



**SCOUTS**<sup>®</sup>  
Creating a Better World

World Organization of the Scout Movement  
Organisation Mondiale du Mouvement Scout  
Всемирная Организация Скаутского Движения  
Organización Mundial del Movimiento Scout  
المنظمة العالمية للحركة الكشفية

## **TANZANIA SCOUTS ASSOCIATION YOUTH PROGRAMME POLICY**



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## **1:0 INTRODUCTION**

In short, policies simply guide our actions. Policies can be guidelines, rules, regulations, principles, or directions. They say what is to be done, who is to do it, how it is to be done and for (or to) whom it is to be done. This is what defines our course of action. The National Youth Programme Policy defines the rules and regulations to guide the implementation of the Youth Programme. This is the first Tanzania Scouts Association youth Programme Policy to be in force. This Policy outlines our rules, provides the principles that guide our actions, sets the roles and responsibilities, reflects on our values and beliefs and states our intention to propel the Youth Programme to greater height. This is our guide for action. It will guide all the stake holders and the Scouts as well.

The Youth Programme Department is a subcommittee of the National Executive Committee of the Tanzania Scouts Association. It was established to implement policy decisions concerning the development and design, delivery and implementation of the youth programme. The National Youth Programme Policy document outlines the guidelines on the implementation of the programme in all scout sections, The policy will guide the Scout leaders and the entire scout fraternity on the issues affecting the programme and how the programme can be enriched to suit the current and the future generation.

The Tanzania Scouts Association through the programme team is geared towards giving a programme that is inclusive, relevant and well thought out to our young generation. The Policy addresses the need of the department in realization of the set goals in the WOSM priority areas and the current Tanzania Scouts Association strategic plan.

**MR. OMARI H. MAVURA**  
**YOUTH PROGRAMME COMMISSIONER**

## **2:0 ACKNOWLEDGEMENTS**

The Policy would not have been realized without the input from various people who in one way or another sent their input or were involved in the in depth interrogation of the document. They took their time to read it and direct where they felt a change or correction was needed. Our heartfelt appreciation goes to those who put the policy together from scratch to a full document. Special thanks to Mr. Godfrey Method (LT), Mr. Crispin Majiyya(SALT) and Mary Anyitike (LT-Mama Africa) whose were the masterminds of the policy. They pieced it together and presented it to the National Executive Committee for approval. Special appreciation is going to Alhaj Omari H. Mavura (LT) who is the Assistant Chief Commissioner - Youth programme who Chaired The National Youth Programme committee and task team during the preparation of the Policy in different workshops. The whole process has taken a while but it is worth the time. The Youth Programme material review workshop held at Green Park View put the final details to the Policy.

We also appreciate the contributions made by the following: Mr. Stewart Kiluswa (LT), Alhaj Abdallah Sakasa(LT), Mr.Rashid Mchatta (ALT), Mr.Jonathan Omondi, Alhaj Hamisi Masasa (ALT), Mr. Fredrick Peter, Mrs. Amina Maulid, Mrs Eline Kitaly (NEC),WSB/ARC, Kenya Scouts Association, The National Executive and Steering Committees. We also appreciate and acknowledge all those who have helped in the smallest way possible to put this policy in place.

**ABDULKARIM E. SHAH**

**CHIEF COMMISSIONER**

### 3:0 Abbreviations

ALT	Assistant Leader Trainer
ARC	Africa Resource Centre
IT	Information Technology
JOTA	Jamboree On The Air
JOTI	Jamboree On The Internet
LT	Leader Trainer
MoP	Messenger of Peace
NEC	National Executive Commissioner
NSO	National Scout Organization
SALT	Support Assistant Leader Trainer
TSA	Tanzania Scouts Association
UN	United Nations
WSB	World Scout Bureau
<b>WOSM</b>	World Organization of Scout Movement

### 4:0 TITLE

This document shall be cited as the National Youth Programme Policy of the Tanzania Scouts Association herein referred to as the Policy.

### 5:0 JUSTIFICATION

The policy derives its mandate from:

- i) The Constitution of the Tanzania Scouts Association
- ii) The Policy Organization and Rules (POR)
- iii) Other departmental policies of the Association

### 6:0 VISION AND THE MISSION STATEMENT OF TSA

#### MISSION OF TSA.

Contribute in Educating young people to play a constructive role to the society

#### VISION OF TSA.

Making a real contribution to creating a better world.

