

Regional Scout Plan 2025-2028

EUROPEAN SCOUT REGION





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Regional Scout Plan 2025-2028

EUROPEAN SCOUT REGION

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Foreword

During the 25th European Scout Conference in July 2025, National Scout Organizations came together to co-create and adopt the Regional Scout Plan 2025-2028, along with 11 Conference Resolutions. Since then, the European Scout Committee has been working on a roadmap to turn these commitments into clear actions and replicable results.

This is an important step in contributing to our Strategy for Scouting, which aims to position our movement as the world's most inspiring and inclusive youth platform, where every young person can access meaningful learning experiences.

Europe is currently undergoing significant change. The broader global context is becoming more complex, with conflicts within and beyond the region affecting everyday life. These tensions contribute to economic uncertainty, rising living costs, and a stronger focus on security and defence. At the same time, we are also facing demographic change, migration, and shifting political dynamics, often characterised by fragmentation and growing polarisation. These factors are influencing priorities connected to sustainability, inclusiveness, and long-term resilience.

In this context, Scouting stands ready to actively contribute to solutions and to be a movement committed to leading by

example. Based in local communities and guided by shared values, Scouting offers practical ways to address social, economic, and environmental challenges.

Scouting supports young people with skills that are important in times of uncertainty, including resilience, civic responsibility, intercultural understanding, and ethical leadership. Through non-formal education, Scouts learn to navigate complexity, work across differences, and respond constructively to challenges.

At the local level, Scouting contributes to stronger communities. Scout groups bring together young people from different backgrounds and create a sense of belonging through shared activities and service. By promoting dialogue, respect, safeguarding and volunteerism, Scouting helps reduce division and build trust.

As this work continues, there is a shared commitment to build on existing progress to respond to new opportunities and address the challenges ahead with courage and creativity. Our strength lies in collaboration between organisations, volunteers, staff and partners.

Together, we will continue to strengthen our movement, support its diversity, and ensure it continues to equip young people with skills for life while contributing positively to a rapidly changing world.



Diana Slabu

Chairperson
European Scout Committee



Goran Gjorgjiev

Regional Director,
Europe Support Centre

Introduction

The Regional Scout Plan 2025-2028 was approved by the European Scout Conference in Vienna, July 2025. This comprehensive plan outlines the Region's strategic priorities and objectives for the next three years, paving the way for continued growth and impact. By building on past achievements and introducing innovative goals and transversal Areas of Work, the plan will guide efforts to expand the quality and reach of Scouting's transformative educational programme to more young people, volunteers and communities. This roadmap ensures that Scouting remains relevant and continues to make a positive impact on millions of young people worldwide.



Strategy for Scouting



The [Strategy for Scouting](#) outlines the Movement's strategic framework for the next nine years. Approved by the 43rd World Scout Conference, it guides the efforts of the World and Regional Scout Committees, which are responsible for implementing the strategy through a series of triennial plans. Progress on the strategy's implementation will be reported by both World and Regional Scout Conferences, ensuring accountability and alignment.

The World Scout Bureau will also engage Member Organizations to integrate the Strategy for Scouting into their national strategies and programmes, monitoring progress to ensure its successful adoption and impact. A number of Scouting resources, including this [toolkit](#) and [guide](#) have been developed to support Member Organizations in this process.

Regional Scout Plan 2025-2028

The **Regional Scout Plan (RSP)** establishes the guiding principles, strategic priorities, and objectives to shape the Region's work over the next three years. It serves as a framework to address current and emerging challenges and opportunities, guiding resource allocation, fostering collaboration, and facilitating knowledge-sharing across the Region. Developed with input from National Scout Organizations (NSOs) and volunteers, the plan focused on priorities and objectives relevant to the Region, such as promoting peace, recognising volunteers and strengthening our membership.

At the heart of the plan are NSOs and the Scouts they serve. By tailoring global and regional objectives to national contexts, NSOs play a key role in bringing the plan to life. This approach ensures that initiatives are practical and relevant, and contribute to more inclusive and engaging Scouting worldwide.

The plan is connected to the World Triennial Plan 2024-2027 and the Strategy for Scouting. This structured approach ensures progress toward our strategic vision while remaining flexible to emerging opportunities and priorities.



Guiding Principles

Guiding Principles

The **Guiding Principles** set the foundation for the Region's culture, decision-making, and overall approach. They define the behaviours and attitudes expected within our organisation, ensuring consistency in how we operate and interact. While many aspects of the Region's work may evolve, these principles remain constant, reflecting our Movement's core values. In essence, they represent the **"DNA of the Region"**.



Continuous Improvement

The principle of continuous improvement is fundamental to the WOSM Quality Standard (GSAT Dimension 4) and is equally essential to the Region's work. Ensuring ongoing enhancement of actions, events, and processes is crucial for **good governance** and **capacity building**. Over the past three years, a dedicated team evaluated and optimised our processes, providing concrete recommendations for increased efficiency and effectiveness. Moving forward, we remain committed to refining our **actions, events, and structures**, ensuring we are data-driven and that regional volunteers are supported in delivering meaningful and impactful work.

