



An introduction to SCOUTS New Zealand for Leaders

**ADVENTURE
PLUS!**



SCOUTS[®]
New Zealand

0800 **SCOUTS**

scouts.org.nz

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Introduction to SCOUTS New Zealand for Leaders

Welcome to SCOUTS New Zealand.

This workbook is about what you can expect from SCOUTS New Zealand and what SCOUTS and its members will expect from you.

We empower youth through adventurous experiences to lead lives that make a positive difference. It encourages their physical, mental, emotional, social and spiritual development so they can take a constructive place in our society.

The opportunity to 'learn by doing' is provided in the National Programme. All adults in SCOUTS must make sure the Programme they run is fun and exciting, while making sure that it is safe. SCOUTS policies, rules, code of conduct, duty of care, and risk management policy are there to help adults make sure the young people in their care stay safe, while enjoying themselves and learning.

SCOUTS ensures the youth in adult volunteer care, develop themselves to their highest potential. This has been happening for over 100 years and the proof is in those who have gone before us, who are in positions of considerable responsibility and are successful in their lives. Names that are known throughout the world had their start in SCOUTS.

Being a Leader can be very rewarding in the following ways:

- You see and assist young people achieve.
- You can be involved in your son's or daughter's activities.
- You can further influence your child's development.
- You take part in many varied activities and personally learn new skills.
- You can pass on your skills and knowledge.
- You make a positive contribution to your local community.
- You meet and work with a large group of adults.
- You join a network of new friends.

An Introduction to SCOUTS New Zealand

SCOUTS New Zealand



PHONE: 0800 SCOUTS (0800 726 887)

WEBSITE: scouts.org.nz

OUR PURPOSE: We empower youth through adventurous experiences to lead lives that make a positive difference

AIM: In 2025 more than 25,000 youth will enjoy Scouting adventures. They will come from every background, with a place for all, shape their own experiences, and make a positive difference for New Zealand.

METHOD: The method of achieving the aim of SCOUTS New Zealand is by providing an enjoyable and attractive scheme of progressive training based on the Scout Law and Promise, guided by Leadership.



Above: A diagram of the current strategic plan – Better Prepared.

Find out more by visiting www.scouts.org.nz/betterprepared

An Introduction to SCOUTS New Zealand

A review of the Position Description of an intended role

Please review the following position descriptions in relation to your intended role. The first position description is for a Leader working directly with young people, the next is for a manager of those Leaders. Do ask questions regarding the specifics of your intended section or role.

Position Description	
Position:	Section Leader
Responsible for:	Youth within the section, other Leaders whilst they are working in the section and any other adult involved in the delivery of the Programme.
Responsible to:	The Group Leader for the implementation of the youth Programme.
Main Contacts:	Youth members, parents/caregivers of the youth members, assistant Leaders, other Section Leaders within the Group and Zone Leaders.
Purpose of the position:	To manage and lead the operation of the relevant youth section, in particular the planning and delivery of the National Programme to the section.
Key Responsibilities:	
Have an understanding of the background, principles, method, spiritual dimension, and structure of SCOUTS New Zealand.	
Have an understanding of the needs of young people within the specific environment in which you and young people will be working.	
Deliver the National Programme for the relevant youth section taking into account needs, interests and abilities of the youth members within your care, in a safe manner with fun.	
Agree upon responsibilities with other Leaders / parents / caregivers who assist with the Programme.	
Ensure the safe delivery of the Programme in accordance with the requirements of the appropriate rules in Policy, Organisation and Rules (POR) that govern meetings, events, and adventurous activities.	
Prepare and encourage youth members to progress to the next section.	
Actively support and promote with other Leaders of the section, the achievement by youth members of awards relevant to the section and Programme.	
Ensure that accurate records are kept.	
Attend meetings of the Group Council, as well as meetings arranged by the relevant Zone Leaders.	
Complete the Initial and Practical stages of the Leader Training scheme within eighteen months of taking out a Leader's Warrant, and continue to attend skills training on an ongoing basis.	
Comply with SCOUTS New Zealand's Code of Conduct, Duty of Care and Risk Management Policy and regularly promote and remind members of their importance.	

An Introduction to SCOUTS New Zealand

Position Description	
Position:	Group Leader (Manager)
Responsible for:	Adult Section Leaders whilst they are working with youth members and any other adult involved in the delivery of the Programme
Responsible to:	The Zone Leader for the implementation of the youth Programme and management of the Group resources.
Main Contacts:	Parents / caregivers of the youth members, Zone and Regional Leaders, other Group Leaders within the Zone and local Community Leaders.
Purpose of the position:	To manage the Scout Group so that the youth sections and their Leaders deliver an enjoyable Programme of activities that meets the aims and objectives of SCOUTS New Zealand.
Key Responsibilities:	
To recruit and appoint Leaders for each section, and with the Zone Leader's assistance, organise training so that each section has the required number of competent and enthusiastic Leaders who work as a team.	
Endeavour to build and maintain adequate membership levels through recruitment techniques.	
Encourage each Leader to undertake appropriate Leader Training.	
Complete the Initial and Practical stages of the Leader Training scheme within eighteen months of taking out a Leader's Warrant, and continue to attend skills training on an ongoing basis.	
Run at least one Group Council per school term.	
Assist the Leaders to review the Programme each term in order to monitor the quality and balance of the section Programmes.	
Ensure that the Group has an effective Committee.	
Ensure that the Group membership and administrative records are current.	
Ensure that Leaders and committee members receive timely awards in recognition of their services.	
Attend Zone Meetings regularly.	
Comply with SCOUTS New Zealand's Code of Conduct, Duty of Care and Risk Management Policy and regularly promote and remind members of their importance.	

An Introduction to SCOUTS New Zealand

The SCOUTS New Zealand Structure & Support available

The Founder

Robert Baden-Powell, known to members as B-P, founded Scouting over 100 years ago. He was born on 22nd February 1857, the date that we celebrate annually as "Founder's Day", and do informally called Mudslide Day.

As a young army officer in the Boer War, he successfully used small units or patrols working together under a leader during the successful defence of the town of Mafeking. On his return to England he found that youth leaders and teachers all over the country were using his methods of training soldiers. B-P was persuaded to work out a scheme to provide greater variety in the training of boys in good citizenship. In 1907 he led an experimental camp on Brownsea Island to try out his ideas, and from that 'Scouting for Boys' was published in 1908 in six fortnightly parts.



Sales of the book were tremendous and boys formed themselves into Scout Patrols to try out his ideas. Scouting spread throughout the British Commonwealth and to other countries until it was established in practically all parts of the world.

The first international Scout Jamboree took place at Olympia, London in 1920. At its closing ceremony, B-P was unanimously acclaimed as Chief Scout of the World. In 1933, he was made a peer and took the title of Lord Baden-Powell of Gilwell (Gilwell Park being the International Training Centre for Scout Leaders).

On 8 January 1941, Baden-Powell died at the age of 83. He is buried in a simple grave at Nyeri within the sight of Mount Kenya.

Much has been written about B-P and his adventures. Further details are available in books and via the web. One suggested site is:

www.scout.org/en/about_scouting/facts_figures/baden_powell

Early Scouting In New Zealand

New Zealand Scouting was established in Christchurch by Major (later Lieutenant Colonel) Cossgrove. Copies of 'Scouting for Boys' reached New Zealand and patrols of Scouts quickly formed with the first Patrol officially becoming part of the New Zealand Scout Movement. The Patrol, led by Scout Leader Mr Mallasch, was officially invested on July 3 1908 by Major Cossgrove, who went on to become the first Chief Scout of New Zealand.

Today the principles of SCOUTS New Zealand are as relevant as ever and provide an opportunity for young people around the world to learn and grow.

Since 1988, all sections in New Zealand have included girls in their membership.

An Introduction to SCOUTS New Zealand

Keas (School years 1 - 3)

The Kea Clubs provide a safe and nurturing environment for children to develop their creativity. Keas interact with nature and learn to share through co-operation and teamwork. They engage in active and quiet games, stories, creative crafts, play-acting and singing. The Keas motto is: 'I care, I share, I discover, I grow.'