### 7:0 OBJECTIVES

- i. Increase knowledge, skills and improve attitudes among the Scouts so as to achieve holistic growth in all dimensions.
- ii. Facilitate the continual development of relevant Youth Programme materials in order to meet the ever-changing needs and aspirations of the youth, for continued growth of Scouting in Tanzania.
- iii. Ensure that the Youth Programme is based on fundamental principles and the Scout method as the means of achieving the purpose of Scouting.

- iv. Enhance the understanding of what the Youth Programme constitutes in Scouting.
  - v. Improve infrastructure and increase resources for youth programme development, delivery and implementation.
  - vi. Increase stake holders buy in of the Youth Programme through advocacy.
  - vii. Integrate all young people into Scouting by initiating stimulating and challenging activities.
  - viii. Regularly review/update and appraise the Youth Programme.
  - ix. Monitor, track and update the Scouts register and their progression.
- i. Reflection on the purpose, principles and method of Scouting as the foundation on which the youth programme is built.
  - ii. Consideration of aims, objectives and priorities of the TSA, including the formation of appropriate educational objectives for the youth programme of each section.
  - iii. Analysis of trends in the needs and interests of young people and the society in which they live.
  - iv. Evaluation of practical experience with the current Youth Programme, taking into consideration feedback from the participating members.

### **8:0 DEFINITION OF THE YOUTH PROGRAMME.**

The Youth Programme is the totality of what young people do in Scouting (the activities), how it is done (the Scout method) and the reason why it is done (the purpose).

The Policy endeavors to- help the Association to realize the strategic plan: growth, quality and monitoring & evaluation. The document attempts to bring together the stake holders of the game of Scouting; the Scout leaders, the parents, the community and the management of the Association.

### **9:0 DEVELOPMENT OF THE YOUTH PROGRAMME.**

#### **Definition:**

Programme development is the process of regularly re-appraising and adjusting the youth programme of Tanzania Scouts Association to suit the needs and aspiration of young people and their Society. The TSA National Youth Programme development shall be based on:

*The review of the Youth Programme shall be done regularly (at least 5years or may be as directed by the NEC) through formal and informal means, and adjustments made according to the socio-economic and geographical situations in Tanzania at the time.*

### **10:0 NATIONAL YOUTH PROGRAMME COMMITTEE**

- i. The National Youth Programme Committee members shall be elected by the Regional Programme Committee members.

The National Youth Programme Committee shall comprise:

- a. The National Programme Commissioner (Chair)
- b. The National Training commissioner (Vice Chair)
- c. The National Youth Representative (Secretary)
- d. Cooption will be done on basis and in event of a partisanship a representative will be co-opted
- e. National Executive Commissioner

#### **ii. Duties of National Programme Commissioner**

- a. Represent the Programme Committee at the National Executive Committee meeting.
- b. Develop a National Youth Programme Policy.

- c. Chair the National Programme Committee Meetings.
- d. Present to the National Executive Committee the department's plans, budget and the departmental reports.
- e. Sign the certificates earned by the Scouts in various National activities.
- f. Coordinate the programme activities for all the Scout sections.
- g. Coordinate the implementation and monitoring of the programme delivery.
- h. Create advocacy on the Youth Programme to stakeholders and partners.
- i. Coordinate research on Youth Programme matters.
- j. Coordinate regular development and evaluation of the Youth Programme to meet the ever changing needs of the youth.
- k. Liaise with other TSA departments in ensuring that the programme is well delivered and to the expectations of the Programme department.

**iii. Qualifications of the National Programme Commissioner**

- a. Hold at least a Minimum Qualification of Diploma level from a recognized institution where Social worker, Education, Sociology, Youth Program courses are added advantage.
- b. At least be an Assistant Leader Trainer (ALT) with 3 beads.
- c. Be of good social standing and youth programme
- d. Possess People, numeracy, communications and public relations skills.
- e. Fluent in both English and Kiswahili
- f. Be at least 22 years and not more than 66 years on the first appointment.
- g. Must be IT compliant (computer).