Transparency

Openness and transparency are key to fostering trust and collaboration within our Movement. Over the past three years, we have **innovated our reporting processes**, introducing a **live tracking platform** that enables real-time monitoring of progress on **Key Performance Indicators (KPIs)**. This has enhanced visibility and accountability across the Region. As we advance, we will continue to ensure that all relevant information is **accessible, clearly communicated, and easily found**, promoting participation and knowledge-sharing.

Diversity and Inclusion

Diversity and Inclusion have been at the heart of our efforts over many triennia, evolving from an area of growth into a defining aspect of our identity as a Region. Building on previous progress, we implemented the [SYSPUC project](#), further embedding inclusive practices into our work. Multiple teams over the last few years have also supported **National Scout Organizations in reaching out to underrepresented communities**, strengthening accessibility and representation across the movement. Over the next three years, we will continue expanding these efforts, ensuring that Scouting remains open and welcoming to all.



Youth Empowerment

The European Scout Region is deeply committed to **empowering young people to create a better world**. We recognise the importance of **intergenerational dialogue** and see it as a fundamental part of Scout education and key to meaningful youth participation. During the last Triennium, we developed a **Regional Youth Empowerment Strategy**, reinforcing our commitment to ensuring that young people take an active role in decision-making across all levels of Scouting. In the years ahead, we will focus on implementing this strategy and further embedding youth participation into our structures and processes.

Unity

We will continue strengthening **alignment with the WOSM Strategy for Scouting** to maximise our collective impact. Through improved coordination between **global and European working structures**, we aim to enhance efficiency, ensure coherence, and adopt the most effective methodologies. By fostering deeper synergies, we will create a more unified and resilient Region equipped to face future challenges together.



Focus of the Regional Scout Plan

The Regional Scout Plan 2025-2028 was developed with the following considerations:

- Draft objectives of the Regional Scout Plan 2025-2028, as approved by the 25th European Scout Conference.
- Resolutions, as approved by the 25th E Scout Conference.
- Resolutions carried forward from previous triennia.
- Policies that are due for review.

The plan is built around nine teams that address key topics and two transversal teams (Youth Representatives and Regional Decisions Committee) who support the topic-specific teams in delivering the overall goals. Each team is designed to serve or contribute to one or more Strategic Priorities from the Regional Scout Plan and the resolutions approved by the European Scout Conference, enabling a more integrated and efficient structure (see pages 38-43). This new approach allows for steady progress in implementing the strategy while optimising resources and avoiding duplication. The following topics have been identified:

Topic 1

Peace Education

Topic 2

Volunteering

Topic 3

Regional Events

Topic 4

Youth Leadership

Topic 5

Membership Development

Topic 6

Organisational Resilience

Topic 7

Safe from Harm

Topic 8

Programme

Topic 9

Joint Work

Monitoring and evaluation framework

As outlined in World Scouting's Planning Framework, a unified monitoring and evaluation framework will be implemented "to assess progress across the Scout Movement towards the Strategy for Scouting or a specific triennial plan, promoting collaboration and quality assurance."

The monitoring and evaluation framework includes:

- Key Performance Indicators for the Regional Scout Plan objectives.
- Key Performance Indicators for the Resolutions.

Formulation rationale for key performance indicator

Key Performance Indicators provide measurable data and insight into progress towards objectives and strategic priorities. They focus on practical, reliable data collected through existing channels, such as the WOSM Services platform, NSO Data Portal, GSAT, WOSM Membership Census, and Safe from Harm Assessments.

Where necessary, new data-collection methods, such as NSO surveys, will be used only if existing data are insufficient. This approach ensures efficiency and minimises additional burden on NSOs.

VIS

To be the
most inspiring and
movement creating transform
for every young pe

A peaceful
and
inclusive
world

A world
shaped
youth

IMPACT STATEMENTS

Scouting will work to create a peaceful and inclusive world, eliminating discrimination and ensuring safe and equal opportunities for everyone.

Scouting will work to create a world where youth are barrier-breakers, bridge-builders, decision-makers and responsible leaders, empowered by core competencies developed through

Peace Education

Safe from Harm

Youth Leadership

Regional Events

ION

the world's
and inclusive youth
formative learning experiences
person, everywhere.

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TEMENTS



world shaped by youth
dge-builders, informed
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n Scouting.

Scouting will work to build resilient communities by educating and empowering young people to adapt, mitigate and take action on climate change, pollution, and biodiversity conservation, balancing economic development, social improvement, and the environment. Scouting will lead by example and advocate for environmental, economic and social sustainability; climate and environmental resilience and positive impact, locally, and globally.