Cubs (School years 4 - 6)

Cub Packs offer learning programmes where children are encouraged to experience, experiment, and explore. They work in groups of six with a youth leader called a 'Sixer' responsible for the Six. This arrangement gives the Six an introduction to team work and the Sixer an introduction to basic leadership skills. Instruction for activities and badges however, are carried out by the adult leaders.

Scouts (School years 7 - 10)

Scouts learn by doing, in a programme of exploration and leadership based in a variety of patrol groupings. These youth enjoy more self-reliance with greater outdoor activities than the younger members. Scouts can earn the Chief Scout's Award.

Venturers (School years 11 - 14)

Venturers develop their own programmes - from vocational activities developing self-confidence, to leadership courses and team building exercises. A progressive award scheme enables Venturers to extend their range of skills and earn certificates that lead towards the Queen's Scout Award and the Duke of Edinburgh Hillary Gold Award.

Rovers (Aged 18 - 26)

The aim of the Rover Programme is to encourage the self development of young adults between the ages of 18 and 26 by providing an active and balanced programme of service to SCOUTS New Zealand and to the community, outdoor pursuits, continuing skill development and social interaction. The management of the Programme is based on Crew decisions which are implemented by the Crew Executive.

Air Scouts

While part of their programme is based around aviation, Air Scouts also complete all the other adventurous activities available to Scouts throughout New Zealand. Air Scout Groups may be awarded Air Recognition by the Royal New Zealand Air Force.

Sea Scouts

They use water activities such as sailing, canoeing, swimming and rowing as their programme delivery. Sea Scouts also complete the same award scheme as Scouts and Air Scouts. Naval recognition is bestowed upon Groups by the Navy in recognition of all round excellence.

We also have **Scouting Associates** and **The Baden Powell Guild** for adults who support SCOUTS New Zealand but are not directly involved with youth on a regular basis.

Youth members who live too far from a Scout Group and are prevented from attending regular Scout meetings can become **Lone Scouts**. They may link up to the closest Group and take part in some activities, but work on their Award Scheme at remotely.

An Introduction to SCOUTS New Zealand

International Scouting

Scouting continues to grow internationally. There are over 40 million Scouts and Leaders in 223 countries and territories. SCOUTS New Zealand is a member of the World Organisation of the Scout Movement (WOSM) which offers world-wide support. Our National SCOUT Centre provides Leadership and support to the five regions throughout New Zealand.

New Zealand is part of the Asia-Pacific Region (APR) which has a busy Programme of seminars and conferences on common issues, provides a useful forum for the exchange of Programme material and development issues. The APR office is staffed by professionals and is based in Manila, Philippines. Membership in APR stands at over 17 million.

By visiting www.scout.org you can find out more about Scouting around the world and in our region.

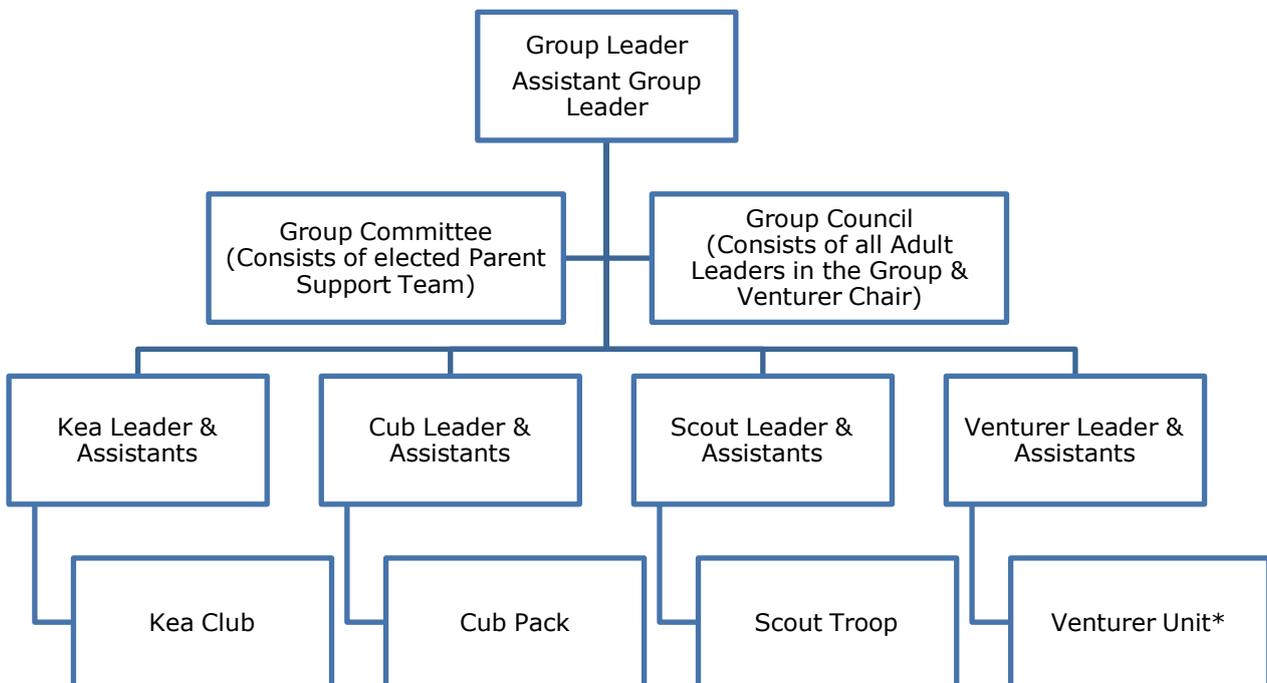


An Introduction to SCOUTS New Zealand

Group, Zone and Region Structures

Review the following diagrams; obtain specific local details including names of useful contacts.

Structure of the SCOUT GROUP



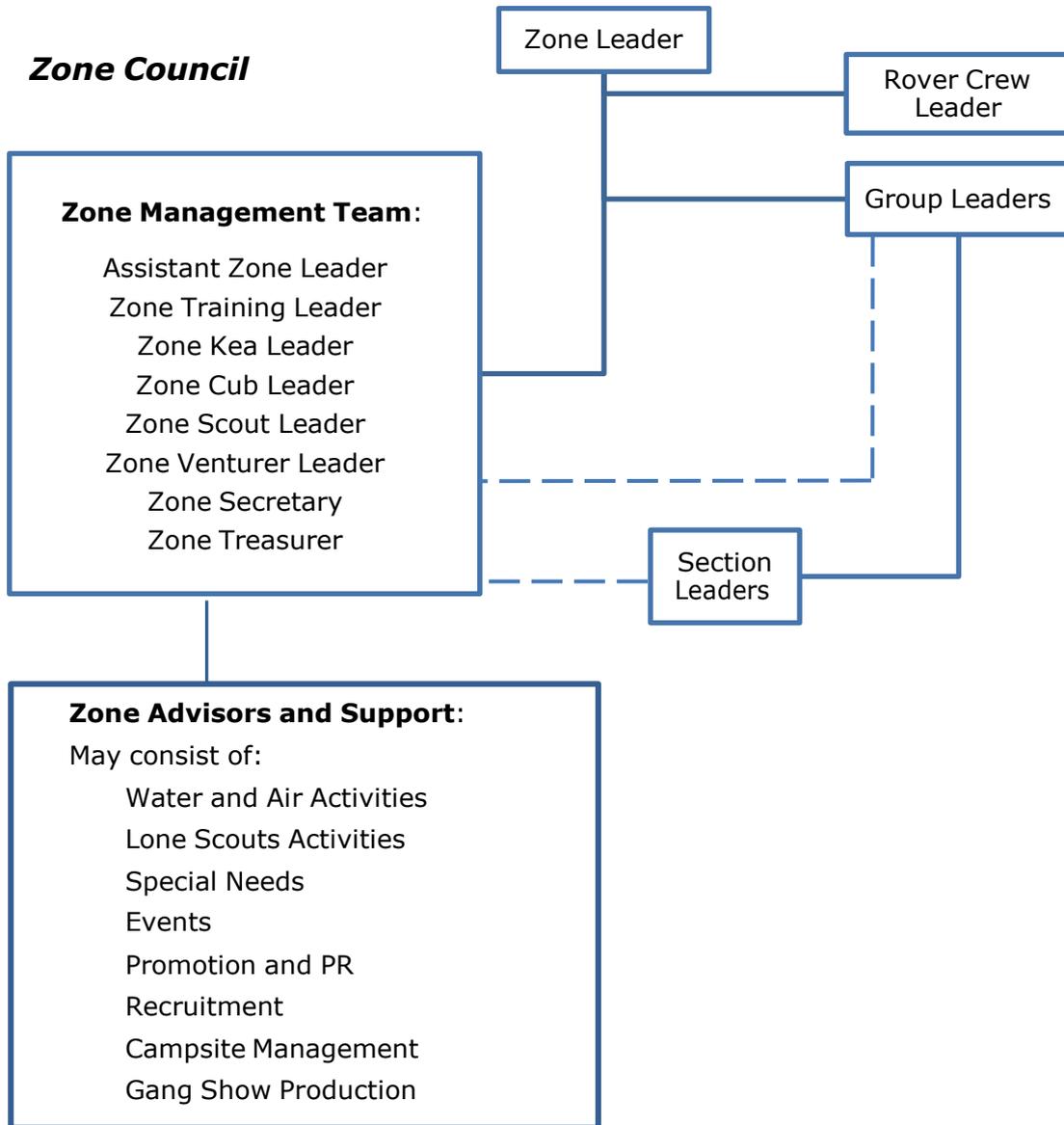
A Group can consist of one or more of the individual Sections shown e.g. two Cub Packs.