**iv. Regional Programme Committee**

There shall be a **Regional Programme Committee**.

The Regional Programme Committee shall comprise of:

- a. The Regional Programme Coordinator as the **Chair person**
- b. Regional Youth Representative (2)
- c. Regional Training Coordinator- Act as a Secretary
- d. Not more than 3 co-opted members

*Regional Programme Coordinator, shall apply, be vetted and cleared by the National Programme Committee.*

**The qualifications of the Regional Programme Coordinator shall remain as for the National Programme Commissioner.**

**11:0 MEETINGS**

**i. Committee meetings**

The National Programme Committee shall meet monthly.

- a. The Chair person of the committee shall be the National programme Commissioner
- b. The Secretary shall be the National Youth Programme Executive.
- c. In the absence of the Chairperson or his/her vice Chairperson, the committee shall appoint one member to chair the meeting.
- d. The quorum for the meetings shall be 50% of the members including the co-opted and the Ex-officio.
- e. The committee will replace a member failing to attend three consecutive meetings without proper reasons or apologies.

## ii. Regional Programme Committee Meetings

- a. The Regional Programme Committee shall meet monthly
- b. The Chairperson of the meeting shall be the regional programme coordinator.
- c. In the absence of the Chairperson or his/her vice Chairperson, the committee shall appoint one of its members to chair the meeting.
- d. The quorum for the meeting shall be 50% of the members including the co-opted and the ex officio.
  - e. The committee will replace a member failing to attend three consecutive meetings without proper reasons or apologies.

## 12:0 ROLES AND RESPONSIBILITIES OF PROGRAMME COMMITTEE.

### i) National Youth Programme Committee

Their main duties shall be:

- a) Define and promote desirable standards in programme development and to encourage regional Associations to adhere to and maintain the standards.
- b) Review the programme policy regularly and recommend changes to the National executive committee of the KSA Council.
- c) Provide leadership and support Regional youth programme development and delivery.
- d) Publish relevant and appropriate documentations on Youth Programme
- e) Work closely with other committees and task forces of TSA.
- f) Plan and implement strategies aimed at continued improvement of the Youth Programme in Tanzania and approve such publications.

- g) Carry out research/survey related to Youth Programmes as and when necessary.
- h) Secure and document souvenirs for the National Youth Programme Committee of TSA for proper knowledge management.
- i) Recommend various awards (for young people) to the Steering or Executive Committee.
- j) Foster youth and material exchanges with other National Scouts Associations.
- k) Organize public relations and communication strategies and tools through various media channels.
- l) Vet youth and adult Leaders to attend or represent the TSA in the National and International events.
- m) Co-opt three (3) other committee members to serve in this committee.
- n) Prepare registration documents and participate in the recruitment of Scouts in all ages throughout the country.
- o) Design and produce standard, proficiency and other badges
- p) Recommend and sanction alteration or change of the Scout uniform

### ii) Regional Youth Programme Committee

Its roles and responsibility shall be derived from those of the National Programme Committee in the region.

## 13:0 MEMBERSHIP

The Tanzania Scouts Association Membership shall be through investiture. Scouting units, Scout leaders and commissioners will pay an annual subscription which will be reviewed regularly as approved by the headquarters. All the members shall be



identified via a unique code which will be used to access the registration through the data base or internet. Membership for Scout leaders and commissioners not renewed for one year shall automatically lapse. Life members are not affected by this.

#### **i. Scouts section**

**The Scouts section shall be;**

##### **a. Cub Section**

Motto- Do your Best

Age- 5-10 years

##### **b. Junior Section**

Motto- Be Prepared

Age- 11-14 years

##### **c. Senior Section**

Motto – Look wide

Age – 15-17 years

##### **d. Rover Section**

Motto- Service

Age- 18-26 years

#### **14:0 WARRANTED SCOUTERS**

- i. Scout leaders 18 - 70 years
- ii. Trainers and Commissioners 21- 70 years

#### **15:0 FRIENDS OF SCOUTS**

These are adults interested in supporting the game of Scouting. They include;

- i. Parents of the young Scouts

- ii. The Scouts alumni
- iii. Corporate organizations
- iv. Other youth organizations
- v. Public Benefit Organizations
- vi. Religious organizations
- vii. Individual youth and personalities

*The above could warranted in line with the requirements.*

#### **16:0 SCOUTS PROGRAMME**

##### **i. Definition of Youth Programme**

It is the totality of what young people do in Scouting (the activities), how it is done (the Scout method) and the reason why it is done (the purpose).