Programme

ents

Regional Events

Organisational Resilience

Innovate education

KPIs for Regional Scout Plan

Regional Scout Plan

1.1

Through the Scout Movement young people will be able to enjoy more innovative, flexible, relevant and attractive youth programmes which leverage technology to offer more transformative and competency-based learning experiences.

Programme

At least 10 documented European case studies of programme innovation are shared regionally.

1.2

To meet today's changing realities, the Scout Movement will expand its approach to peace education and contribute to the notion of a "culture of peace" by empowering young people to live together in peace, celebrate diversity, and foster inclusion, dialogue, and mutual understanding.

Peace Education

25 initiatives are led either by National Scout Organizations, or the European region addressing peacebuilding, dialogue or social cohesion.

1.5

Competencies developed by young people through the Scout Movement will be better recognised as relevant and transferable to the outside world.

Programme

At least 4 European-level advocacy initiatives on skills recognition.



PRIORITIES MENT

Guarantee Safety and Well-being

KPIs for Regional Scout Plan

Regional Scout Plan

3.1

The Scout Movement will be a global leader in safeguarding and well-being, creating a culture that ensures a safe environment for its members and the community.

Safe from Harm

35 National Scout Organizations have met at least one of the following criteria on Safe from Harm: have a dedicated budget, a responsible national board member, have organised an event, undertaken an advocacy action, or published a report.

The European Scout Region has developed and approved a regional action plan to update Safe from Harm measures in alignment with the renewed global standard.

The European Scout Region has strengthened the NSO Safe from Harm Network, with at least 32 National Scout Organizations actively participating and evidence of regular knowledge-sharing, peer support, and contributions to strengthening safeguarding practices across the Region.

3.2

The Scout Movement has established the necessary measures, mechanisms, and capacities to ensure the safety of every member at all levels.

Safe from Harm

33 National Scout Organizations and Associations are compliant with the constitutional obligations for Safe from Harm.

The European Scout Region has developed and implemented two Safe from Harm governance oversight resources:

- (1) an organisational concept communicated to National Scout Organizations, and
- (2) a governance role framework implemented within the Committee structure.

3.3

Young people and adults will receive support to ensure their well-being throughout their experience in the Scout Movement.

Safe from Harm

8 National Scout Organizations have integrated health and well-being initiatives, including but not limited to HealthAllies, into their Youth Programmes.

Value Volunteering

KPIs for Regional Scout Plan

Regional Scout Plan

4.1

The Scout Movement will have increased the number of new volunteers involved in the movement and retention of existing volunteers to provide quality programmes to more young people.

Volunteering

The number of adult volunteers in the European Scout Region has increased by 10%.

4.2

The Scout Movement has adopted flexible and inclusive volunteer frameworks, increasing participation and volunteering opportunities across all levels.

Volunteering

23 National Scout Organizations offer flexible, project-based, or short-term volunteering roles as part of their national Adults in Scouting policies or procedures.

4.5

There will be increased recognition of volunteer Scouting competencies as vital and valuable inside the Scout Movement and transferable to the outside world.

Volunteering

12 National Scout Organizations have put in place a mechanism for recognising competencies acquired through volunteering to external stakeholders.

STRATEGIC PRIORITIES ORGANISATION

A Fit For Purpose Organisation

KPIs for Regional Scout Plan

Regional Scout Plan

5.2

The Scout Movement has increased the financial sustainability on all levels through responsible approaches, generating diverse income streams and ensuring efficient resource and financial management.

Organisational Resilience

9 National Scout Organizations have established new income sources.

The European Scout Region has diversified its income sources by introducing at least one new income stream.

5.3

The Scout Movement will be prepared for the impact of climate change on our organisations and implement the regional climate sustainability strategy and actions across all operations.

Regional Events

At least three (3) National Scout Organizations have developed their own internal Sustainable Events Checklist.

By the end of the Triennium, the Region has reduced the carbon footprint of regional events by 10% compared to the 2025 baseline.

5.3

Regional Scout Events are accessible for each member and have enhanced their organisation, accountability, and risk management to create safe, inclusive, and enriching experiences. They prioritise sustainability and ensure cost-effective participation, giving everyone a fair chance to participate.

Regional Events

At least 35 National Scout Organizations are represented at every regional programmatic or institutional event (such as the Agora, The Academy, the European Scout Symposium, and the European Scout Conference).

The average satisfaction rate from National Scout Organizations for all regional events is above 80%.

Over 75% of participants report gaining new leadership or intercultural skills during a regional event.

5.6

The Scout Movement will proactively anticipate and adapt to internal and external challenges ensuring organisational resilience through change, crisis, and risk management.

Organisational Resilience

23 National Scout Organizations have taken active steps to enhance organisational resilience, including through the use of the organisational resilience framework.



