10 points	7 points	5 points
10 ft.	8 ft.	6 ft.

*SPORTSMAN*

- (1) Know the rules or laws of two team games such as Rugby Football, Association Football, cricket, hockey, rounders.
- (2) Show reasonable proficiency and be taking an active part in at least one of these.
- (3) Show a good sportsmanlike spirit in all Cub Scout games and activities.
- (4) Know the importance of taking a shower after games if possible, or at least changing out of the clothes worn during the game. Know also the importance of good care of the feet.

- (5) Organise a team game to be played by the Pack for 10 minutes.

Note: Certificates must be produced for test 2 from Cub Scout Leader or school teacher and test 3 from Cub Scout Leader.

#### MAP READER

- (1) Know the following O.S. signs—A road, B road, Post Office, telephone, Youth Hostel, railway line—double and single track, railway station, river, canal, church with tower and church with spire.
- (2) Make a scale model of a 250 feet hill—showing the contour layers at 25 ft. intervals.
- (3) Understand all of (1) and (2) so that he can describe what he would see along a 3 mile stretch of road set him by the examiner on any 1 in. O.S. map.
- (4) Be able to pinpoint his Pack Den on the 1 in. O.S. map of his district and explain how well-known local features of the Cub Scout's choice are represented on the map.

#### NATURALIST

A three-stage badge. The completion of more than one alternative will qualify for an extra stage.

- A. Find out about, and keep a scrapbook over a period of three months about any three of the following:—

Trees and shrubs;	Wild animals (native);
Wild flowers;	Ferns or grasses;
Bird life;	Seashore or pond life;
Butterflies, moths or other insects;	Rocks or fossils.
Friends and enemies of the garden;	

or

- B. Keep a scrapbook, over a period of three months, and tell the examiner about any six animals (not native ones) kept in a zoo, their country of origin, feeding habits and details of the special care they need in the zoo.

or

- C. Own a pet and look after it on your own for at least three months and keep a record of feeding habits and how you have looked after it. Know how to recognise and treat common illnesses and what special care is needed in breeding.

#### RESCUER

- (1) Hold the Swimmer badge (stage 3).
- (2) Swim 100 yards—any stroke.
- (3) Swim 50 yards on back in shirt and shorts.
- (4) Demonstrate a method of rescue and release with patient of similar size.
- (5) Know the theory of and demonstrate mouth to mouth resuscitation.
- (6) Show method of rescue and the precautions to be taken in case of ice breaking, house fire, contact with live electric wire.

#### HANDYMAN

A three-stage badge. The completion of more than one alternative will qualify for an extra stage.

- A. (1) Make a pot of tea, fry bacon or sausage, boil an egg, prepare and cook potatoes.
- (2) Lay a table and serve a simple meal. (This can be done in conjunction with (1) above.)
- (3) Wash up afterwards and show how to deal with a burnt saucepan, cutlery, glassware, etc.

- (4) Wash and iron his scarf.
- (5) Sew a badge on his uniform.

or

- B. (1) Make a bed.  
 (2) Clean windows, and silver or brasswork.  
 (3) Clean and tidy a room.  
 (4) Know what to do in the event of a burst water pipe or gas leak and know how to turn off the electricity supply at home.  
 (5) Know what to do in the case of fire.

or

- C. (1) Make a useful article for use in the Pack Den or at home.  
 (2) Demonstrate the use of and how to take care of the following tools: hammer, saw, screwdriver, spanner, pliers.  
 (3) Make and put in a suitable position a nesting box or bird table.  
 (4) Show how to repair a puncture in a bicycle tyre.  
 (5) Demonstrate how to prepare and paint a vertical surface and clean a paint brush.

#### ARTIST

A three-stage badge. The completion of more than one alternative will qualify for an extra stage.

- A. (1) Draw in the presence of the Examiner, with a pencil, brush, pen or crayon, an original illustration of any incident, character or scene from a simple story told by the Examiner. (Size not less than 7 by 5 inches.)  
 (2) Keep a sketch book for a period of three months.  
 (3) Design and make a greeting card.

or

- B. (1) Make a model in clay or other plastic material (size not less than 4 inches square).  
 (2) Make a decorative article from cane, raffia, wool, leather, wood or any other suitable material approved in advance by the Examiner.  
 (3) Make a design and print it on paper or fabric (e.g. using potato cuts or lino cuts).

or

- C. (1) Make a worthwhile toy or model of a reasonable size.  
 (2) Undertake a project, having agreed it with the Examiner, involving the use of a plastic or metal construction kit. The standard expected should demand an imaginative approach and a high quality of workmanship.  
 (3) Make and decorate a panel at least 2 ft. 6 ins. square.

#### TROUBADOUR

Complete four of the following:—

- (1) Sing two folk songs.
- (2) Demonstrate three conjuring tricks.
- (3) Tell a yarn lasting at least 5 minutes.
- (4) Tell a story using puppets.
- (5) Be able to teach the Pack a simple song.
- (6) Play a simple melody on a musical instrument.
- (7) Make up a play and produce it.
- (8) Perform a series of tumbling tricks.
- (9) Lead the Pack in some form of folk dancing.
- (10) Any other form of entertainment of comparable standard which should be agreed with the Examiner beforehand.

### EXPLORER

- (1) Build a simple shelter.
- (2) Draw a map using compass.
- (3) Communicate with a person by other than speech and writing a letter—secret code and signalling.
- (4) Find his way to a place, 800 yards away, by following directions given to him by the Examiner (either compass directions or signs made on the ground, or landmarks, or a combination of these).
- (5) Describe to the Examiner the preparations required for an expedition, e.g. correct clothing, footwear, first aid kit, food, etc.

### SCIENTIST

A three stage badge. The completion of more than one alternative will qualify for an extra stage. In each stage complete four out of six.

- A. (1) Show how to connect up a battery to a bulb and how to insert a switch into the circuit. Use the lamp for signalling.
- (2) Make an artificial rainbow by breaking up a beam of light.
  - (3) Make a simple telephone using string to carry the sound.
  - (4) Make a pinhole camera and show that the picture is reversed on the plate.
  - (5) Grow a crystal from a concentrated solution of any chemical.
  - (6) Show by experiment that a flame requires air.

or

- B. (1) Make a simple electro magnet to work off a battery and use it to pick up pieces of metal. What metal will it not pick up?
- (2) Make a simple periscope using two small mirrors.
  - (3) Make a simple compass. Explain why it points to the north.
  - (4) Make a kite or a model glider and fly it. Explain why it keeps up in the air.
  - (5) Make a simple model boat or car and make it work with an air rocket motor.
  - (6) How can we tell an acid from other chemicals? Use one method to show that we can find acids in many natural things about the house. Make an invisible writing from one of these acids.

or

- C. (1) Build a simple electric motor that works off a battery.
- (2) Make a propellor from a piece of wood or metal and use it to drive a model aircraft or boat, using an elastic band for power, or use it to convert wind into turning a model.
  - (3) Make a simple telescope or microscope using only two lenses.
  - (4) Build a radio receiver. (A kit may be used.)
  - (5) Make a simple barometer and use it for recording changes in air pressure.
  - (6) Conduct an experiment to make coal gas. Explain how it is cleaned and stored and how it is taken to houses for use. What are the dangers of coal gas?

### FISHERMAN

- (1) Hold the Swimmer badge Stage 3.
- (2) Know the dates of the closed season and the minimum sizes of fish which may be retained.
- (3) Make a simple fishing rod and tackle.
- (4) Make a log book over a period of three months of fishing trips undertaken.



### BOOK READER

- (1) Produce a list of books he has read in the previous year, name their authors and be able to tell the Examiner something about the story of three of the books. The three books to be chosen by the Cub Scout. The three books must be of a reasonable standard, taking the Cub Scout's age and development into account.
- (2) Show that he understands how to care for books and make a dust cover and title it neatly.
- (3) Show that he can use a dictionary, encyclopaedia and other reference books.
- (4) Explain to the Examiner how the books in a library are set out and how he would find a specific fiction book. Show the Examiner that he can put ten books in alphabetical order.

### PHOTOGRAPHER

- (1) Own or have the use of a camera.
- (2) Be able to name the main parts of the camera and know how to load and unload the camera with film.
- (3) Be able to estimate distances to the nearest foot between three and fifteen feet.
- (4) Take 12 photographs on a theme of the Cub Scout's own choice and mount them neatly.
- (5) Produce a photographic print using daylight paper.

### LINGUIST

Carry out the following tests in any language other than his own:—

- (1) Carry on a simple conversation for ten minutes.
- (2) Write a simple letter of at least 100 words.
- (3) Translate in his own time, and with the help of a dictionary an easy passage from a book or periodical. (Scout literature to be used where available.)

Note: An additional badge is worn above the right breast pocket or in a similar position on jersey, showing the language or languages spoken.

### LONG TERM PLANNING

1. Long term programme planning should include all the following:—
  - Individual advancement in the Progressive Badge system.
  - Patrol activities and outings.
  - Activities for the older age group.
  - Outdoor activities.
  - Regular and attractive Troop meetings.
  - Special events.
  - Relationship with other Scouts, other organisations and parents.
2. The Scout Leader should make a periodic check that his long-term programme has included all those items listed above in a balanced proportion. Analysis of the past, together with an assessment of the particular requirements of his Troop and of the community from which it is drawn, will guide the Scout Leader in allocating time to be spent on such items.

### TROOP NIGHT PROGRAMME

3. Considering the wider interests of boys today and the desirability of a more flexible approach, a partly organised programme with a period of selected activities is the most practical way of tackling the weekly meeting. Only by introducing a wider and unrestricted field of new interests will we be able to reverse the present trend towards the limited conventional Scouting activity. The key to all successful programme planning lies in the introduction of realistic, interesting and varied activities drawn from an unrestricted range. Successive lists of ideas from this new range of activities should be made available in the Scouters' Handbook, *THE SCOUTER* and in the Programme Quarterly. Activities might range from building a Troop weather station to visiting commercial greenhouses and from making sweets for a local children's home to visiting a bakery. We feel it essential to the future of Scouting that every Scout Leader should include this type of activity in his Troop programme. Although many Scout Leaders are already using this system, the majority are not. Scout Leaders should devote at least one third of their weekly Troop meeting time to such activities.
4. With the introduction of wider activities there is a danger that the character of the weekly programme could drift away from the essential elements of Scouting. To guard against this the characteristic Scouting requirements for boys aged 11 to 16 should be borne in mind. These include:—

RELIABILITY:	The Scout wants his basic Scouting to be stable and reliable.
PERSONAL CONTACT:	An important influence on the Scout is the personal relationship with the Scouter.
PROGRESS:	The Scout wants to make progress in his Scouting.
PATROL SYSTEM:	The Scout wants to belong—to be part of a Patrol, a Troop, a Group and a Movement.
CEREMONY:	Although contrary to natural inclinations the Scout respects the discipline of ceremony if not overdone.
FUN:	The Scout wants fun and the company of his friends.

**DISPLAY :** He likes to advertise his achievements.  
**EXPLORING :** He wants to try new things, explore new fields and try new tests.  
**COMPETITION :** He likes to compete with others.

