Word Scouting Draft Policy Summary Brief
Adult Volunteering

1. Introduction

World Scouting is updating the World Scout Adults in Scouting Policy to support the improvement of the quality, relevance, and impact of Scouting education provided through National Scout Organizations (NSOs). Following consultations with NSO representatives from all five World Scouting Regions, WOSM Consultants, and volunteer experts, the policy review team developed an initial draft. This was further refined through cross-policy reviews, resulting in Draft 1.

This brief introduces the main proposed directions of the revised policy and guides NSOs, national teams, and other relevant stakeholders through the review and feedback process.

It aims to help readers:

- Understand the main proposed policy directions and their potential implications for NSOs.
- Review Draft 1 of the policy and assess its relevance, clarity, and applicability.
- Engage relevant national stakeholders in discussing the proposed changes.
- Provide feedback through the consultation form or by commenting directly on the policy draft.

The proposed directions are not yet final and may change based on the feedback received during the consultation process.

2. Main directions of the policy

The revised policy proposes nine main directions for NSOs to maintain, strengthen, improve, or develop as they adapt and implement the policy nationally. Directions representing significant changes or greater emphasis compared with the current policy are identified as **New** or **Strengthened**.

1.	NSOs should create a **positive Adult Experience** where adults are welcomed, respected, supported, recognised, included, and able to contribute meaningfully, based on clear mutual expectations. (***NEW***)
2.	NSOs should enable a flexible and inclusive Adult Journey, providing opportunities that respond to adults' motivations, competencies, availability, backgrounds, and life circumstances, and enabling them to enter, change roles, adjust involvement, pause, transition, re-engage, or remain connected throughout their lives***. (NEW)***
3.	NSOs should provide a supportive entry process to attract, recruit, select, onboard, and appoint adults through fair, transparent, inclusive, values-based, and safeguarding-informed approaches, with clear roles, expectations, competencies, and support. ***(Strengthened)***

4.	NSOs should provide accessible, flexible, inclusive, and competency-based learning that recognises prior learning, supports continuous development, and prepares adults for current and future roles. ***(NEW)***
5.	NSOs should ensure adults have safe environments, safeguarded through safe, healthy, respectful, and inclusive environments that promote wellbeing, sustainable involvement, and balance with other areas of life. ***(NEW)***
6.	NSOs should enable continued engagement and contribution after an adult's role ends, supporting knowledge transfer, succession, re-engagement, and diverse forms of continued involvement. ***(NEW)***
7.	NSOs should maintain practices that provide feedback, development and recognition of adults' development and contributions, including their competencies, growth, achievements, and impact throughout the Adult Journey. ***(Strengthened)***
8.	NSOs should maintain an adult management system that integrates all phases of the adult journey and supports adults' development.
9.	NSOs should include adult management in strategy, governance, accountability, and resource allocation, using capacity planning, leadership continuity, intergenerational leadership, partnerships, digital transformation, data, and continuous improvement. ***(NEW)***

3. What These Directions Mean for NSOs

The proposed policy directions highlight each NSO's responsibility to offer a relevant, consistent, and high-quality adult volunteer management. They set shared expectations but also give NSOs the flexibility to adapt to their own national and local situations.

After the revised policy is approved, NSOs will need to put these directions into action through:

- **Policy alignment:** Review and update your national Adult Volunteering policy, frameworks, and resources, so they match the World Scout Adult Volunteering Policy, while considering your national and local context. E.g. *explore adapting your Adult Volunteering Management system to provide an inclusive and supportive organisational environment.*
- **Organizational capacity:** Build or improve the structures, staff, skills, coordination, and support systems needed to run the Adult Volunteering Management System well.
- **Monitoring and improvement:** Set up or improve ways to monitor, evaluate, and regularly review the Adult Volunteering Policy. Use evidence and feedback from young people and volunteers to keep improving it. These expectations should build on what your country already does well. Identify what should be kept, improved, or further developed.

4. How to Participate in the Policy Review

NSOs, national teams, and other relevant stakeholders are invited to review Draft 1 of the World Scout Youth Programme Policy and contribute to its further development.

Step 1. Read the Policy Draft - Read Draft 1 of the World Scout Adult Volunteering Policy. Pay particular attention to the proposed policy directions, their explanation in the draft, and the expectations for NSOs.

[Read the World Scout Adult Volunteering Policy – Draft 1]

Step 2. Reflect on the Proposed Directions - As you review the draft, consider:

- **Relevance:** Do the proposed directions respond to the needs of young people and the realities of Scouting in your country?
- **Clarity:** Are the policy directions, concepts, and expectations clear and easy to understand?
- **Applicability:** Can the proposed directions be adapted and implemented within your national context?
- **Gaps and challenges:** Is anything missing, unclear, or difficult to apply? What additional guidance or support might be needed?
- **Areas to maintain or strengthen:** Which elements should be retained, improved, or further developed?

Step 3. Organise a Stakeholders Discussion - National teams are encouraged to organise a discussion session to review the proposed policy collectively and prepare consolidated feedback. Where possible, involve relevant stakeholders, including Youth Programme teams, youth representatives, Adults in Scouting teams, adult volunteers, and other national teams or groups involved in the development and implementation of Adults in Volunteering.

During the discussion, consider the proposed directions, identify areas of agreement or concern, and consolidate the main recommendations from your NSO. The objective is to provide a collective national perspective that reflects different experiences and realities within your organisation.

Step 4. Provide Your Feedback - There are two ways to contribute to the consultation process:

Option A. Submit feedback through the consultation form	**Option B. Comment directly on the Policy Draft**
National teams are encouraged to submit consolidated feedback following their discussion session. Individual stakeholders may also use the form to provide feedback. **[Access the Policy Consultation Feedba Form]**	This option is particularly useful for suggesting changes to specific sections, requesting clarification, or identifying wording that could be improved. **[Access Draft 1 to Provide Direct Comments]**

5. Your Contribution Matters

Your feedback will help ensure that the revised World Scout Adults in Volunteering Policy is clear, relevant, practical, and applicable across different national contexts.

At this stage, the aim is not to assess how well NSOs are implementing the proposed directions, but to understand whether the policy provides appropriate guidance and expectations for the future.

By reviewing the draft, engaging in national discussions, and sharing your recommendations, you can help strengthen the quality and relevance of Scouting education worldwide.

Deadline for submitting feedback: 11 January 2027.