Conference Resolutions

| | | |
|---|----------------------------------|---|
| <p>EUR-R02-2025 Promoting youth members to leadership roles</p> | <p>Youth Leadership</p> | <p>43 National Scout Organizations have youth representation (under 30 years old) in their National Board.</p> |
| <p>EUR-R03-2025 Regional Registration Fee proposal</p> | <p>Organisational Resilience</p> | <p>The European Scout Region has delivered the implementation reports on the Regional Registration Fees System.</p> |
| <p>EUR-R04-2025 Membership development: Strengthening emerging and developing Member Organizations</p> | <p>Membership Development</p> | <p>28 National Scout Organizations with market share <2% have reported membership growth above 5%.</p> |
| <p>EUR-R05-2025 Ensuring equitable access to Regional Events through financial solidarity mechanisms</p> | <p>Regional Events</p> | <p>National Scout Organizations from low-income countries and/or with substantial travel barriers have increased their participation by 20% compared to the baseline participation in 2025.</p> |
| <p>EUR-R06-2025 Strengthening the Implementation of Sustainability Tools</p> | <p>Regional Events</p> | <p>100% of regional events and meetings have provided a report based on the Sustainable Events Checklist.</p> |
| <p>EUR-R07-2025 Securing the Future of Roverway: Governance, Accountability and Inclusive Participation</p> | <p>Joint Work</p> | <p>Integrated into the Joint Action Plan.</p> |
| <p>EUR-R08-2025 Scouting for Peace: Strengthening Solidarity and Youth Engagement in Peacebuilding across Europe</p> | <p>Peace Education</p> | <p>At least 15 National Scout Organizations have progressed by at least one level in the Peace Education in Scouting Maturity Model (from Awareness to Adoption to Systematic Integration).</p> |
| <p>EUR-R09-2025 Azimuth - Connecting Scouts to Travel the Region</p> | <p>Joint Work</p> | <p>Integrated into the Joint Action Plan.</p> |
| <p>EUR-R10-2025 Ensuring Continued Collaboration between the Europe Region WAGGGS and the European Scout Region</p> | <p>Joint Work</p> | <p>Integrated into the Joint Action Plan.</p> |
| <p>EUR-R11-2025 The Future of Joint Work</p> | <p>Joint Work</p> | <p>Integrated into the Joint Action Plan.</p> |



Action Plan

Team 1 - Peace Education

Scouting will make Peace Education a core priority, empowering young people to foster a culture of peace based on inclusion, dialogue, and respect for human rights. By enhancing youth programmes, international exchanges, and cross-border collaboration, Scouting will promote mutual understanding and solidarity among diverse communities.

By promoting youth engagement in peacebuilding and developing both young people and adults as active contributors, Scouting aims to inspire action and be recognised as a leading force for peace and democracy in Europe and beyond.

**Innovate
education**

EUR-R08-2025

Research and development

- Consolidate and improve access to Peace Education resources.
- Monitor progress and establish a maturity framework to assess impact by the end of the Triennium.
- Integrate the Peace Education learning journey into events to support the ambassador-to-facilitator pathway.
- Host the Voices of Change closing conference, engaging NSOs and partners to consolidate learning and commitments.
- Plan and host a European Summit on Scouting and Peace.

Advocacy and influence

Support to NSOs

- Promote and integrate Peace Education initiatives into regional events, such as the Educational Methods Forum and Academy.
- Develop and deliver a Training of Trainers programme to strengthen adult competencies in peacebuilding using the Dialogue for Peace (D4P) approach.
- Disseminate Peace Education methodologies and supporting materials for all levels of Scouting.
- Implement the Voices of Change (VoC) project, including innovation labs, European Youth Dialogue, national projects, and micro-grants to support peace education and social cohesion.
- Implement advocacy campaigns, including Gathering Voices and Raise Your Voice.
- Support Youth Representatives in peace-related advocacy and external engagement.
- Collaborate with KAICIID and Kandersteg International Scout Centre to host two International Rover Weeks focused on peace education and dialogue.

Team 2 - Volunteering

Scouting will empower more youth in decision-making. Scouting will build a diverse, inclusive, and engaged volunteer base to deliver quality programmes to more young people. By adopting flexible volunteering frameworks and expanding accessible opportunities, the Movement will attract new volunteers and improve retention. Enhanced recognition of volunteering will highlight the value of Scout competencies within the Movement and as transferable skills, making volunteering more meaningful, inclusive, and impactful.

Value
Volunteering

Research and development

- Compile and organise existing materials on volunteer retention and recognition from World Scouting and National Scout Organizations, and identify related needs.
- Adapt and provide accessible resources on volunteer retention and recognition.
- Review and update materials on barriers to volunteering to reflect current trends.
- Engage National Scout Organizations to identify challenges and needs regarding barriers to volunteering.
- Develop a framework to guide future efforts in reducing barriers to volunteering.
- Gather existing materials on flexible volunteering from World Scouting, National Scout Organizations, and partner organisations.
- Adapt and tailor flexible volunteering resources for the European Scout Region and ensure they are accessible to National Scout Organizations.
- Collect and review materials on volunteer well-being.
- Develop a practical toolkit to support well-being in flexible volunteering models.
- Establish a framework to guide future work on volunteer well-being.
- Monitor and evaluate the implementation of a pilot project on volunteer well-being. Collect case studies on micro-volunteering from relevant organisations.
- Collect existing materials and case studies, and identify relevant partners related to competency recognition in volunteering.