**ACTIVITIES**

5. We offer the following suggestions of possible "free scope" activities. They should be introduced, using the Patrol System wherever practical:—

- |  |   |
|--|---|
| Visit to fish hatchery;                        | Making a camera;  |
| Skin-diving;                                   | Talk from an overseas visitor;                          |
| Visit to local factory;                        | Making a local map to illustrate population movement;   |
| Making a telephone system;                     | Making a weather station;                               |
| Building a canoe;                              | Talk from a local sportsman;                            |
| Making children's toys;                        | Visit an artist in his studio;                          |
| Visit to bakery;                               | Visit to stables;                                       |
| Making and keeping an aquarium;                | Paper sculpture;  |
| Visit to a lighthouse;                         | Talks by Police, Fire and Ambulance officials;          |
| Gymnastics;                                    | Building a hot air balloon;                             |
| Making a "mouth to mouth" demonstration model; | How to make surveys, e.g. road safety;                  |
| Visit a T.V. studio;                           | Visit to engineering works; coal mine or power station; |
| Building a raft;                               | Making a space chart;                                   |
| Visit to local newspaper printing offices;     | Service projects;                                       |
| Exploring an historical site;                  | Making a compass;                                       |
| Talk on elementary repairs to clocks;          | Cooking a foreign meal.                                 |
| Building an oscilloscope;                      |   |
| Making a radio;                                |   |

### SCOUT BADGE

The membership requirement involves simple basic knowledge and gives the recruit a taste of Scouting.

1. *Knowledge of the Scout Movement*  
Show a general knowledge of the Scout Movement and the development of world-wide Scouting.
2. *Outdoor Activity*  
Take part in a Patrol or Troop activity out of doors.
3. *Scout Promise and Law*  
Understand and accept the Scout Promise and the Scout Law.

### THE SCOUT STANDARD

May be passed by a Patrol Leader.

Awarded on recommendation of Patrol Leaders' Council.

The basic skills of Scouting are covered, e.g. the fundamentals of camping, cooking and exploring. It also recognises outside interests or pursuits. The Scout Standard should be achieved within a year and may be passed by Patrol Leaders. This affords some relief to Scouters as well as strengthening the position of Patrol Leaders.

1. *Looking after yourself*
  - (a) Pack a rucksack for a week-end camp.
  - (b) Prepare a personal first aid kit for an expedition.
  - (c) Light a fire; make a hot drink, cook a simple meal out of doors.
  - (d) Pitch and strike a hike tent.
  - (e) Camp out, either alone or with other Scouts, for at least one night; or in winter, spend at least one night in a hostel or hut as part of a Scout activity.
2. *Helping other people*
  - (a) Know how to deal with cuts, stings, burns and fainting.
  - (b) Show ability to direct strangers and have some knowledge of local public transport services and local places of interest or importance, including the location of doctors, police station, fire alarms and public call-boxes.
3. *Getting about*
  - (a) Set a map; know what is meant by a compass bearing.
  - (b) Show understanding of scale and conventional signs by describing a short route selected on an Ordnance Survey map.
  - (c) Go on a 6 mile hike with a friend of your own age, and on your return make a verbal report of a set objective achieved en route (e.g. sketch or obtain specific knowledge about some place or person).
4. *Scouting skills*
  - (a) Explain how to use and care for a knife and axe. Use a knife to whittle a tent peg (or other object) from a piece of wood, and an axe to prepare wood for a fire.
  - (b) Demonstrate any three knots, bends or hitches useful in camp or on a boat.
  - (c) Know and recognise three types of cloud formation and describe the weather associated with each of them.
  - (d) Know the Country Code.

5. *Hobbies and Interests*

Show some proficiency or skill in a hobby or interest.

Examples:

Cycling, swimming, nature study, weather lore, aircraft recognition, stars, horse-riding.

Model-making, basket work, stamp collecting, literature, drawing, decorating, radio construction, joinery.

These are examples only; you may also qualify through your proficiency or skill in other interests or pursuits.

**THE ADVANCED SCOUT STANDARD**

To be passed by a Scouter.

An element of choice is available to the Scout for the first time.

The aim must be to try and get every Scout to Advanced Scout Standard and this should normally be achieved before the age of 14 years.

1. *Self Reliance*

(a) Have camped 12 nights.

(b) Swim 50 yards (Alternatives permissible only at the discretion of the District Commissioner.)

(c) Understand the precautions which must be taken before setting out on adventurous activities, e.g. sailing and hill-walking.

(d) Complete any two of the following:—

(i) Be able to operate and maintain a pressure stove.

(ii) Know what to look for when choosing a camp site and draw up a complete menu (including quantities) for a two man week-end camp.

(iii) Cook a two course meal for two people in a kitchen or galley.

2. *Service*

(a) Emergencies: Show how to give clear, concise information when calling for the police, fire brigade or ambulance; and know what action to take in the event of an accident or other emergency, including rescue from fire, drowning, electric shock and gas leak.

(b) First Aid: Know the first aid treatment for external bleeding and shock, the correct method of applying respiratory resuscitation, and the dangers involved in moving injured persons.

(c) Carry out some form of voluntary service within or outside Scouting, either by doing a worthwhile job of at least three hours duration, or by performing regular service for an equivalent period.

3. *Adventure*

(a) Complete either a 12 mile journey on foot or by water or a 50 mile cycle journey, camping out overnight with a Scout of your own age. Produce a brief written account of your journey and of what has interested you.

(b) Use a prismatic or Silva type compass outdoors to complete a simple exercise involving compass bearings.

(c) Explain the contour system and be able to give and locate an Ordnance Survey grid reference.

(d) Complete any two of the following:

(i) Take part with your own Patrol or Troop in a joint outdoor activity with a Patrol from another Troop, e.g. camp, hike, wide game or expedition.

- (ii) Go alone or with a friend of your own age: *either* to a place of interest *or* on a journey of not less than 25 miles using public transport. Give a brief verbal report on the day's events.
  - (iii) Either paddle a single seat canoe for one mile *or* crew a sailing dinghy round a triangular course *or* understand the belay system and abseil properly down 30 feet.
4. *Scoutcraft*
- (a) Complete a pioneering project using at least two different lashings and/or blocks and tackle. (This should normally be a Patrol project.)
  - (b) Demonstrate three knots, bends or hitches useful in rescue.
  - (c) Either cook a backwoods meal and eat it *or* make a bivouac and sleep in it.
  - (d) Know the safety rules of axemanship, and how to care for a bush saw and felling axe. Use either for felling, trimming or logging up light timber.
  - (e) Complete any two of the following:
    - (i) Either keep a nature diary about birds and animals over a period of at least one month *or* make a specimen collection of leaves and flowers over a similar period.
    - (ii) Either keep a simple daily weather record for one month *or* maintain the Patrol log for two months.
    - (iii) Either visit an important building or other local feature, and compile a short report about it, describing its history and purpose; *or* survey a small area in the vicinity of your home, e.g. half mile of river or canal, and construct a large scale plan showing its important features.
    - (iv) Show attainment of a skill or interest by passing a Pursuit badge.
  - (f) Discuss with your Scout Leader:—
    - (i) your understanding of the Scout Promise and Law
    - (ii) your future Scout training.

#### *THE CHIEF SCOUT'S AWARD*

Awarded by District Commissioner on the recommendation of Scout Leader.

A major award for the Scout which is new and quite different from any previous Scout badge. It is designed to put Scouts on their mettle and prove their worth by extending their qualities of responsibility and leadership. Its essential features are a self-programming approach, a wide choice of activities within certain defined fields and the importance laid on responsible service to others.

##### 1. *Achievement*

Accomplish any **FOUR** of the following skills not otherwise attained in your Scout progress. Your choice must include skills from not less than three of the Groups A, B, C and D below. You must actually reach the standard required for each skill. Having done so, you may complete your own record by entering in your Progress Book the date and place of the achievement, which may be accomplished either alone or with other Scouts.

##### *Group A—Challenge*

- (i) *Either* paddle a single seat canoe in moving water over at least 2 miles *or* sail a dinghy, go about, reach and tack, rig sails and stow properly after use.

- (ii) *Either* climb a mountain of 2,000 feet or higher, *or* negotiate successfully a rock climb on rope, but not as leader (grade v. diff.).
- (iii) Complete a course of at least  $\frac{1}{4}$  mile on water skis.
- (iv) Make a descent on snow skis, with not more than two falls, over 200 feet on a slope with a gradient of at least 20 degrees.
- (v) Flying a two-seat glider, demonstrate to an accompanying instructor the use of spoilers or air brakes, and be able to plan your own circuits.

*Group B—Practical*

- (i) Change a wheel on a motor vehicle, check and clean sparking plugs, adjust points, check the battery, oil and tyres, and know the greasing points.
- (ii) Help to build, maintain and tune a go-kart, and be able to drive it.
- (iii) *Either* build a radio receiver—without using a kit, although you may consult circuit diagrams in magazines or books, *or* keep a log of amateur radio broadcasts to which you have listened on a radio receiver over a period of at least three months.
- (iv) Have a good practical knowledge of one of the following:—care and maintenance of domestic appliances, carpentry and joinery, metalwork, home decorating and maintenance.
- (v) Take, develop and print three photographs, each being of a different type of subject—e.g. portrait, action shot, landscape, building, shot from an unusual angle.

*Group C—Endeavour*

- (i) Make a survival kit of dehydrated foods and survive on it exclusively during a 24 hours expedition.
- (ii) Make a successful attempt at an entirely new outdoor sport or other outdoor interest—e.g. archery, pony-trekking, caving, aqua-sports, fishing, tennis, golf, archaeology, geology, conservation.
- (iii) Complete:
  - either* a hike camp, canoe or boat journey of not less than 30 miles, or cycle tour of not less than 100 miles, taking at least two days and camping out overnight at a site of your own choice.
  - or* a night hike of not less than 10 miles between dusk and dawn, over open country of which at least two miles must be crossed with the aid of a compass.
- (iv) Be proficient in the technique of "drownproofing".
- (v) Be proficient in one of the following:—gymnastics, judo, fencing, tumbling, trampolining or similar activity.

*Group D—Social*

- (i) Help to organise and run a joint training or social activity for both sexes.
- (ii) Prepare, cook and serve a full three-course dinner for four people, at a high standard, either indoors or outdoors.
- (iii) Camp abroad, or with Scouts from another country.
- (iv) Successfully complete some form of residential course, other than a Patrol Leader Training Course. Your choice is not restricted to courses organised by the Scout Movement.
- (v) Take an active part in some form of amateur entertainment, e.g. beat group, amateur theatricals, choral singing and conjuring.

## 2. *Leadership*

- (a) Hold the Advanced Scout Standard.
- (b) *Either*—complete satisfactorily a course of Patrol Leader training, and guide at least one Scout in your Patrol through the requirements for the Scout Standard. Show that all members of your Patrol are making individual progress.  
*or* train at least two Scouts to Advanced Scout Standard in two activities—e.g. backwoodsmanship, compass, cooking, emergencies, pioneering.
- (c) Show leadership ability in one of the following:—
  - run a Patrol camp at a good standard;
  - plan and run successfully a Patrol expedition or other activity;
  - help to plan and run successfully a worthwhile Troop expedition or other activity;
  - train and lead a team to act as "casualties" for use in first aid training, including the use of make-up for simulation of injuries and symptoms.