*This could be a Combined Venturer Unit in a Zone not attached to a particular Scout Group.

Add names of those Leaders who you are initially likely to work with.

Also obtain the Group phone and address directory.

Structure of the SCOUT ZONE



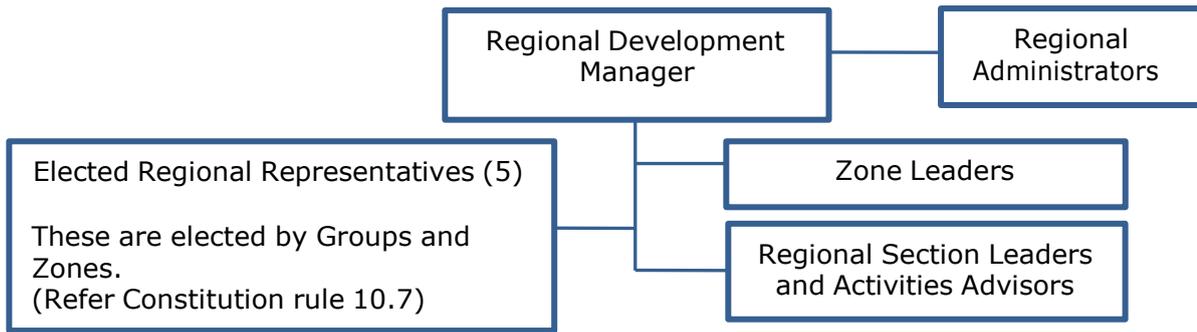
Zone support roles could include Scouting Associates and other people with particular skills and talents as above.

A Zone consists of up to 20 Scout Groups and may also have Rover Crews operating.

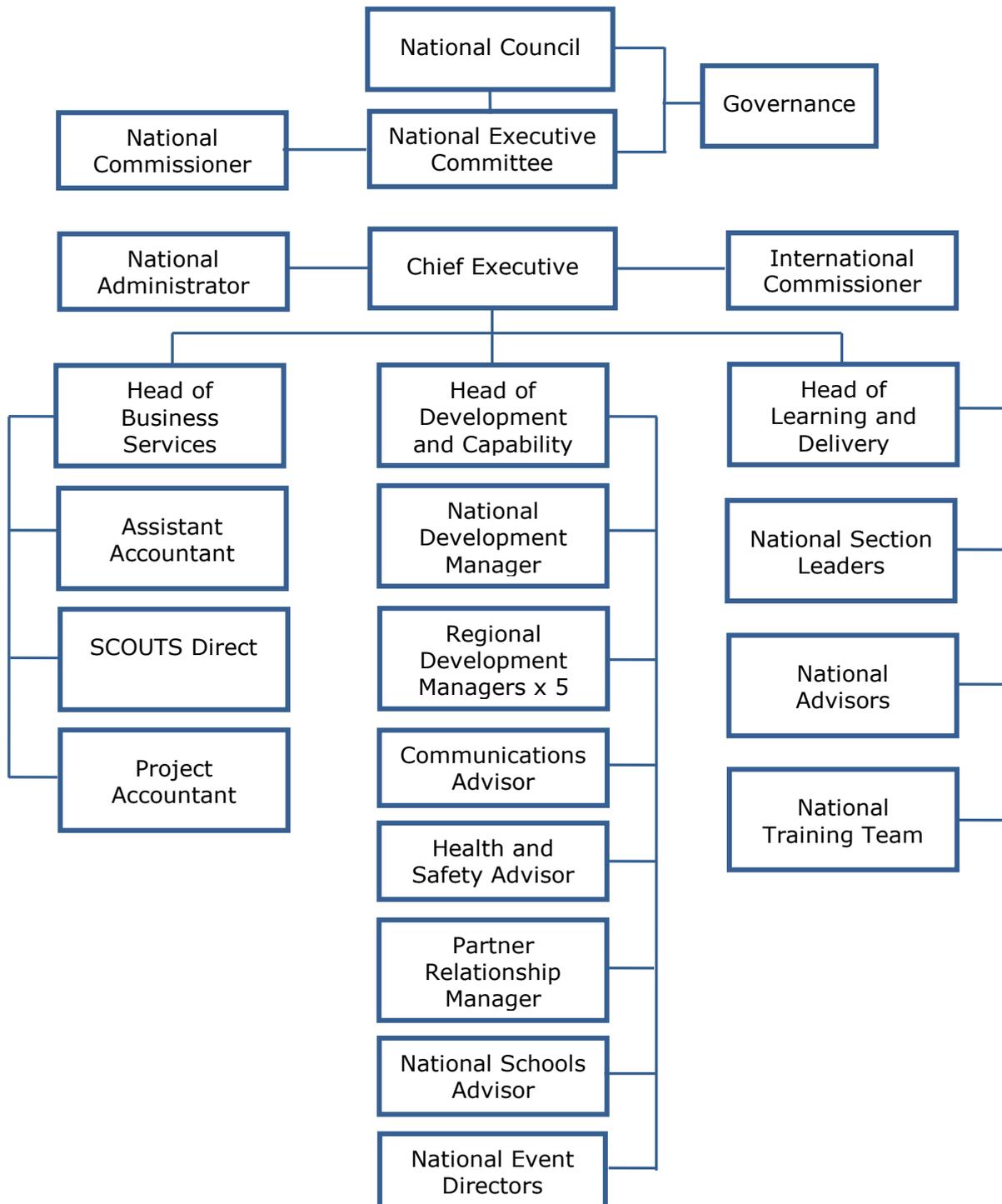
Add names of those Zone Leaders who you are initially likely to work with.

An Introduction to SCOUTS New Zealand

Structure of the SCOUT REGION



Structure of the National SCOUT Centre



ADVENTURE PLUS!

Marketing Aims of SCOUTS New Zealand

SCOUTS New Zealand opens up a world of adventure based learning experiences, creating incredible opportunities for Scouts of all ages.

The Brand Positioning is: SCOUTS New Zealand – Adventure Plus.

The need for a consistent message is recognised and the Brand Essence, Adventure Plus, is everything we stand for.