- a. Totality:** The Youth programme covers the complete span of young person's experiences in the movement. It is a progressive process of education and personal development through largely outdoor activities.
- b. What:** The youth programme encompasses all activities that young people in Scouting take part in and they must be attractive and challenging to them.
- c. How:** The youth programme in Scouting has one fundamental dimension which determines how it is carried out – the Scouts method: which is a system of progressive self education through:
  - i. Scout Law and promise
  - ii. Learning by doing
  - iii. Patrol system
  - iv. Progressive scheme.
  - v. Symbolic framework or background
  - vi. Adult youth relationship

vii. Life in nature.

- d. Why:** The Programme is based on the fundamental principles of Scouting – duty to God, duty to others and duty to oneself and is the means of achieving the purpose of Scouting.

## ii. Youth Programme Delivery and Implementation.

There is need for an appropriate delivery network, project infrastructure in form of qualified and active leaders to carry out programme development and monitor the effectiveness of the programme of each sectional level.

The youth programme implementation shall be done through:

- a. Partnership between Scouts and adult leaders taking into account the Participants' interests, needs and abilities in each section level.
- b. A high quality youth programme that is attractive to young people which is relevant to the social reality in which it is offered and which will also attract adult leaders committed to supporting the implementation.

**NOTE:** TSA backed by National Programme Commissioner, National Programme Committee and Regional Programme committees will endeavor to:

- a) Enhance development and delivery of an effective youth programme that achieves the purpose of Scouting.
- b) Facilitates the production of resource materials i.e. handbooks and other materials to support the implementation of the programme.

- c) Ensure close co-operation with national training team for the training and development of adult leaders; hence quality delivery of Youth Programme.
- d) Participate in the monitoring and evaluation of the youth programme.
- e) Analyze the role of leaders, identify their training and personal development needs and evaluate the effectiveness of that person in terms of its impact on the implementation of the Youth Programme.
- f) Facilitate resource mobilization for Youth Programme implementation.

**NOTE:** WOSM, through the World Programme committee and the World Scout Bureau – African Support Centre, will assist in ensuring that TSA youth programme is faithful to the fundamental principles and method of Scouting and adapted to meet the needs and aspirations of young people hence unity in the programme policy and provide informal resource materials to enable the development and delivery of the youth programme.

## iii. Indicators of a good Youth Programme

These include:

- a. Number of Scouts and units registered
- b. Improved ratio between Scouts and Scout leaders
- c. The number of members receiving badges, awards or ranks.
- d. Improved image of Scouting within and without its perceived relevance and usefulness to the society.
- e. The number of Scouts in all activities i.e. camps, competitions, jamborees etc.
- f. The number partners and support between Scouts and other organizations and individuals

## iv. Evaluation and Reporting Mechanism

The programme committee shall develop monitoring, evaluation and reporting tools to ensure the implementation of the youth programme.

## 17. SCOUTS ACTIVITIES

The Scout activities are derived from the five areas of growth dimensions which are; Spiritual, physical, Emotional, Social and Intellectual culminating to character.

- a. The activities shall be chosen according to the level and the capability of the Scout and the section therein.
- b. The activities shall be geared towards the implementation of the Scouts Programme so as to develop the Scout in their growth.
- c. These activities shall be and not limited to; competition, camp fire, Jamboree On The Air (JOTA)/ Jamboree On The Internet (JOTI), camporees, hikes, expeditions, picnics, pack holidays, out days, open days, excursions and sports.
- d. In the Scout programme, the activities shall be grouped in ten topical areas or more as shall be deemed necessary during the programme review. Thus; Scouting skills, spiritual development, physical development, education and literacy, agriculture, conservation, citizenship, reproductive health, first aid and others.
- e. These activities shall be organized in such a way that they advance with the age and the section as stipulated in the Scout programme.
- f. All the activities shall be aimed at character formation and acquisition of life skills.
- g. The successive completion of the activities will be rewarded with the badges up to the highest level.
- h. Guidelines and the rules on how to conduct the Scout activities shall be formulated by the programme committee.