## 3. *Responsibility*

- (a) Arrange and carry out, either individually or as a member of the Troop, some form of useful service to others either within or outside the Movement, e.g. useful service to handicapped, invalid or infirm person, assistance with some form of public service, such as hospital, welfare home, Red Cross, St. John's. (A suitable project would require regular voluntary service over a period of at least three months.)
- (b) Gain a Public Service badge and one Pursuit badge since attaining Advanced Scout Standard, or qualification of an equivalent standard from an approved body or society.
- (c) Show your acceptance of responsibility at home, or at church, Troop, school or place of work.



## SCOUTS

### Proposed Proficiency Scheme

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1. In the Proficiency Scheme which we recommend there are four groups of badges. Listed below are the proposed badges for each group with detailed examples and requirements for badges in each group.

2. In drawing up badge requirements it should be noted that interest badges are of an elementary standard and are primarily intended for boys aged 12-13. The pursuit badges are more for the 13-15 year-old and their contents are of a practical nature, that is, they ask a boy not only to demonstrate how to tie a knot, but also to tie it for some purpose; not just explain how to use a chart, but actually navigate a boat. Service badges are passed at a higher standard and are recommended for the older Scout and must include the practical application of service and not merely the "theory." Instructor badges should be of similar standard and are for a Scout who is interested in specialising in a particular field to channel his interest towards service to the Movement.

#### 3. *INTEREST BADGES* (limited number)

The following badges are suggested as Interest Badges:

Angler

Artist

Bell-ringer

Camp-cook

Cyclist

Collector (to include other collections as well as stamps)

Musician (to include alternatives from the present Bandsman, Music Maker and Piper badges)

Horseman

Librarian (to include a limited knowledge of use of standard books of reference)

Model Maker

Naturalist

Photographer

Sportsman

Swimmer

Smallholder

#### 4. *PURSUIT BADGES*

The following badges are suggested as Pursuit Badges:

Astronomer

Athlete

Camper

Canoeist

Cook

Communicator (all forms of signals)

Craftsman (to include as alternatives all the Hobbies of the present Senior Handicraft badge but without any time qualification)

Electronics

Explorer (to include items from the Hiker badge)

Geologist

Mapmaker

Marksman (to include Master-at-Arms)

Mechanic

Meteorologist  
Mountaineer (to include caving and rock climbing options)  
Navigator  
Observer (to include alternatives taken from the present Observer,  
Tracker, Stalker and Naturalist badges)  
Pioneer  
Race Coxswain  
Skier  
Sub Aqua

5. *SERVICE BADGES*

The following badges are suggested as Service Badges:

Ambulance (to include some items from present Public Health  
and Missioner badges)

Camp Warden (this must be strengthened on the practical side and a  
Pilot badge be available as an alternative for Sea Scouts)

Conservator  
Fireman  
Guide  
Interpreter  
Jobman  
Lifesaver (Bronze)  
Pilot  
Quartermaster  
Secretary

6. *INSTRUCTOR BADGES* (see following note)

The following are suggested as Instructor Badges:

Camper  
Canoelist  
Cook  
Communications  
Geologist  
Lifesaver  
Mapmaker  
Mechanic  
Meteorologist  
Observer  
Pioneer  
Photographer  
Swimmer

7. *Note on Instructor Badges*

The following would be basic requirements for any Instructor Badge:

- hold the Pursuit Badge of the particular skill (or if no Pursuit Badge, the Interest Badge).
- have a good working knowledge of the basic principles of the particular skill, e.g. in pioneering know how to tie and use a range of knots and lashings and how to solve various pioneering problems.
- attend a course giving training in technical skills and training methods. (Training courses will have to be carefully prepared with due attention paid to teaching methods; it would require a course of at least two week-ends.) Explanatory booklets on the running of these courses will have to be prepared and made available to District and County staff.
- put into practice what you have learnt over a regular period (of at least three months) by helping with the training of young Scouts.

A Scout would normally hold an Instructor Badge in one subject only and never more than two.

#### EXAMPLES

8. Below are examples of requirements for badges from each group.

#### INTEREST GROUP (Elementary Standard)

##### 9. Model Maker Badge

- (a) Make two worthwhile models, one to be a scale model. Prefabricated kits not to be used but a kit which provides materials and plans only may be used.
- (b) Show that you understand "Scale" and the reading of plans. Draw a *simple* scale plan.
- (c) Show knowledge of materials and tools suitable for this particular modelling interest.

##### 10. Cyclist Badge

- (a) Own, or have used satisfactorily for at least six months, a cycle, properly equipped and in good working order.
- (b) Be able to make simple adjustments and repairs at the discretion of the Examiner, e.g. change tyre and tube, mend a puncture, replace a brake, adjust the height of saddle and handlebars to enable a younger boy to ride the cycle.
- (c) Demonstrate that you know and observe the Highway Code, traffic signals, lighting-up times, road signs, national system of road numbering and that you can read a road map.
- (d) Take part in a Scout activity which includes the use of cycles.

#### PURSUIT GROUP

##### 11. Pioneer Badge

- (a) Understand the difference in ropes made of synthetic fibres from those made of natural fibres and explain the possible dangers of the former or from weak and strained ropes.
- (b) As a member of a Patrol take part in the construction of five of the following projects including dismantling:
  - (i) A flag staff.
  - (ii) A Scout transporter.
  - (iii) A raft.
  - (iv) A rope bridge (i.e. monkey bridge using trees as main support).
  - (v) A timber bridge (i.e. ladder bridge as shown in "Pioneering Projects").
  - (vi) An aerial runway.
  - (vii) A tree platform.
  - (viii) The moving of heavy weights by use of levers and tackle.
  - (ix) Permanent camp site construction work.  
(Act as leader in at least two of these projects).
- (c) Understand the care of ropes and demonstrate a Sailmaker's and westcountry whipping, also a back splice, short splice and eye splice.
- (d) Demonstrate the use of a felling axe, cross cut and bushman saws and the care of same; know where each tool would be of most use.

#### INSTRUCTOR GROUP

##### 12. Pioneer Badge

- (a) Pass or have passed the Pursuit Pioneer badge.
- (b) Attend a recognised course of training in technical skills and training methods (see paragraph 7 of this appendix).

- (c) Assist with the training of Scouts for the Pioneer badge, to include regular training over a period of not less than three months.
- (d) Show a good knowledge of safety precautions in pioneering.
- (e) Demonstrate the following *in use*:
  - Timber hitch
  - Rolling hitch
  - Blackwall hitch
  - Fishermen's bend
  - Carrick bend
  - Bowline on bight
  - Catspaw
  - Mousing a hook
  - Two types of holdfast
  - Scaffold hitch
  - Reeving pulleys
- (f) Help with the staging of a Pioneer display (this may be for the benefit of other Scouts or the public).

### SERVICE GROUP

#### 13. *Interpreter*

- (a) Pass the following tests in any language other than your own:—
  - (i) carry out a simple conversation (for about 10 minutes).
  - (ii) write a letter of about 150 words dealing with a simple Scout topic.
  - (iii) after a few minutes for study give approximate translation of a paragraph from a newspaper.
- (b) Put the above into practice either by assisting as interpreter for a foreign visitor or by writing letters for a Scout Troop, school or similar body, e.g. helping with the arrangements for a foreign visit or exchange.

Note: Scout Troops and Districts should make it known that Scouts are prepared to give service in this way.

## VENTURE SCOUTS: Proposed Training Scheme

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### MEMBERSHIP AWARD

#### A. For a Scout entrant:

*Note 1.* The Scout entrant is already a member of the Movement; he took his Promise first as a Cub Scout or a Scout. It is hardly right to expect him to be "accepted." He has a right to be a member of the Unit by virtue of his membership of the Movement.

1. *Take part with members of the Unit in at least one worthwhile outdoor activity approved by the executive committee of the Unit.*

*Note 2.* The Scout can qualify for this whilst he is in his last three months in the Scout Troop. This forms a "bridge" between the Scout Troop and the Unit of the Venture Scout Section.

*Note 3.* It is important that the activity is worthwhile and outdoor.

*Note 4.* This activity can be connected with and help the member to qualify for the Venture Award.

2. (a) *Show that you understand the aims of the Scout Movement and what is expected of you as a Venture Scout.*  
(b) *Show an understanding of the international aspects of Scouting.*
3. *Accept the Scout Law and Promise.*

#### B. For the new entrant:

1. *Take part in the activities of the Unit on at least six occasions and during that time take part with other members of the Unit in at least one worthwhile outdoor activity approved by the Executive Committee of the Unit.*

*Note 5.* The new entrant needs to prove himself and be accepted by members of the Unit. But it works both ways; the new entrant wants to try the activities and meet the members of the Unit to see if they (activities and members) are to his liking. (See also Notes 3 and 4.)

2. (a) *Show that you understand the aims of the Scout Movement and what is expected of you as a Venture Scout.*  
(b) *Show an understanding of the international aspects of Scouting.*
3. *Accept the Scout Law and Promise*

*Note 6.* The wording is the same as for the Scout entrant. The standard should be the same for all entrants. This is an absolute standard.

*The Membership Badge is awarded by the Venture Scout Leader after consulting the Executive Committee of the Unit about the standard achieved by the entrant.*

*Note 7.* It is important that, in some way or other, the Executive Committee is brought into the matter of standards.

### VENTURE AWARD

*Note 8.* The Venture Scout must meet all the requirements of the Venture Award after becoming a member of the Unit (except as in Notes 2 and 4).

1. *Attend a recognised leadership course*

*Note 9.* This requirement should be met first—if at all possible. It acts as an introduction to the training scheme.

*Note 10.* The present Leadership Course for Senior Scouts should be used as the model for the course. It is a long week-end course for sixteen-year-olds. It deals with leadership (and followership) in service, in activities, and in personal relationships.

*Note 11.* The course is suitable for mixed clientele.

*Note 12.* A recognised course which deals with a particular leadership role would be just as acceptable, especially if it reinforced the type of service for 3 below. Courses by outside bodies may be recognised as meeting the requirements.

2. *Reach a reasonable standard in first aid and emergency training.*

*Note 13.* Either (a) Qualify for the Basic Certificate of the St. John Ambulance Association (or the Junior Certificate of the British Red Cross Society or St. Andrew's Ambulance Association) and the Bronze Medalion of the Royal Life Saving Society.

or (b) Qualify for the Adult Certificate of the S.J.A.A., B.R.C.S., or S.A.A.A.

or (c) Qualify for the Bronze Cross of the R.L.S.S.

*Note 14.* These alternatives lead into the **Saving Life** requirements of the Queen's Scout Award.

*Note 15.* These alternatives do not hinder the non-swimmer.

*Note 16.* The training for these qualifications could be in mixed groups.

3. *Undertake some approved form of regular service.*

*Note 17.* The service may be within or outside Scouting. Service within Scouting could take the form of acting as an instructor, maintaining equipment, helping at meetings, at camps or outings or working at a permanent camp site. The service may not be undertaken within the Venture Scout's own Unit. Service outside Scouting could take the form of help to the young, old, sick, handicapped or deprived; this could be done by mixed parties.

*Note 18.* The service should involve at least 36 hours spread over 9 to 15 months.

*Note 19.* The requirement leads into the **Community Service** requirements of the Queen's Scout Award.