Adventure Plus reflects the key principles of all facets of the Movement.



An Introduction to SCOUTS New Zealand

Code of Conduct / Duty of Care

Code of Conduct for Adults

The aim of SCOUTS New Zealand is to encourage the physical, mental, emotional, social and spiritual development of young people. This is achieved by the example and guidance of dedicated men and women who help the youth members in the fulfilment of the Scout Promise and Law, so they may become constructive and responsible citizens.

This Code of Conduct is expected of all adults i.e. Uniformed Leaders, Committee people, parents and helpers, who work within SCOUTS New Zealand, recognising that at all times they should act responsibly and exercise a "duty of care" to the youth members.

Adults in SCOUTS New Zealand must:

- respect the dignity of themselves and others;
- demonstrate a high degree of individual responsibility, recognising that at all times their words and actions are an example to other members of the Movement;
- act at all times in accordance with SCOUTS New Zealand principles, thereby setting a suitable example for all;
- not use the Movement to promote their own beliefs, behaviours or practices where these are not compatible with SCOUTS New Zealand principles;
- act with consideration and good judgement in all interpersonal relationships, both inside and outside SCOUTS New Zealand;
- respect everyone's right to personal privacy at all times. They take special care where sleeping, changing of clothing, bathing and ablutions are associated with any Scouting activity;
- avoid unaccompanied and unobserved activities with youth members wherever possible. Remember, "in sight - out of hearing";
- for their own protection, avoid potentially compromising situations by ensuring, where reasonably possible, that at least two adults are in attendance whilst supervising and/or accompanying youth members. It is recognised that, in certain circumstances, it may be necessary for a Leader or adult, whilst acting responsibly and exercising their "duty of care", to be alone with a youth member; and
- realise that bullying, physical, verbal or cultural abuse, sexual harassment, neglect or any other type of abuse, is unacceptable conduct by any member of SCOUTS New Zealand.

An Introduction to SCOUTS New Zealand

Duty of Care

1. Position Statement

The primary responsibility of adults in SCOUTS New Zealand is the welfare and progress of youth members. The single most important function of the Warrant process is to ensure that, as far as possible, unsuitable adults are not given authority or control over nor access to children and young persons.

Our Programme and our ethic requires us to provide an environment in which children and young people feel valued and secure and can grow as individuals, developing a sense of self-worth, personal integrity and increasing competence through the acquisition of skills and achievements. Any adult behaviour which is not supportive of this developmental process is inappropriate.

We have a duty of care to keep youth members safe and protect them from physical and emotional harm. In adventurous activities this duty is exercised through appropriate risk management and in our Programme activities, exercised through a respectful, caring, empathetic and friendly relationship with young people. In the selection and evaluation of Leaders, their personal standards, character and ability to develop this relationship is much more important than any technical or practical skills, or experience.

Leader's peers and the person s/he is responsible to, have a duty to ensure that this duty of care is fulfilled. In any situation of doubt, the youth member's safety and protection must be the deciding factor. No suspect situation can be allowed to continue in deference to the adult's "rights".

2. Punishment

Leaders do not have any right or authority to punish youth members. We do not stand "in locum parentis".

Any physical blow or force is assault and is a criminal offence, as is any physical restraint, confinement, or any sexual contact whatsoever, including interference with a youth member's clothing.

Discipline should be maintained through positive reinforcement (rewarding good behaviour). It should be the bad behaviour which is criticised, not the person. Appropriate sanctions can be by loss of privilege or exclusion for a short time from some enjoyable activity. Penalties should be avoided.

3. Touching

There can be good touching and bad touching just as there is good and bad language. A handshake is always acceptable, a hug often is, but a cuddle is usually unacceptable. Touching which gives offence or causes unease is not acceptable. A mature well-balanced adult will have no difficulty in determining what is acceptable, young Leaders may need some guidance.

4. Relationships

The Scout Association affirms a duty to its youth members for their welfare and development. Leaders accept a responsibility to SCOUTS New Zealand to care for youth members and deliver the Programme. Leaders do enjoy Scouts and they do benefit from the training and experience it brings, but they stand on the other side of a dividing line, where on one side youth members are entitled to benefits and protection and on the other, adults who are part of the delivery process. The correct relationship between a Leader and a youth member is that of instructor, guide, dispassionate friend and protector, very much like a teacher / pupil relationship. It is a position of integrity, trust and maturity. Circumstances do arise where there is little age difference between a young Leader and a senior youth member and a quite natural amorous relationship between consenting young people of a similar age can develop. In such a circumstance the Leader concerned should withdraw from the section because the proper adult to youth relationship cannot be maintained.

An Introduction to SCOUTS New Zealand

5. Language

The SCOUTS New Zealand ethic requires that we do not use bad language in our Association with youth members. There is nothing "adult" about frightening a youth member by swearing at him/her or trying to be "one of the boys" by using foul expletives with Venturers for example. Language should be acceptable to the reasonable onlooker and appropriate to the development of good citizenship.

6. Cultural

Scouting is a worldwide, multicultural Movement. We welcome people to membership irrespective of sex, race, culture, creed or wealth. Youth members are strongly influenced by the behaviour of Leaders. We need to be sensitive to the traditions and beliefs of various cultures and avoid words or actions which "put down" any culture or people.

7. Harassment

Harassment is ongoing niggling, disparagement or belittling individuals and includes a group of youth members excluding one from an activity or game. At its least extreme it breaks down the positive and protective environment we seek to develop and at its worst it is emotionally harmful. It is contrary to our objective of individual growth and development.

Sexual harassment is any verbal or physical behaviour of a sexual nature which is unwelcome and offensive to the receiver and which is either repeated or of such a significant nature that it has a detrimental effect on a person's wellbeing.

8. General Conduct

Leaders should not:

- Sleep in the same tent or confined quarters as youth members.
- Show favouritism to particular youth members.
- Invite one youth member alone to their home, caravan or camping accommodation.
- Have private talks with individual youth members away from the presence of other Scouts or adults. (Private talks should be in sight of but out of hearing of observers.)
- Carry one youth member alone in a vehicle.
- Go on a hike or other activity with one youth member alone.
- Demonstrate first aid on a youth member.
- Assist youth members with personal hygiene or dressing except where health or disability requires it and then only in the presence of another adult.
- Take part inappropriately in body contact games.

9. General Duty

Each Leader's responsibility goes beyond the confines of his or her specific appointment or their own youth members. Situations of inappropriate adult conduct or abuse can only be terminated by the intervention of another adult.

There are three areas of responsibility: **to the parents, to the young people and to yourself** as a Leader.

10. Responsibility to Parents

At the simplest level parents have a right to know everything that their daughter or son is going to be involved in, and of course, have the right to say no if they feel any activity is inappropriate. Parents are, however, your greatest ally and you should keep them as well informed as possible. If you are to earn their respect and trust, and they will sometimes defer to you against their better judgement, then you need to convince them of your confidence.

An Introduction to SCOUTS New Zealand

The best way to do this is to talk with each parent. The initial visit when the young person first joins your section is of absolute importance for future relationships. The visit takes time, effort and commitment, but is well worth it. Discuss with the parents what Scouts is about, its aim, religious policy, Programme, weekly meetings and special events. Allow them to ask questions. It is better to deal with issues and concerns that they may have while you have the time than in a "crisis" situation.

Remember to explain your role as a Leader. You can tactfully introduce ways in which they might help. The fact that you are a volunteer, and that the subscription does not pay your salary, often changes parents' approach and commitment to SCOUTS New Zealand. It is also reassuring to parents to know that you have received, or are receiving, training as an Leader.

Take a personal interest in their child; communicate regularly, simply and clearly with parents. Knowing them personally is a great asset.

11. Responsibility to Children

By knowing each individual young person you will know how she or he will react when the limit of her or his ability is being challenged. In physical activities you may get fears and concerns being expressed which are easy to understand, but you may also get displays of bravado covering up real fears. In intellectual activities you may get questions if a person does not understand, but you may also get disruptive behaviour as a way of saying the same thing.