- Develop or adapt tools to help National Scout Organizations implement competency recognition mechanisms.

Support to NSOs

- Engage National Scout Organizations through events and online platforms to promote flexible volunteering opportunities.
- Engage National Scout Organizations through events and online platforms to share materials, assess needs, and adapt resources.
- Promote micro-volunteering approaches through online engagement and communication with National Scout Organizations.

Advocacy and influence

- Engage partners and National Scout Organizations to launch cross-national initiatives that formalise recognition of volunteer-acquired competencies.
- Develop and expand advocacy initiatives to promote recognition of non-formal and outdoor education.
- Conduct structured consultations and coordinate participation in EU Youth Dialogue processes.
- Increase participation opportunities and strengthen the Youth Representatives model.

Team 3 - Regional Events

The European Scout Region will enhance its approach to regional events by ensuring they are accessible, inclusive, and sustainably managed, providing safe and enriching experiences for all participants. By raising organisational standards, strengthening accountability and risk management, and introducing transparent and equitable financial support, the Region will enable broader participation regardless of economic or geographic barriers.

This commitment will be supported by clear sustainability practices. European Scouting aims to deliver high-quality, accessible events recognised for their positive impact and best practices.

A Fit
For Purpose
Organisation

EUR-R05-2025
EUR-R06-2025

Implementing the WOSM events strategy

- Review and align the event bidding process with Safe from Harm requirements and the WOSM Events Strategy.
- Integrate governance, accountability, and operational standards from the WOSM Events Strategy into host agreements.
- Develop and disseminate Sustainable Events Checklist guidelines for National Scout Organizations and National Scout Associations.
- Organise a Sustainable Events campfire to share practices and build capacity
- Support and monitor the implementation of Sustainable Events Checklists within National Scout Organizations and National Scout Associations.

Support to NSOs

- Review and standardise evaluation methodologies for regional events.
- Develop mechanisms to improve accessibility of regional events.
- Conduct National Scout Organization consultations on accessibility challenges and solutions.
- Develop guidelines for accessible regional events.
- Launch and promote the Sustainable Events Checklist for regional event hosts.

Advocacy and influence

- Contribute to implementing the Carbon Neutrality Roadmap and EU climate targets through coordinated actions.
- Align advocacy efforts with key sustainability networks and partners.

Team 4 - Youth Leadership

Scouting will strengthen youth leadership by empowering more young people to take on meaningful decision-making roles at all levels of the Movement. Implementing the Youth Empowerment Framework, supporting policy development, and expanding WOSM Services will ensure youth participation is impactful, consistent, and integrated into governance structures.

EUR-R02-2025

Research and development

- Conduct a benchmark study across National Scout Organizations to identify practices supporting youth leadership in decision-making.
- Analyse barriers identified in the 2023 Youth Engagement report to inform targeted actions.
- Identify, collect, and share best practices that support youth leadership (under 30) in decision-making.
- Establish effective communication channels to better reach and engage young people in National Scout Organizations.

Advocacy and influence

- Engage actively in the Advisory Council on Youth to influence policy and funding decisions.
- Contribute strategically to the European Youth Forum to shape youth policy priorities.

Support to NSOs

- Develop and deliver tools and learning experiences (including digital formats and webinars) at regional and national levels.
- Share best practices on youth leadership and decision-making across National Scout Organizations.
- Develop a matrix to support National Scout Organizations in assessing compliance with GSAT 0207.

Team 5 - Membership Development

The European Scout Region will strengthen support for National Scout Organizations by providing tailored, practical assistance that meets their specific needs, with a particular focus on those with lower market share. Expanding targeted initiatives such as the Growth Potential Project and increasing the number of trained consultants will ensure accessible, high-quality support where it is most needed.

EUR-R04-2025

By implementing adaptable membership development solutions and resilience frameworks, Scouting will promote sustainable growth and organisational strength. Encouraging collaboration, partnerships, and peer-to-peer learning among National Scout Organizations will enhance shared knowledge, build capacity, and support long-term impact across the Movement.

Research and development

- Conduct an impact analysis of the Growth Potential Project initiative.
- Integrate the Organisational Resilience Framework into the Growth Potential Project.
- Develop and disseminate best practices for membership development.

Support to NSOs

- Establish a network of Growth Representatives across National Scout Organizations and National Scout Associations.
- Deliver the Momentum: Membership and Resilience Accelerator initiative.
- Review and launch a Growth Self-Assessment Tool for National Scout Organizations and National Scout Associations.