4. *Reach a recognised standard of physical efficiency.*

*Note 20.* Either (a) Qualify for the Gold Award for proficiency in personal survival of the A.S.A.

or (b) Play a sport regularly and qualify in one of the list in (c) below.

or (c) Qualify in two of the list below:

(i) Running — 440 yds. in 66 secs.

or — 1 mile in 5 mins. 45 secs.

or — 6 miles in 72 mins.

or — 8 miles in 100 mins.

(ii) Canoeing — 3 miles in 1 hour

or — 8 miles in 3 hours

(iii) Cycling — 50 miles in 3½ hours

or — 100 miles in 7½ hours

(iv) Swimming — Silver Award for proficiency in personal survival of the A.S.A.

or — 1,000 yds. in 25 mins.

(v) Sculling — ½ mile in 6½ mins.

(vi) Walking — 4 miles in 50 mins.

(vii) Perform the following:

A. Climb a tree to a height of 30 ft. above the ground.

B. Throw a 60 ft. line to fall between two pegs 4 ft. apart at a distance of 50 ft.

C. Climb a rope to a height of 15 ft. above the ground.

D. Carry out a deadman's crawl for 20 ft. at a height of 10 ft. above the ground. (See also Note 15.)

*Note 21.* The sport in (b) above is to be chosen from a list which is open-ended, i.e. H.Q. will add to the list if requested. The criterion

is that the sport must be active and predominantly outdoor. In allowing further sports, care should be taken to see that there is no overlap with the lists of pursuits below. (See Notes 25 and 29.)

*Note 22.* The following sports should be included from the start: Athletics, Basketball, Competitive Canoeing, Competitive Rowing, Competitive Sailing, Competitive Swimming, Cricket, Cross-country Running, Golf, Hockey, Lacrosse, Lawn Tennis, Rugby, Soccer, Volley-Ball, Water Polo.

*Note 23.* The definition of "regularly" will depend upon the sport, but the mere playing of a game in a routine way is not sufficient; recognition by a group (e.g. school team) will be necessary. Furthermore, a good knowledge of the rules of the sport will be required. In this respect, outside qualifications exist. This may apply to only a few sports.

5. *Reach a recognised standard in an outdoor pursuit.*

*Note 24.* The pursuit is to be chosen from a long list which is open-ended, i.e. H.Q. will add to the list if requested. The list will not include the sports listed above, or the indoor pursuits listed below. (See Notes 22 and 29.) The criterion is that the pursuit must be predominantly outdoor.

*Note 25.* The following pursuits should be included from the start: Astronomy, Archaeology, Archery, Boating, Canoeing (non-competitive), Conservation, Cruising (sail or power), Cycling (pedal), Field Studies, Fishing (river, lake or deep sea), Forestry, Gardening, Gliding, Horse Riding, Motoring, Mountaineering, Orienteering, Pioncering, Pony Trekking, Rock Climbing, Sailing (non-competitive), Show Jumping, Ski-ing, Skin Diving, Surveying, Water Ski-ing.

*Note 26.* The definition of "recognised" will depend upon the pursuit. A member should have a good knowledge of the rules and terminology of the pursuit—and of any safety requirements which are appropriate. Outside qualifications should be stipulated for pursuits where outside qualifications exist. This may apply to only a few pursuits.

*Note 27.* Many of these pursuits lend themselves to mixed activities.

6. *Reach a recognised standard in an indoor pursuit.*

*Note 28.* The pursuit is to be chosen from a long list which is open-ended, i.e. H.Q. will add to the list if requested. The list will not include the sports or outdoor pursuits listed above. (See Notes 22 and 25.) The criterion is that the pursuit must be predominantly indoor.

*Note 29.* The following pursuits should be chosen from the start: Acting, Aircraft Recognition, Amateur Radio, Badminton, Campanology, Catering, Civics, Dancing, Diving, Fencing, House Decorating, Ice Skating, International Affairs, Judo, Languages, Meteorology, Model Making, Music Making, Painting, Photography, Philately, Public Speaking, Radio Construction, Sketching, Squash, Table Tennis, Tape Recording, Tenpin Bowling. (See also Notes 26 and 27.)

7. *Reach a recognised standard in expedition training.*

*Note 30.* The skills required will depend, to some extent, on the type of expedition chosen for 8 below, but whatever type is chosen they should include map-reading, lightweight camping, expedition catering and report-making.

*Note 31.* Training dealing with the sort of contingencies and emergencies likely to be met on the expedition should be included, e.g. if canoes are used, capsizc procedures.

*Note 32.* This requirement should be met before 8 below.

8. *Take a responsible part in a three-day expedition.*

*Note 56.* It is important to note the word "responsible." A Venture Scout can take a responsible part without being a leader. It is, in a sense, a team activity and should be regarded as such, with everyone contributing to the success of the venture.

*Note 34.* The expedition should be on foot, by cycle, on horseback, by canoe, or by boat. The distance covered on foot should be at least 30 miles, over unknown and, if possible, difficult terrain. The distance covered by cycle, canoe or boat should be comparable in difficulty.

*Note 35.* The group should consist of 4 to 6 people.

*Note 36.* The members of the group should tackle two pre-arranged tasks, one of which should be set for them and one of which they should choose for themselves.

*Note 37.* The group's report on these tasks may be handwritten, typed, taped, filmed or verbal. It may be illustrated with sketches, photographs or samples and the group may choose to make a "presentation" live to an audience.

*Note 38.* With the necessary approvals, the expedition may be a mixed activity.

*The Venture Award is made by the Venture Scout Leader after consultation with the Executive Committee of the Unit.*

*Note 39.* It is important that, in some way or other, the Executive Committee of the Unit is brought into the matter of making the Award.

#### QUEEN'S SCOUT AWARD

*Note 40.* A Venture Scout must meet all the requirements of the Queen's Scout Award after gaining the Venture Award (except as in Note 46).

1. *Reach a high standard in first aid and emergency training.*

*Note 41.* Either (a) Qualify for the Advanced Certificate of the S.J.A.A., B.R.C.S., or S.A.A.A.  
or (b) Qualify for the Award of Merit of the R.L.S.S.  
(See also Notes 15 and 16.)

2. *Either (a) Undertake some form of regular service within Scouting and attend a recognised course in the adult's role in Scouting.*

*Note 42.* This allows a Venture Scout to continue service undertaken within Scouting for the Venture Award if he so wishes; but, as before, the service may not be undertaken within the member's own Unit. But further to this, it carries with it the responsibility to attend some form of course in the adult's role in Scouting. This alternative is designed for those who may wish to become leaders or instructors in the Scout Movement.

*Note 43.* The present Cadet Training Scheme used in London could be used as a model for the course.

*Note 44.* Combined training and service may not be less than 48 hours, but, of this, service must be at least 24 hours; the whole period involved being at least 12 months.

*Note 45.* There may be a need to accept irregular service rather than regular service in the case of boys studying for examinations.

*Note 46.* In order to avoid a break in continuity, a Venture Scout may count service after meeting the **Community Service** requirement of the Venture Award (see Note 19) but before gaining the Venture Award. It is to be noted that this concession applies to service and not training for service.



Or (b) *Undertake some regular form of service outside Scouting.*

*Note 47.* This allows a Venture Scout to continue service undertaken outside Scouting for the Venture Award if he so wishes. It does not require specialist qualifications but it requires sustained effort over a period. The service could be to the young, old, sick, handicapped, or deprived. The service could be given through a church (e.g. Sunday School), a voluntary organisation (e.g. W.V.S.) or a state organisation (e.g. hospital). Or the service could be given independent of an existing organisation. This could be done by mixed parties.

*Note 48.* The service should involve at least 48 hours spread over at least 12 months. (See also Notes 45 and 46.)

Or (c) *Qualify for and undertake some form of skilled service to the community.*

*Note 49.* This service requires specialist qualifications. There are many specialist qualifications open to the Venture Scout. He may qualify for one of the following list as long as he has not previously qualified for it for the Venture Award: Adult Certificate of the S.J.A.A., B.R.C.S., or S.A.A.A., or Bronze Cross of the R.L.S.S. Or he may qualify for one of the following:—Adult Certificate in Home Nursing of the S.J.A.A., B.R.C.S., or S.A.A.A. Intermediate Test of the R.O.C. Probationer of the B.C.U. Or he may qualify for any comparable qualification approved by H.Q., e.g. helping with Meals on Wheels after learning to drive; teaching the blind after learning braille; training children for the National Cycling Proficiency Scheme after qualifying as an instructor with Ro.S.P.A. (See also Notes 44, 45 and 46.)

3. *Reach an approved standard in a personal initiative and reliability test.*

*Note 50.* This test will be based on a series of incidents which involve the Venture Scout in unusual decisions and problems, some physical contingencies and some leadership situations.

*Note 51.* The standard of this test should be such that attendance at an Outward Bound Course would exempt a Venture Scout from it.

*Note 52.* The standard of organisation of this test will be a vital consideration and it may well have to be organised by Areas so that full use of equipment and facilities may be employed.

4. *Either (a) Reach a higher standard in one of the pursuits chosen for the Venture Award and be capable and prepared to instruct in it.*

*Note 53.* This requirement is based on the **Activity** requirements of the Venture Award and Notes 24 to 29 are relevant. The Venture Scout is encouraged to specialise in his favourite pursuit and to pass on his knowledge and enthusiasm to others.

Or (b) *Reach a recognised standard in an entirely new pursuit and help others to achieve the same standard.*

*Note 54.* This requirement is based on the **Activity** requirements of the Venture Award and Notes 24 to 29 are relevant. This is for the Venture Scout who has many interests but does not want to specialise to become an expert in one pursuit to the exclusion of other pursuits.

*Note 55.* The "others" he helps should, ideally, be members of his own Unit qualifying for the Venture Award. This may not be possible (e.g. members of his own Unit may not want to qualify in the

chosen pursuit); the "others" could therefore be in other Units (or, indeed, other organisations, e.g. Girl Guides, Boys' Brigade, Duke of Edinburgh's Award Scheme, independent groups).

5. *Take a leading part in a five-day expedition, or where a five-day expedition is not possible, the alternative of two linked and related expeditions each of at least three days will be permitted at the discretion of the Venture Scout Leader and Executive Committee.*

*Note 56.* It is important to note the word "leading." A Venture Scout can take part without actually being the leader. On the other hand, he must take a more important and testing part than the "responsible" part he played when qualifying for the Expedition requirement of the Venture Award. (See Note 33.)

*Note 57.* The expedition may be on foot, by cycle, on horseback, by canoe or by boat. It is desirable that this should take place in wild remote country. There is no need for the expedition to be by the same means as that used for the expedition for the Venture Award, e.g. if a Venture Scout went by cycle in the expedition for the Venture Award, he may go by canoe in the expedition for the Queen's Scout Award. But, if there is a change of means, he must undergo extra training dealing with the sorts of contingencies and emergencies likely to be met on the expedition. The distance covered on foot should be at least 50 miles and the terrain should be mainly difficult. The distance covered by cycle, canoe or boat should be comparable in difficulty. (Other expeditions which seem to meet these requirements, e.g. car/air, should be submitted to H.Q. for approval.)

*Note 58.* The members of the group should tackle two or more tasks of their own choosing. (See also Notes 35, 37 and 38.)

*Note 59.* 5 days implies 4 nights away;  
3 days implies 2 nights away;

in each case not reckoning travelling time both to the starting point and from the finishing point.