As a Leader caring for other people's children you may become concerned about suspected child abuse. You must take appropriate action to ensure the safety and wellbeing of the child.

12. Responsibility to Yourself as a Leader

It is important as a Leader to know your own limits and abilities. If you are leading an activity with any potential risks always make sure that you are working well within your own capabilities. If you are working near the limit of your own skills, you are endangering the young people in your charge.

It is right and proper that a child should be able to challenge the behaviour of adults and, because none of us would like to see children hurt, injured or abused, people who are a danger should be discovered and removed from SCOUTS New Zealand.

Unfortunately, young people do sometimes accuse adults of mistreatment, often in the height of anger, or distress, or for their own motives, such as revenge, and only realise what they have done when it is too late. Once an accusation has been made, even if later disproved or withdrawn, the damage to yourself, your family, social standing and even your career may have already been done.

13. Personal Safety

You need, therefore, to protect yourself against such situations and these simple guidelines may help:

- Do not rely on your own good name to protect you.
- Do not, for one moment, believe "it can never happen to me".
- Whilst respecting the need for privacy and confidentiality, try never to be completely alone with a young person. When it is appropriate to work one to one make sure that others are within earshot and preferably within vision.
- Never touch a young person in a way that could be misconstrued.
- Never make suggestive or salacious remarks in the presence of young people.
- If you suspect a young person is developing a "crush" on you, discuss it with other Leaders and, if appropriate, the parents.
- If you notice any of your colleagues are at risk from their behaviour or a young person's crush, discuss it with them.

An Introduction to SCOUTS New Zealand

- Mixed gender Leadership in mixed gender Scouting situations is highly desirable.
- The personal presence of a Leader is a requirement for any activity which involves both boys and girls in the Kea, Cub or Scout sections.
- If you, yourself, are emotionally disturbed or distressed by a situation, or feel an abnormal affection for a young person, withdraw from the situation immediately and discuss the matter with a trusted friend.
- Never, ever take a chance.

Like accidents, it will be the everyday situation and not the extraordinary one when it is most important to take care. Whilst dropping people off after an activity, you will most probably end up with one child alone in the car. A simple precaution, which would give no offence, would be to seat that person in the back of the car.

Often, because it is instinctive, Leaders will react to a situation, for example comforting a child who is hurt. In that situation the Leader is probably the last to realise the inherent danger. Have more than one Leader present when administering first aid.



An Introduction to SCOUTS New Zealand

Scout Promise & Law

Everyone in SCOUTS New Zealand expresses their membership and acceptance of its principles by making the Promise and following the Scout Law. Acceptance of the Promise and Law is a major condition of membership in the Movement.

The Scout Promise and the Scout Law is the same for Scouts, Venturers, Rovers and Leaders.

THE SCOUT PROMISE

On my honour
I promise to do my best
To do my duty to my God
To the Queen and my country
To help other people
And to live by the Scout Law.

TE OATI A TE MATATAUA

Ka oati ahau i runga i tōku
mahi i tāku ka tino taea
Mō tōku Atua
Mō to Kuini me tōku whenua
Me te āwhina i ētahi atu tāngata
Ā, me te ū ki te Ture a te Matataua

The **Scout Law** is the same for Cubs, Scouts, Venturers, Rovers and Leaders.

HAVE RESPECT

- For yourself and others
- For the environment

DO WHAT IS RIGHT

- Be trustworthy and tolerant
- Have integrity

BE POSITIVE

- Accept challenges with courage
- Be a friend to all



An Introduction to SCOUTS New Zealand

The Kea and Cub Promise has slightly different wording to reflect the age of the youth in those sections, but cover the same set of principles.

The Kea Promise

I will try to
Share my fun
And help others.

The Kea Motto

I share
I care
I discover
I grow.

The Cub Promise

I promise to do my best
To do my duty to my God
To the Queen and my Country
To help other people
And to live by the Scout Law.

The Scout Law

HAVE RESPECT

- For yourself and others
- For the environment

DO WHAT IS RIGHT

- Be trustworthy and tolerant
- Have integrity

BE POSITIVE

- Accept challenges with courage
- Be a friend to all

Acknowledgement to Timoti Ross for providing the above translations.

There are three principles which underpin SCOUTS New Zealand:

Duty to Self

SCOUTS New Zealand encourages young people to develop high personal standards of behaviour, self discipline, and the appropriate use of their time and talents.

Duty to my God

SCOUTS New Zealand includes members of many different forms of faith. We undertake to help members to become spiritually more aware and develop a relationship with their God while respecting the beliefs and faiths of others.

Duty to Others

SCOUTS New Zealand encourages young people to be good citizens, serve the community, and work for peace and understanding in the World, respect for the dignity and rights of all. From its inception in 1907, Scouts has had a simple positive promise. Together with the law, this gives a distinctive ethos to the practice of the Movement and acts as a bond with the Scouts in other countries.

Te Oati a te Kea

Ka whakamātau ahau ki te
Hoatu wāhi ki tāku e pāarekareka ana
Ā, me te āwhina i ētahi atu

Te Pepeha a te matataua Kea

Ka hoatu wāhi ahau
Ka hoatu tiaki
Ka toro haere
Ā, ka tipu haere ake

Te Oati a te Punua

Ka oati ahau kit e mahi I tāku ka tino taea
Mō tōku Atua
Mō te Kuini me tōku whenua,
Me te āwhina I ētahi atu tāngata
Ā, me te ū ki te Ture a te Matataua

An Introduction to SCOUTS New Zealand

Warrant Application form and the procedure followed

A Warrant Application Form can be found on the Commonly Used Resources page (available from our website www.scouts.org.nz). Look at the information required i.e. personal details, two references and an agreement to the completion of a Police vetting process initiated by the National SCOUT Centre.

Should you have any issues that might be highlighted as to offences against a young person, this would prevent the issuing of a Warrant as a Leader and member of SCOUTS.

Upon acceptance of a role in SCOUTS and completion of the Warrant Application Form, you will be introduced to other Leaders in the Group and welcomed to their section. You will commence being involved with the section's activities, working alongside and supporting other Leaders. You will NOT take on a role of Leadership responsibility of youth prior to being presented with a Warrant issued from the National SCOUT Centre. If a Warrant is refused, you will be advised of that decision and your continued involvement with youth MUST cease.

When a new Leader accepts a Warrant there is also a commitment to undertake training appropriate to that role. Training from the Initial and Practical blocks must be commenced within the next six months to keep your Warrant current. As a learning organisation training is ongoing. Training can take many forms – one on one discussion, individuals working through a work book and completing an assessment form, attending training courses, meeting with other Leaders to share knowledge and learn new skills, as well as even being able to complete nationally recognised qualifications. At all times, we try to make it fun!



An Introduction to SCOUTS New Zealand

Delivery and support given under the Leader Training Scheme

The framework of Wood Badge Training Framework illustrated below shows the various opportunities for personal development in SCOUTS New Zealand. There are also optional opportunities for the gaining of nationally recognised qualifications to complement this training.