Team 6 - Organisational Resilience

Scouting in Europe will strengthen organisational resilience by anticipating and adapting to challenges, ensuring stability through effective change, crisis, and risk management. The focus will be on building robust, flexible structures that keep the Movement responsive in a changing environment.

By reviewing and refining the Regional Registration Fees system and ensuring transparent reporting and fair, sustainable models, Scouting will encourage growth and help National Scout Organizations address financial challenges. Diversifying income streams will further strengthen financial sustainability, ensuring the Movement remains resilient and prepared for long-term impact.

A Fit
For Purpose
Organisation

EUR-R03-2025

Research and development

- Develop a toolkit on income diversification to support National Scout Organizations and the Region.
- Develop a playbook on Organisational Resilience, including topics such as crisis funding, financial resilience, and related areas.
- Produce a research paper on crisis funding and financial management.

Support to NSOs in Safe From Harm

- Establish and facilitate a network of National Scout Organizations and National Scout Associations focused on financial resilience.

- Deliver an Organisational Resilience Forum.
- Launch the Organisational Resilience Framework.
- Launch a sub-service under the Governance & Strategy WOSM Service dedicated to Organisation Resilience.

Financial sustainability

- Establish and support administrative processes for implementing the Regional Registration Fee system throughout the Triennium.

Team 7 - Safe from Harm

Scouting will reinforce its commitment to safeguarding and well-being, fostering a culture where every young person and adult feels safe, supported, and valued. By implementing robust measures, clear mechanisms, and strong capacities at all levels, the Movement will ensure safe environments for all members and the broader community.

With targeted support, resources, and ongoing capacity-building, Scouting will advance safeguarding and holistic well-being throughout the Scout experience. By fostering a proactive and caring culture, this initiative aims to position Scouting as a global leader in building safe, supportive, and resilient communities.

**Guarantee
Safety and
Well-being**

Research and development

- Gather insights on National Scout Organization safeguarding practices through self-assessments, regional outreach, events, services, and committee engagement.
- Develop and approve a regional action plan aligned with the updated Safe from Harm global standards.

Support to NSOs

- Strengthen the Safe from Harm network through regular online meetings and engagement activities.
- Apply the Innovation Lab approach to facilitate peer learning on safeguarding culture and capacity-building modules.
- Support and monitor Safe from Harm self-assessments through the Regional Safe from Harm Panel.
- Ensure National Scout Organizations develop clear action plans following assessments and WOSM services.

- Communicate and support the implementation of the World Safe from Harm Compliance Mechanism.
- Monitor annual compliance reporting across National Scout Organizations.
- Develop and communicate an organisational concept for Safe from Harm governance oversight.
- Update and implement the governance oversight framework within the Committee structure.
- Support National Scout Organizations in implementing relevant World Scouting services related to safeguarding, well-being, and Scouts for SDGs..

Advocacy and influence

- Establish and strengthen strategic engagement with key European child rights actors and policy mechanisms.
- Build and activate partnerships to position World Scouting as a recognised leader in safeguarding.

Team 8 - Programme

Scouting in Europe will enhance its educational offerings by delivering innovative, flexible, and relevant youth programmes that address the changing needs of young people. By leveraging technology and promoting competency-based learning, the Movement will offer engaging and transformative experiences that prepare youth for today's world.

This Area of Work will improve recognition of skills and competencies gained through Scouting and strengthen their relevance beyond the Movement. The goal is to ensure young people are better equipped for life, with abilities that are valued and transferable in wider society.

**Innovate
education**

Research and development

- Collect and document 10 European case studies showcasing innovation in youth programmes.
- Enhance the GPS 2.0 framework by integrating elements of educational innovation.
- Define and consolidate a list of key competencies developed through Scouting.
- Identify competencies relevant to civil society and the labour market.
- Map connections between Scouting competencies and external expectations.
- Develop a self-assessment tool for National Scout Organizations to evaluate competency development within their programmes.
- Develop and implement youth-led innovation labs focused on programme development and competency recognition.
- Organise and host a European Educational Methods Forum.

Advocacy and influence

- Share findings and tools at regional events, on national platforms, and through direct engagement with National Scout Organizations.

Support to NSOs

- Share results and outputs at regional events such as Agora and Academy, at national events, and through direct engagement with National Scout Organizations.



Team 9 - Joint Work

The European Scout Region and the WAGGGS Europe Region continue to strengthen our long-standing partnership through the implementation of the Joint Action Plan. This collaborative framework promotes unity, complementary action, and coordinated support to members, ensuring a more coherent and impactful approach to addressing the needs of young people across Europe.

By aligning strategic priorities, enhancing cooperation, and fostering shared ownership of initiatives, the partnership aims to maximise regional impact, strengthen external representation, and embed meaningful youth engagement across all joint efforts. The Joint Action Plan reflects a commitment to inclusive, values-driven collaboration and continuous improvement through shared learning and innovation.