*Note 60.* Two "linked and related expeditions" implies a degree of continuous planning or execution and they should take place within a period of six months.

*The Queen's Scout Award is made by the District Commissioner after consultation with the Venture Scout Leader.*

*Note 61.* The District Commissioner should interview the Venture Scout and receive a report from the Venture Scout Leader on the way in which the Venture Scout has qualified in the requirements, on the contribution he has made to the Unit, and in the way in which he has carried out the obligations of his Scout Promise. The Venture Scout Leader should consult the Executive Committee of the Unit before making his report.

## VENTURE SCOUTS: Proposed Membership Ceremony

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The Membership Ceremony is a declaration of intent based on the Law and Promise. It is the making of the Promise which makes a person a member of the Scout Movement. References, as at present, to "setting an example to the younger members of the Group" and to showing "progress in your Scout life" detract from the central purpose of the ceremony. It is interesting that they have no counterpart in the existing Boy Scout Investiture devised by Baden-Powell.

### *For a Scout entrant*

V. S. Leader: "John Smith, do you wish to become a Venture Scout?"

John Smith: "Yes."

V. S. Leader: "Do you understand that as a Venture Scout you will be expected to continue to set a high example in your practice of the Scout Law and Promise?"

John Smith: "Yes."

V. S. Leader: "Are you prepared to renew your Scout Promise realising your wider responsibilities as a Venture Scout?"

John Smith: "Yes."

V. S. Leader: "Repeat after me" . . . John Smith repeats the Promise after him—phrase by phrase. John Smith and all invested members of the Movement present make the Scout Sign. John Smith and Venture Scout Leader then shake hands. . . . "I trust you to do your best to keep this Promise and may God guide you in your endeavours. You are now a Venture Scout in the world-wide brotherhood of Scouts—in token of which I give you your Membership Badge. I wish you many more years of adventure and happiness in Scouting."

### *For a new entrant*

V. S. Leader: "John Smith, do you wish to become a Venture Scout?"

John Smith: "Yes."

V. S. Leader: "Do you know and understand the Scout Law and Promise?"

John Smith: "Yes."

V. S. Leader: "Do you understand that as a Venture Scout you will be expected to set a high example in your practice of the Scout Law and Promise?"

John Smith: "Yes."

V. S. Leader: "Are you prepared to make the Scout Promise realising your new responsibilities as a Venture Scout?"

John Smith: "Yes."

V. S. Leader: "Repeat after me" . . . John Smith repeats the Promise after him—phrase by phrase. John Smith and all invested people present make the Scout Sign. John Smith and the Venture Scout Leader shake hands. . . . "I trust you to do your best to keep this Promise and may God guide you in your endeavours. You are now a member of the world-wide brotherhood of Scouts—in token of which I give you your Membership Badge. I wish you many years of adventure and happiness in Scouting."

## COST OF NATIONAL ACTIVITY CENTRES

**Based on figures available in January, 1965**

The specifications of a typical Centre would be as follows:—  
 Accommodation for 40 (in two bunkhouses, so allowing for mixed groups);  
 Lavatory and washing facilities for mixed groups (20:20);  
 Self-cooking facilities and water heater;  
 Hall, suitable for dining, recreation and instruction;  
 Drying room;  
 Store room;  
 Porch and hall (with space for personal outdoor equipment);  
 Warden's house;  
 Access road of not more than  $\frac{1}{2}$  mile;  
 Camping ground of at least one acre;  
 Close proximity to activity.

In time Counties might require to add wings of their own or regular visitors might wish to have storage lockers provided for their convenience.

The estimated cost of such a Centre (based on the plans of four recently-built Centres) would be £12,500.

The total cost of all eight Centres (which would include improvements to Great Tower, Longridge and Lasham) would be £80,000 to £100,000.

As these would be designated national centres, direct Exchequer assistance towards the capital expenditure could be counted upon, possibly to a total of 75%.

Based upon 1965 returns the running cost of a Centre might be:

Salaries (two instructors) ... ..	£2,400
Additional domestic, clerical, estate help ... ..	500
Allowance for voluntary helpers ... ..	100
Superannuation ... ..	120
Repairs and maintenance ... ..	200
Electricity and water ... ..	100
Rates ... ..	65
Equipment ... ..	300
Transport allowance ... ..	200
Printing, stationery, telephone ... ..	200
Insurance ... ..	50
	£4,235
	£4,235

Fees for courses should be set at an economic rate rather than subsidised by the Association (grant aid could be expected for candidates from home L.E.As.). Twenty full courses a year at £3 a week would produce £2,400 in fees from each Centre. Week-enders and campers would provide £500 and a providore another £300. On this basis £1,035 would have to be found by the Association. Without including income which might be obtained in fees from other users and from the hire of equipment, the net cost of National Activity Centres to the Movement may be put at £7,245.

The cost of Headquarters sites at present (1965) is £12,065 (or £20,314 if improvements are included).

Although it would be wrong to assume that £4,820 would be saved by turning camp sites over to Counties and adopting Activity Centres, the financial burden is demonstrably within our means.

## Appendix K **PROPOSED SEA TRAINING PROGRAMME**

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### *BOATMAN BADGE*

1. Possess the Scout Standard.

#### *Preparation*

2. Swim 50 yards in clothes.
3. Know the safety rules that apply to boating.
4. Name the parts of a boat and its equipment and understand the maintenance of the boat.
5. Have some knowledge of rescue by boat.

#### *Practice*

Be proficient in the following:

6. Prepare an anchor; join two ropes and make a sailmaker's whipping.
7. Make a round-turn and two half-hitches round the thwart in a boat; heave a lifeline from a boat.
8. Pull in a boat's crew, row a dinghy single-handed and anchor; scull a dinghy over the stern to pick up an object from the water; steer a boat.

#### *Project*

9. Take part in a half-day's exercise afloat to show that you have prepared yourself for boating; have pursued the basic skills of boatwork, and be able to carry out a simple rescue operation by boat.

*Note:* During Boatman badge training, it is intended that the opportunity should be taken to undertake some canoeing and some sailing as a member of a crew.

### *COXSWAIN'S MATE BADGE*

1. Possess the Advanced Scout Standard.

#### *Approach*

2. Possess the Boatman badge.
3. Have a knowledge of the rule of the road; local rules; distress, storm, fog and danger signals.
4. Understand capsizing drill and resuscitation of the apparently drowned.
5. Know how to obtain weather forecasts and understand their importance.
6. Hoist the correct colours for a Sea Scout Troop and make "The Still" and "Carry On" on a Bosun's call.
7. Demonstrate how to take soundings in local waters.

#### *Activities*

8. Take part in cleaning and painting a boat and assist with repairs to a boat; make an eye splice and a short splice.
9. Demonstrate, whilst afloat, the following in their correct uses:—  
Clove Hitch, Rolling Hitch, Bowline, Midshipman's Hitch,  
a Stopper Knot.
10. Act as a coxswain of a boat's crew; carry out basic manoeuvres, including anchoring and taking a small boat in tow.
11. Rig a sailing boat and point out and name parts of the gear.
12. Show that you are an efficient member of a sailing crew and take the helm and sail the boat on all points of sailing, including getting under way and coming alongside.

13. Act as coxswain's mate in a rescue exercise, board the "stranded" craft and bring it ashore single-handed.

#### *Adventure*

14. Form part of a crew of a pulling boat for an expedition of not less than 24 hours' duration to include a night spent in camp.

*Notes:* It is intended that during the Coxswain's Mate training opportunity should be taken to obtain some experience in the management of outboard or inboard power craft. Alternatively, a short canoeing expedition in company with other canoeists should be undertaken.

A basic knowledge of chartwork should be introduced during this stage, including some compass work afloat.

**COXSWAIN'S BADGE**—To be taken in continuation of the above training and parallel with training for the Chief Scout's Award.

#### *Exercise*

1. Possess the Coxswain's Mate badge.
2. Read a chart and plot a position.
3. Have a good knowledge of the buoyage system;
  - local day marks;
  - navigation lights;
  - sound signals, standard danger storm;
  - fog and distress signals.
4. Discuss the Beaufort wind and sea scales and know at least two natural signs for fine weather and characteristic signs for approaching bad weather in your local area.
5. Know the skills of personal survival for emergencies in the water.

#### *Efficiency*

6. Undertake a repair to a boat using relevant materials.
7. Make a rope fender, a boat's bag out of canvas or demonstrate worm, parcel and serving.
8. Send a message of 25 letters over a distance of approximately 1½ cables between two boats or between boat and shore.
9. Take charge of a boat with crew in response to a distress call, take the boat away, steer a short compass course and pick up a small object from the water.
10. Take charge of a party preparing a boat for sailing, including gear to ensure the safety of the craft and crew under all conditions.
11. Be able to sail the boat in any direction on all points of sailing, and be able to tack, wear, reef, make and shorten sail and be able to get under way and come alongside from any direction, anchor safely and be able to sail up and make fast to a buoy.
12. Whilst afloat, make up a form of sea anchor from available materials in the boat, hove to and understand its use in an emergency.
13. Under sail demonstrate "man overboard" drill using a lifebuoy or similar procedure.

#### *Expedition*

14. Take charge of an expedition of 24 hours' minimum duration, approximately 10 nautical miles distance, under sail or power, to include a night in camp, or sleeping aboard. Some aim or purpose should be attached to the expedition, with evidence of adequate planning in advance. (Or suitable alternative according to local conditions and practicability.) Make a full report of a journey carried out by canoe or small craft, of not less than 20 miles. The report to include full details of two camp sites adjacent to mooring places in the area.

*Note:* During Coxswain badge training, every opportunity should be taken to gain experience in charge of power craft, with knowledge of fire-fighting methods and precautions afloat. Instruction should be given in the handling and use of flares. Elementary navigation should be included at this stage, and where opportunity affords some offshore cruising in larger craft should be arranged.

## PROPOSED AIR TRAINING PROGRAMME

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*AIRMAN'S BADGE*

1. Possess the Scout Standard.

*Flight Safety and Airmanship*

2. Have fulfilled the conditions of P.O.R. "Access to Airfields".

*Aviation Knowledge*

3. Know the parts of an aircraft, the control surfaces, and how they work.
4. Identify, either from pictures or in flight, 12 aircraft in common use today:—
  - 4 civil commercial aircraft.
  - 4 military aircraft.
  - 4 light private aircraft.

*Practical*

5. Using a model stick glider provided by the Troop, and constructed as in Scouters' Handbook, trim it to perform the following manoeuvres:
  - Straight glide.
  - Glide with a turn to the left and right.
  - Stall and dive.
6. Build one of the following:
  - A glider (hand-launched) to fly for 15 secs.
  - A rubber-powered model to fly for 25 secs.
  - A kite. Demonstrate how to fly and launch single-handed.

*SENIOR AIRMAN'S BADGE*

1. Possess the Advanced Scout Standard.
2. Possess the Airman's badge.

*Flight Safety and Airmanship*

3. Have fulfilled the conditions of P.O.R. "Flying".
4. Know how a parachute works, how to put it on and how to use it correctly. Be able to jump from a height of one foot above your own height, and be able to land correctly.

*or*

Know how the simple lifesaving jacket works and be able to demonstrate its use fully clothed in at least 6 feet of water.  
(A note would be inserted here to guide the Scout Leader on which of these alternatives the Scout should choose.)