## 18:0 SCOUTS EVENTS

The Scout activities are *what* the of the Youth programme. Being an educational movement, the Association has stipulated and programmed activities which the Scouts must do to earn the awards and recognition. The activities are derived from the thematic areas in the education dimensions. They include and not limited to:

- Camps
- International and National Jamborees
- Camporee
- Rover moots
- Local and Internationals conferences
- National days
- UN Agencies events/ internal events
- Founder's day
- Africa Regional Scout Day
- Patron's day
- National Scouts Day
- Any other as shall be deemed necessary by the Association.

*Guidelines and rules to conduct Scout events shall be formulated by the National Youth Programme committee and ratified by the National Steering Committee. Where necessary the National Steering Committee shall constitute the specialized taskforces to plan, implement, monitor, evaluate and report such events.*

## 19: 0 SCOUT UNIFORM

Scout uniform is the mark of identity to all the Scouts. The standard Tanzania Scout uniform is the Khaki in colour with shoulder flashes reading Tanzania Scouts Association. The head gear shall be the beret

with the Tanzania Scout emblem (Twigga badge) as the crown. The stockings shall be blue or black.

Each Scout group, District and Region however may have their own Scarf colour and there will be National Scarf colour which include National flag colour. For those who are wearing head scarves (hijaab) they have to wear Scout Scarf on top of their head scarves.

Boys can wear a short or trouser while Girls can wear a Skirt or trouser. All Scout uniforms shall not be tight their bodies and not short.

The uniform shall be reviewed from time to time so as to meet the ever changing life, activity and climate aspects.

**Note:**

School uniform with Scarf will be considered as a Scout uniform when the Group have not enough resources to meet the standard Scout uniforms.

## **20:0 BADGE SYSTEM & THE PROGRESSIVE SCHEME**

There is an established badge system from Cub to Rover Scout section in the Youth Programme.

Scouts leaders are not to wear proficiency and or standard badges. The badges they earned as Scouts shall be stuck on their camp fire attire. They shall only put on world Scout badge and Tanzania emblem. However during their respective section troop meeting, they shall be required to have the group scarf.

## **21:0 LEADERSHIP RANKS IN THE YOUTH**

**This policy identifies the Tanzania Scout ranks for youth as follows:**

**Scouts:** Patrol Leaders, Assistant Patrol Leader

**Scouters:** Group Scout Leader ,Assistant Group Scout Leader, Section Leader, Assistant Section Scout Leader.

**Commissioner** in any position at District, Regional or National level.

## **22:0 SCOUT CEREMONIES**

**This policy recognizes and stipulates the following Scouting Ceremonies:**

- a. Raising or breaking flag ceremony
- b. Investiture ceremony
- c. Going up ceremony
- d. Social ceremonies – burials, weddings, baptism
- e. State ceremonies (public holidays)
- f. Campfire ceremony
- g. Standard badge award ceremony
- h. Scout own
- i. Handing over ceremony

**NOTE: Rules and guide lines to conduct such ceremonies shall be formulated by the National programme committee and shall be available in the Scout programme publications.**

## **23:0 FLAGS**

**These are the various flags which are recognized by this policy.**

- a. Patrol flags on the staff
- b. Troop flags
- c. Section flags
- d. Group Flags
- e. NSO flags
- f. WOSM flags
- g. Events flag /Miniatures
- h. National flag

## **24:0 SCOUTS PROJECTS**

The projects undertaken as the Programme projects shall be;

- a. Used as part of the Youth Programme implementation: e.g. Messenger of Peace Project (MoP)
- b. Assist in acquisition of a certain badge.
  - c. For generating income to the Scout Groups/Units
  - d. To enrich the programme  
NB. Their interest should be looked into and any project should have sustainability mechanism.
- e. All projects and partnership must adhere to the Marrakech charter (1990).
- f. All projects shall have a partnership deed.

## **25:0 SCOUTS INTER- PATROL COMPETITIONS**

There shall be Scouts competitions which will be coordinated from the Group, District, Regional, the National level and Zonal Scout (Eastern Africa) Inter-patrol Scouts competitions.

