



Some Ideas towards Creating a more Positive Culture in Scouting Ireland

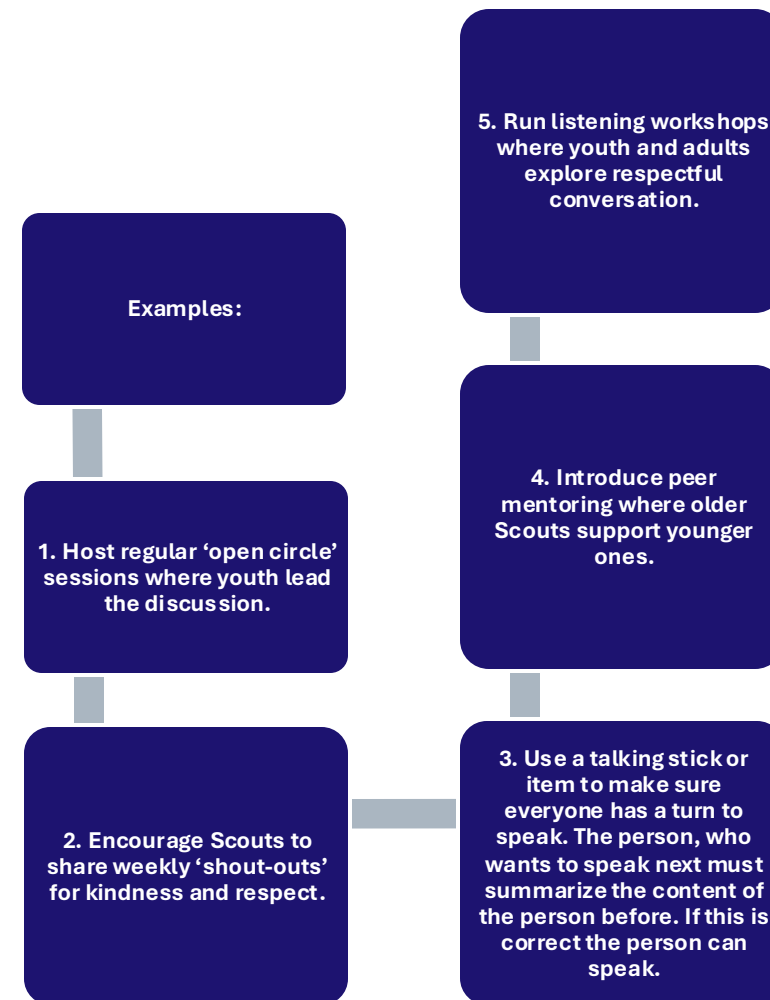
Strategy Working Group

2025

Openness & Respect

“Honesty and openness is always the foundation of insightful dialogue.” — Bell Hooks, writer and cultural critic

A friendly culture starts with being open and respectful. Everyone should feel safe to speak up and share their ideas. This means listening to each other, using kind words, and respecting different opinions. For example, some Groups organise regular ‘open circle’ meetings where everyone - from Scouts to Scouters - can talk about what’s going well and what needs to improve. This helps build trust and understanding.





Working Together

“Remember, we achieve more when we work together than when we work separately.” — from a Yamaha leadership blog emphasizing teamwork

In Scouting, we achieve more when we work together. A good culture means that no one feels left out or expected to do everything alone. Everyone should be encouraged to take part, share ideas, and take responsibility. One County team, for example, brought together Group Leaders and Youth Reps to help shape their annual plan. When we work like this, it helps everyone feel part of the bigger picture.

Examples:

1. Have patrols rotate leadership roles on a weekly basis to share responsibility.

2. Let Scouts create/plan the programme calendar with adult volunteers. Give them leadership roles. Reflect afterwards to find good parts and improvements.