*Aviation Knowledge*

5. Know and be able to demonstrate aircraft marshalling signals used by both day and night. Know the signals in use on an airfield, including those on the signals square, lamp and pyrotechnic.
6. Be able to assist the pilot of a light aircraft in moving his aircraft, strapping in, starting up, taxi-ing, parking and unstrapping and refuelling.



or

Be able to assist a pilot in rigging and de-rigging a glider, and in the ground handling of the glider and know the launching procedure and the necessary signals.

7. Know the reason for cloud formation and the type of flying conditions to be expected in each basic type. Know how wind speed is measured and the wind limitations imposed on various air activities. (gliding, powered flying, parascending, etc.).
8. Know the conventional signs in use on the Air Map and be able to point out the features overflown on an imaginary cross country route of at least 50 nautical miles flying at a height of 2,000 ft. Understand the working and the errors of an aircraft type compass.
9. Pass one of the following:
  - (a) *Aircraft Recognition*. Be able to identify from photographs or silhouettes shown for 10 seconds, 75 per cent of the aircraft published in a list annually by Headquarters.
  - (b) *Airline Operation*. Know at least six airlines by name and describe six routes operated by each together with the aircraft used on each route. Plan a journey to a destination in the antipodes giving airline, aircraft, date/time of departure (local time), en route stops and date/time (local) of arrival, including flying and elapsed times.
  - (c) *Aerospace*. Understand the reason for weightlessness in orbit or trajectory and the thrust obtained by rockets. Demonstrate a knowledge of a particular current space programme and its purpose.
  - (d) *Military Aviation*. Understand the R.A.F. system of letter designation according to aircraft duties. Know and be able to describe the operational military aircraft operating from the U.K.
  - (e) *Private Aviation*. Name the basic types of training aircraft in use in civil aviation. Give a brief description of one type. Name one airfield and Club operating this type.

#### *Practical*

10. Build a flying model aircraft of built up construction of at least 24" wing span.

or

Build a non-flying model aircraft with working control surfaces operated by a control column.

11. Have had an air experience flight in an aircraft other than as a fare-paying passenger.

**MASTER AIRMAN'S BADGE** (to be taken in continuation of the above training and parallel with training for the Chief Scout's Award.

1. Possess the Senior Airman's badge.

#### *Flight Safety and Airmanship*

2. Know the basic rules of airmanship for light aircraft flying and gliding.
3. Understand the system of controlled air spaces. Know the phonetic alphabet.

#### *Aviation Knowledge*

4. Understand the basic principles of flight of both a fixed and rotary-winged aircraft.

5. Understand the basic principles of both the piston and jet engine, and be able to point out the component parts of each. Be able to use the tools associated with the servicing of a light aircraft engine, and be able to assist in simple routine servicing.
6. Know the weather associated with frontal systems in the U.K. and be able to interpret the synoptic chart, indicating the type of weather expected at various points. Know the dangers of thunderstorms, icing and fog on light aircraft.
7. Know how to prepare an air chart for a navigational cross country flight of not less than 50 nautical miles. Know the basic method of plotting, pin-pointing, determining a heading given a track and wind-speed and direction. Where possible, demonstrate this in the air.
8. Complete one of the following. This need not be the same subject as that passed for the Senior Airman's badge.
  - (a) *Aircraft Recognition.* Be able to identify from photographs or silhouettes shown for 10 seconds 80 per cent of the aircraft in a list published annually by Headquarters. Know the main international markings.
  - (b) *Airline Operation.* Carry out a project on any airline giving a brief history, information on the fleet, route structure and the number of passengers carried in the previous year.
  - (c) *Aerospace.* Show that the scale of the solar system is understood by preparing a drawing or model of the relative positions of the planets and their main satellites. Understand the stages of acceleration and separation for a satellite to go into orbit round the Earth and the re-entry problems. Have a knowledge of the fuel systems used in space rockets and for the control of a satellite.
  - (d) *Military Aviation.* Build from photographs a solid model of a foreign military aircraft. Discuss the various significant features of the design and how they will affect its performance in its designated role.
  - (e) *Private Aviation.* Know the procedure for inter-airfield flights:—
    - Filing flight plans, including
      - (i) Alternative airfields,
      - (ii) Safety equipment to be carried,
      - (iii) Minimum safety altitudes.
    - Obtaining weather forecast.
    - Knowing weather limitation for visual flight.
    - Crossing an airway.
    - Papers to be carried.
    - Customs requirements.

#### *Practical*

9. *Powered Flying.* Have had sufficient qualified dual instruction to be able to take off, fly round the circuit and position the aircraft for a landing.

or

*Gliding.* Have had sufficient qualified dual instruction to fly a glider from take-off to landing, planning your own circuit.

or

*Research.* Undertake some form of advanced project over a period of three months and build a demonstration model to explain the results.

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*Classification of Handicaps adopted by the Department of  
Education and Science*

*Blind.* Those with no sight whatsoever, and who are educated in special boarding schools. In this field Scouting is carried on within the framework of the school by school-sponsored Groups.

*Partially Sighted.* Those with defective vision, who can still be educated by special methods involving the use of sight. Some proportion of these are in special boarding schools but the majority are in day schools and so for the most part, if in Scouting (which is in few cases), are in the ordinary Group.

*Deaf.* Those with no hearing whatsoever and who consequently have not been able to acquire *proper* speech; it is wrong to refer to them as deaf and dumb. The traditional sign language has now given way to lip reading in their education. These are normally dealt with in special schools, with their own sponsored Groups, but many within the age range of the Venture Scout Section will be taking their place in ordinary society.

*Partially Deaf.* Those whose hearing is so defective as to require some special educational treatment. Such boys learn to speak properly, and if in Scouting are in the ordinary Group.

*Diabetic.* Those suffering from diabetes who require *special* treatment and are normally resident in a special school. Scouting does not appear to exist in the few establishments but many diabetics are in ordinary Scout Groups.

*Epileptic.* Those who cannot be educated normally by reason of epilepsy and require residential care. (Minor epileptics do *not* come within this category.) Scouting is almost non-existent here.

*Maladjusted.* Those who show evidence of emotional instability or psychological disturbances and who require special treatment, for the most part in residential schools. These include the so-called "misfits" and those with anti-social tendencies. Scouting may provide part of the solution in bringing such boys back to a position where they are in tune with modern life and what is being done in this sphere confirms this view.

*Delicate.* Those with some impaired physical condition who require temporary or permanent special educational treatment. This category includes such boys as those with chronic anaemia, chorea, or a chronic pulmonary condition and who are normally catered for in open-air schools. Scouting here is usually within the framework of the school.

*Physically Handicapped.* Those with some physical handicap other than a defect of sight or hearing who require special education and treatment. Most of such boys are resident in special schools, hospitals and the like and their Scouting is in sponsored Groups. It must be realised that in this category, many of the boys severely handicapped die whilst within the age range of our training, and Scouting is often a highlight in their lives so that we have a particular responsibility to try and provide that highlight.

*Speech Defects.* Those suffering from a defect of voice or articulation, not due to deafness, and who usually require attention from qualified speech therapists. Such boys are usually absorbed into the ordinary Scout Group without any difficulty, just as they can still fit into the normal school.

*Dual or Multiple Disabilities.* Those with two or more listed defects, who are treated in special residential schools when places are available. Little or nothing is done at present in such establishments, although once again because many of the boys do not live long, Scouting, if provided, might make a valuable contribution.

*Educationally Sub-Normal (ESN).* Those who by reason of limited ability or other conditions resulting in educational retardation require some specialised form of education. Most educational authorities are coming round to the view that such boys should be dealt with in special schools and many of them are being built. Scouting has not, for the most part, extended into such establishments and there is great scope for extension here.

*Mentally Sub-Normal.* The Department of Education and Science also lists "mentally sub-normal" who are considered ineducable. Because they are so defined, they are unable to qualify within the minimum standards of Scouting and cannot become members of the Movement.

# UNIFORM

## Appendix N

## CUB SCOUTS

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- (a) Green jersey (same colour as at present) of modern design, round neck, raglan long sleeve.
- (b) Light green T-shirt, short sleeve, distinctive embroidered badge on front of shirt. (Summer wear provision.)
- (c) Group scarf.
- (d) Grey shorts.
- (e) Grey stockings, with green garter tabs.
- (f) Cap of modern design, colour to match jersey.
- (g) Black or brown shoes.
- (h) Brown leather belt (1½ ins. width) with Scout Badge on a silver buckle, no hooks. Worn under jersey. (Optional item for Cub Scouts.)
- (i) Green outer garment. (Optional item for Cub Scouts.)

## Appendix O

## SCOUTS

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- (a) Dark green long-sleeved shirt, two pockets without pleats. Shirt to have reasonable open neck appearance when required.
- (b) Matching green long-sleeved V-neck pullover.
- (c) Group scarf.
- (d) Mushroom long trousers, slim fitting, no turn-ups.
- (e) Fawn socks (half hose).
- (f) Black or brown shoes.
- (g) Brown leather belt (as described for Cub Scouts).
- (h) Green beret, colour to match shirt.
- (i) Green outer garment, colour to match shirt.

- (a) Beige long-sleeved shirt, two pockets without pleats. Shirt to have reasonable open neck appearance when required.
- (b) Matching beige long-sleeved V-neck pullover.
- (c) Dark brown tie.
- (d) Mushroom long trousers, slim fitting, no turn-ups.
- (e) Fawn socks (half hose).
- (f) Black or brown shoes.
- (g) Brown leather belt (as described for Cub Scouts).
- (h) Green beret (as for Scouts).
- (i) Green outer garment (as for Scouts).

*Sea Scouts*

- (a) Navy blue jersey, with double neck and ribbing at wrists and bottom. "Sea Scouts" to be embroidered on jersey.
- (b) White shirt to be alternative wear for summer.
- (c) Navy blue long trousers, slim fitting, no turn-ups.
- (d) Group scarf (no woggle, scarf tied).
- (e) Navy blue socks (half hose).
- (f) Black shoes.
- (g) Brown leather belt (as for Cub Scouts), but worn under jersey.
- (h) Sea Scout cap.
- (i) Navy blue outer garment.
- (j) Lanyard to be worn only with bosun's call.

*Venture Sea Scouts*

- (a) Light blue-grey long-sleeved shirt, two pockets without pleats. Shirt to have a reasonable open neck appearance when required.
- (b) Navy blue lightweight long-sleeved V-neck pullover.
- (c) Black tie.
- (d) Navy blue long trousers, slim fitting, no turn-ups.
- (e) Navy blue socks (half hose).
- (f) Black shoes.
- (g) Brown leather belt (as for Cub Scouts).
- (h) Peaked cap (white top) with suitable Venture Scout Section cap badge.
- (i) Navy blue outer garment.

*Air Scouts*

- (a) Light blue-grey long-sleeved shirt, two pockets without pleats. Shirt to have reasonable open neck appearance when required.
- (b) Matching light blue-grey long-sleeved V-neck pullover.
- (c) Group scarf.
- (d) Air force blue-grey long trousers, slim fitting, no turn-ups.
- (e) Navy blue socks (half hose).
- (f) Black shoes.
- (g) Brown leather belt (as for Cub Scouts).
- (h) Air force blue-grey beret.
- (i) Air force blue-grey outer garment.