EUR-R07-2025
EUR-R09-2025
EUR-R10-2025
EUR-R11-2025

Implementing the Joint Action Plan

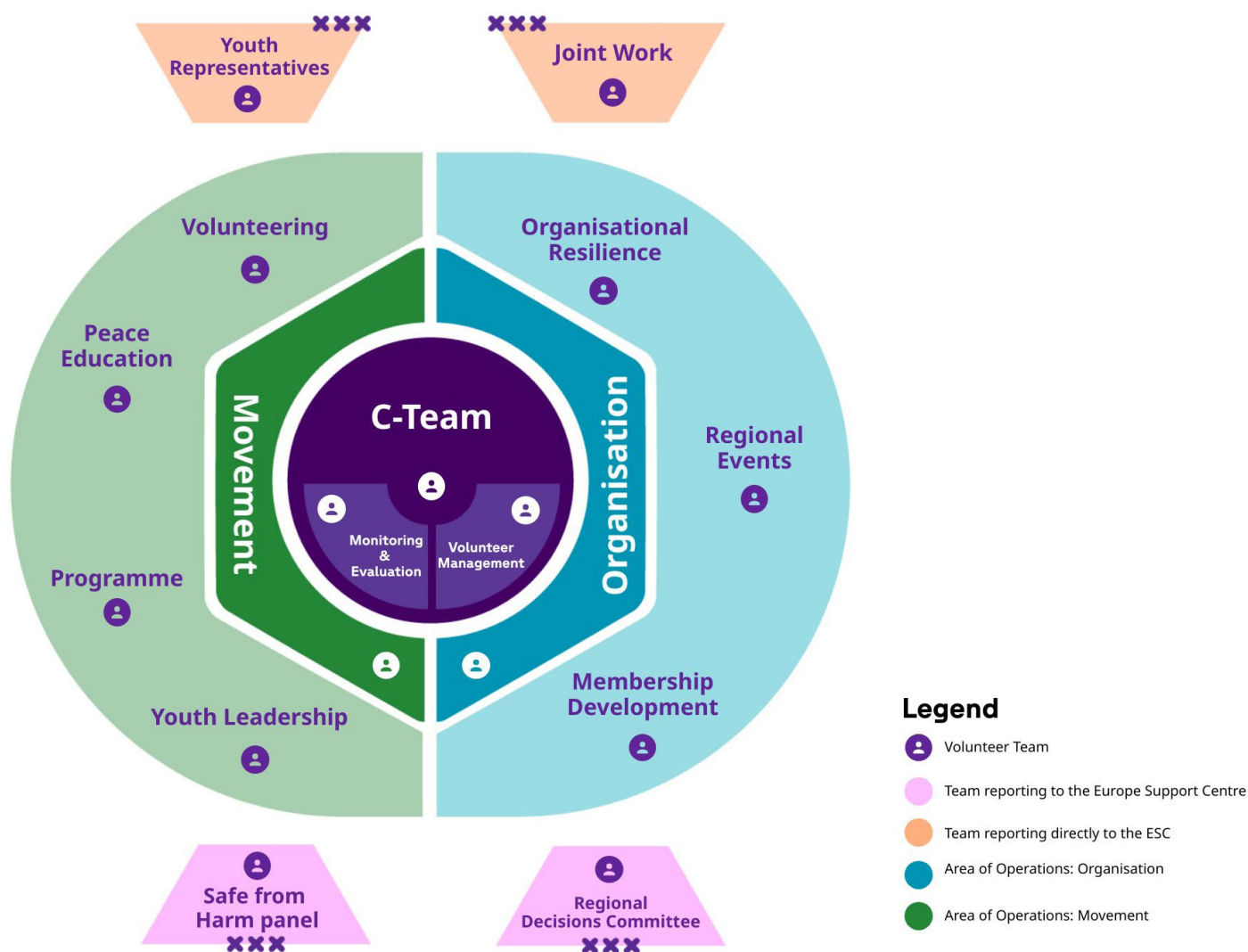
- Deliver safe, accessible, sustainable, impactful, and inclusive international experiences at WOSM Events.
 - Ensure at least 2 joint learning and exchange opportunities per year at the Regional level, delivered either in person or online, to foster collaboration and knowledge sharing.
 - Embed a youth empowerment and leadership in Scouting and Guiding lens across all joint initiatives by reviewing and adapting existing event planning toolkits.
 - Develop and implement guidelines to ensure all joint events include dedicated youth empowerment and leadership components, strengthening young people's active role in Scouting and Guiding.
 - Establish common standards for joint events that align with World Scouting and WAGGGS policies on mental health and well-being, safeguarding (Safe from Harm), and sustainability.
- Develop and maintain a living framework for joint event planning teams, compiling key policies, best practices, and recommendations to support consistent and high-quality delivery of joint initiatives.
- Strengthen monitoring, evaluation, and continuous improvement processes for joint work, incorporating lessons learned from past and ongoing initiatives.
- Consider the requests of the resolution and motion at the European Scout and Guide Conferences regarding Azimuth and the resources available, and present a written report for consideration by the Joint Committee.