Adult Leader Wood Badge Training Framework 3 March 2013

<p style="text-align: center;">Initial (This may take 3 – 12 Months)</p> <p style="text-align: right;">9 hrs</p>	<p style="text-align: center;">Practical (To competently guide a youth through their Award Scheme)</p> <p style="text-align: right;">8 hrs +</p>	<p style="text-align: center;">Advanced (An opportunity to gain advanced leadership skills)</p> <p style="text-align: right;">25 hrs +</p>
<ul style="list-style-type: none"> • National Programmes (1 hr) <ul style="list-style-type: none"> – Their use – Resources to deliver • Youth Award Scheme (1 hr) <ul style="list-style-type: none"> – Cornerstones – Overall scheme – Section scheme – Built into programmes – Record keeping – Badge Presentation • Section Organisation (2 hrs) <ul style="list-style-type: none"> – Ceremonies – Patrols / teams etc. – Games – Transition • Safety (5 hrs) <ul style="list-style-type: none"> – Leading Youth – Risk Management – Youth Safety <p>Managers: to cover in brief: National Programmes Youth Award Schemes and Section Organisation. (1hr) Safety as above and (5hrs)</p> <ul style="list-style-type: none"> • Coaching, Mentoring, Leading • Managing Finances • Good Public Relations (3hrs) 	<ul style="list-style-type: none"> • Skills included in own Section's Youth Award Scheme (8hrs) and • First Aid Course*. <p>Managers:</p> <ul style="list-style-type: none"> • First Aid Course* • Recruitment and Retention • Administration and Support • Interviewing skills • Welcoming future Leaders <p>* Either a NZQA certified: Workplace or Outdoor First Aid course, appropriate to the activities you will carry out.</p>	<ul style="list-style-type: none"> • Complete 12 months practical experience in SCOUTS New Zealand. • Attend SCOUTS Advanced Personal Development (SAPD) Course run either over three days as residential (25 hrs) or 10 nights consecutively (30hrs)
<p>Certificate</p>	<p>Gilwell Woggle</p>	<p>Wood Badge Beads and Gilwell Scarf</p>



An Introduction to SCOUTS New Zealand

Prior Learning

Prior learning and current competency are recognised where you may have already covered the training material with another organisation or professionally. Evidence would be required to confirm that your knowledge is still current (e.g. First Aid within 2 years, 3 months) and that the skills gained are relevant to your role in SCOUTS New Zealand.

Training is provided by fellow adults who are experienced in SCOUTS New Zealand, who are happy to share their knowledge and experiences.

The various training modules can be completed at any time and in any particular order, although the Advanced Block is the culmination of training requiring the Initial and Practical Blocks to be completed before attendance at the SAPD Course.

Completion of an Adult Training Plan

SCOUTS' primary purpose is to develop young people but we also want to offer personal development opportunities to our Leaders. As we learn new skills we gain confidence to lead the youth in our care.

Future Leaders are encouraged to provide an indication when they could be available to attend the various opportunities for training. The Leader Wood Badge Training Plan outlines the various subjects covered by each block of training.



An Introduction to SCOUTS New Zealand

The Wood Badge

Early in the history of SCOUTS, the Founder (B-P), ran the first residential Leader training course. At the completion of the course, the participants asked if he could give them some token to indicate that they had been trained. On receiving the request he improvised by taking two little wooden beads from a string of beads he had. He threaded them onto a bootlace and hung them around the neck of each Leader.

The conferring of wooden beads as a sign of recognition was an old Zulu tradition. B-P came across these beads when the British had defeated the Zulu nation in war. In Dinizulu's defeat, B-P claimed the necklace, being a very long chain of little wooden beads.

Ever since, in many parts of the world, Leaders who successfully complete advanced training courses receive two similar beads on a leather thong. These beads, now known as the Wood Badge beads, are proudly worn by Leaders to indicate that they are continuing in a tradition handed down from Lord Baden-Powell.

The Gilwell Scarf is recognition of reaching a high level of training by being welcomed into the 1st Gilwell Troop. Gilwell Park, the home of training is in England just north of London. The scarf is coloured dove grey (the colour of humility) on the outside and it is warm red on the inside. On the peak of the scarf is a small piece of Maclaren tartan to recognise the donor of the original Gilwell Park - Mr de Bois Maclaren.

Leaders who complete their SAPD course gain valuable training in communication, leadership, teamwork, and how they and other people interact. The skills, knowledge and confidence gained in this course are directly transferrable to their family, career, youth and any other community activities they undertake.



An Introduction to SCOUTS New Zealand

SCOUTS DIRECT

SCOUTS Direct is an online shop. www.scoutsdirect.co.nz

WHO FOR: Members and parents/caregivers. As a Leader, advice needs to be given to parents as to what the Group does or doesn't provide, e.g. scarf, badges, books, etc.

HOW TO ORDER: Register before purchasing. User Name – best to use your email address. Password – needs to be 8 characters (two of which need to be numbers).

Type the name of the item in the search box next to "all products". Leave "all products" showing. Then click "go". Scroll down and the item will show at the bottom of the screen. Change the quantity, and click "add to cart". On the final item, click "Buy Now" and it will take you directly to the Shopping Cart. Checkout / continue is at bottom right of each of the subsequent screens.

PRODUCTS: uniforms, clothing, award badges, resources - books, certificates, campfire blankets, blanket patches, torches, whistles, etc.

Restricted Items – check the information in the description box of the product for information which needs to be supplied. Remember to add this information in the "additional instructions" box on the shopping cart page, and to click "Update".

PAYMENT: Personal customers need to pay by credit card.

SHIPPING: Freight is included in the price. Despatch of orders is generally within 24 – 72 working hours after order has been received. Rural Delivery takes an extra two to three working days – please ensure that the RD number is in the address.

ADVENTURE PLUS T-Shirts with Group Name, Name Plates, Group Name Tapes and Business Cards are items which are supplied by outside contractors. Delivery times are therefore delayed. Add details as per description into "additional instructions" box on shopping cart page and click "update".

TROUBLE SHOOTING / FAQs:

- Where are badges sewn on uniform – refer to the Badge Placement Rules on scouts.org.nz. A copy is sent with each uniform purchased.
- Ordered the incorrect size uniform – please return in its original condition and packaging with a copy of the invoice it was ordered on to the P.O. Box on the bottom of the invoice. Re-order the correct size online. A credit will be processed by the end of the month for the returned shirt. For other returns contact needs to be made with SCOUTS Direct prior to the return.
- Item is out of stock – there is no provision for a backorder system.
- Resource can't be found on SCOUTS Direct website - try scouts.org.nz website under downloads.

An Introduction to SCOUTS New Zealand

Being an adult in SCOUTS New Zealand

It is fun but also it can be hard work.

The time you give to being a leader will be appreciated.

Working with young people brings many rewards and plenty of challenges plus you will have the friendship of adults from all walks of life.

So give it a go, and thanks for saying YES.



**Welcome to SCOUTS New Zealand
and the World Wide Family of Scouting.**



An Introduction to SCOUTS New Zealand

Glossary – Useful things to know

Accounts	The financial year for Scouts New Zealand including groups is to 30th September.
Activity Intention Forms	These are required to be completed by Section Leaders, or youth members responsible for a particular activity, prior to the undertaking of certain activities listed on the form itself. The Group Leader is required to ensure that Section Leaders/Activity Leaders are qualified and competent to lead that activity.
AGM	Groups hold an Annual General Meeting each year soon after 30th September.
Air Recognition	Air recognition may be bestowed upon Groups by the Royal New Zealand Air Force in recognition of all round excellence.
Air Scouts	Air Scouts follow the same Programme and award schemes as other Scouts but have additional air activities and skills.
Alcohol	The Alcoholic Liquor Policy is covered in rule 11 of Policy, Organisation and Rules.
Association	The Scout Association of New Zealand is the body of which all uniformed and lay persons are members. It is the legal entity which is registered under the Scout Association of New Zealand Act 1956.
Aviation School	A residential activity arranged by National SCOUT Centre for Air Scouts and all interested Scouts focused on aviation.
Badges	Badges earned by youth members are presented by the Leaders. Badges are available for purchase through the SCOUTS Direct website. www.scoutsdirect.co.nz
Budgets	A budget is a plan for the next year's activity and operation expressed in financial terms.
Buildings	No building for SCOUT purposes shall be erected on any property unless the written consent of the Chief Executive is first obtained.
Census	Groups complete a census form each year reporting their membership as at 30 June and renewing registration as a Group of the Scout Association of New Zealand. It is the Group Leader's responsibility to ensure that the forms are correctly filled in and returned without delay to the Zone Leader. A copy of the census return remains with the Group for planning and record purposes. It is very beneficial studying the state of the Group at census time so that steps can be taken to rectify any deficiencies.
Ceremonies	Ceremonies play an important part in the life of a member. They should be kept simple and to the point.
Charge Certificate	Qualification issued for water or aeronautical activities.
Chief Executive	The Chief Executive provides strategic oversight and Leadership for the Association.
Chief Scout	The Governor General is the Chief Scout of New Zealand. Any communication to the Chief Scout must be sent via the National SCOUT Centre.
Chief Scout's Award	The highest achievement award for youth members in the Scout section.
Communications Advisor	Responsible for communications from the National SCOUT Centre and the maintenance of the National Website.
Constitution	The governing document of The Scout Association of New Zealand.
Cooksey Course	A Leadership training course for Venturers.
Cossgrove Course	A skills training course for Scouts.