*Venture Air Scouts*

- (a) Light blue-grey long-sleeved shirt, two pockets without pleats. Shirt to have reasonable open neck appearance when required.
- (b) Matching light blue-grey long-sleeved V-neck pullover.
- (c) Light blue tie.
- (d) Air force blue-grey long trousers, slim fitting, no turn-ups.
- (e) Navy blue socks (half hose).
- (f) Black shoes.
- (g) Brown leather belt (as for Cub Scouts).
- (h) Air force blue-grey beret.
- (i) Air force blue-grey outer garment.

- (a) Beige long-sleeved shirt, two pockets without pleats. Shirt to have reasonable open neck appearance when required.
- (b) Matching beige long-sleeved V-neck pullover.
- (c) Green tie (colour to match standard beret).
- (d) Mushroom long trousers, slim fitting, no turn-ups.
- (e) Fawn socks (half hose).
- (f) Black or brown shoes.
- (g) Brown leather belt (as for Cub Scouts).
- (h) Green beret.
- (i) Green outer garment.
- (j) Matching jacket (made to measure) to the trousers, for formal occasions. (Optional item.)

*MALE SCOUTER (Sea Scout)*

As for Venture Sea Scout but with white shirt, black tie and Scouter's badge on peak cap. Reefer jacket as optional wear instead of uniform outer garment.

*MALE SCOUTER (Air Scout)*

As for Venture Air Scout but with black tie.

- (a) Green skirt (present colour) with pleats back and front. Matching long-sleeved blouse, shirt collar style to give reasonable open neck appearance when required.
- (b) Alternatively, a green one-piece dress of the same basic pattern, but with short sleeves. This dress to be available in two weights.
- (c) Tailored matching green jacket for wear with (a) or (b) above. (Optional item.)
- (d) Group scarf or brooch at neck. (See Appendix U—Scouters (d).)
- (e) Green V-neck cardigan.
- (f) Brown leather belt (as for Cub Scouts).
- (g) Plain beige stockings will generally be worn. Green full length stockings permissible for Pack Meetings and expeditions.
- (h) Black or brown, flat or plain Cuban heel shoes, of plain design.
- (i) Green block type hat.
- (j) For optional activity wear (e.g. Pack Holidays and expeditions) green slacks may be worn. Slacks must *not* be worn at Pack Meetings.



**CUB SCOUTS**

- (a) Sixes to be identified by different coloured woggles.
- (b) Sixer and Second badge of rank to be incorporated in a special woggle.
- (c) Service stars to be in cloth and worn on jersey.
- (d) Arrow badges to be as small and neat as possible.
- (e) Proficiency badges be retained, but should be smaller and neater than at present.
- (f) Common membership badge to be worn. (See Recommendation 259.)
- (g) Group nametapes and County badges to be worn in standard positions and to be of standard size and type.
- (h) A cap badge, based on the membership badge.
- (i) Lapel badge for Cub Scouts with a special lapel badge for Sixers.

**SCOUTS**

- (a) Patrols to be identified by shoulder patches.
  - (b) Patrol Leader and Assistant Patrol Leader badge of rank to consist of short horizontal bars under the membership badge; a special Patrol Leader badge to be designed, suitable for wear with the pullover and outer garment.
  - (c) Proficiency badges to be retained, but should be smaller and neater than at present.
  - (d) Badges to denote progress through scheme of training to be as small and neat as possible.
  - (e) Common membership badge to be worn. (See Recommendation 259.)
  - (f) Group nametapes and County badges to be worn in standard positions, and to be of standard size and type.
  - (g) A beret badge based on the membership badge.
  - (h) Lapel badge for Scouts with special lapel badge for Patrol Leaders.
- Note:* Scouts will not wear Service Stars.

**VENTURE SCOUTS**

- (a) Progress through the scheme of training to be denoted by changes in the common membership badge. (See Recommendation 259.)
- (b) Group nametapes and County badges to be worn in standard positions, and to be of standard size and type.
- (c) A beret badge based on the membership badge.
- (d) Lapel badge for Venture Scouts.

*Note:* Venture Scouts will not wear Service Stars. There are no badges of rank or patrol insignia in the Venture Scout Section.

**SCOUTERS**

- (a) All adults working with Training Sections, i.e. holders of Leader Warrants, Permit holders and those Instructors and Administrators wearing uniform, to wear the appropriate coloured membership badge as follows:

Cub Scouts	—	red
Scouts	—	green
Venture Scouts	—	dark brown
Sea Scouts	—	navy blue
Air Scouts	—	light blue

This badge to be worn both on the uniform shirt, pullover, blouse or dress.

- (b) Leaders, and those Instructors and Administrators wearing uniform, other than those working with Training Sections, to wear the appropriate coloured membership badge as follows:
- |               |   |          |
|---------------|---|----------|
| Male Scouters | — | mushroom |
| Lady Scouters | — | green    |
- (c) If a tie pin is worn it will be one of two types. The first to be available for holders of Leader Warrants; the second for Permit holders, Instructors and Administrators.
- (d) Lady Scouters not wearing a Gropn scarf to wear a standard brooch suitable for wear at the neck. Ladies who are Permit holders and Instructors or Administrators who wear uniform, to wear a second style of brooch.
- (e) All Scouters to wear a standard badge on their headgear.
- (f) As the Wood Badge will look out of place with the proposed uniform an emblem should be designed to show the successful attendance at the Leaders Training Course; there would be no reason why the Gilwell Scarf and Wood Badge should not be worn on appropriate occasions such as the Gilwell Reunion or at the presentation of the Wood Badge.
- (g) Medal ribbons and Award emblems to be retained as at present.
- (h) Group nametapes and County badges to be worn in standard position and to be of standard size and type.
- (i) A lapel badge for all male Leaders, Instructors and Administrators of a neat Scout badge motif. There should be a brooch version for ladies.

## NATIONAL AND HEADQUARTERS BOARDS

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### CONSTITUTION AND TERMS OF REFERENCE OF NATIONAL AND HEADQUARTERS BOARDS

(Subject to corrected drafting for the purposes of the Royal Charter, Bye Laws and P.O.R.)

1. There will be two types of Boards:
  - (a) Those concerned with training and involving representation from Regions—known as **National Boards**.
  - (b) Those dealing with administrative and relationships subjects—known as **Headquarters Boards**.

#### 2. NATIONAL BOARDS

##### (a) Constitution

*Chairman* appointed annually by the Committee of the Council. He will be a member of the Movement and during his term of office will rank as a Commissioner and serve as a member of the Council of the Boy Scouts Association.

*Members* (i) One person nominated by the Chief Scout Commissioner in each Region after consultation with the Chairman of the Board and the Executive Commissioner and appointed by the Committee of the Council.

(ii) Persons co-opted by the Board.

(iii) The Executive Commissioner—*ex-officio*.

*In attendance* Minutes Secretary and such other full-time staff as may be required, e.g. Activity Centre Wardens.

All members except the Executive Commissioner to serve for a period of three years and to be eligible for re-election. One-third of the members to retire annually. No member to serve for more than two consecutive terms without a two-year break, except under special circumstances when he may with approval of the Committee of the Council be co-opted for a limited period.

##### (b) Terms of Reference

National Boards are responsible to the Programme Sub-Committee of the Committee of the Council through their Chairmen for:—

- (i) Advising on matters pertaining to their subject.
- (ii) Keeping Headquarters apprised of all matters affecting their Training Section or other responsibility.
- (iii) Examining continuously the methods and techniques of training for the members of their Section, and to recommend such developments as seem necessary. Similarly with Adult Leader training.
- (iv) Forming through their membership, personal contact between Headquarters, the Movement and specialists in the training of adults or members within the age group of their Section or activity.
- (v) Carrying out such executive functions as may be delegated to it.

### 3. HEADQUARTERS BOARDS

#### (a) Constitution

*Chairman* appointed annually by the Committee of the Council. He need not necessarily be a member of the Movement.

*Members* (i) The majority to be appointed by the Committee of the Council after consultation with the Chairman of the Board and the Executive Commissioner. They will not necessarily be members of the Movement but will be selected for their technical and specialist knowledge applicable to the Board to which they are appointed. The number of members to be decided by the Committee of the Council for each Board.

(ii) Boards will have powers to co-opt.

(iii) The Executive Commissioner—ex-officio.

*In attendance* Minutes Secretary and such other full-time staff as may be required.

All appointed members to serve for a period of three years and be eligible for re-election. One-third of the members to retire annually. *No member* to serve for more than two terms without a two-year break except under special circumstances when he may, with the approval of the Committee of the Council, be co-opted for a limited period.

#### (b) Terms of Reference

Boards are responsible to the appropriate Sub-Committee of the Committee of the Council through their Chairmen for:—

(i) Advising on all matters pertaining to their subject.

(ii) Examining regularly the official policy relative to their subject and recommending developments and changes deemed desirable.

(iii) Exercising such executive functions as are delegated to them.

### 4. MEETINGS OF NATIONAL AND HEADQUARTERS BOARDS

Chairmen of Boards must be in regular touch with the appropriate Executive Commissioner either by telephone, correspondence or personal visits.

National and other Boards will meet twice per year and whenever it is deemed desirable by the Chairman after consultation with the Executive Commissioner. Meetings will not necessarily take place in London. Much of the work of Boards will be conducted through the Executive Commissioner by correspondence.

### 5. CHIEF EXECUTIVE COMMISSIONER

The Chief Executive Commissioner and his Deputy shall be ex-officio members of all National and Headquarters Boards.

## ORGANISATION AND ADMINISTRATION of the Movement in the Field

---

(Subject to corrected drafting for the purposes of the Royal Charter, Bye-Laws and P.O.R.)

### THE GROUP

1. *The Group Council:* no change is proposed. All Leader Warrant holders and Permit holders would be members under the chairmanship of the Group Scout Leader.

2. *The Group Committee*

*Chairman:* To be appointed by the Group Scout Leader.

*Membership:* (i) The Group Scout Leader (ex-officio).

(ii) All "Section" Leaders (ex-officio), not Assistants.

(iii) Persons appointed by the Group Scout Leader.

(iv) Persons co-opted by the Committee.

*Note:* Persons appointed to the Committee serve for three years and are eligible for re-appointment for one further term.

Persons who are co-opted serve for one year only but are eligible for further co-option.

3. *Functions of the Group Committee*

(i) In consultation with the Group Scout Leader, to approve annually the appointment of the Chairman of the Group branch of the Supporters Association, and to promote the organisation and effective working of the branch.

(ii) To be responsible for the maintenance of Group property.

(iii) To assist the Group Scout Leader with finance, public relations, obtaining accommodation and camping grounds.

(iv) To assist the Group Scout Leader to find adult help for the Group.

(v) To support but not to exercise control over the work of the Scouters and the Supporters Association Branch.

(vi) To hold an Annual General Meeting and subsequently to submit a brief report together with the Group's audited annual accounts to the District Commissioner.

4. *The Group Branch of the District Supporters Association*

*Chairman:* To be appointed annually by the Supporters Association and approved by the Group Committee.

*Membership:* (i) All parents of past and present members of the Group.

(ii) Persons nominated by the Group Committee.

(iii) Persons elected by the Branch of the Supporters Association.

(iv) Persons co-opted by the Branch of the Supporters Association.