Operational Framework

Operational Framework

The European Scout Region's Operational Framework (OF) describes how the European Scout Committee (ESC) leads and how volunteer teams help the World Scout Bureau (WSB). Together, they implement the 2025–2028 European Scout Plan, in line with the Strategy for Scouting. This framework ensures the Regional Scout Plan is carried out by clear volunteer teams, with support from staff and direction from the European Scout Committee, so the Region can focus on measurable results that provide real support for National Scout Organizations.



Key components of the Operational Framework

Coordination Team

The Coordination Team (C-Team) oversees and coordinates progress across the volunteer teams to ensure alignment with the Regional Scout Plan by:

- Overseeing the monitoring and reporting of the Regional Scout Plan.
- Managing action plan sequencing, approving scopes and phases, and deciding on extensions or closures.

Core Teams

Core Teams are composed of subject experts necessary for each Area of Operation (Movement and Organisation). They are responsible for developing an action plan for their Area of Operation. They also provide leadership within their subject area and support of the work. They will ensure collaboration and alignment across teams, with the World Scout Bureau and the Coordination Team coordinating the Operational Framework and reporting strategic priorities.

Around the C-Team also sit the teams of Monitoring and Evaluation and Volunteer Management, which accompany the reporting on the implementation of the Regional Scout Plan and the volunteer journey and experience of the Operational Framework volunteers.

Teams within Areas of Operation

Volunteer Teams are responsible for designing and managing projects within each topic to meet the objectives of the Regional Scout Plan. Volunteer Teams can be grouped as:

Volunteer Teams under the Area of Movement

- Peace Education
- Programme
- Volunteering
- Youth Leadership

Volunteer Teams under the Area of Organisation

- Regional Events
- Membership Development
- Organisational Resilience

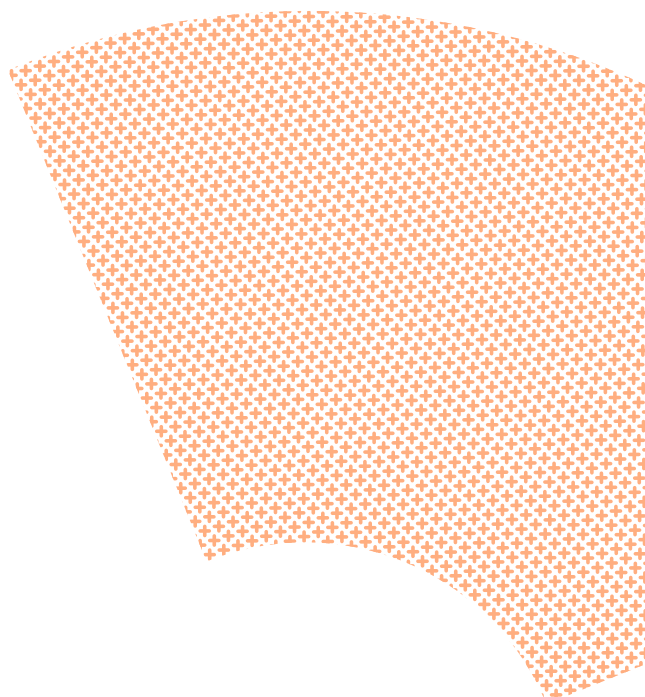


Special oversight roles

Dedicated oversight roles will address key areas of focus for the next Triennium:

- Safeguarding oversight: works directly with the Europe Support Centre and the Safe from Harm panel.
- Grants oversight*: works directly with the Europe Support Centre and the Regional Decisions Committee.
- Youth Representatives oversight*: works directly with a staff member of the Europe Support Centre and the European Scout Committee.
- Joint Work oversight: works directly with a member of the Europe Support Centre, the European Scout Committee and a member of the Europe Region WAGGGS Committee.

*These teams do not have a specific objective or resolution, as their mandate is transversal and contributes to the overall Regional Scout Plan, resolutions, and Strategy for Scouting.



Collaboration with key partners

The European Scout Region will continue building strategic partnerships and collaborations to raise Scouting's profile and benefit National Scout Organizations operations.

The European Scout Region is a member of external platforms and coalitions, allowing us to advance our advocacy and partnership work, namely the European Youth Forum, the Lifelong Learning Platform, Civil Society Europe, and the Child Rights Alliance Group. Our participation

on those platforms allows us to amplify the Scout Movement's demands on issues and areas crucial to our membership, in line with our strategic directions as outlined at the European Scout Conference, the Regional Scout Plan, and Resolutions. In addition, this European civil society ecosystem enables us to develop new high-value partnerships and pursue common funding, as evidenced by the most recent example, the Voices of Change project in collaboration with the Erasmus Students Network (ESN).





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