3. Host group challenges where every youth member has a key task.

4. Set up mixed-age buddy systems for activities and hikes.

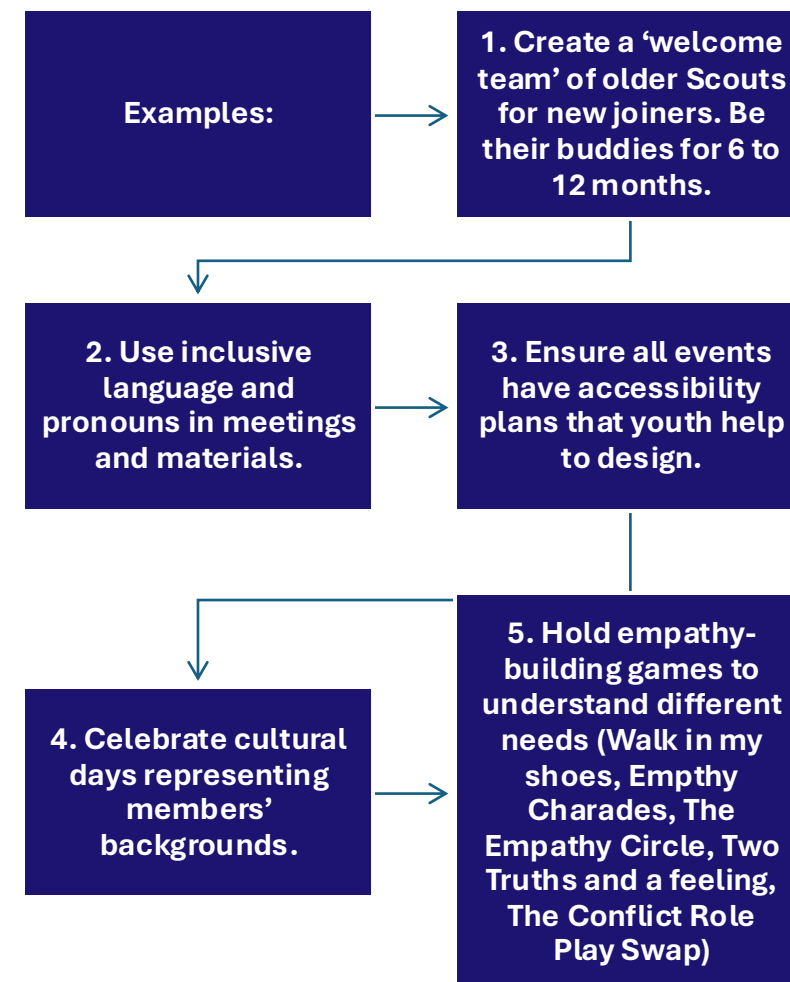
5. Invite youth reps to sit on planning or committee meetings.



Inclusive & Welcoming

“Scouting Is For Everyone.” By around two and a half years into the study, Cub Scouts—regardless of background—showed significant improvements in character attributes compared to non-Scouts

Scouting is for everyone. That means we need to think about how to include people from all kinds of backgrounds and abilities. This could be making sure events are accessible for someone who uses a wheelchair or using visual schedules for a Scout who is autistic. At a recent Provincial event, a quiet space was created so young people who felt overwhelmed could take a break. These small things make a big difference and show that we care about each other.





Learning & Growing Together

“We all need people who will give us feedback. That’s how we improve.”— Bill Gates

Feedback helps us learn and grow. It’s not about blame—it’s about doing better together. Checking in regularly, asking how things are going, and learning from mistakes help build a stronger culture. Some Working Groups meet every few months to talk about what’s working well and what could change. This helps the whole team stay on track and feel supported.

Examples:

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| 1. Use ‘plus/delta’ feedback sessions after events led by youth. |
| 2. Let Scouts keep reflection journals about their experiences (Book, App). |
| 3. Let young people run parts of training days or skill shares. |
| 4. Create a ‘fail forward’ wall celebrating learning from mistakes. |
| 5. Build peer-led support circles where Scouts talk about challenges. |

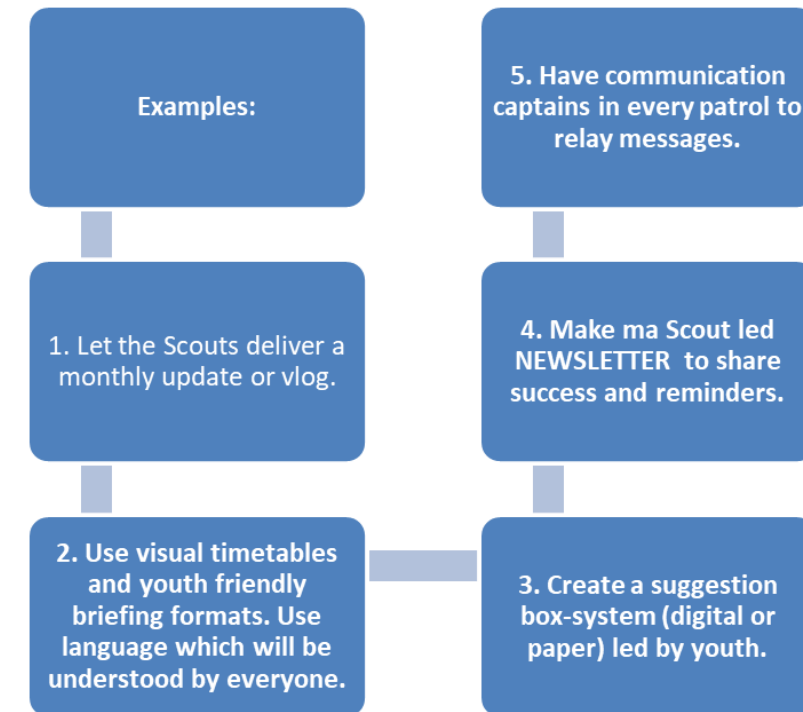


Good Communication

“Transparency breeds trust, and trust is the foundation of great leadership.”

— Jack Welch

A Clear and regular communication is really important. Everyone should know what’s happening, where they can find information, and who to ask if they have a question. This might mean sending out updates by email, posting on social media, or having regular in-person meetings. One Working Group shares a short newsletter each month so that everyone feels informed and included.





Conclusion

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A great culture doesn't just happen. It's something we all help to build—by being kind, listening to each other, and including everyone. When we do this well, Scouting becomes a place where everyone can grow, lead, and feel like they truly belong.

If you have further questions related to culture in Scouting Ireland, please contact us and we can set up a cultural day for your Group, County or Province

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