(v) Adult Leaders of the Group.

5. *Functions of the Group Branch of the Supporters Association*

(i) To assist the Group Committee in the raising of funds for the Group.

- (ii) To support the work of the Group and its Committee in any way open to them.

### THE DISTRICT

1. *The District Scout Association* (formerly the Local Association)

*Chairman:* To be elected annually at the Annual General Meeting.

*Membership:* (i) Ex-officio

- (a) The District President and Vice-Presidents if such appointments are made.
  - (h) The County/Area Commissioner or his nominee.
  - (c) The County/Area Chairman or his nominee.
  - (d) The District Commissioner, his A.D.C.s and District Scouters.
  - (e) The District Secretary and Treasurer.
  - (f) All Group Scout Leaders and Leaders of Sections.
  - (g) All Chairmen of Group Committees or their nominees.
- (ii) Persons nominated annually by the District Commissioner.
- (iii) Persons elected annually by the District Scout Association. These should include representatives over 16 years of age of Venture Scouts, of the B.-P. Scout Guild and of bodies with which it is desired to maintain co-operation, including Girl Guides, Local Education Authority, religious bodies and boys' or other organisations.

*Note:* Persons nominated and co-opted may not exceed in number the total number of ex-officio and elected members.

2. *Functions of the District Scout Association*

- (i) To safeguard and encourage the Movement within the District with the least possible interference with the independence and initiative of the Groups.
- (ii) To act in conjunction with the District Commissioner in the appointment of a District Treasurer and District Secretary.
- (iii) To appoint an Executive Committee.
- (iv) To elect annually a representative to serve on the County Scout Council.
- (v) To hold an Annual General Meeting and subsequently send a copy of its Annual Report and audited accounts to the County/Area Commissioner.

3. *The District Executive Committee*

*Chairman:* The Chairman of the District Scout Association.

*Membership:* (i) Ex-officio

- (a) The Chairman.
  - (b) The District Commissioner.
  - (c) The District Treasurer.
  - (d) The District Secretary.
- (ii) Persons elected annually by the District Scout Association of whom half shall hold Leader Warrants.
- (iii) Persons nominated annually by the District Commissioner in consultation with the District Scout Association Chairman (e.g. District Information Officers).

- (iv) Persons co-opted annually by the District Executive Committee.

*Note:* Persons nominated by the District Commissioner or co-opted by the Executive Committee may not exceed in number the total of the ex-officio membership and those elected by the District Scout Association.

4. *Functions of the District Executive Committee*

- (i) To act as an Executive Committee of the District Scout Association to promote the welfare of the Movement in the District and to arrange for harmonious co-operation with other organisations.
- (ii) To act in conjunction with the District Commissioner in all matters connected with the District finance and property.
- (iii) In consultation with the District Commissioner, to appoint annually the following Sub-Committees, all of which shall be responsible to the District Executive Committee:
  - Finance (and fund raising) including Friends of Scouting.
  - Warrants.
  - Training.
  - Development.
  - District Scout Supporters Association,together with any other Sub-Committees considered necessary.\*
- (iv) To appoint annually the Chairmen of all Sub-Committees.
- (v) To deal, as laid down, with all matters which have heretofore been allotted to Local Associations under P.O.R. and in particular, Warrants, Group Registrations, Membership of *Scouts*, Decorations and Awards.
- (vi) To supervise Group finance, the establishment of Group Committees and the establishment of proper trust of Group property.
- (vii) To be responsible for the grant of all badges and to arrange for examinations for all proficiency badges with power to delegate to Group Committees. (It should be noted that in some of the Training Sections the District Executive Committee will cease to have responsibility for some of the badges.)
- (viii) To present an annual report and audited accounts to the Annual General Meeting of the District Scout Association.

\**Note:* The District Commissioner and District Chairman shall be ex-officio members of all Sub-Committees.

5: *Functions of the "Friends of Scouting" organisation.*

- (i) To support Scouting in a particular place mainly by small but regular subscriptions.
- (ii) As desired to act in conjunction with the District Finance Sub-Committee to raise funds for the District by means of functions and events.
- (iii) Actively to create interest among a widening circle of acquaintances with a view to increasing membership of the Friends of Scouting organisation.

*Note:* Friends of Scouting are men and women whose interest may not stop at their annual subscription and whilst they will normally be organised at District level may equally exist at Group, County/Area and even Regional level.

6. *Functions of District Sub-Committees*

(i) *Finance Sub-Committee*

To be responsible to the District Executive Committee with the Treasurer to administer all matters connected with District finance

and property; actively to raise funds for the District, to ensure a thriving Friends of Scouting organisation in the District.

(ii) *Training Sub-Committee*

To be responsible to the District Commissioner and the District Executive Committee for ensuring that adequate provision is made for the administration of obligatory training of adult leaders in the District; for the provision of District facilities for Groups to use in their training.

(iii) *Development Sub-Committee*

To be responsible to the District Commissioner and the District Executive Committee for constantly reviewing methods of expanding the Movement in the District; for keeping in touch with County/Area and through them Headquarters in connection with any industrial development, new housing areas, etc.

(iv) *Warrants Sub-Committee*

To be responsible to the District Executive Committee for interviewing applicants for warrants and satisfying themselves as to their suitability; for considering applications for change of warrant within the Group and District, for carrying out such other duties in connection with the adult leaders in the District as is required of them.

(v) *District Scout Supporters Association Sub-Committee*

To ensure that proper provision is made within the District for all aspects of the District Supporters Association, including camp site service, Group and District Quartermasters, etc., and to maintain liaison with the Friends of Scouting organisation.

### THE COUNTY/AREA

*Note:* For the sake of clarity the term "County/Area" is omitted in this section. Wherever reference to "County" appears it is to mean "County/Area".

1. *The County Chairman*

The County Chairman is appointed by the County Scout Council after consultation with the County Commissioner, the County President and Headquarters.

2. *The Functions of the County Chairman*

- (i) To work in close collaboration with the County Commissioner to encourage the welfare and progress of the Movement in the County.
- (ii) To act as Chairman of the County Scout Council and the County Executive Committee and to promote the effective working of them.
- (iii) To maintain contact with all District Chairmen in the County to promote the organisation and effective working of their Committees.

3. *The County Scout Council*

*Chairman:* The County Chairman

*Membership:* (i) *Ex-officio:*

- (a) The County President
- (b) The County Chairman
- (c) The County Commissioner
- (d) The County Secretary and County Treasurer
- (e) All Assistant County Commissioners



- (f) All District Commissioners
- (g) All District Chairmen (or their nominees)
- (ii) Persons nominated annually by the County Commissioner in consultation with the County Chairman
- (iii) One nominated representative of each District Association.
- (iv) Persons co-opted annually by the County Scout Council including representatives of bodies with which it is desired to maintain co-operation—e.g. Girl Guides, L.E.A.s, religious bodies, boys' and other organisations, B.-P. Scout Guild.

*Note:* Persons nominated by the County Commissioner or co-opted to the County Scout Council may not exceed in number the total of the ex-officio members and District Association representatives.

4. *Functions of the County Scout Council*

- (i) To promote the welfare of the Movement in the County.
- (ii) To act in conjunction with the County Commissioner in the appointment and retirement of the County Treasurer and County Secretary.
- (iii) To appoint the majority of members of the County Executive Committee. Those appointed need not be members of the County Scout Council but half of them must hold Leader warrants.
- (iv) To elect persons to serve as the nominated member(s) of the County Scout Council on the Council of the Boy Scouts Association.
- (v) To hold an Annual General Meeting and subsequently to send a copy of its annual report and audited accounts to Headquarters and the Chief Scout Commissioner for the Region.

5. *The County Executive Committee*

*Chairman:* The County Chairman

*Membership:* (i) Ex-officio

- (a) The County Chairman
- (b) The County Commissioner
- (c) The County Treasurer
- (d) The County Secretary
- (ii) The Field Commissioner and the Administrative/Finance Officer to be invited members.
- (iii) Persons nominated annually by the County Commissioner in consultation with the County Chairman.
- (iv) Persons elected annually by the County Scout Council of whom half shall hold Leader warrants.
- (v) Persons co-opted annually by the County Executive Committee.

*Note:* Those nominated by the County Commissioner or co-opted may not exceed in number the total number of ex-officio members and those elected by the County Scout Council.

6. *Functions of the County Executive Committee*

- (i) To act as an Executive Committee of the County Scout Council to promote the welfare of the Movement in the County and to arrange for harmonious co-operation between District Scout Associations and with other organisations.
- (ii) To act in conjunction with the County Commissioner in all matters connected with County finance and property.

- (iii) To elect annually the following Sub-Committees which shall be responsible to the County Executive Committee:

Finance (and fund raising—including Friends of Scouting)

Training

Development

and such other Sub-Committees as are considered necessary.\*

- (iv) To appoint the Chairmen of all Sub-Committees.

- (v) To present a report to the Annual General Meeting of the County Scout Council together with its audited accounts.

*Note.* The County Commissioner and the County Chairman shall be ex-officio members of all Committees, Sub-Committees etc., within the County.

### *THE REGION*

There is no provision for a Committee structure at Regional level as this is considered undesirable and unnecessary. The Chief Scout Commissioner is ex-officio a member of all Committees, Sub-Committees, etc., within the Region.

## Appendix X HEADQUARTERS FUNCTIONS AND RESPONSIBILITIES

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Although under the heading "Headquarters", *P.O.R.* defines the function and membership of the Council and of its Committee, and refers in a number of contexts to "H.Q.". Nowhere are the functions and responsibilities of Headquarters defined.

It is the absence of such a definition which has led to the suspicions of the Movement towards the activities of H.Q. and in particular the view which considers Headquarters as being too concerned with Scouting in England and insufficiently concerned with Scouting elsewhere in the U.K. These suspicions are clearly detrimental to the smooth running and interests of the Movement. They should be removed by a clear definition of the functions and responsibilities of H.Q.

Basically the functions and responsibilities of any Headquarters are:—

- (a) to evolve, carry out, and pass on policy decisions to the organisation of which it is the Headquarters.
- (b) to provide the necessary administration and other help required by the organisation to enable it to progress in its aims.

So far as the Scout Movement is concerned, we consider the following to be the matters of policy for which H.Q. should be responsible:—

The maintenance of the aims and objects of the Movement.  
Conditions of membership.  
Training policy (adult and boy).  
Religious policy.  
Financial policy including grants, fund raising and trading.  
Administrative and organisational policy.  
Uniforms, badges, decorations, honours and awards.  
Relationships.

Likewise we consider the following to be the matters on which H.Q. should provide a Service to the Movement to assist its progress:—

Registration and records of Groups and records of Warrant holders.  
Training facilities and handbooks.  
Internal dissemination of information—communications.  
Insurance.  
Legal and Parliamentary service.  
Trusteeship arrangements and custody of deeds.  
Development and research.  
Trading advisory service.  
Fund raising advisory service.  
Full-time staff assistance including Field Commissioners.  
Co-ordination and provision for co-operation with Commonwealth and International Scout Associations including Jamborees etc.  
Liaison with government departments and co-ordination nationally and advice locally with Youth Service and kindred organisations.  
Public relations, publicity, publications, films etc.  
Organisation of national conferences and events.  
Provision and administration of Activity Centres.  
Administration of grants for special purposes.

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