



SCOUTS[®]
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 INVOLVEMENT 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 Involvement Policy defines the rules and regulations to guide the implementation of the Youth Programme through Involving Young People in the Movement. This is the first Tanzania Scouts Association youth Involvement Policy to be in force after a long time. 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 policy. The policy will guide the Scout leaders and the entire scout fraternity on the issues affecting the youth involvement in the Scout programme/activities and how the programme can be enriched to suit the current and the future generation.

The Tanzania Scouts Association through the youth programme team is geared towards giving a policy 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.

This is the way to go in service delivery to our scouts.

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), Crispin Majiya(ALT) 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
JOTA	Jamboree On The Air
JOTI	Jamboree On The Internet
LT	Leader Trainer
NEC	National Executive Commissioner
NSO	National Scout Organization
SALT	Support Assistant Leader Trainer
TSA	Tanzania Scouts Association
UN	United Nations
WSB	World Scout Bureau
WOSM	World Organization of Scout Movement

4:0 TITLE

This document shall be cited as the National Youth Involvement 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 VISIONS AND THE MISSION STATEMENT OF TSA

MISSION OF TSA.

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

VISION OF TSA.

Making a real contribution to creating a better world.

7:0 OBJECTIVES

The main objective of the Policy is simply to guide our actions. Policies can be guidelines, rules or regulations, principles, or directions in youth involvement in all areas of Scout Leadership.

8:0 THE PURPOSE OF THIS POLICY

This policy aims at strengthening and ensuring youth involvement at all levels in the Scout Movement including group, District and Regional levels.

As Scouting is a Movement of young people supported by adults, and not for young people managed by adults only, this policy emphasizes the importance of creating a collaborative environment, where both young people and adults share knowledge and skills naturally and harmoniously.

9:0 DEFINITIONS

For the sake of this Policy, one should consider the following definitions:

Youth

The word “Youth” in Scouting refers to all boys and girls involved in the Educational Programme within the Movement. The learning experience within Scouting focuses on the young person’s development; therefore the Youth Programme ends at adulthood (it includes childhood, adolescence, and early adulthood only). The different stages of personal development determine the age sections within Scouting, which may vary according to the cultural differences and contexts in which NSOs operate (although, often, the sections fall within a range between 5 and 26 years of age). The word “youth” is more generic, whereas we use the term “young people” when we refer to the membership or the active member Scouts.

Adults, Leader Trainers and Scout Leaders are mainly volunteers (only in a few cases professional leaders) responsible for supporting/facilitating the development or delivery of the Youth Programme, or supporting others adults, or organization structures.

Young Leaders are young people 18 to 26 years of age who are developing and delivering the Youth Programme to younger age-sections, or are involved in supporting other adults or organizational structures. In this case “leader” is related to the role they play on behalf of the organization.

Youth Participation is a process that ensures young people are consulted and given the opportunity to contribute to the decisions that affect their lives.

Youth Involvement is a capacity-building process, based on enabling young people to actively share responsibility with adults for making decisions that affect their lives, and the lives of others in their community.

Youth Engagement is the meaningful participation and sustained involvement of young people in an action in which they use their time, intelligence, talents, skills and abilities for making a positive change in their own and the life of others, which results from strong connections to a particular idea, person, activity, place or outcome.

Youth Empowerment is the attitudinal, structural, and cultural process whereby young people gain the ability, authority, and agency to make decisions and implement change in their own lives and the lives of other people, including young people and adults.

Note: Youth involvement, participation, engagement and empowerment can be perceived differently, depending on the context and culture in which they are observed.

Youth Programme in Scouting is the totality of the learning opportunities from which young people can benefit (*What*), created to achieve the purpose of Scouting (*Why*) and experienced through the Scout method (*How*).

The Scout Method is a system of progressive self-education through the following interrelated elements: the Scout law and promise, learning by doing, the team system, symbolic framework, personal progression, nature and adult support.

10:0 WHAT IS YOUTH INVOLVEMENT?