An Introduction to SCOUTS New Zealand

Cub Pack Holidays	Cubs may be taken on a Pack Holiday provided indoor accommodation is available for sleeping and activities in the event of bad weather.
Development and Expansion	Every Group has an obligation to provide the SCOUTS Programme for every child in its catchment area if they want to join. This may require the forming of new Sections from time to time to cater for demand and a constant eye should be kept on the situation. In new housing areas in particular, established Groups may be able to assist the formation of new Groups or may have to make temporary expansion to cater for those who may later be absorbed in newly formed Groups. If waiting lists are used, these should not be allowed to become too big. When sufficient children of Kea or Cub age Warrant the forming of a new Kea Club or Cub Pack, steps should be taken to do just that. This may mean re-organising Leaders, but this must be done for the good of the Group and our community as a whole. Refer Scouting Capacity Fund.
Discipline	The Group Leader must set the tone for the whole Group by loyalty to the Zone, upholding the principles of the Movement and by the manner in which they accept rulings, Zone Leader directions and instructions, and by the respect they show for those with whom they work. This same loyalty is expected of the Group Committee/Parent Support Team and the Leaders of the Group. Group Leaders should ensure that reasonable standards of discipline are maintained in the Sections of the Group and should discuss any short-comings in this respect with the Group Council.
Dismissal	Only the Group Council (meeting of all Leaders) may dismiss (expel) a youth member. The youth member has the right to appeal to the Zone Leader. Leaders can only be dismissed by the Chief Executive.
Disputes	Any dispute between members or between the Group Committee and the Group Leader should be referred to the Zone Leader.
Female Membership	Girls can join all sections of SCOUTS on the same basis as boys.
Flags	The World Scout Logo banner/flag is available for ordering through SCOUTS Direct.
Founder's Day	22nd February was Lord Baden-Powell's birthday. It is usual for some form of celebration/activity to be held on the nearest Saturday or Sunday to this date.
Gallantry	An act of bravery with risk to the person doing it. Awards are made by the National SCOUT Centre.
Gang Show	A special SCOUTS variety show of music, drama and humour.
Gilwell Park	The training headquarters in the UK and World Training Centre and the title taken by Lord Baden-Powell of Gilwell.
Gilwell Woggle	A woggle presented to a Leader when they have completed the Initial and Practical blocks of their training.
GirlGuiding New Zealand	Friendly relations can be established with your local GirlGuiding Company. Combined activities are encouraged.
Grants	Financial grants are available from many sources. The most significant are COGs and community grants.
Group Chairperson	Elected at the first committee meeting after the Group AGM.
Group Committee & Parent Support Team	Assists the Group Leader to run the Group. Elected annually, mostly from parents attending the Group AGM.
Group Council	A regular meeting of all Leaders in the Group. At least once per school term.
Group Leader	The manager of the Scout Group.

An Introduction to SCOUTS New Zealand

Head of Business Services	Provides leadership to Scouts Direct, property, finances, information technology infrastructure and insurance enquiries.
Head of Development and Capability	To lead strategic development and capability functions for SCOUTS New Zealand nationally, in line with SCOUTS mission, purpose, vision, strategic plan and values.
Head of Learning and Delivery	Provides leadership with Programme delivery, Leader training, management of the National Section Leaders, National Schools & Advisors and major events.
Income Tax	SCOUTS New Zealand is exempt from paying income tax.
Insurance	Groups must arrange their own property and equipment insurance. National SCOUT Centre arranges legal liability insurance often known as public liability.
International Commissioner	SCOUTS' contact on all Scout international Scouting matters.
International letter of introduction	This is an identification document issued to persons travelling overseas as an introduction to overseas Scouting officials. It is available from The National SCOUT Centre to Leaders and lay people who wish to make use of it. Application is made on a form available from your Zone Leader or National SCOUT Centre.
Jamboree	Jamborees are large gatherings of Scouts, held so that Scouts can meet Scouts from other parts of their country and from other parts of the World. The programme includes a wide range of interactive activities. World Jamborees are held at four yearly intervals around the World and New Zealand sends a contingent to each one. New Zealand holds a National Jamboree every three years so that every Scout should get the opportunity of attending at least one of these events during their time in the section. The Group Leader should encourage participation in these events.
Medals	Medals associated with Scout Awards are: Medal of Merit, Bronze Tiki, Silver Tiki, and Silver Tui. These are worn at all SCOUT functions attended by the Chief Scout, National Chair, or National Commissioner and on such other occasions as may be decided by the Zone Leader, Regional Development Manager or National SCOUT Centre. Both uniformed and non-uniformed personnel are entitled to wear SCOUT medals. Cloth badges are available from SCOUTS Direct and can be worn on the uniform as per the Badge and Uniform Policy.
Money	All money received in the name of SCOUTS is trust money and a high degree of accountability and checking is required.
National Administrator	Responsible for the essential day to day administrative tasks at the National SCOUT Centre including Warrants and Awards.
National Commissioner	Deputy to The Chief Scout of New Zealand and the Senior Volunteer of SCOUTS.
National Council	The National Council (NC) is the policy making body of the Association. It usually meets twice each year.
National Development Manager	To lead the development and growth of SCOUTS New Zealand nationally, in line with SCOUTS mission, purpose, vision, strategic plan and values.
National Executive Committee	National Executive Committee (NEC) governs the Association in conformity with the Constitution and General Policy determined by the National Council.
National SCOUT Centre	The National SCOUT Centre is made up of professional staff members, located in Kaiwharawhara, Wellington. Its purpose is to provide and arrange the services and facilities needed by those leading the Movement at all levels, such as information, services, instructions, equipment and material for the promotion and maintenance of Scouts in our local communities.

An Introduction to SCOUTS New Zealand

National Schools	Organised for Scouts and Venturers. They include Aviation, Caving, Canoe, Mountaineering, Photography, Snow and The Walsh Memorial Flying School.
Naval Recognition	Registered Sea Scout Groups may apply to be recognised by Royal New Zealand Navy (RNZN) if they reach a certain standard. The RNZN extends privileges to recognised Groups.
Office Administrator	Responsible for the essential day to day administrative tasks at the National SCOUT Service Centre including Warrants and awards.
Parent Helpers	Parents are encouraged to visit all SCOUT meetings and activities and help on a roster basis. Regular helpers should be checked through the Warrant procedure.
Partner Relationship Manager	Coordinates funding applications and the sourcing of corporate and charity based funding.
Patrols	Patrols are the most important grouping within the Scout Troop. The Scout method is founded on small group activity (based on six youth).
Politics	SCOUTS is not connected to, nor associated with, any political body.
P.O.R. (The Rule Book)	A document covering the Policy, Organisation and Rules of the Association together with attached Management Procedures.
Programme Evaluation	The Programme Evaluation is an important mechanism for monitoring the quality of Scouting offered at all levels. This should be done at the end of each term to see how the term went.
Promise and Law	Acceptance of the Scout Promise and Law is a condition of membership for youth and adults; it is the basis of all Scouting.
Public Liability	The National SCOUT Centre holds adequate legal liability insurance covering any legal liability arising from any SCOUTS activity conducted within the Scout Association's rules.
Queen's Scout	This is the highest achievement Venturers can gain by their own efforts. It is authorised by the Reigning Monarch. It is a very highly regarded award requiring all-round skill, planning, physical, community and mental achievements.
Regattas	Regattas are large gatherings of Scouts and Venturers. The programme is dominated by water based activities and usually includes other adventurous activities. SCOUTS generally holds a Regatta every three years so that every Scout and Venturer should get the chance of attending at least one Regatta during their time in the section.
Region	There are five regions (Upper North Island, Central North Island, Lower North Island, Upper South Island and Lower South Island) in New Zealand. Each region has a Regional Development Manager who is a professional staff member of the National SCOUT Centre.
Resignation	When a Leader resigns for any reason, the Group Leader should recover his or her Warrant, fill out a Warrant Cancellation form and hand them to the Zone Leader for cancellation. If the Warrant is not available, the Zone Leader should still be informed. Where appropriate, the Leader should receive a letter of thanks and due recognition for the services given.
Resources	There are numerous resources available on the SCOUTS website and through SCOUTS Direct for the use in running the Programme and Group.
Rovers	Rovers are young men and women 18 to 26 years old. There are also older associate Rovers. Rovers follow a Programme of service.
Rover Moot	Rover Moots are gatherings of Rovers held each Easter. It is the practice for arrangements to be made at one Moot for the holding of another the following year. World Moots are held from time to time.

