

This document aims to provide guidance and advice to Lead Volunteers when selecting young people and adult volunteers to attend the UK Youth Forum events.

Delegate Eligibility Criteria

- Each County (England), Region (Scotland), Area (Wales) and District (NI) may select:
 - 2 Scouts (ages 10.5-14)
 - 2 Explorers (ages 14-18)
 - 2 Adult Volunteers (at least one must be aged 18-24) *
** Adult volunteers will be responsible for their young people and must have Growing Roots learning complete, including first response. We recommend one of the adult volunteers is a Youth Lead.*
- Delegates must be able to travel to the event and participate for the full duration of the event
- Delegates must be active members of Scouts in their local area

Selection Criteria

- Delegates must demonstrate that they are enthusiastic and passionate about Scouts and must be excited to represent their local area at a UK level.
- Delegates should have knowledge and understanding of the key issues that young people in Scouts face and have ideas about how we could improve.
- Delegates should be comfortable working in groups to develop ideas and explore their own views and those of others
- Delegates should understand the values and structures of Scouts.
- Delegates should have a variety of experiences in Scouts (a range of newly joined Scouts and long-time Scouts).
- Delegates should be keen to develop their leadership skills and be committed to involving other young people in key decision-making processes.

Recruitment should follow basic principles of equality & inclusion and, where possible, proportionately reflect the diversity of the local area, accounting for:

- Gender
- Varying degrees of IMD (Index of Multiple Deprivation)
- Location within the locality – a mixture of rural and urban delegates, if appropriate

UK Youth Forum

Delegate Recruitment Guidance for Lead Volunteers

- Ethnicity
- Religion/belief
- Disability



Who does the recruitment and selection for the UKYF?

- It's up to the Counties (England), Regions (Scotland), Areas (Wales) and Districts (NI) to decide on their recruitment process and to select their own delegates for the UK Youth Forum.
- We know it's a very busy time for Lead Volunteers, so recruitment can be done by you, but it doesn't have to be! Why not ask your Section Leads for Scouts, Explorers and Network to recruit young people from their respective sections?
- The UK Youth Forum is all about youth voice and youth shaped scouting, so who better to get involved in the recruitment process than your local Youth Leads?

How do I do recruitment and selection for the UK Youth Forum?

We'd love to see a variety of incredible delegates and we want to make your task of selecting the best ones as quick and easy as possible. To help, we've included a few ideas of ways you can recruit and select your area's delegates:

- You could send out a **written application** or offer young people the chance to submit a **video application**, where they talk about themselves and answer some questions.
 - o Once these are received you could **select the best 2 applications** from each Section or select all the suitable applications and pick the names in a **random ballot**.
- You could offer a **selection day or session**, where young people come along and participate in activities based around youth voice and youth shaped scouting.
- You could offer **in-person** or **online interviews**. You could run these as **individual** or **group** interviews.
- You could ask local Scout Groups to **nominate** young people from their group.
- You could run a **local youth forum** and select the most engaged young people who participate in the forum.
- You could ask the young people in your area to **nominate their peers**.
- You could run a '**local election**' for your young people.

Example Application Questions

- Tell us about your experience in Scouts.
- Why are you passionate about Scouts?
- Why do you think Scouts is good for you?
- Why is it important that young people in Scouts get a say in the big decisions?
- Why do you want to participate in the UK Youth Forum?
- How will you contribute to the UK Youth Forum?
- What skills do you have that would benefit you as a representative of your area at the UK Youth Forum?
- What are some changes you'd like to see in Scouts?

Example Group Selection Day Activities

- As a group, consider how Scouts could attract more young people to join and make a plan for how to implement your ideas.
- As a group, design a new tag line for Scouts to replace #SkillsForLife.
- Think about our Scouts Values and discuss if we should add new ones or replace existing ones.