Young people are valuable members of our societies; they are active citizens who are contributing to resolving the challenges our communities are facing today. With contemporary issues demanding intergenerational collaboration for finding solutions, the importance of involving young people in decision-making processes is visible now more than ever before.

Youth Involvement not only provides the **opportunity** and **space** for young people from diverse backgrounds to have a say in issues that affect their lives, but also the lives of others in their communities. It is also **capacity building**: it enables young people to gain adequate skills and knowledge through which they strengthen self-confidence and learn to be responsible members of their societies.

Finally, involving young people in decision-making **motivates** them to be active citizens, and realise the **responsibility** they carry as individuals towards the community as a whole.

In Tanzania Scouts Association, youth involvement is observed on three interrelated levels: educational, institutional and community level. Each of these encompasses different objectives for youth involvement, and concentrates on a specific set of benefits to young people, adults and their broader communities to be gained from involving youth in decision-making processes.

11: WHY INVOLVE YOUNG PEOPLE?

There are a number of reasons for involving young people, identified within and outside of Scouting. From Scouting's point of view, the following reasons are particularly relevant for the involvement of young people:

Young People's Rights, Relevant Representation and the Youth Perspective

Young people have the right to be involved and to have their voice heard in decisions that will affect them, and this is one of their fundamental rights. In youth-focused organizations such as Scouting, involving young people in decision-making ensures better representation and makes it possible to obtain a young person's perspective, which is often different from that of an adult. Additionally, young people are usually those who think "outside of the box" and are able to contribute with new, fresh and creative ideas.

Development of Relevant Skills and Positive Attitudes for Youth and Adults

Youth involvement enables young people to form higher aspirations, strengthen their capacities and even change attitudes. It can also help them enhance their problem-solving skills, ability to argue critically and engage in constructive dialogue with adults, in order to create a mutually respectful environment. Additionally, it enables them to take initiative (and responsibility for their actions), while strengthening their confidence and openness. Youth involvement allows adults to perceive young people as key partners in their communities. It also strengthens their commitment and enhances their energy when witnessing the same devotion in younger generations.

Fostering Responsibility and Sustainability

By involving young people, communities are ensuring a sense of social responsibility among them towards sustainable development. Involving young people in decision-making at an early age also helps them develop social competence and creates more inclusive and cohesive communities.

12:0 WHY INVOLVE YOUNG PEOPLE IN DECISION-MAKING IN SCOUTING

Education for Life

Involving young people in decision-making is a key element for implementing the mission of Scouting. Through youth involvement, adults support the creation of a safe learning environment, where young people are enabled to become self-fulfilled as individuals and play a constructive role in society.

A Specific Method

Within a unit, all Scouts can participate in selecting activities, evaluating group life and deciding on common rules. All these activities enforce the importance of youth involvement as a key component of the Scout Method.

Assisting Young People in Establishing a Value System and Developing Life Skills

By being involved in a process of decision-making, young people can discover the values of working together to achieve common objectives, listening to others and paying attention to other people's opinions in order to achieve consensus, sharing skills and efforts in teamwork to share achievements together instead of seeking self-promotion. Youth involvement enhances opportunities for capacity building among both young people and adults, by enabling them to develop life skills such as creative problem-solving, leadership and communication skills.

Improving Organizations' Democracy and Dynamism

In Tanzania Scouts Association, the proportion of young leaders can often be high, and most of them deliver the Youth Programme at grassroots level. If they and other young members are not involved in a democratic process that allows them to express their views about the needs of young people and the relevance of the Youth Programme, as well as the strategy and the management of the organization, then Scouting is facing a triple danger:

Without feedback from those working at grassroots level, the national leaders will be unable to design and develop accurate strategies.

If deprived of the opportunity to express their views and to be listened to, the young members and young leaders could lose their motivation and soon quit. When the turnover of leaders increases, the quality of the programme deteriorates.

Scouting is based on learning by doing. If young people cannot experience decision-making at grassroots level at a younger age, they cannot be expected to “suddenly become responsible, participating adult citizens without prior exposure to the skills and responsibilities involved.

