

THE 10 **GSAT** DIMENSIONS

1 **NSO - WOSM INSTITUTIONAL REQUIREMENTS**

This dimension addresses areas relating to Article VII (Chapter III) of the WOSM Constitution, which outlines several obligations for Member Organizations, such as (a) continued acceptance of and conformity with the requirements of the Constitution of the World Organization, (b) to make an annual report to the World Scout Bureau, (c) to get approval by the World Scout Committee prior to the implementation of changes to its national constitution. In addition to the formal requirements stated in the WOSM Constitution, there are several best practices that express full integration of an NSO into the World Scout Movement, such as an NSO's participation to World or Regional Conferences and Events, in-country legal registration, protection of the Scouting names, logos, and brands, submission of financial audited reports, etc.

2 **GOVERNANCE FRAMEWORK**

This dimension focuses on areas relating to the national board as is the policymaking body of an NSO, and the General Assembly as its highest authority. The national board provides the strategic direction of the organisation and ensures that the long-term vision, mission, goals, and objectives of the organisation are carried out by the management and executive team. The board must be composed of independent minded persons acting in a voluntary capacity. They should possess certain qualifications that befit the organisation's principles and adhere to policies on conflict of interest. Moreover, the board should be governed by its own rules on conduct, attendance, meetings, quorum, voting rights, and terms of office. Young people under the age of 30 should be included in the composition of any boards and decision-making bodies of an NSO to support its governance.

3 **STRATEGIC FRAMEWORK**

This dimension deals with the NSO's vision and mission statement, consistency throughout the NSO's operations, structure, processes, and how it projects itself to its beneficiaries and the public. It investigates and assesses the extent to which these governing principles are documented, adopted, embedded, and made consistent with the NSO's governing documents, structure, and processes, and how clearly these are communicated to its stakeholders and publics.

4 **INTEGRITY MANAGEMENT**

This dimension addresses the organisation's ethical standards and practices, checks and balances, Safe from Harm policy, behavioural policies, and non-conformance processes and systems. Organisational policies, systems, and procedures will be pre-defined and documented so that staff and volunteers will be guided not only in the performance of their respective duties and responsibilities but, more importantly, in their conduct and behaviour.

5 **COMMUNICATION, ADVOCACY AND PUBLIC IMAGE**

This dimension revolves around the communication policy of the organisation regarding its various internal and external stakeholders, particularly in relation to its operational undertakings, finances, stewardship, and the overall image it wishes to build and project. The overall purpose is here to assess the policy of transparency and how the organisation keeps the public and its stakeholders informed of its operations.

6 **ADULTS IN SCOUTING**

This dimension deals with how the NSO handles human resources related matters such as recruitment, hiring, training, performance management, compensation and benefits, recognition, security, succession, and employee relations. It is critical to the NSO's success, and sustainability that the right people are chosen for each position, that their performance is properly monitored and assessed, and that they are adequately compensated for their efforts and outputs. As per the Adults in Scouting World Policy, when referring to Adults, we refer to professionals - paid staff - and volunteers.

7 **FINANCIAL STABILITY AND RESOURCE MOBILISATION**

This dimension focuses on financial policies, resource generation and allocation, and financial controls. The objective determines the organisation's levels of financial accountability and transparency. This is done through the examination and measurement of an organisation's financial systems and processes in place (or lack of) and the identification of areas of improvement to address any weak aspects in its financial system.

8 **YOUTH PROGRAMME**

This dimension involves elements relating an NSO's planning, its major thrusts and objectives, and modes of operations at the programme, project, and field levels. NSOs must operate on certain planning, implementation, monitoring, and evaluation and feedback adjustment systems.

9 **GROWTH**

This dimension highlights the importance of NSOs to proactively maintain their current levels of service while also striving for growth. NSOs must address several critical factors to ensure sustainable growth, including membership management, diversity and inclusion, strategic planning, and dedicated growth initiatives.

10 **CONTINUOUS IMPROVEMENT**

This dimension concentrates on the NSO's continuous and sustained improvement. All NSOs need to undergo an audit of their management systems, making their findings known to all concerned parties, implement corrective or preventive actions, and take stock of the lessons learned. This is a prerequisite for the NSO's continuous improvement.