An Introduction to SCOUTS New Zealand

Rover Badges	There are three Achievement Awards for Rovers – The B-P Award, The Ramblers Badge and the St Georges Award.
Sandford Course	Sandford Courses are Leadership training courses for Scouts. Named after Major Sandford, New Zealand’s first National Training Commissioner.
Scarves	Scarves are recognised worldwide as a distinguishable item of Scout clothing. Designs are registered with the National SCOUT Centre.
SCOUTS Direct	An online shop for Scout uniforms, badges, resources and gifts. www.scoutsdirect.co.nz
Sea Scouts	Sea Scouts follow the normal Scout programme but have a particular emphasis on things nautical, such as sailing, rowing, lifesaving and swimming.
Section	Section is the name given to the youth groupings of the Movement. Kea Section, Cub Section, and Scout Section, Venturer Section and Rover Section. It can mean just one section or the whole of the section nationwide, depending on context.
Scouting Associates	Scouting Associates are a pool of skilled adults to support programme delivery, activities and the operation and administration of Scouting.
Special Needs	Members with physical or mental disability should, as far as is possible, be invested into local Scout Groups.
Suspension	A Leader within a Scout Group may be suspended by the Zone Leader if it is believed that a serious breach of the rules has taken place.
Uniform	Worn by youth and Leaders as per the Badge and Uniform Policy. The uniform is available from SCOUTS Direct.
Velocity Course	An Introductory Workshop for Venturer Scouts.
Venture	A Venture is a large gathering of Venturers, normally on a national basis. The programme includes a range of adventurous activities and also a four day expedition. New Zealand holds a Venture every three years so that every Venturer should get the chance of attending at least one during their time in the Venturer Unit.
Warrants	A Warrant is a Leaders certification for service to Scouting.
Woggle	An article that is used to hold a scarf in place.
Wood Badge	The Wood Badge is the main training award and is awarded to Leaders who successfully complete the full training requirements. The Wood Badge consists of two small wooden beads on a leather thong and is worn around the neck.
World Scout Bureau	The World Scout Bureau is the headquarters of Scouting throughout the World. It is based in Manila in the Philippines and has a fulltime staff. The purpose of the Bureau is to co-ordinate the efforts of Scouting in all countries and to maintain standards. Much research and development is carried out and support material circulated to all member organisations. The Bureau has established offices in regions throughout the World. New Zealand belongs to the Asia-Pacific Region which has its office in Manila in the Philippines.
Youth Award Scheme	The Youth Award Scheme is a range of activities in each section that young people can be challenged, achieve recognition for their endeavours and have fun.
Zones	Zones are groupings of up to 20 Scout Groups. Several Zones make up a Region.
Zone Leader	The Zone Leader is the senior Scouting volunteer in each Zone. Group Leaders are responsible to the Zone Leader.

An Introduction to SCOUTS New Zealand

Wood Badge Training Plan

Training Plan for:

Section: **Group:**

Zone: **Date:**

The following is an expectation to complete the following opportunities for personal development to assist with development of youth in my care from time to time.

This Plan covers:

Initial Block	Date Completed
<ul style="list-style-type: none"> Module 1.1 National Programmes 	
<ul style="list-style-type: none"> Module 1.2 Youth Award Scheme 	
<ul style="list-style-type: none"> Module 1.3 Section Organisation 	
<ul style="list-style-type: none"> Module 1.4(a) Safety – Leading Youth 	
<ul style="list-style-type: none"> Module 1.4(b) Safety - Risk Management and Youth Safety 	
Managers	
the above as an overview and:	
<ul style="list-style-type: none"> Module 1.5 Coaching, Mentoring & Leading 	
<ul style="list-style-type: none"> Module 1.6 Managing Finances 	
<ul style="list-style-type: none"> Module 1.7 Good Public Relations 	
Practical Block	
<ul style="list-style-type: none"> Module 2.1 Skills covered in Own section’s Youth Award Scheme 	
<ul style="list-style-type: none"> Module 2.2 NZQA Certified First Aid Course ^{Refer note 1} 	
Managers	
<ul style="list-style-type: none"> Module 2.2 NZQA Certified First Aid Course ^{Refer note 1} 	
and:	
<ul style="list-style-type: none"> Module 2.3 Recruitment & Retention 	
<ul style="list-style-type: none"> Module 2.4 Administration & Support 	
<ul style="list-style-type: none"> Module 2.5 Interviewing Skills 	
<ul style="list-style-type: none"> Module 2.6 Welcoming Future Leaders 	
Advanced Block	
<ul style="list-style-type: none"> Attend Scouting Advanced Personal Development Course 	

Note 1: Either a NZQA certified: Workplace or Outdoor First Aid course, appropriate to the activities you will carry out.

Leader (Signature) Date

Group Leader or
Zone Training Leader (Signature)

An Introduction to SCOUTS New Zealand

Checklist for an Introduction to SCOUTS New Zealand

Leader's Name

Group Zone

Phone (day) Phone (night)

Email

Address

(Please print clearly)

TASK	COMPLETED (date)	Evidence
Agreement to be a Leader		Completed Warrant Application and Police consent form.
Wood Badge Training Plan		Completed Plan to ZTL

Assessed by	
Name:	
Role:	
Signature:	
Date:	
Database updated:	
Warrant Application Processed:	

This page and the Wood Badge Training Plan overleaf are to be photocopied then sent to the Zone Training Leader

For office use:

Moderation completed by: -

ZTL..... on

An Introduction to SCOUTS New Zealand

Assessment for An Introduction to SCOUTS New Zealand:

Leader's Name

of Group Zone

Phone (day) Phone (night)

Email Date

Address

(Please print clearly)

1. A review of the Position Description of the role sought

My role will be:

2. The Scouting Structure and Support available (Groups & Zone)

My Group name is:

We meet at:

Our Zone is:

3. Code of Conduct / Duty of Care

Who is the Code of Conduct expected of:

4. Scout Promise and Law

Is the acceptance of the Promise and Law a condition of membership in the Movement?

Yes / No (circle one)

The three principles which underpin SCOUTS New Zealand are:

Duty to

Duty to

Duty to

An Introduction to SCOUTS New Zealand

Leader's Name

5. Warrant Application form and the procedure followed

When a leader accepts a Warrant what is the commitment which follows:

The following questions 6 – 8 were on the original document

6. Delivery and support given under the Wood Badge Training Scheme

The three blocks of training are titled:

1.
2.
3.

7. Marketing Aims of SCOUTS New Zealand

SCOUTS New Zealand opens up a world of adventure based learning experiences, hence a tag line of – SCOUTS New Zealand - _ _ _ _ _ .

8. Completion of a Wood Badge Training Plan

I will plan to achieve the following training subjects within the next three months:

1.
2.
3.

(Taken from my Wood Badge Training Plan on Page 33)

SCOUTS New Zealand

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