Enhancing Intergenerational Dialogue

The Mission of Scouting is better achieved when there is a healthy partnership between young people and adults, which ends up being mutually beneficial if each one has the opportunity to share his/her own strong points. In Scouting, adult leaders have an enabling role; if they want to do it well, they need to engage in constructive dialogue and collaboration with young people.

13:0 CHALLENGES TO YOUTH INVOLVEMENT

The most common challenges, which are known to affect young people’s ability to be involved in adult-owned decision-making, include cultural norms, poverty, disabilities and gender. In addition to these, other institutional barriers can occur:

Inappropriate models/tools for youth involvement:

If management structures are not using models/tools appropriate to their particular context and needs of young people, they risk losing the contribution young people can provide to the success of the organization’s work.

Lack of skills and training (and resources within the organization):

Lack of skills and adequate training often lead to the exclusion of young people from the decision-making process. Organizations often do not have (or do not designate) the time or resources to training young people to contribute effectively.

Lack of information about possibilities for youth involvement:

Miscommunication or lack of clear communication disables young people to actively take part in decision-making processes.

Young people’s lack of time and money:

Young people spend much time at school and extra-scholar obligations which prevent them from devoting as much energy as they would like to being involved in programmes/activities. Lack of financial resources is often a primary barrier to initiating youth-led activities.

Staff turnover and weak adult training:

Fast turnover of staff and volunteers and staff burnout are often key barriers arising from a lack of continuity and follow-up for young people seeking to become more involved in programme activities.

Glass ceilings:

Having youth involvement only up to a certain level within an organizational structure prevents young people from fully contributing and feeling responsible for the success of an organization as a whole.

13:0 HOW TO INVOLVE YOUNG PEOPLE?

This policy presents guidelines for youth involvement on three levels: unit, institutional and community level. It is important to recognize that youth involvement should be observed holistically, and not addressed sequentially – level by level. The levels should not be misunderstood as replacements to one another. On the contrary, they are complementary, and there is a mutually reinforcing relationship between the guidelines for action proposed at each level.

14:1 Unit level

Youth involvement is at the very basis of unit-level Scouting. It is deeply rooted in the Scout Method, and is therefore an essential component of implementing the youth programme. The Scout Method provides us with tools that enhance youth involvement and enable young people not only to take an active part in decision-making processes at unit level, but also to take on roles and responsibilities at other levels of the Movement and in the broader community.

The Team System

The team (patrol) system, as one of the elements of the Scout Method, is not only a way of working in small groups - as it is most often defined - it is actually a system for involving young people in decision-making, throughout all age sections (with different approaches). The team system is truly a powerful tool for youth involvement, and its use should therefore be enforced throughout different age sections (appropriately).

The Leadership Experience. The leadership experience in Scouting allows all members to be able to undertake the leader's role depending on the situation, assuming the responsibility to head the process.

Likewise, the leader's role is conferred by the others through their confidence. The **leadership role** should be interchangeable among the members of the team, in order to allow all of them to take responsibility and gain the confidence of others.

A Representational System Within each team and in ways appropriate to their capacities, the youth members organize their life as a group, sharing responsibilities, and decide upon, organize, carry out and evaluate their activities. A **representational system** should ensure that the youth members are also involved in the decision-making processes of the unit as a whole together with the adult leaders.

14:2 Community level

Scouting's commitment to "help build a better world" (community involvement) is an indirect outcome of contributing to the education of youth. Thus, society benefits from the Scout Movement in two different ways: One is the education of young people and the other - their empowerment as responsible and committed citizens.

Becoming "Active Citizens"

Scouting contributes to the empowerment of autonomous individuals and the holistic development of active global citizens for the community. Enabling young people for being "Active Citizens" (in the present and future) should be seen as one of the end results of our Scouting educational process.

Youth Changing Communities

In order to enable young people within scouting to take action in their communities, and contribute to positive developments in their societies, Scouting should:

- Identify opportunities, both within Scouting itself and externally, for young people and adult volunteers to be active in society;
- Recognize the educational benefits of participating in community development work;

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-Powell