Inter –Patrol Competitions are part of the Scout programme which enables the Association to assess the implementation of the programme. The competitors will be from Junior to Rover Scout sections. Each competing patrol (boy or girl patrol) shall have 8 members.

### **i. Questionnaire setting, moderation and administration**

There shall be an established taskforce for the setting and the moderation of the competition questionnaire. The taskforce shall receive questions from selected persons and moderate them so that a complete set will be ready by commencement of the competitions. Regions, Districts and Groups shall have authority to organize and manage competitions at their levels.

### **ii. Management and administration**

The competition will be well managed by qualified assessor who will be selected by the programme committee in consultation with the training committee.

### **iii) Rules and guidelines of Scout competition**

The programme committee shall formulate rules and guidelines for the competitions. All the participating teams shall adhere to the set rules of the competition and any violation of the said rules will lead to disciplinary measures.

### **iv.) Assessment**

There shall be a competition assessment team at the regional, the national and the zonal level.

The entire assessment team must have undergone the Competition assessment course.

### **v.) Reporting and results**

The results will be announced at the end of the competition in presence of every participant.

### **vi.) Conduct of the Assessors**

The appointed assessors shall carry out the assessment diligently without compromising their integrity. Any assessor found guilty of compromising the standards in whatever way shall be guilty of an offence and shall be suspended and finally banned from assessment.

Assessors shall not ask for meals and drinks from the Scouts.

### **vi.) Recognition**

There shall be recognition of the winners in every section with certificates and prizes. Various categories of recognition shall be identified by the programme committee.

**NOTE:** The District and Regional Scouts competitions shall be carried out in the same Month across the regional. Planning and the management of the Regional Scouts Competitions shall be by the District/Regional Scout Council. Assessors shall be from the region but the chief Assessor shall be appointed by the District/Regional programme committee.

The cluster Scout competitions planning shall be done by the Cluster District/Regional Scout commissioners but the management and assessment of the competitions shall the responsibility of the Programme committee.

National competitions shall be planned and managed by the National programme department. Likewise the East Africa Scout Competitions and the Zone forum meeting shall be planed and managed by the National programme department.

All the competitions apart from the Zonal ones shall not exceed four days which include arrival and departure and preferably done towards the weekend. Arrival inspection will be done at 4:00 Pm.

### **26: 0 INTERNS AND VOLUNTEERS**

The programme department shall recommend for recruit such personnel as required to perform certain tasks and duties at any given time as interns and volunteers to implement youth programme. Their recruitment shall be as stipulated in the Human Resource manual.

### **27: 0 TOKENS OF APPRECIATION**

Wages, honoraria and other monies shall be negotiated between the Programme department and such parties shall be approved by the National Steering/Executive Committee as may be provided for in the financial regulation of Tanzania Scouts Association.

### **28: 0 RELIGION IN SCOUTING**

Reference shall be made to the Tanzania Scouts Association Constitution article **12 section 4 and in X In the P.O.R.**

### **29:0 INTERNATIONAL EVENT REPRESENTATION**

The international Scout's gatherings are one of the activities in the Youth programme and unite the fraternity of Scouting. As such, representation from Tanzania to such gathering is of paramount importance.

**NOTE: The programme department shall vet all the youth members who will attend the international activities.**

### **30: 0 SCOUTER WARRANTS AND VALIDATION OF CERTIFICATES AND RANKS**

To operate as Scouter and for issuance of certificate, the programme department will ensure such warrants and certificates are issued in accordance to the Constitution and POR **article X.**

### **31:0 THE SCOUT SHOP**

Most of the items to be sold in the Scout shop shall be directed by the programme committee and the persons to in charge to be well equipped with the Youth Programme knowledge especially badges, Scout uniforms, Scarves etc.

Rules regarding the sale of the merchandise shall be adhered to. (Rules to be appeared in the POR).

### **32:0 COMMUNITY AND PARENTS INVOLVEMENT**

The Scout activities shall involve the parents, guardians of Scouting and the community.

### **33:0 UNIT ESTABLISHMENT**

The Scout unit formation shall be in accordance to the POR and the authority of the sponsor. There shall be two types of units:

- a. Open – shall be started by Scout leader and run in the community

- b. Closed units - shall be run in the institution whether public or private. i.e. Schools, Universities, Colleges, Mosques, churches or estates if there is a Sponsoring Authority

### **34: 0 SCOUTING AND GENDER ISSUES**

All the Scout activities shall adhere to the gender issues in their different programmes.

### **35: CHILD PROTECTION IN SCOUTING.**

Child Protection issues and the rights of children as stipulated in the Child Protection Policy of Tanzania Scouts Association and in the youth programme as a core programme/activity.

### **36: 0 CODE OF CONDUCT**

Code of conduct and integrity shall be adhered to as stipulated in the code of conduct as specified human resource policy.

### **37:0 RECOGNITION**

Programme committee will propose names to be recognized by the Association. Among the Scout families to be recognized shall be;

- a) Scouts
- b) Scout leaders
- c) Commissioners
- d) National Executive Committee members
- e) Friends of Scouts
- f) Alumni
- g) Corporate institutions

Youth Forums shall be made up of:-

- a. Rover Patrol Leaders will be members of District Youth Forums.
- b. District Youth Forum Committees will make Regional Youth Forums.
- c. Regional Youth forum Committees members will make National youth programme representatives.
- d. National Youth Forum Committee will represent TSA to Zonal Youth Forums and other International Youth Forums.

**The following is the structure of the Youth Forum Committees:**

#### **i) Members of District Scouts Youth Forum committee.**

- a. Chairperson
- b. Vice chairperson
- c. Secretary
- d. 3 Members

#### **ii) Members of Regional Youth Forum committee**

- a. Chairperson
- b. Vice chairperson
- c. Secretary
- d. 3 Members

#### **iii) Members of National Youth Forum Committee.**

- a) Chairperson
- b) Vice chairperson
- c) Secretary
- d) 3 Members

**NB:** The youth Representatives shall serve for 2 years renewable and shall be 18 to 24 years of age. Upon attaining 24 years he/she shall relinquish the post.

### **39:0 DIVERSITY AND INCLUSION**

Diversity and Inclusion in Scouting is one of the WOSM priority areas. TSA has an elaborate programme to reach out these Scouts as per Policy of Diversity and Inclusion.

### **40:0 CONCLUSION**

This policy document shall take effect after the approval and endorsed by the National Executive Committee.

### **41:0 CESSATION**

The National Youth Programme policy of Tanzania may cease to be in the event that;

- a. It is Repealed by the National Executive Committee
- b. NSO is dissolved

### **42: 0 BADEN POWEL'S LAST MESSAGE**

**Dear Scouts,**

If you have ever seen the play Peter Pan you will remember how the pirate chief was always making his dying speech because he was afraid that possibly when the time came for him to die he might not have time to get it off his chest. It is much the same with me, and so, although I am not at this moment dying, I shall be doing so one of these days and I want to send you a parting word of goodbye.

Remember, it is the last you will ever hear from me, so think it over.

I have had a most happy life and I want each one of you to have as happy a life too.

I believe that God put us in this jolly world to be happy and enjoy life. Happiness doesn't come from being rich, nor merely from being successful in your career, nor by self-indulgence. One step towards happiness is to make yourself healthy and strong while you are a boy, so that you can be useful and so can enjoy life when you are a man.

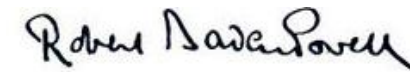
Nature study will show you how full of beautiful and wonderful things God has made the world for you to enjoy. Be contented with what you have got and make the best of it. Look on the bright side of things instead of the gloomy one.

But the real way to get happiness is by giving out happiness to other people. *Try and leave this world a little better than you found it* and when your turn comes to die, you can die happy in feeling that at any rate you have not wasted your time but have done your best.

'Be Prepared' in this way, to live happy and to die happy – stick to your Scout promise always – even after you have ceased to be a boy – and God help you to do it.

Your Friend,

**Baden-Powel**





This is an official Youth Programme Policy document for Tanzania Scouts Association, having been presented to the National Executive Committee and approved. As thus, we members of Executive Committee of Tanzania Scouts Association hereby commit that we will abide by this Policy and Procedures document from date of endorsement.

Thus signed on this day \_\_\_\_\_ of \_\_\_\_\_ 2016 in Dar es Salaam.

**Chairperson**

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**Secretary**

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**Chief Commissioner**

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